

REQUEST FOR BOARD ACTION

HENDERSON COUNTY

BOARD OF COMMISSIONERS

MEETING DATE: January 3, 2011

SUBJECT: Equipment Purchase for Retired Employee Policy

ATTACHMENT(S): Draft policy

SUMMARY OF REQUEST:

Staff has drafted a policy to allow retiring employees to purchase certain County equipment that the employees used during the course of their employment. The purchase price for the items under this draft policy will be based on the fair market value of the item, reduced 25% for each 5 full years of service. This purchase will not be permitted for those whose position is terminated or who are not in good standing at the time of their departure.

County staff will be present and prepared if requested to give further information on this matter.

BOARD ACTION REQUESTED:

Approval of the draft policy.

If the Board is so inclined, the following motion is suggested:

I move that the Board approve the draft Equipment Purchase by Retired Employee Policy.

HENDERSON COUNTY EQUIPMENT PURCHASE BY RETIRED EMPLOYEE POLICY

Through the authority of N.C.G.S. 153-176, 160A-265, and 160A-266, the Henderson County Board of Commissioners may use or dispose property within certain guidelines. The Board of County Commissioners hereby enacts the following Policy, directing the County Manager, or his designee, to permit County employees leaving in good standing or retiring to purchase for an the price determined below certain items of County property the employee used during their employment.

DEFINITIONS:

Employee in good standing- an employee who will no longer be employed by the County because of retirement, relocation, school, or other such reasons not related to their employment with the County, but may include employees at will and term-limited employees at the end of such term(s). "Employee in good standing" shall not include employees who are fired for any cause, terminated, or whose position was eliminated due to a reduction in force.

County property- shall include property and equipment largely utilized solely by the employee including but not limited to computers, framed pictures, etc.. It shall not include basic office furniture, weapons, medical or veterinary equipment, or equipment whose fair market price exceeds \$1,000.00 except with specific authorization by the Board of Commissioners.

Price- the purchase price will be the fair market value as determined by the Manager, discounted by 25% for every 5 full years served as an employee of the County.

This policy has been adopted this the ____ day of _____, 20__.

J. Michael Edney, Chairman
Henderson County Board of Commissioners

ATTEST:

Terry L. Wilson, Clerk to the Board