

# Minutes

August 23, 2010

The regular meeting of the Cleveland County Budget Board was called to order this 23rd day of August 2010, in the conference room of the Cleveland County Office Building by Chairman Rusty Sullivan. Tammy Howard, County Clerk/Secretary, called roll and those present were:

Rusty Sullivan, Chairman  
Tammy Howard, Secretary  
Rod Cleveland, Member  
Saundra DeSelms, Member  
Rhonda Hall, Member  
George Skinner, Member

Vice-Chairman, David Tinsley and Member, Joe Lester were absent.

Others present: Dave Batton, Christine Brannon, Melinda Duke. Christina Morren and Dan Cary.

Rhonda Hall moved, seconded by George Skinner, to approve the minutes of the regular meeting of August 9, 2010.

The vote was: Rusty Sullivan, yes; Tammy Howard, yes; Rod Cleveland, yes; Saundra DeSelms, yes; Rhonda Hall, yes; George Skinner, yes.

Motion Carried.

Joe Lester entered the meeting @ 10:35am.

Chairman Sullivan called for Discussion, Consideration, and/or Action regarding recommendations or approval or modifications of the County Drug Testing Policy previously adopted in 2005.

David Batton, Assistant District Attorney, stated the 2005 Employee Personnel Handbook mandated that each new employee, "Shall" be drug tested; however, the Cleveland County 2010 Personnel Policy Manual leaves it as discretionary, which are not consistent and need to be reconciled. Discussion among the members was held on the issue.

Rod Cleveland moved, seconded by Rhonda Hall, to reconcile the 2005 County Drug Testing Policy, with the Cleveland County 2010 Personnel Policy Manual providing that drug testing shall be at the discretion of each Elected Official on whether to conduct drug testing for new employees.

The vote was: Rusty Sullivan, no; Tammy Howard, yes; Rod Cleveland, yes; Saundra DeSelms, yes; Rhonda Hall, yes; Joe Lester, yes; George Skinner, no.

Motion Carried.

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Chairman Sullivan called for Discussion, Consideration, and/or Action regarding recommendations for modification or changes to County Personnel 2010 Policy Manual previously adopted in 2010.

David Batton, Assistant District Attorney, presented issue regarding the need for clarification and the need for a policy for employees who claim complete disability and unable to work due to a claim of an on the job injury. David Batton suggested, as recommended by ACCO personnel, that Cleveland County incorporate the language as suggested with some minor modifications to be clear to supervisors and employees as well as consistent with state law. This would include that an employee unable to return to work after (1) one year does not have any expectation of continued employment and the position can be filled.

Rod Cleveland moved, seconded by Sandra DeSelms, to provide a more detailed Workers' Compensation policy in the Cleveland County 2010 Personnel Policy Manual as recommended to include a provision that - if an employee doesn't return after one (1) year, the Elected Official may release the employee from employment.

Chairman Sullivan called for Miscellaneous Discussion:

Rhonda Hall asked whether or not an employee's weekend drill would be included in the 30 days allowed for military leave.

David Batton, Assistant District Attorney, stated the employee must take the time off of their accrued leave, or make a shift in employees schedule if regular worked hours are on the weekend.

There being no further business to come before the Board, George Skinner moved that the meeting be adjourned. Sandra DeSelms seconded the motion.

The vote was: Rusty Sullivan, yes; Tammy Howard, yes; Rod Cleveland, yes; Sandra DeSelms, yes; Rhonda Hall, yes; Joe Lester, yes; George Skinner, yes.

Motion Carried.

(Clerk's Note: Agenda was posted on 08-20-10 @ 8:56 a.m.)