

**B. ORDINANCE PROVIDING FOR PAYMENT OF BONUSES  
TO EMPLOYEES WHO OBTAIN PROFESSIONAL  
CERTIFICATION OR LICENSURE**

OPENING STATEMENT

This public hearing is held pursuant to § 15.2-1508, Code of Virginia, 1950, as amended to receive public comment on an ordinance providing for the payment of monetary bonuses to county employees who obtain professional certification or licensure related to the performance of their duties. Such certification or licensure shall have resulted from a written examination administered by, or in behalf of, any state- or nationally recognized accrediting agency or professional organization.

The notice of this public hearing was published in the Tidewater News on February 13 and February 20, 2011 as required by law.

After conclusion of this public hearing, the Board of Supervisors will consider the comments offered this morning and may act upon the matter or defer action until such time as it deems appropriate.

**MOTION REQUIRED:** If the Board is so inclined, a motion is required to adopt the attached ordinance.

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WHEREAS, Section 15.2-1508, *Code of Virginia*, provides that a local governing body may provide, by ordinance, for payment of monetary bonuses to its officers and employees; and

WHEREAS, this Board has published notice of its intention to consider this ordinance in accordance with the provisions of Section 15.2-1427 (F), Code of Virginia on February 13 and February 20, 2011.

NOW, THEREFORE, BE IT ORDAINED by the Board of Supervisors of Southampton County, Virginia that any employee covered under the County's Classification and Pay Plan who obtains professional certification or licensure related to the performance of their duties shall be compensated with a five hundred dollar (\$500.00) monetary bonus. Such certification or licensure shall have resulted from a satisfactory and passing score on a written examination administered by, or in behalf of any state or nationally recognized licensing/accrediting agency or professional organization.

This policy may include, but is not strictly limited to:

- a. Administrative professional certification;
- b. Building official, construction inspector and plan reviewer certifications;
- c. Commercial drivers licenses;
- d. Computing professional certifications;
- e. Erosion and sediment control administrator, plan reviewer or inspector certifications;
- f. Herbicide or pesticide applicator certifications;
- g. Master deputy certifications;
- h. Public finance officer certifications;
- i. Recognition by the American Institute of Certified Planners;
- j. Waterworks and wastewater works operator licenses;
- k. Zoning administrator certifications.

This ordinance shall apply to all professional certifications or licenses obtained on or after January 1, 2011, but shall not apply to renewal of any previously issued license or certification.

It shall be the responsibility of any employee to provide his/her immediate supervisor with written documentation that such license or certification has been obtained prior to the payment of any such bonus. Such documentation shall become part of that employee's permanent personnel record.

Adopted: February 28, 2011