

COMMONALITY IN PERSONNEL PRACTICES

The Albemarle County Board of Supervisors (Board of Supervisors or Local Government) and School Board (collectively “Boards”) ~~believe that their employees~~ are all dependent on Albemarle County taxpayers and ~~thus therefore, their employees~~ should be governed, wherever possible, by the same personnel policies, procedures, and practices. ~~To effect affect~~ this commonality, the Boards ^[JWK1] have implemented procedures through which communications and decisions regarding personnel matters take place between the ~~local Local government Government~~ and the ~~school School division Divisions~~.

Adopted: July 1, 1993
 Amended: December 8, 1997; August 26, 2004
 Reviewed: October 10, 2013

ADMINISTRATIVE PROCEDURES FOR COMMONALITY IN PERSONNEL POLICIES

1. All personnel policies and procedures that are applicable to both ~~local-Local government-Government~~ and ~~school-Albemarle Public SchoolsSchool division-Division~~ employees will be approved by both the Board of Supervisors and School Board.
2. Except when directed by the School Board or Superintendent, representatives from both the ~~county-CountyLocal government-Government~~ and the ~~school-School division-Division~~ will review all proposed personnel policies and procedures that are applicable to both the ~~local-Local government-Government~~ and ~~school-School division-Division~~ and make recommendations to both the ~~Albemarle~~ County Executive and Superintendent. A joint recommendation will be made to the ~~BoardsBoards~~. Should changes be suggested by either Board, the matter will be referred back to the ~~Albemarle~~ County Executive and Superintendent for resolution subject to final approval by the Boards.
3. The ~~Albemarle~~ County Executive and Superintendent will make joint recommendations regarding salary and benefit adjustments for inclusion in the next ~~budget for the next fiscal year.year's budget~~.
4. The Boards will maintain a common salary schedule*, means of assigning positions to pay ranges, and fringe benefits programs for employees ~~ofin both-the local-Local government-Government~~ and ~~school-School divisionDivisions~~.

Through the above procedures, it is anticipated that personnel policies, procedures, and practices affecting ~~local-Local government-Government~~ and ~~school-School division-Division~~ employees shall, whenever possible, be consistently developed and administered.

* excluding ~~teachersspecialized step scales~~

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