STATE OF SOUTH CAROLINA)	
)	ORDINANCE NO. 2024-1927
COUNTY OF LANCASTER)	

AN ORDINANCE

TO ADOPT AMENDED PERSONNEL POLICIES FOR LANCASTER COUNTY IN ACCORDANCE WITH LANCASTER COUNTY CODE, CHAPTER 2, ARTICLE IV, RELATING TO THE LANCASTER COUNTY PERSONNEL POLICY.

WHEREAS, the most current Lancaster County Personnel Policies was adopted by Lancaster County Council in September, 2010 with additional revisions occurring at the end of the 2010 calendar year and in calendar years 2012 and 2019; and

WHEREAS, as a result of an evolving workforce coupled with changing dynamics in the workplace and events such as the pandemic, updated personnel policies and procedures are needed; and

WHEREAS, new personnel policies are also necessary in order to address newly enacted or amended state and/or federal laws as well as to support South Carolina Retirement Systems and State Health Plan (PEBA) policies; and

WHEREAS, the Lancaster County Council wishes to adopt new personnel policies which will better address the current practices of Lancaster County and which will better address an evolving workforce and ensure compliance with state and federal laws as well as South Carolina PEBA policies; and

WHEREAS, through this ordinance, the Lancaster County Council will adopt amended personnel policies in accordance with South Carolina Code Annotated §4-9-30(7) and the Lancaster County Code of Ordinances, Chapter 2, Article IV, Sec. 2-133 which shall become effective upon third reading.

NOW, THEREFORE, BE IT ORDAINED by the Council of Lancaster County, South Carolina:

<u>Section 1.</u> The amended Lancaster County Personnel Policies attached hereto as Exhibit A are hereby adopted in accordance with South Carolina Code Annotated §4-9-30(7) and the Lancaster County Code of Ordinances, Chapter 2, Article IV, Sec. 2-133 and shall supersede and replace the policies adopted in 2010 in its entirety, including any and all amendments made thereafter to date.

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<u>Section 2.</u> If any section, subsection or clause of this ordinance is held to be unconstitutional or otherwise invalid, the validity of the remaining sections, subsections and clauses shall not be affected.

<u>Section 3</u>. To the extent this ordinance contains provisions that conflict with provisions contained elsewhere in the Lancaster County Code, other County ordinances or resolutions, the provisions contained in this ordinance supersede all other provisions and this ordinance is controlling.

Section 4. This ordinance is effective upon Third Reading.

AND IT IS SO ORDAINED

Dated this	day of	, 2024.
	LANC	CASTER COUNTY, SOUTH CAROLINA
		Steve Harper Chair, County Council
		Billy Mosteller Secretary, County Council
ATTEST:		
Sherrie Simpson, Cl	lerk to Council	
First Reading: Second Reading: Third Reading:		
Approved as to form	n:	
Virginia I. Merck-I	Dupont, County Attorne	

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