



RESOLUTION 25-12

A RESOLUTION OF THE TOWN OF SHALLOTTE, NC ADOPTING A NEW PERSONNEL POLICY HANDBOOK APPLICABLE TO EMPLOYEES OF THE TOWN OF SHALLOTTE

WHEREAS, it is the purpose of the Personnel Policy handbook to establish and maintain a uniform system for managing personnel matters; and to provide for the standards, terms, and conditions of employment with the Town of Shallotte in a clear and comprehensive fashion; and

WHEREAS, periodic review and updates to the handbook are necessary for general formatting purposes and clarification, to ensure compliance with evolving state and federal laws, and to address the needs and desires of the Town and its employees; and

WHEREAS, the Town administration and staff have prepared a new Town of Shallotte Personnel Policy Handbook in consultation with the Cape Fear Council of Governments (CFCOG), in partnership with the Piedmont Triad Regional Council (PTRC), and with recommendations from the North Carolina League of Municipalities (NCLM); and

WHEREAS, the Town asserts that all employees of the Town are Employees at Will and, as such, are free to resign at any time without reason and the Town, likewise, retains the right to terminate an employee's employment at any time with or without reason or notice; and

NOW THEREFORE BE IT RESOLVED by the Mayor and the Board of Aldermen of the Town of Shallotte hereby revokes all previously issued Personnel Policy handbooks and hereby adopts the new Personnel Policy handbook provided in Exhibit A, attached hereto and incorporated herein by reference.

Adopted this 7th day of October, 2025.

Walt Eccard, Mayor

ATTEST:

Natalie Goins, Town Clerk

