

**ORDINANCE NO. 26-2(2)**

AN ORDINANCE TO AMEND CHAPTER 2, ADMINISTRATION, OF THE CODE OF THE COUNTY OF ALBEMARLE, VIRGINIA

BE IT ORDAINED By the Board of Supervisors of the County of Albemarle, Virginia, that Chapter 2, Administration, is hereby amended as follows:

**By Amending:**

Sec. 2-910 Compensation and Sign-On Incentives.

**Chapter 2. Administration**

**Article 9. Personnel**

**Sec. 2-910 Compensation and Sign-On Incentives.**

The Board of Supervisors shall establish a schedule of uniform compensation for officers and employees. With the consent of the County Executive, and review from the Director of Human Resources, the head of each department may provide officers and employees in such department a sign-on incentive as part of their compensation. ~~Incentives will not exceed \$5,000.00 per officer or employee, and must be based upon a determination that incentives are necessary, under prevailing market conditions for the position, to acquire well-qualified employees, may be offered upon a finding that such incentives are necessary to address recruitment or operational needs and to remain competitive under prevailing market conditions for the affected position(s). Such incentives must be supported by documented justification and administered in accordance with County policy.~~ Sign-on incentives shall be offered uniformly to similarly situated officers and employees.

For the purpose of this section, "sign-on incentive" means an additional payment to an officer or employee, paid at a specified time, such as a certain number of weeks after starting employment or upon the successful completion of a training program.

(Ord. 23-2(1), 6-7-23, effective 6-10-23)

**State law reference(s)** – Va. Code §§ 15.2-514, 15.2-1508.

This ordinance shall be effective on and after May 6, 2026.

I, Claudette K. Borgersen, do hereby certify that the foregoing writing is a true, correct copy of an Ordinance duly adopted by the Board of Supervisors of Albemarle County, Virginia, by a vote of \_\_\_\_ to \_\_\_\_, as recorded below, at a regular meeting held on \_\_\_\_\_.

\_\_\_\_\_  
Clerk, Board of County Supervisors

	<u>Aye</u>	<u>Nay</u>
Mr. Gallaway	_____	_____
Ms. Duncan	_____	_____
Ms. LaPisto-Kirtley	_____	_____

Ms. Mallek  
Mr. Missel  
Mr. Pruitt

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