

## COUNTY COMMISSION- REGULAR SESSION

APRIL 17, 2000

BE IT REMEMBERED THAT:

COUNTY COMMISSION MET PURSUANT TO ADJOURNMENT IN REGULAR SESSION OF THE SULLIVAN COUNTY BOARD OF COMMISSIONERS THIS MONDAY MORNING, APRIL 17, 2000, 9:00 A.M. IN BLOUNTVILLE, TENNESSEE. PRESENT AND PRESIDING WAS HONORABLE GIL HODGES, COUNTY EXECUTIVE, JEANIE F. GAMMON, COUNTY CLERK AND WAYNE ANDERSON, SHERIFF OF SAID BOARD OF COMMISSIONERS,

TO WIT:

The Commission was called to order by County Executive, Gil Hodges. Sheriff Wayne Anderson opened the commission and Comm. James L. King, Jr. gave the invocation. Pledge to the flag was led by County Executive, Gil Hodges.

COMMISSIONERS PRESENT AND ANSWERING ROLL WERE AS FOLLOWS:

	JAMES R. BLALOCK
BRYAN K. BOYD	JUNE CARTER
FRED CHILDRESS	O. W. FERGUSON
	RALPH P. HARR
DENNIS HOUSER	MARVIN HYATT
SAMUEL JONES	ELLIOTT KILGORE
	JAMES L. KING, JR.
	GARY MAYES
WAYNE MCCONNELL	PAUL MILIORN
RANDY MORRELL	HOWARD PATRICK
ARCHIE PIERCE	MICHAEL B. SURGENOR
MARK A. VANCE	EDDIE WILLIAMS

20 PRESENT 4 ABSENT

(absent-Belcher, Gonce, Buddy King, Mason)

The following pages indicates the action taken by the Commission on re-zoning requests, approval of notary applications and personal surety bonds, motions, resolutions and other matters subject to the approval of the Board of Commissioners.

Motion was made by Comm. Harr and seconded by Comm. Hyatt to approve the minutes of the March 20, 2000 session of County Commission. Said motion was approved by voice vote.



**PUBLIC COMMENTS APRIL 17, 2000**

THOSE SPEAKING DURING PUBLIC COMMENTS WERE:

- #1 Dr. William Locke from North East State
- #2 County Executive Gil Hodges presented Proclamation proclaiming May 10 as  
" Welcome Center Staff Appreciation Day"
- #3 Tom Cuthill
- #4 Jerry Dykes
- #5 Joey Salyers concerning zoning amendment (structures in rear yard)

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Quarterly Reports from the Highway Dept., Purchasing Dept. Sullivan County  
Library were submitted for the period of January 1, 2000 through March 31, 2000.  
Reports filed with the County Clerk as a matter of record.

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**ELECTION OF  
PLANNING DIRECTOR**

County Executive Gil Hodges presented applicant for the position of Planning  
Director for approval of the Commission. Ambre Torbett was approved for the position  
with a roll call vote of the County Commission, 19 Aye, 1 Pass, 4 Absent.

State of Tennessee  
County of Sullivan

## Election of Notaries

20-Mar-00

Ray H. Adams	P. A. Martino, Jr.
Stephanie R. Arnold	Stefanie L. Mullins
Wayne E. Ausmus	Kristin Taylor Nab
Debbie Baker	Helen H. Qualls
Monique L. Bellamy	Tammy Phillips
Kenny W. Bouton	Stephanie W. Rambo
Roy L. Brackett	Kevin T. Robinette
Rhonda K. Carter	Marilyn L. Robinson
Timothy P. Cartwright	D. H. Salyer
Kathy Chapman	Michael Sexton, Jr.
June M. Childress	Randy Shipley
Vickie Clark	Wendi P. Stratton
Brenda J. Crockett	Cynthia Turner
William W. Doss	Gary Vanover, Jr.
Kimberly S. Gentry	Patty Vaughn
Ted Glynn	Barbara J. Whitehead
Janice P. Gorley	Betty R. Witcher
Thomas L. Gouge	April Dawn Worley
Diane M. K. Hills	
Millicent D. Hutchins	
Rebecca S. Jackson	
Ruth H. Jones	

UPON MOTION MADE BY COMM. MCCONNELL AND SECONDED BY  
COMM. HYATT TO APPROVE THE NOTARY APPLICATIONS HEREON,  
SAID MOTION WAS APPROVED BY ROLL CALL VOTE OF THE  
COMMISSION. 20 AYE, 4 ABSENT.

State of Tennessee  
County of Sullivan

Approval of Notary  
Public Surety Bonds

17-Apr-00

Don W. Cooper

Mary Kay English

Louise Gilliam

Wanda Wallen Gilliam

Jeanette A. Keesee

Ruthie A. Kirk

Edna M. Light

Mrs. Charles M. Phipps

Ida Jones Riley

Rebecca Rush

Nat H. Thomas

Kenneth C. Tomlinson

Howard H. White

UPON MOTION MADE BY COMM. MCCONNELL AND SECONDED BY  
COMM. HYATT TO APPROVE THE NOTARY BONDS OF THE ABOVE NAMED  
INDIVIDUALS, SAID MOTION WAS APPROVED BY ROLL CALL VOTE OF THE  
COMMISSION. 20 AYE, 4 ABSENT.

## RESOLUTIONS ON DOCKET FOR APRIL 17, 2000

RESOLUTIONS	ACTION
#1 THE SULL. CO. BOARD OF COMM. TO CONSIDER AMENDMENTS TO THE SULL. CO. ZONING RESOLUTIONS AS AMENDED	APPROVED 04/17/00
#2 AMENDMENTS TO SULL. CO. EMPLOYEE HANDBOOK	APPROVED 04/17/00
#3 SULL. CO. TO JOIN IN LITIGATION TO CHALLENGE LEGALITY OF PUBLIC CHAPTER 1101 OF THE PUBLIC ACTS OF 1998	WITHDRAWN 04/17/00
#4 SUPPORT OF A GRANT TO CONSTRUCT A BIKING/HIKING TRAIL	DEFERRED 04/17/00
#5 THE REVISION OF THE SULLIVAN COUNTY POLICY ON USE OF COUNTY VEHICLES	DEFERRED 04/17/00
#6 REMOVAL OF STOP SIGN ON MINGA ROAD AND PLACE STOP SIGN ON BOONE DAM ROAD IN THE 18 <sup>TH</sup> CD	DEFERRED 04/17/00
#7 STOP SIGN TO BE PLACED AT KINGS VIEW IN THE 11 <sup>TH</sup> CD	APPROVED 04/17/00
#8 STOP SIGN ON SOUTH CREEK COURT IN THE 13 <sup>TH</sup> CD	APPROVED 04/17/00
#9 25 MPH SPEED LIMIT ON RIVERBENT RD IN THE 1 <sup>ST</sup> CD	APPROVED 04/17/00
#10 THE TRANSFER OF FUNDS TO MEET THE PURCHASE COST OF SPECIAL EDUCATION BUS	APPROVED 04/17/00
#11 AMENDMENT OF THE GEN PURPOSE SCHOOL BUDGET TO ACCEPT GRANT FROM THE ALLIANCE AND BUSINESS TRAINING FOR THE EDUCATION EDGE PROGRAM GRANT, SULL EAST HIGH SCHOOL	APPROVED 04/17/00
#12 AMENDMENT TO EMPLOYEE HEALTH INSURANCE CONTRACT WITH JOHN DEERE HEALTH CARE TO ADD STATUS ALLERGY CLINIC AS OUT-OF-NETWORK PROVIDER	APPROVED 04/17/00
#13 THE COUNTY EXECUTIVE OF SULLIVAN TO IMPLEMENT THE WORKFORCE INVESTMENT ACT ON BEHALF OF SULL. CO. TENN	APPROVED 04/17/00
#14 THE ENDORSEMENT OF SAFETY IMPROVEMENTS INVOLVING PUBLIC HIGHWAY-RAILROAD CROSSINGS	APPROVED 04/17/00
#15 SULL. COUNTY TO CONTRIBUTE TO ATTORNEY'S FEES ARISING OUT OF PERSONAL PROPERTY LITIGATION	1 <sup>ST</sup> READING 04/17/00
#16 ANNEXATION AGREEMENT	1 <sup>ST</sup> READING 04/17/00
#17 ESTABLISHMENT OF NEW COUNTY COMMISSION DISTRICTS AND REDUCTION IN MEMBERSHIP OF COUNTY LEGISLATIVE BODY	1 <sup>ST</sup> READING 04/17/00
#18 INCREASE IN COMPENSATION OF COUNTY COMMISSIONERS	1 <sup>ST</sup> READING 04/17/00
#19 THE DIRECTOR OF SULL CO DEPT OF EDUCATION TO ENTER INTO LEASE ARRANGEMENT	1 <sup>ST</sup> READING 04/17/00
#20 STOP SIGN IN THE 4 <sup>TH</sup> CIVIL DISTRICT	1 <sup>ST</sup> READING 04/17/00
#21 STOP SIGNS IN THE 8 <sup>TH</sup> CIVIL DISTRICT	1 <sup>ST</sup> READING 04/17/00
#22 STOP SIGN IN THE 7 <sup>TH</sup> CIVIL DISTRICT	1 <sup>ST</sup> READING 04/17/00
#23 TAX RELEASES FOR THE YEAR 1998 FROM THE OFFICE OF FRANCES HARRELL, TRUSTEE	1 <sup>ST</sup> READING 04/17/00
#24 THE SULLIVAN COUNTY SCHOOL DEPT TO AMEND THE GENERAL PURPOSE SCHOOL BUDGET FOR THE EDUCATION EDGE GRANT BY \$59,500.00	1 <sup>ST</sup> READING 04/17/00
#25 ESTABLISHMENT OF BLOUNTVILLE HERITAGE DISTRICT AND RESCINDING OF RES. #27 APPROVED MARCH 20, 2000	APPROVED 04/17/00
#26 SULLIVAN COUNTY TO ENTER INTO CONTRACTS WITH	APPROVED 04/17/00

Sullivan County, Tennessee  
Board of County Commissioners

No. 1  
2000-04-00

To The Honorable Gil Hodges, County Executive, and The Members of The Sullivan County Board of Commissioners in Regular Session on this the 17<sup>th</sup> Day of April, 2000.

**RESOLUTION AUTHORIZING The Sullivan County Board of Commissioners to Consider Amendments to the Sullivan County Zoning Resolution as Amended.**

NOW, THEREFORE BE IT RESOLVED by the Board of County Commissioners of Sullivan County, Tennessee assembled in Regular Session on the 17<sup>th</sup> day of April, 2000.

THAT, WHEREAS, The attached rezoning petitions have been duly initiated, have been before the Planning Commission (recommendations enclosed), and have received a public hearing as required; and

WHEREAS, Such rezoning petitions will require an amendment to the Sullivan County Zoning Resolution;

**NOW THEREFORE BE IT RESOLVED, That the Sullivan County Board of Commissioners consider the attached rezoning petitions and vote upon the proposed amendments, individually or otherwise at the discretion of the Commission, by roll call vote and that the vote be valid and binding and that any necessary amendments to the official zoning map be made so.**

All resolutions in conflict herewith be and the same rescinded insofar as such conflict exist.

This resolution shall become effective on \_\_\_\_\_ 2000, the public welfare requiring it.

Duly passed and approved this 17 day of April, 2000.

Attested: Joanne Hyatt Date: 4/17/00 Gil Hodges Date: 4/17/00  
County Clerk County Executive

Introduced By Commissioner: Belcher  
Seconded By Commissioner(s): Ferguson

Estimated Cost: \$ \_\_\_\_\_  
Fund: \_\_\_\_\_

Committee Action	Approved	Disapproved	Deferred	No Action
Administrative				
Budget				
Executive				

Commission Action	Aye	Nay	Pass	Absent	Total
Roll Call					
Voice Vote	X				

alt

Comments: Motion made by Comm. Hyatt and seconded by Comm. Morrell to approve. Approved Voice Vote

Sullivan County, Tennessee  
Board of County Commissioners

No. 2  
SUBSTITUTE  
Executive Committee  
1999-12-01

To The Honorable Gil Hodges, County Executive, and The Members Of The Sullivan County Board of Commissioners in Regular Session this the 17th day of January, 2000.

**RESOLUTION AUTHORIZING Amendments to Sullivan County Employee Handbook.**

NOW, THEREFORE BE IT RESOLVED by the Board of County Commissioners of Sullivan County, Tennessee assembled in Regular Session on the 17th day of January, 2000;

WHEREAS, the Sullivan County Employee Handbook Revised May 1, 1996 was adopted by the Sullivan County Board of Commissioners pursuant to Resolution No. 8 approved on April 15, 1996; and

THE STATE OF TENN AND CITY OF KINGSPORT RELATIVE TO THE CONSTRUCTION OF A STATE INDUSTRIAL ACCESS ROAD TO SERVE THE KINGSPORT INTERSTATE TECHNOLOGY PARK AND SURROUNDING AREA	
#27 THE APPROVAL OF A STATUTORY BOND FOR APPOINTED OFFICIALS	APPROVED 04/17/00
#28 THE COUNTY EXECUTIVE TO NEGOTIATE A LEASE AGREEMENT WITH FRONTIER HEALTH RELATIVE TO THE YOUTH CENTER BUILDING	APPROVED 04/17/00
#29 THE APPROVAL OF A BUDGET AMENDMENT FOR THE REGIONAL JUVENILE DETENTION CENTER	1 <sup>ST</sup> READING 04/17/00
#30 BALL ORCHARD ROAD FROM PRIVATE ROAD INTO A COUNTY ROAD	1 <sup>ST</sup> READING 04/17/00



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[illegible]

## Agenda

Public Notice  
Sullivan County Board of County Commission

April 17, 2000

The Sullivan County Board of County Commissioners will hold a public hearing on Monday, April 17, 2000 at 9:00 A.M. in the Sullivan County Courthouse, Blountville, TN to consider the following requests:

- (1) File No. 2/00/1 Winfred Evans  
Reclassify R-1 property on Patterson Hill Road to R-2 to allow a single wide mobile home.
- (2) File No. 2/00/2 Arthur Knight  
Reclassify R-1 property on Qualls Road to R-2 to allow a single wide mobile home. **Kingsport Planning Commission**
- (3) File No. 2/00/3 Michael W. Trivett  
Reclassify A-1 property on Emmett Road to B-3 for retail sales business. **Bristol Planning Commission**
- (4) File No. 2/00/4 Roy Cox  
Reclassify R-1 property on Starlight Road to R-2 to allow a single wide mobile home.
- (5) File No. 2/00/5 J.B. Fugate  
Reclassify R-1 property on Roseberry Road to R-2 to allow a single wide mobile home.
- (6) File No. 2/00/6 Old Island Residential Development LLC  
Reclassify A-1 property off of Island Road to R-3A to allow patio home.
- (7) File No. 2/00/7 Alan Pairgin  
Reclassify PBD property on Shipley Ferry Road to B-3 for multiple business use.
- (8) File No. 2/00/8 Alberta Singleton  
Reclassify A-1 property on Old Jonesboro Road to P.B.D. for an office building and future development. **Bristol Planning Commission**

(9) **Amendment to the Sullivan County Zoning Resolution**  
(To add)

609.1.5 Single-wide mobile home as a secondary use only as residence for a night watchman associated with the primary business use.

(10) **Amend Section 603.1.4 to read as follow: (deferred)**

603.1.4 Customary accessory buildings or structures provided however, if they are located in the rear yard and not closer than five (5) feet to any lot line. Otherwise, the applicable setback requirements for that particular zone will apply.

(11) **Amend Zoning Resolution to add Light Commercial Recreation.**  
(deferred)

Light Commercial Recreation. Light commercial recreation, provided the parcel of land contains a minimum of one (1) acre and the design of the site conforms to the requirements set forth in this resolution. Parking for such establishments must be adequate for the greatest number of customers allowed at one time.

(12) **Add to Zoning Resolution Definitions. (deferred)**

Light Commercial Recreation. A recreation facility operated as a part time business, open to the public for a fee and designed and equipped for recreational activities. For the purpose of this resolution, light commercial recreation shall be limited to the following such uses: non-motorized bicycle motocross, skateboard/rollerblade park, miniature golf, golf courses, fish ponds, paint ball, horseback riding, archery ranges, boating and swimming.

(13) **Change Recreational Vehicle Park to read as follows: (deferred)**

245. Recreational Vehicle Park. An area or tract of land containing not less than three (3) acres where two or more recreational vehicles sites are located, established of maintained occupancy by vacation purposes. For the purpose of this resolution, recreational vehicle park shall be considered a light commercial recreation use.

**MINUTES  
OF THE SULLIVAN COUNTY PLANNING COMMISSION**

The regular meeting of the Sullivan County Planning Commission was held on Tuesday, March 21, 2000, 7:00 P.M., Courthouse, Blountville, Tennessee.

- |  |  |
|--|--|
| <b>A. Members Present:</b><br>James Greene, Jr., Chairman<br>Wade Childress, Vice Chairman<br>Harold Barnes<br>Carol Belcher<br>Harry Boggs<br>Jeff Hickam<br>Cathy Mullins<br>Don Brown | <b>Members absent:</b><br>Scott Barnes |
|--|--|

**Staff Representative:**

Stan Harrison, Local Planning  
David Moore, Local Planning  
Tim Earles, Sullivan County Building Commissioner  
Richard Henry, Sullivan County Planning Dept.

The meeting was called to order at 7:05pm by the chairman with a quorum present.

The minutes from the February 15, 2000 meeting were reviewed. Motion to accept the minutes as presented by Boggs, second by H. Barnes. Motion to accept the minutes as presented was unanimous.

**B. Rezoning Request**

1. **File Number 1/00-1, Winfred Evans**  
Reclassify R-1 property on Patterson Hill Road to R-2 to allow a single wide mobile home.

The applicant was present, Mr. Evans. No one was present in opposition. Staff's recommendation was to deny the request due to spot zoning.

Motion to approve the rezoning request by Childress, second Mullins.  
The motion to approve the rezoning passed 6 to 1, Brown opposed.

The motion to rezone was approved.

2. **File No. 2/00-4, Roy Cox**  
 Reclassify R-1 property on Starlight Road to R-2 to allow a single wide mobile home.  
  
 The applicant was present, Mr. Cox. No one was present in opposition. Staff recommended approval of the rezoning.  
  
 Motion to deny the request by Barnes. No second was made. Motion to approve the rezoning by Belcher, second Hickam. The motion to approve the rezoning passed 5 to 2. Boggs and H. Barnes opposed.  
  
 The motion to rezone was approved.
3. **File No. 2/00-5, J.B. Fugate**  
 Reclassify R-1 property on Roseberry Road to R-2 to allow a single wide mobile home.  
  
 The applicant was present, Mr. Fugate. No one was present in opposition. Staff recommended against rezoning due to the fact that the surrounding property may be brought into zoning compliance in the future.  
  
 Motion to approve the rezoning request by Mullins, second Childress. The motion passed 6 to 1 with Mr. H. Barnes opposed.  
  
 The motion to rezone was approved.
4. **File No. 2/00-6, Old Island Residential Development LLC.**  
 Reclassify A-1 property on Island Road to R-3A to allow construction of "patio homes".  
  
 A representative from Old Island was present. No one was present in opposition. Staff recommended approval of the rezoning.  
  
 Motion to approve the rezoning request by Mullins, second Childress. The motion passed 7 to 0, unanimous.  
  
 The motion to rezone was approved.
5. **File No. 2/00-7, Alan Pairgin**  
 Reclassify PBD property on Shipley Ferry Road to B-3 for multiple business use.  
  
 The applicant was present, Mr. Pairgin. Mr. & Ms. Chandler was present and spoke in opposition to the rezoning. Staff recommended denial of the rezoning.

Motion to deny the rezoning request by Childress, second Brown. The motion passed 7 to 0, unanimous.

The motion to rezone was denied.

**C. Subdivision Plats:**

1. **Baker's Subdivision (Preliminary)**  
Staff recommended approval. Motion to approve by H. Barnes, second Boggs. Vote in favor of the motion was unanimous.
2. **Highland Woods Subdivision (Preliminary)**  
Staff recommended approval. Motion to approve by H. Barnes, second Boggs. Vote in favor of the motion was unanimous.
3. **Lock Carter (Preliminary & Final)**  
Staff recommended approval. Motion to approve by H. Barnes, second Belcher. Vote in favor of the motion was unanimous.
4. **Ronald Lane (Preliminary & Final)**  
Staff recommended approval. Motion to approve by Childress, second H. Barnes. Vote in favor of the motion 6 to 1. Mullins opposed.
5. **Mark Edmonds**  
Staff recommended approval. Motion to approve by H. Barnes, second Belcher. Vote in favor of the motion unanimous.
6. **Minor subdivision plats approved for January.**  
Motion to allow approval by Brown, second Childress. Vote in favor of the motion was unanimous.

**D. Site Plans:**

1. **Alltel (Cellular Tower)**  
Centenary Road  
Mr. Earls asked the commission to change the regulations for co-locations of cell towers in PBD zones. Mr. Earles asked that the regulations exclude the sight plan review for such circumstances in PBD zones.

Motion to approve the changing of the zoning resolution by Childress, second Boggs. Vote in favor of the motion was unanimous.

2. **Gazazba LLC. Property**

Hwy 11-W

Staff recommended denial due to the entrance road not meeting Sullivan County zoning regulations.

Motion to approve the site plan by Brown, second Mullins. Vote in favor of the motion was 5 to 2 with Childress and H. Barnes opposed.

**E. New Business**

1. **Approval of oversized structure in R-1 (residential) district.**

Robert E. Cox  
395 Old Stage Trail  
Bristol, TN 37620

Staff recommended approval. Motion to approve the oversized structure by Childress, second Boggs. Motion passed 5 to 2. Brown and H. Barnes opposed.

2. Mr. Boggs made a motion to send a letter to County Executive (Gil Hodges) from the Sullivan County Planning Commission as a committee. The letter would state that the Planning Commission should have the opportunity to tour the rezoning and subdivision sites monthly, with the Building commissioner and the Planner.

Mr. Hickam stated that he would also like to have the opportunity to do so, but that the commission would not utilize the opportunity.

Ms. Mullins stated that due to her work schedule that she would not be able to utilize the trips, and therefore should not vote for something that she can't personally participate in.

Motion by Boggs, second Brown. Vote in favor of the motion 5 to 2, with Belcher and Mullins against.

0-37

- F. Public Comments: None
- G. Adjournment:

With no further business a motion was made to adjourn by H. Barnes, second Boggs. Meeting was adjourned at 9:06 p.m.

  
Secretary of Planning Commission, Jeff Hickam,

Minutes submitted by Richard Henry,



PETITION TO SULLIVAN COUNTY FOR REZONING

0288

A request for rezoning is made by the person named below; said request to go before the Sullivan Co. Regional Planning Commission for recommendation to the Sullivan County Board of Commissioners.

Property Owner <u>Wingfield Evans</u> Address <u>544 Patterson Hill Rd</u> <u>Blk. In 37619</u> Phone <u>323-9351</u> Date of Request <u>1-17-00</u> Property Located in <u>872</u> Civil District <u>Wingfield Evans</u> Signature of Applicant	<p><b>OFFICE USE ONLY</b></p> Meeting Date <u>3-21-00</u> Time <u>7:00 PM</u> Place <u>2nd Floor Courthouse</u> ..... Planning Commission Approved _____ Denied _____ County Commission Approved <u>X</u> Denied _____ Other <u>ROLL CALL 19 AYE, 1 PASS,</u> <u>4 ABSENT</u> Final Action Date <u>04/17/00</u>
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PROPERTY IDENTIFICATION

Tax Map 81 Group \_\_\_\_\_ Parcel 12.55  
 Zoning Map 17 Zoning District R-1 Proposed District R-2  
 Property Location Patterson Hill Rd.

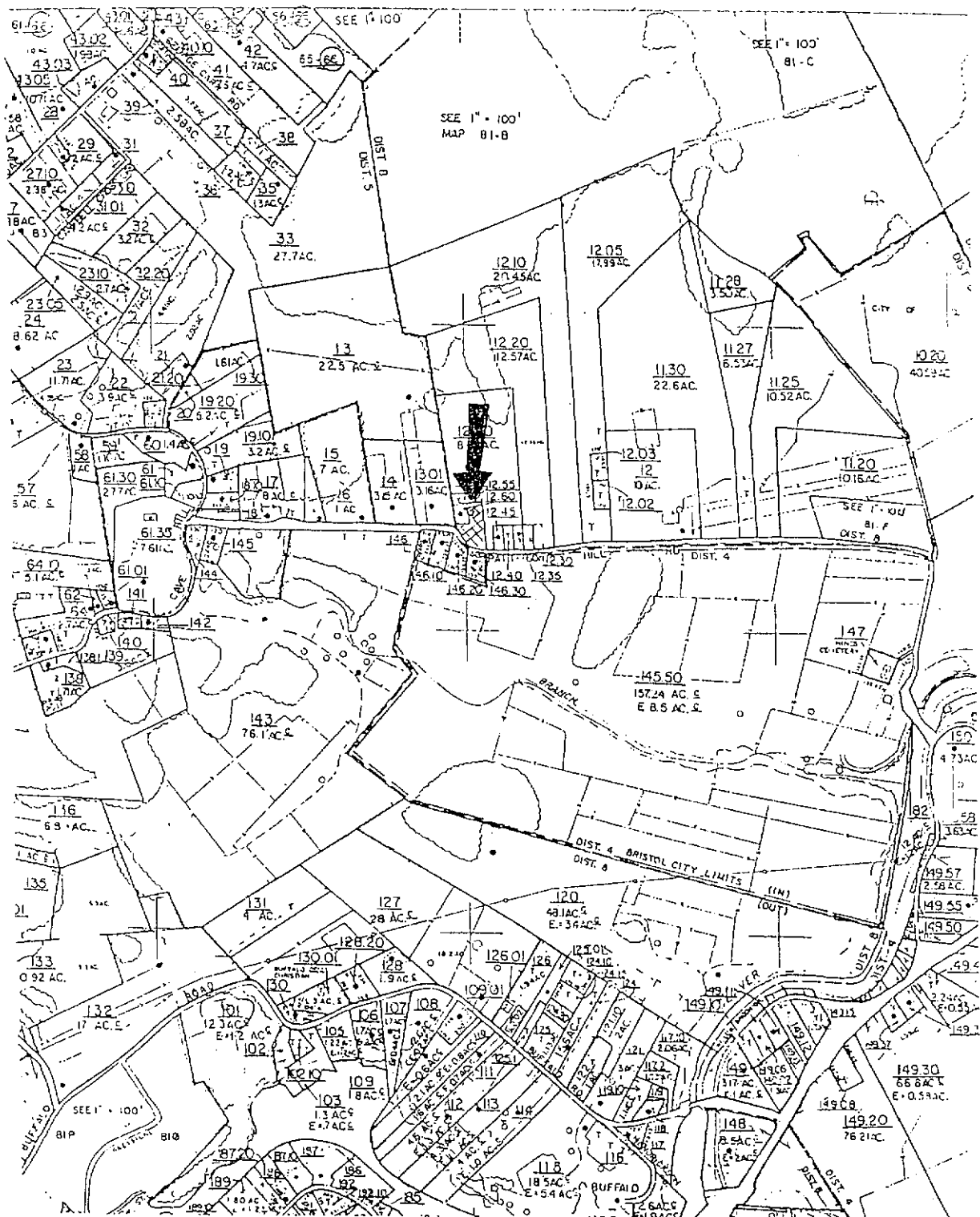
Purpose of Rezoning To allow a single wide  
mobile home

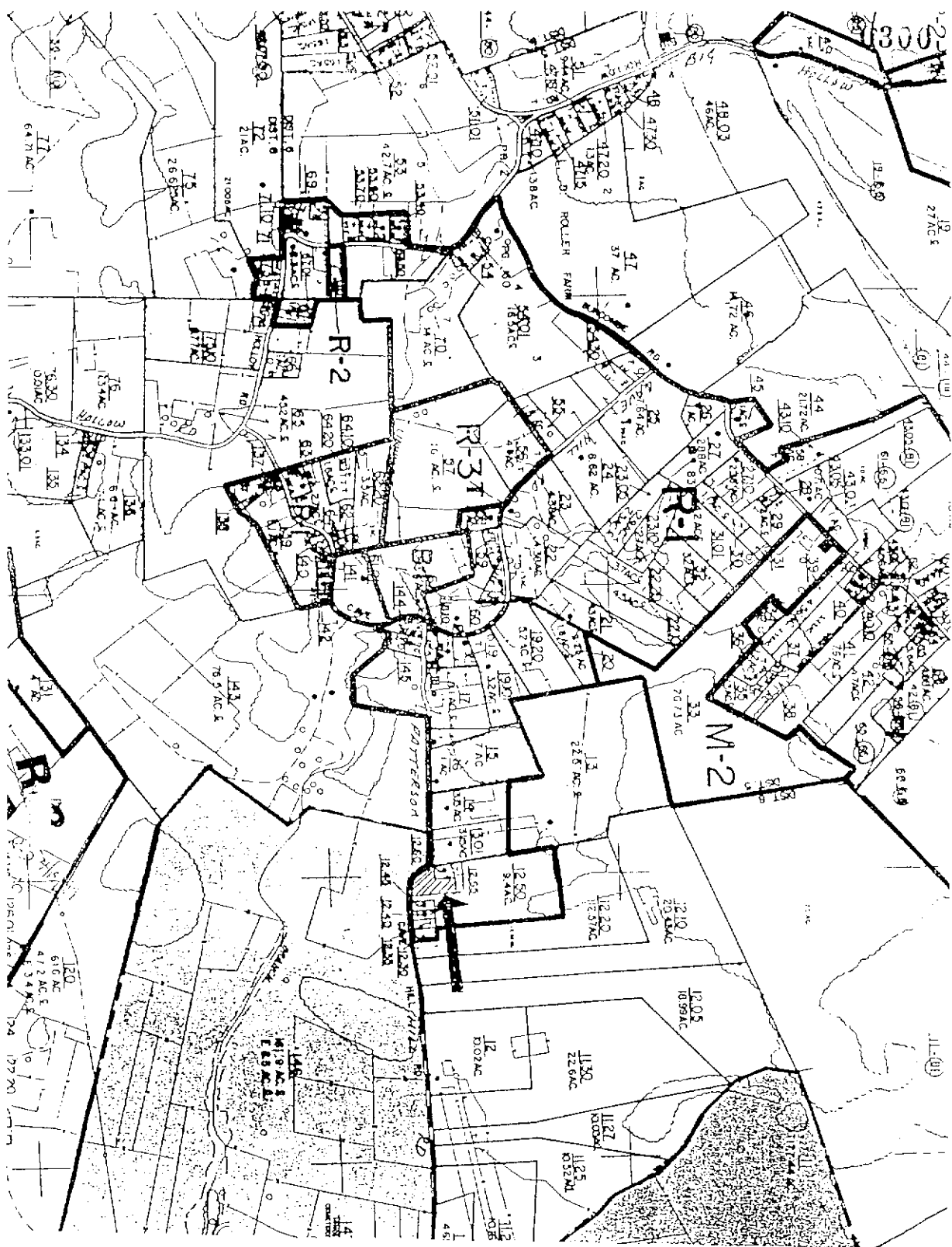
The undersigned, being duly sworn, hereby acknowledges that the information provided in this petition to Sullivan County for Rezoning is true and correct to the best of my information, knowledge and belief.

Sworn to and subscribed before me this 17th day of Jan, 2000.

Darlene K. Brown  
 Notary Public

My Commission Expires: Jan 26, 2000





PETITION TO SULLIVAN COUNTY FOR REZONING

0301

A request for rezoning is made by the person named below; said request to go before the Kingsport Regional Planning Commission for recommendation to the Sullivan County Board of Commissioners.

Property Owner Arthur Knight

Address 1140 Qualls Rd.

Kingsport TN 37660

Phone 246-5400 Date of Request 1-25-00  
Burl Freeman

Property Located in 11 Civil District

x Arthur Knight  
Signature of Applicant

OFFICE USE ONLY

Meeting Date 3-16-00 Time 7:00 p.m.

Place City Hall - 2nd

1st floor

Planning Commission Approved \_\_\_\_\_  
Denied \_\_\_\_\_

County Commission Approved x \_\_\_\_\_  
Denied \_\_\_\_\_

Other ROLL CALL 19 AVE, 1 PASS,  
4 ABSENT

Final Action Date 04/17/00

cont. 30B

PROPERTY IDENTIFICATION

Tax Map 13-0 Group D Parcel 14.30 part of (as per site plan)

Zoning Map 6 Zoning District R-1 Proposed District R-2

Property Location Qualls Rd.

Purpose of Rezoning To allow one single-wide mobile home.

The undersigned, being duly sworn, hereby acknowledges that the information provided in this petition to Sullivan County for Rezoning is true and correct to the best of my information, knowledge and belief.

x Arthur Knight

Sworn to and subscribed before me this 17th day of January, 2000.

Burl Freeman  
Notary Public

My Commission Expires: 3-6-01

2/05/04

PETITION TO SULLIVAN COUNTY FOR REZONING

0.1.8

A request for rezoning is made by the person named below; said request to go before the Sullivan County Regional Planning Commission for recommendation to the Sullivan County Board of Commissioners.

Property Owner <u>Rory Carr</u>	<b>OFFICE USE ONLY</b>
Address <u>5727 Starlight Rd.</u>	Meeting Date <u>3-21-08</u> Time <u>7:00pm.</u>
<u>Kingsport TN. 37660</u>	Place <u>2<sup>nd</sup> Floor Courthouse</u>
Phone <u>349-6460</u> Date of Request <u>2-7-08</u>	.....
Property Located in <u>15<sup>th</sup></u> Civil District	Planning Commission Approved _____ Denied _____
<u>Rory Carr</u>	County Commission Approved <u>X</u> Denied _____
Signature of Applicant	Other <u>ROLL CALL 19 AYE, 1 PASS,</u> <u>4 ABSENT</u>
	Final Action Date <u>04/17/00</u>

PROPERTY IDENTIFICATION

Tax Map 103 Group \_\_\_\_\_ Parcel 165.00

Zoning Map 23 Zoning District R-1 Proposed District R-2

Property Location 5727 Starlight Rd.

Purpose of Rezoning To allow a single-wide mobile home.

The undersigned, being duly sworn, hereby acknowledges that the information provided in this petition to Sullivan County for Rezoning is true and correct to the best of my information, knowledge and belief.

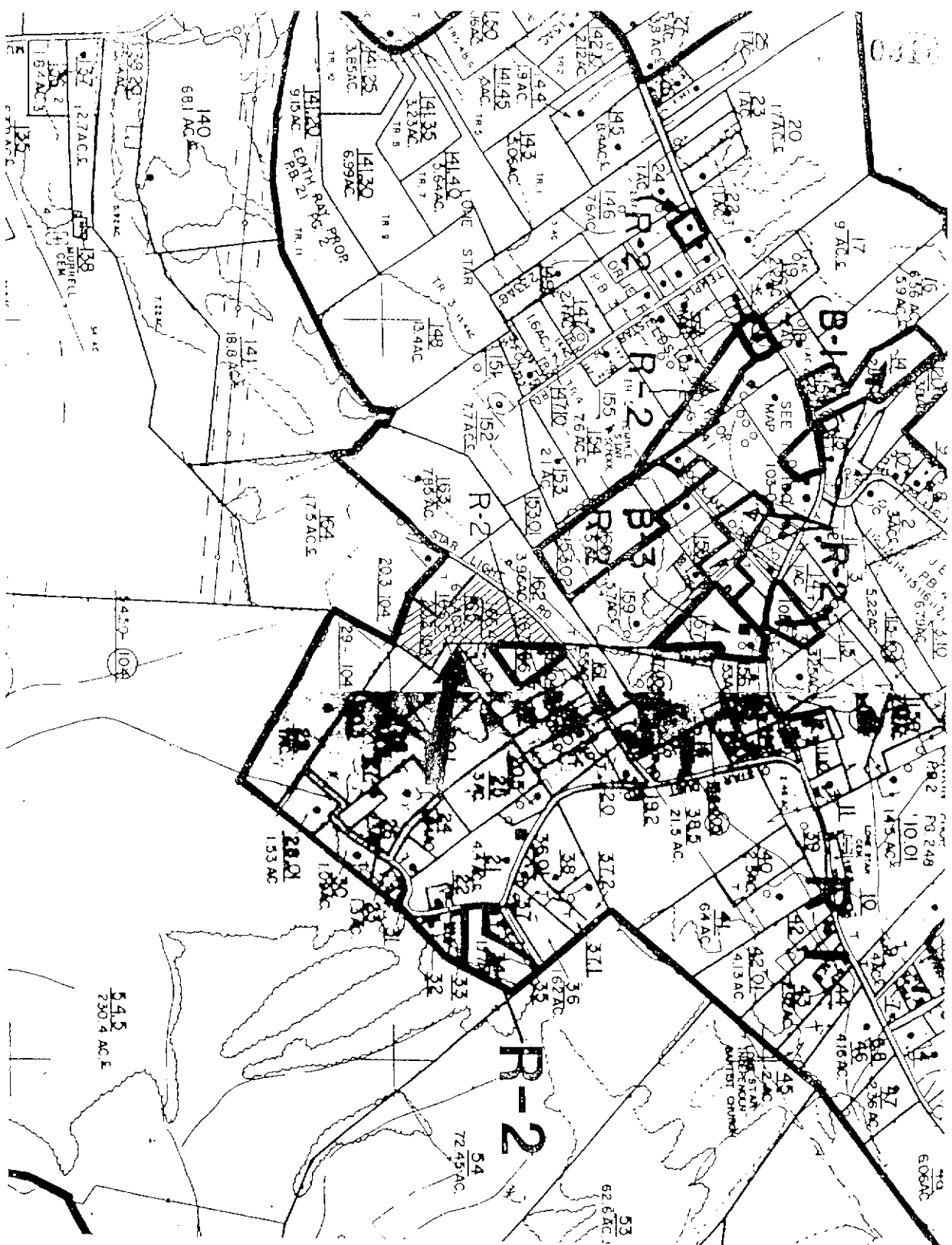
Rory Carr

Sworn to and subscribed before me this 7<sup>th</sup> day of Feb, 2000.

Tim H. Earles  
Notary Public

My Commission Expires: 12-20-2003





0311

PETITION TO SULLIVAN COUNTY FOR REZONING

A request for rezoning is made by the person named below; said request to go before the Sullivan County Regional Planning Commission for recommendation to the Sullivan County Board of Commissioners.

Property Owner J.B. Darlowe Fugate

Address 5933 Roseberry Rd.

Kingsport, TN 37660

Phone 349-4997 Date of Request 2-9-00

Property Located in 15<sup>th</sup> Civil District

J. Darlowe Fugate  
Signature of Applicant

OFFICE USE ONLY

Meeting Date 3-21-00 Time 7:00 P.M.

Place 2<sup>nd</sup> Floor Courthouse

Planning Commission Approved \_\_\_\_\_  
Denied \_\_\_\_\_

County Commission Approved X  
Denied \_\_\_\_\_

Other ROLL CALL 19 AYE, 1 PASS,  
4 ABSENT

Final Action Date 04/17/00

PROPERTY IDENTIFICATION

Tax Map 103 Group \_\_\_\_\_ Parcel 8.00

Zoning Map 23 Zoning District R-1 Proposed District R-2

Property Location 5933 Roseberry Rd.

Purpose of Rezoning TO REPLACE OLD HOUSE WITH A  
SINGLE-WIDE M/H

The undersigned, being duly sworn, hereby acknowledges that the information provided in this petition to Sullivan County for Rezoning is true and correct to the best of my information, knowledge and belief.

Sworn to and subscribed before me this 9<sup>th</sup> day of Feb, 2000.

My Commission Expires: 12-20-03

Jack Morrison  
Notary Public



PETITION TO SULLIVAN COUNTY FOR REZONING

0216

A request for rezoning is made by the person named below; said request to go before the ~~Sullivan County~~ Regional Planning Commission for recommendation to the Sullivan County Board of Commissioners.

<p align="center"><u>Old Island</u></p> <p>Property Owner <u>Residential Development LLC</u></p> <p>Address <u>535 Island Road</u></p> <p><u>Kingport, TN 37664</u></p> <p>Phone <u>279-1700</u> Date of Request <u>2/15/00</u></p> <p>Property Located in <u>2<sup>nd</sup></u> Civil District</p> <p>x <u>Roger R. Hylle</u> Signature of Applicant</p>	<p align="center"><u>OFFICE USE ONLY</u></p> <p>Meeting Date <u>3-21-00</u> Time <u>7:00 PM</u></p> <p>Place <u>2<sup>nd</sup> Floor Courthouse</u></p> <p>.....</p> <p>Planning Commission Approved _____ Denied _____</p> <p>County Commission Approved <u>x</u> Denied _____</p> <p>Other ROLL CALL 19 AYE, <u>1</u> PASS, 4 ABSENT</p> <p>Final Action Date <u>04/17/00</u></p>
---	---

PROPERTY IDENTIFICATION

Tax Map 48 Group \_\_\_\_\_ Parcel 82-60 <sup>Part of</sup>

Zoning Map 2 Zoning District A-1 Proposed District R-3-A

Property Location Off of Island Rd.

Purpose of Rezoning For Patio Homes

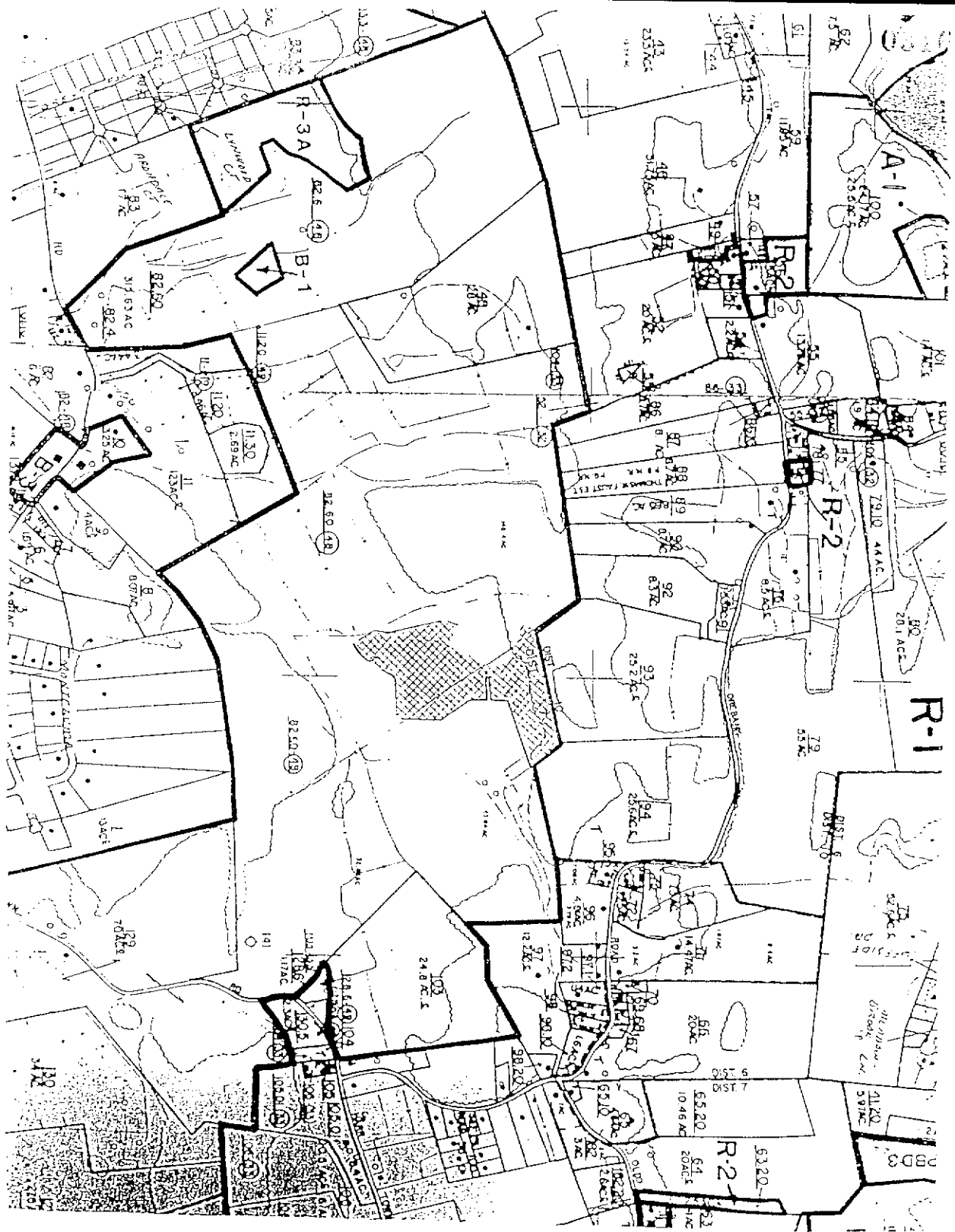
The undersigned, being duly sworn, hereby acknowledges that the information provided in this petition to Sullivan County for Rezoning is true and correct to the best of my information, knowledge and belief.

Sworn to and subscribed before me this 15<sup>th</sup> day of Feb, 2000.

Tom P. Egan  
Notary Public

My Commission Expires: 12-20-2003





PETITION TO SULLIVAN COUNTY FOR REZONING

A request for rezoning is made by the person named below; said request to go before the SULLIVAN Regional Planning Commission for recommendation to the Sullivan County Board of Commissioners.

Property Owner ALAN L. PAIRLIN  
 Address 609 DICKSON PLACE  
Kingsport, TN  
 Phone 228-9490 Date of Request 2-15-00  
 Property Located in 05<sup>th</sup> Civil District  
Alan L. Pairlin  
 Signature of Applicant

OFFICE USE ONLY

Meeting Date 3-21-00 Time 7:00pm

Place 2<sup>nd</sup> Floor Courthouse

Planning Commission Approved \_\_\_\_\_  
 Denied \_\_\_\_\_

County Commission Approved \_\_\_\_\_  
 Denied X

Other ROLL CALL 19 NAY, 1 PASS,  
4 ABSENT

Final Action Date 04/17/00

PROPERTY IDENTIFICATION

Tax Map 6A Group \_\_\_\_\_ Parcel 60-19

Zoning Map 16 Zoning District PBD Proposed District B-3

Property Location Shipley Ferry Rd

Purpose of Rezoning To Accommodate multiple businesses typ. It  
is my understanding that A B-3 district is across the street  
closer to Central High School.

The undersigned, being duly sworn, hereby acknowledges that the information provided in this petition to Sullivan County for Rezoning is true and correct to the best of my information, knowledge and belief.

Sworn to and subscribed before me this 15<sup>th</sup> day of Feb, 2000.

John N. Earles  
 Notary Public

My Commission Expires: 12-20-2003

PETITION TO SULLIVAN COUNTY FOR REZONING

0320

A request for rezoning is made by the person named below; said request to go before the Bristol Regional Planning Commission for recommendation to the Sullivan County Board of Commissioners.

Property Owner <u>Alberta Singleton</u> Address <u>490 Old Jonesboro Rd</u> <u>Bristol, In 37620</u> Phone <u>888-6237</u> Date of Request <u>2/15/00</u> Property Located in <u>02</u> Civil District <u>Cala F. Dunn, POA</u> Signature of Applicant	<p align="center"><b>OFFICE USE ONLY</b></p> Meeting Date <u>3-20-00</u> Time <u>6:00pm</u> Place <u>State Center</u> <hr/> Planning Commission Approved _____ Denied _____ County Commission Approved <u>X</u> Denied _____ Other <u>ROLL CALL 19 AYE, 1 PASS,</u> <u>4 ABSENT</u> Final Action Date <u>04/17/00</u>
--	---

PROPERTY IDENTIFICATION

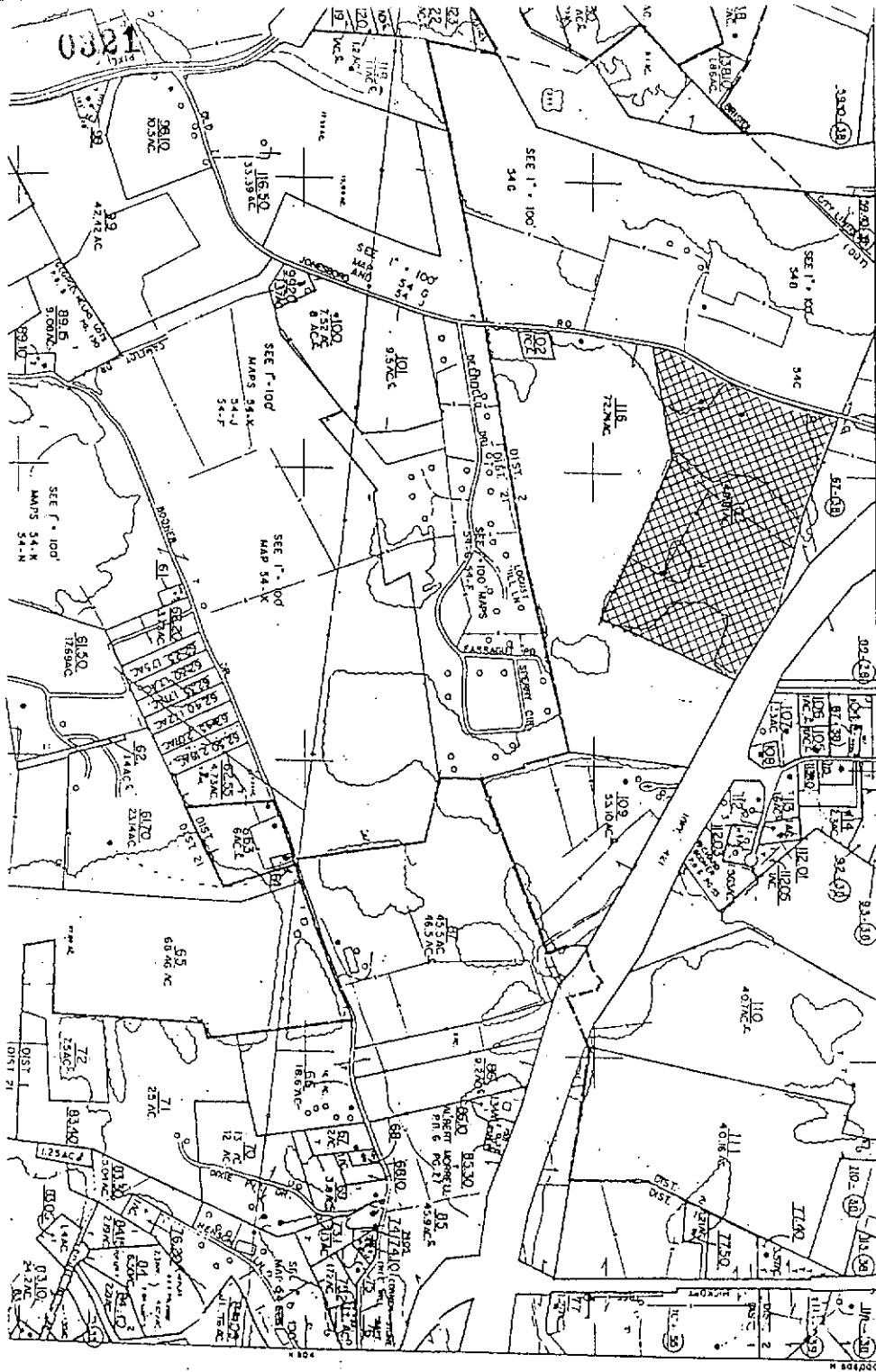
Tax Map 54 Group \_\_\_\_\_ Parcel 103.00  
 Zoning Map 10 Zoning District A-1 Proposed District PBD  
 Property Location 490 Old Jonesboro Rd.  
 Purpose of Rezoning Office Building & Future Development

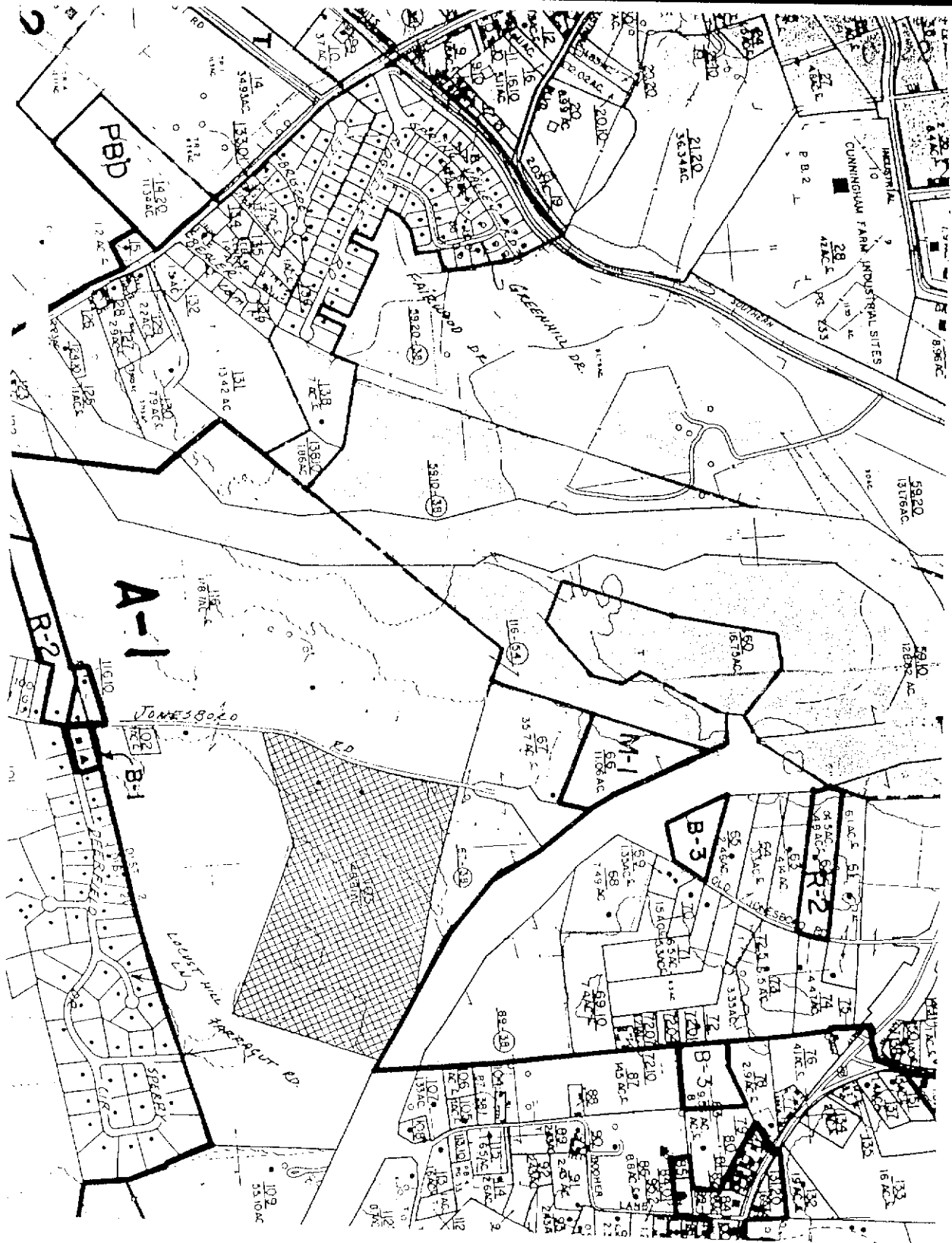
The undersigned, being duly sworn, hereby acknowledges that the information provided in this petition to Sullivan County for Rezoning is true and correct to the best of my information, knowledge and belief.

X Cala F. Dunn, POA  
 Sworn to and subscribed before me this 15th day of Feb, 2000.

Debbie K. House  
 Notary Public

My Commission Expires: 12-20-03





Consider Amendment of Sullivan County Zoning Resolution Section 609.1.1

Consider an amendment proposed to allow one single wide mobile home in business and manufacturing districts. Amend Section 609.1.1 to read as follows:

609.1.1 Any use permitted in the R-3 Residential District with the exception of mobile home parks.

.. "SULLIVAN CO. PLANNING COMM. DID NOT APPROVE PROPOSED  
— AMENDMENT TO TEXT OF ZONING RESOLUTION.  
VOTE 5 to 1

REQUEST DEFERRED 08/16/99 UPON MOTION BY JONES AND SECONDED  
BY VANCE MOTION APPROVED BY VOICE VOTE OF THE COMMISSION

REQUEST APPROVED 04/17/00 ROLL CALL VOTE 19 AYE, 1 PASS, 4 ABSENT.



(10) **Amend Section 603.1.4 to read as follow: (Deferred)**

603.1.4 Customary accessory buildings or structures provided however, if they are located in the rear yard and not closer than five (5) feet to any lot line. Otherwise, the applicable setback requirements for that particular zone will apply. APPROVED 04/17/00

ROLL CALL 16 AYE, 3 NAY, 1 PASS, 4 ABSENT

(11) **Amend Zoning Resolution to add Light Commercial Recreation. (Deferred)**

Light Commercial Recreation. Light commercial recreation, provided the parcel of land contains a minimum of one (1) acre and the design of the site conforms to the requirements set forth in this resolution. Parking for such establishments must be adequate for the greatest number of customers allowed at one time.

APPROVED 04/17/00 ROLL CALL 16 AYE, 3 NAY, 5 ABSENT

(12) **Add to Zoning Resolution Definitions. (Deferred)**

Light Commercial Recreation. A recreation facility operated as a part time business, open to the public for a fee and designed and equipped for recreational activities. For the purpose of this resolution, light commercial recreation shall be limited to the following such uses: non-motorized bicycle motocross, skateboard/rollerblade park, miniature golf, golf courses, fish ponds, paint ball, horseback riding, archery ranges, boating and swimming.

APPROVED 04/17/00 ROLL CALL 16 AYE, 3 NAY, 5 ABSENT

(13) **Change Recreational Vehicle Park to read as follows: (Deferred)**

245. Recreational Vehicle Park. An area or tract of land containing not less than three (3) acres where two or more recreational vehicles sites are located, established of maintained occupancy by vacation purposes. For the purpose of this resolution, recreational vehicle park shall be considered a light commercial recreation use.

APPROVED 04/17/00 ROLL CALL 16 AYE, 3 NAY, 5 ABSENT

## PROPOSED AMENDMENT TO

AMEND #1

RES.# \_\_\_\_\_ - SMART GROWTH PLAN  
\_\_\_\_\_Amend as Follows:

ANY land in a UGB that has Greenbelt tax status at the  
time of adoption be under a five year annexation by city  
mitigation. Annexation of those properties require permission  
of the owner.

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

Introduced by: Childress

Seconded by: Williams

COMMENTS: APPROVED 04/17/00 ROLL CALL 19 AYE, 1 NAY, 4 ABSENT  
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## PROPOSED AMENDMENT TO

AMEND. #2  
RES.# \_\_\_\_\_ - SMART GROWTH PLAN  
\_\_\_\_\_

Amend as Follows:

APPROVE Bristol part of map with the exception of the  
Cox Farm and Heritage District  
\_\_\_\_\_  
\_\_\_\_\_  
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Introduced by: Harr  
Seconded by: \_\_\_\_\_

COMMENTS: FAILED 04/17/00 ROLL CALL 10 AYE, 6 NAY, 4 Pass,  
4 ABSENT  
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0087

PROPOSED AMENDMENT TO

AMEND #3  
RES. #

SMART GROWTH PLAN

Amend as Follows:

APPROVE Kingsport as proposed on map as shown

Introduced by: Mcconnell  
Seconded by:

COMMENTS: APPROVED 04/17/00 ROLL CALL 17 AYE, 2 PASS, 5 ABSENT

## PROPOSED AMENDMENT TO

AMEND #4  
RES.# \_\_\_\_\_ - SMART GROWTH PLAN

Amend as Follows:

APPROVE Bluff City as proposed on map

Introduced by: Hyatt  
Seconded by: \_\_\_\_\_

COMMENTS: APPROVED 04/17/00 ROLL CALL 18 AYE, 1 PASS, 5 ABSENT

0009

PROPOSED AMENDMENT TO

AMEND #5  
RES. # \_\_\_\_\_ - SMART GROWTH PLAN  
\_\_\_\_\_

Amend as Follows:

APPROVE a Johnson City proposal as illustrated on  
MAP EXHIBIT "A"  
\_\_\_\_\_  
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Introduced by: Hyatt  
Seconded by: McConnell  
\_\_\_\_\_

COMMENTS: APPROVED 04/17/00 ROLL CALL 17 AYE, 2 PASS, 5 ABSENT  
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## PROPOSED AMENDMENT TO

AMEND #6  
RES.#

- SMART GROWTH PLAN

Amend as Follows:

APPROVE Five Areas as Planned Growth Areas and shown on map: the area of Bloomindgale east of Wadlow Gap Rd.; part of the Sullivan Gardens area southwest of Kingsport; downtown Blountville; an area along the proposed Airport Connector Road from U.S. Hwy 11E to Tri-Cities Reg. Airport; and the Tri-County Industrial Park in Piney Flats.

Introduced by: \_\_\_\_\_  
 Seconded by: \_\_\_\_\_

COMMENTS: APPROVED 04/17/00 ROLL CALL 17 AYE, 1 NAY, 1 PASS,  
 5 ABSENT

## PROPOSED AMENDMENT TO

AMEND #7  
RES.# \_\_\_\_\_ - SMART GROWTH PLAN  
\_\_\_\_\_

Amend as Follows:

If areas where students attend Sullivan County Schools  
is annexed by the city of Bristol, the students that are in  
attendance will be permitted to attend the respective school  
without paying tuition costs.  
\_\_\_\_\_  
\_\_\_\_\_  
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Introduced by: Milhorn  
Seconded by: Houser  
\_\_\_\_\_

COMMENTS: APPROVED 04/17/00 VOICE VOTE  
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## PROPOSED AMENDMENT TO

AMEND #8  
 RES. # \_\_\_\_\_ - SMART GROWTH PLAN  
 \_\_\_\_\_

Amend as Follows:

MOVE Bristol back to Emmett Road  
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 \_\_\_\_\_

Introduced by: \_\_\_\_\_ Milhorn  
 Seconded by: \_\_\_\_\_

COMMENTS: \_\_\_\_\_ FAILED 04/17/00 ROLL CALL 11 AYE, 7 NAY, 2 PASS,  
 \_\_\_\_\_ 4 ABSENT  
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## PROPOSED AMENDMENT TO

AMEND #9  
RES. # \_\_\_\_\_ - SMART GROWTH PLAN  
\_\_\_\_\_

Amend as Follows:

APPROVE Bristol as proposed with the two schools  
amendment.  
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Introduced by: \_\_\_\_\_  
Seconded by: \_\_\_\_\_

COMMENTS: \_\_\_\_\_ FAILED 04/17/00 ROLL CALL 12 AYE, 5 NAY, 3 PASS,  
4 ABSENT  
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## PROPOSED AMENDMENT TO

AMEND #10  
RES. # \_\_\_\_\_ - SMART GROWTH PLAN

Amend as Follows:

That city of Bristol concern is planned development and  
growth of adjacent corridor entering into the city of Bristol,

AND that whereas the Board of Commissioners request  
that the city of Bristol recognize the Hwy 421 corridor  
to the end of the four lane - east of the present city limits,  
be under a moratorium for five years and that the city of  
Bristol and Sullivan County review this every five years.

Introduced by: \_\_\_\_\_ Vance  
Seconded by: \_\_\_\_\_ Boyd

COMMENTS: APPROVED 04/17/00 ROLL CALL 14 AYE, 2 NAY, 3 PASS

TO THE HONORABLE GIL HODGES, COUNTY EXECUTIVE, AND THE MEMBERS OF THE SULLIVAN COUNTY BOARD OF COMMISSIONERS IN REGULAR SESSION THIS THE 17<sup>th</sup> DAY OF JANUARY, 2000.

RESOLUTION AUTHORIZING Amendments to Sullivan County Employee Handbook

WHEREAS, TENNESSEE CODE ANNOTATED; SECTION \_\_\_\_\_ AUTHORIZES COUNTIES TO \_\_\_\_\_

NOW, THEREFORE BE IT RESOLVED by the Board of County Commissioners of Sullivan County, Tennessee assembled in Regular Session on the 17th day of January, 2000;

WHEREAS, the Sullivan County Employee Handbook Revised May 1, 1996 was adopted by the Sullivan County Board of Commissioners pursuant to Resolution No. 8 approved on April 15, 1996; and

WHEREAS, an addendum to said Handbook was adopted by the Sullivan County Board of Commissioners pursuant to Resolution No. 10 approved October 20, 1997; and

WHEREAS, since the adoption of said revised handbook and subsequent addendum, concerns have surfaced with regard to the need to clarify certain sections of the handbook; and

WHEREAS, these changes are made to the Sullivan County Employee Handbook adopted pursuant to Resolution No. 8 on April 15, 1996 as well as the base personnel policies previously adopted by the Sullivan County Commission pursuant to Resolution No. 10 on October 24, 1997 as required by Public Chapter 361 of the Public Acts of 1997; and

WHEREAS, the County Attorney has reviewed and approved these changes as required by Public Chapter 361 of the Public Acts of 1997 and Sullivan County Resolution No. 21 of September 15, 1997;

NOW, THEREFORE, BE IT RESOLVED that the Sullivan County Employee Handbook Revised May 1, 1996 be revised as set forth in the attached copy of the revised Employee Handbook and that this new revised Employee Handbook is hereby adopted.

BE IT FURTHER RESOLVED that that the changes set forth in the attached copy are hereby made to the Sullivan County Employee Handbook as previously adopted by Sullivan County pursuant to Resolution No. 8 on April 15, 1996 and to the base personnel policies previously adopted by the Sullivan County Commission pursuant to Resolution No. 10 on October 20, 1997 as required by Public Chapter 361 of the Public Acts of 1997.

BE IT FURTHER RESOLVED that these personnel policies may be amended, changed, modified, enlarged or repealed at any time and shall not give rise to any contractual rights or obligations between Sullivan County and its employees and shall not be construed in any way to affect the employment-at-will status of county employees.

BE IT FURTHER RESOLVED that pursuant to Public Chapter 361 each county official and each department head within the county shall be responsible, with respect to the employees of that office or department, for:

- (1) ensuring that each employee under his or her direction has received a copy of the personnel policies in effect for that office, including a statement that nothing in the policies is intended to create a contract of employment or to affect the employment-at-will status of county employees, and a statement for each employee to sign acknowledging receipt of a copy of the policies for that employee's office or department and acknowledging that the employee understands that subsequent amendments will be on file at the office of the County Clerk;

SUBSTITUTE RESOLUTION NO. 2  
Page Two

(2) furnishing to each employee a copy of Tennessee Code Annotated §39-16-504, relative to falsifying, destroying or tampering with governmental records;

(3) maintaining all required personnel records, including but not limited to, the form I-9 required under federal immigration laws and all wage and hour records required under state or federal law; unless such records are maintained in a central payroll office with the county; and

(4) ensuring that all posters and other employee notifications required by the federal Fair Labor Standards Act, the Family Medical Leave Act, applicable equal employment opportunity laws and other applicable state or federal laws have been posted or otherwise given to employee.

BE IT FURTHER RESOLVED that costs associated with printing the revised Employee Handbook for distribution to Sullivan County employees [excluding employees of the Sullivan County Board of Education] shall be paid from Account 51100.300 [County Commission - Contracted Services].

BE IT FURTHER RESOLVED that all County officials as defined in Public Chapter 361 of the Public Acts of 1997 are hereby requested to acquiesce in these changes and make such changes in their separate base personnel policies if and where appropriate in order that Sullivan County employees' base personnel policies and the Sullivan County Employee Handbook will apply to all Sullivan County employees.

All resolutions in conflict herewith be and the same rescinded insofar as such conflict exist. This resolution shall become effective on \_\_\_\_\_, the public welfare requiring it.

Duly passed and approved this 17 day of APRIL, 2000.

Attested Janie Damm  
County Clerk

Date: 4/17/00

[Signature]  
County Executive

Date: 4-17-00

INTRODUCED BY COMMISSIONER J. Blalock ESTIMATED COST: \_\_\_\_\_  
SECONDED BY COMMISSIONER C. Belcher FUND: \_\_\_\_\_

Committee Action	Approved	Disapproved	Deferred	Date
Administrative				
Budget				
Executive				

Commission Action	Aye	Nay	Pass	Absent	Total
Roll Call	13	5		6	
Voice Vote					

COMMENTS: DEFERRED 01/17/2000 DEFERRED 02/21/00  
DEFERRED 03/20/00 APPROVED 04/17/00 ROLL CALL VOTE



# SULLIVAN COUNTY EMPLOYEE HANDBOOK

Revised \_\_\_\_\_

SULLIVAN COUNTY  
BOARD OF COMMISSIONERS  
1998-2002

Commission District 1:	Randy Morrell
Commission District 2:	Bryan K. Boyd James "Buddy" King Mark Vance
Commission District 3:	Ralph Harr
Commission District 4:	Carol Belcher Dennis Houser Paul Milhorn
Commission District 5:	Marvin Hyatt Dwight Mason
Commission District 6:	Jim Blalock Mike Gonce Howard Patrick
Commission District 7:	June Carter Samuel C. Jones
Commission District 8:	Fred T. Childress Eddie Williams
Commission District 9:	O. W. Ferguson Wayne McConnell
Commission District 10:	Elliott Kilgore Michael Surgenor
Commission District 11:	James L. King, Jr. Gary Mayes Archie N. Pierce

**SULLIVAN COUNTY ELECTED OFFICIALS**  
(Elected by Popular Vote)

**GIL HODGES**  
County Executive

**DANIEL P. STREET**  
Sullivan County Attorney

**WAYNE ANDERSON**  
Sheriff

**MARY LOU DUNCAN**  
Register of Deeds

**JEANIE F. GAMMON**  
County Clerk

**FRANCES HARRELL**  
Trustee

**RAYMOND WINTERS**  
Circuit Court Clerk

**BOBBY ICENHOUR**  
Property Assessor

**JOHN R. LESUEUR**  
Highway Commissioner

**HON. KLYNE LAUDERBACK**  
Judge of the General Sessions  
Court, Part I

**HON. STEVE JONES**  
Judge of the General Sessions  
Court, Part II

**HON. DUANE SNODGRASS**  
Judge of the General Sessions  
Court, Part III

**HON. BILL WATSON**  
Judge of the General Sessions  
Court, Part IV

**H. GREELEY WELLS, JR.**  
District Attorney General



SULLIVAN COUNTY  
BOARD OF EDUCATION

**DR. JOHN O'DELL**  
Superintendent of Education

**ALVIE BRIGHT**  
Chairman

**JIM KISS**  
Vice-Chairman

**JACK BALES**

**CHARLES BRIDWELL**

**DANA CARRIER**

**JERRY GREENE**

**LARRY HARRIS**

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## INTRODUCTION

The Sullivan County Employee Handbook has been designed to outline and summarize the many good benefits, procedures and rules enjoyed by employees of the County. This handbook has been adopted by the County governing body, elected and appointed County officers. We all want the County to be the best possible place to work. We are striving to make that happen, which requires continually improving communications. If you have any questions about anything in this handbook, please ask your supervisor for clarification.

This handbook is only a starting point—we will continue to add to it and improve it as we go forward together. Sullivan County reserves the right to change this handbook at any time. We will find needs for changes as new challenges and opportunities add value to our working relationship. A brief summary of employee benefits, employee rights and employee responsibilities are included.

This handbook revokes and supersedes all prior handbooks, policies, practices and communications, whether written or verbal. Each department may adopt additional policies tailored to its specific needs. School Department professional employees are not covered under this handbook.

Any alterations to this handbook shall conform with the following process: (1) Alterations must be suggested in writing by elected/appointed County Officials and forwarded to the County Executive; (2) County Executive's Office will organize issues and present them to the County Attorney for legal review; (3) County Attorney will review and advise as to the legality of each issue and request the County Executive to schedule a date with elected/appointed officials (10 days in advance) to discuss issues and make recommendations; (4) The recommendations as determined favorable by officials will be presented to the Sullivan County Executive Committee for its consideration and further action.

This handbook provides personnel policies over and above that required by law. If these policies should violate State or Federal law, State and Federal law will control. Tennessee Code Annotated §5-23-101, et seq, requires certain minimum written personnel policies be on file with the County Clerk; wherein this Handbook conflicts with such minimum personnel policies adopted and of record pursuant to Tennessee Code Annotated §5-23-101, the policies adopted pursuant to Tennessee Code Annotated §5-23-101 will control.

## HISTORICAL SKETCH OF SULLIVAN COUNTY

SULLIVAN COUNTY WAS FORMED in 1779 by division from Washington County and named for General John Sullivan, an officer in the Continental Army. On February 7, 1780, the county court was organized at the home of Moses Looney. Hawkins County, which broke off from Sullivan County in 1796, was included within Sullivan County's first boundaries. Until 1795, the County courts met in residences (in the county) including Looney's and Yancey's (near Kingsport) and Cox's at Thomas' Bridge.

STATE OF FRANKLIN: North Carolina, finding the protection of its western lands difficult, offered them to the United States in 1783, then withdrew the offer. Washington, Sullivan, and Greene counties organized the State of Franklin in 1784. During this period, residents of the newly formed state had divided loyalties and operated with two sets of government officials—one North Carolina's—one Franklin's. The State of Franklin collapsed in 1788.

SOUTHWEST TERRITORY TO STATE: North Carolina again offered its western lands to the United States and in 1790 Congress passed an act for governing the "Southwest Territory"

with William Blount as first Territorial Governor. Blount operated the government, for a short period, at Rocky Mount. Sullivan County was on the main overland routes west as well as at the "head of navigation" of the Tennessee River system and grew rapidly--1790 census showed 4,447 persons in the county and Governor Blount's 1795 report showed 8,457. Tennessee was admitted to the Union June 1, 1796 as the 16th state.

BLOUNTVILLE, THE COUNTY SEAT, was laid off as a town in 1795 and the first courthouse was built of massive logs with a jail in the rear. It was replaced in 1825 by a brick courthouse and jail. The present courthouse was built in 1853, burned with nearly all its archives in 1863 by Federal forces during the Civil War, rebuilt within the walls in 1866, remodeled in 1920, and additions made in 1958. A new jail was built in 1956. The Justice Center was built in Blountville in 1987.

OTHER TOWNS IN SULLIVAN COUNTY: Bluff City, (also called Shoate's Ford, Zollicoffer, or Union), a planned town, was established by 1798. Kingsport settlement was first attempted in 1761, and permanently settled in the 1770's. Boating migration from the Netherland Inn made it known as "The Boat Yard". Paperville, named for a paper mill built by Burkhart who settled here in 1794, was a town in about 1810. These two towns incorporated as Kingsport in 1822. Bristol was settled in the 1770's, and was first known as "Sapling Grove". This area, along with a section nearby, known as "King's Meadows", became a town in 1853.

THE WAR BETWEEN THE STATES found Sullivan County with bitterly divided loyalties. It was the site of much activity with two battles, one in Blountville and one in Kingsport. The railroad, completed in 1859, was the target of many raids and much destruction.

SULLIVAN COUNTY TODAY: Among the 95 counties in Tennessee, Sullivan is the 5th in population though 55th in land area with 428 square miles. The Federal Census of 1990 showed 143,596 persons in Sullivan County. It has become one of the most prosperous counties in the south.

Mrs. Hal T. Spoden

## COUNTY POLICIES

### PROBATIONARY/TRAINING PERIOD

Every effort will be made to help you adjust to your new job. Once you have been hired by the County, it is in the best interest of all concerned that you become thoroughly familiar with your duties and responsibilities and that you be properly trained in your job. A training period of at least six (6) months will begin your employment. Your probationary period may be longer than six (6) months in certain departments. Employees who are transferred from one department to another may be required to serve new probationary periods in the new departments.

During your probationary period, your supervisor will provide training, assistance and close supervision to aid you in becoming thoroughly familiar with your duties and responsibilities. Your attitude toward your work and co-workers, the quality of your work and your willingness to assume responsibility will be carefully observed. During your probationary period, your supervisor will observe and evaluate your ability. This period of time also gives you the opportunity to decide whether you wish to continue your service for the county government. Additionally, your receipt of the various benefits offered by the County will not begin until after satisfactory completion of your probationary period.

### EMPLOYMENT AT-WILL

All employees are at-will employees. As an at-will employee, you may resign or the County may release you and you may be terminated at any time during your employment.

### EMPLOYEE CLASSIFICATIONS

*Regular Full-Time Employee*—an hourly employee working thirty-five (35) or more regularly scheduled hours in a work week who was appointed under County regulations, who has satisfactorily completed his or her probationary period. This classification includes all salary-paid positions.

*Part-Time Employee*—an employee who, on a regular basis, works less than thirty-five (35) hours in a work week or who is classified as extra help. Part-Time Employees are not eligible for the full range of benefits enjoyed by full-time employees.

*Seasonal Employee*—an employee whose employment is limited to six (6) calendar months or less in any twelve (12) month period. Seasonal employees are not eligible for benefits.

### EQUAL EMPLOYMENT OPPORTUNITY

Sullivan County is an equal employment opportunity employer, fully committed to ensuring equal employment opportunity to all employees and applicants regardless of race, creed, gender, age, color, religion, national origin, handicap or veteran status. The County's commitment to equal opportunity is reflected in our advertising, recruiting, hiring, compensation, promotions, transfers, training, benefits and all other terms and conditions of employment.

County management firmly believes that adhering to the concepts of equal employment opportunity is simply good business practice. The County is dedicated to these concepts and our approach is based on our belief in them, not just because this is the law, but because it is the right thing to do.

### PHYSICAL AND PSYCHOLOGICAL EXAMINATIONS/BACKGROUND CHECKS

Some departments, at their expense, may require a prospective employee to pass a physical and in some cases a psychological examination after receiving an offer of employment but prior to beginning work. Such examinations will be reviewed to assure job-relatedness, and consistency with business necessity. Likewise, some employees may be required to submit to a background check to determine suitability for a particular position with the County.

### SEXUAL HARASSMENT

Sexual harassment is a violation of law. The County will not tolerate such activity. Sexual advances, requests for sexual favors or other verbal or physical conduct of a sexual nature when such is made, either explicitly or implicitly, a term or condition of an individual's employment, or is used as a basis for employment decisions, and/or is such as to interfere with an individual's work performance, or to create an intimidating, hostile or offensive working environment are strictly prohibited.

An employee who feels he or she has suffered sexual harassment, or who has knowledge of any incident that may involve sexual harassment, should immediately report the incident to his or her supervisor or Department Head. If you are uncomfortable discussing this matter with your supervisor and/or department head, you should report the incident to your Constitutional Officer/Elected Official. If you are uncomfortable reporting to your Constitutional Officer/Elected Official, you should report the incident to the County Executive. If you are uncomfortable with reporting to the County Executive, you should report the incident to any of the other Constitutional Officers. Sexual harassment charges will not be taken lightly, and all reports of sexual harassment will be thoroughly investigated. Any employee found responsible for harassment of another employee will be subject to discipline up to and including discharge.

### OPEN DOOR POLICY

The County is sincerely interested in your personal welfare and makes every effort to be fair and considerate and consistent at all times. However, if you believe you have been treated unfairly, or if you are in disagreement with a specific company policy or practice, you should discuss the problem with the appropriate management personnel.

You should feel free at any time to discuss problems of any nature which affect your ability to perform your job or your working relationship. The County's open door policy includes access to supervisors, management and administrators. If you need help or have questions, you should first discuss the problem with your supervisor. If the problem cannot be resolved at this level, you should refer the problem to the appropriate Department Head or Constitutional Officer.

### DRESS CODE AND UNIFORMS

All employees are required to maintain as neat and safe an appearance as possible. Employees should recognize that their appearance is a reflection on the County and should groom themselves accordingly. Employees are expected to maintain themselves in a manner that will favorably impress members of the general public. All employees are required to wear shirts at all times. Shirts with slogans, sayings, advertisements, etc. are likewise not permitted. Undercover agents of the Sheriff's Department are specifically exempted from this policy. Those employees who are required to wear uniforms during their employment, are expected to maintain their uniforms in a neat, freshly-laundered manner.

**TELEPHONE USAGE**

When you are talking to people over the telephone, you represent Sullivan County and your department. What you say, as well as how you say it, can affect the image of the County and your department.

Use these telephone tips:

- |                            |                     |
|----------------------------|---------------------|
| 1. Answer promptly         | 4. Speak distinctly |
| 2. Identify yourself       | 5. Hang up gently   |
| 3. Transfer calls properly |                     |

Use of the telephone during regular work hours for calls of a personal nature, except in emergency cases, is discouraged. You will not be called to the telephone except in necessary or unusual circumstances. Please ask friends and family members not to call you during working hours except in cases of emergency. For your protection and personal privacy, your home telephone number will not be released to callers.

**ATTENDANCE, ABSENCE WITHOUT LEAVE**

The County makes every effort to maintain an adequate and reliable work force. Regardless of your employment status, you are responsible for notifying your supervisor when and if you must be away from your job. Always do this as far in advance as possible. In cases of unexpected absence or tardiness, notice should be given no later than the starting time of your scheduled shift. If you are absent from work, such absence must be approved by the appropriate county representative according to the terms of a policy recognized and set forth in this Handbook or you will be considered absent without leave subject to discipline.

When you have notified your supervisor in advance and have obtained the supervisor's permission to be absent, the absence is excused. When your supervisor has not been notified, or has not given permission, the absence is unexcused. Unexcused absence and unexcused tardiness will result in disciplinary action. Three consecutive shifts of unexcused absence will result in a determination that you have voluntarily quit your employment, unless compelling reasons are shown for your failure to provide notice of your absence. Where absence is the result of personal illness, the County may require a proper written release from a physician before excusing the absence and before permitting you to return to work.

**PERFORMANCE EVALUATIONS**

The County recognizes that you like to know how you are doing on the job. Therefore, in addition to the day to day comments from supervisors, a need exists to occasionally review all phases of your work performance. The performance evaluation procedure requires each supervisor to evaluate your performance periodically. You are encouraged to participate in your performance evaluation by expressing your opinion, asking questions, and making suggestions concerning your job.

The purpose of these performance evaluations is to provide both you and the County with a periodic evaluation of your performance on the job, to identify any areas where you can improve your performance, and to highlight the areas of exceptional job performance. The performance evaluation allows you to discuss your goals and express your comments and any concerns regarding your job. Your review will cover areas such as:



1. The amount of work which you accomplish.
2. The accuracy and thoroughness of your work.
3. Your dependability and attendance on the job.
4. Your attitude toward your job, co-workers and supervisors.
5. Your ability to organize and plan your work.
6. Your knowledge of your job duties.
7. The enthusiasm, attitude and initiative you demonstrate in your work.
8. Your comments, questions and concerns.

The performance evaluation also gives you a formal opportunity to have a personal, two-way discussion with your supervisor, and to learn how you can improve your job performance, and what your department can do to help you. You will be given the opportunity to include your comments on the performance evaluation form, and will be requested to sign the form. The County uses the performance evaluation program to assist its employees in attaining maximum development of their individual talents and abilities.

#### **INABILITY OR UNWILLINGNESS TO PERFORM**

If, after being placed in a position, an employee demonstrates, in the opinion of the departmental supervisor, the inability or unwillingness to perform his or her assigned tasks, the departmental supervisor will have the option to reduce the employee's classification, pay, and job responsibility, and/or impose appropriate discipline. The County may reassign the employee to a more suitable position, if available, or otherwise discharge the employee. Each County employee is employed at will, and employment may be terminated by either the employee or the County at any time.

#### **DISCIPLINARY ACTION**

The County expects you to follow County policies and conduct yourself in a mature, safe, responsible manner while at work. The County believes that all disciplinary measures should be commensurate with the severity of the offense. The decision to issue a warning or take more serious action will depend on the nature of the offense and the circumstances involved. These decisions are made at the County's discretion.

The following infractions are meant to be illustrative, not exhaustive, and may result in immediate termination or other disciplinary action:

1. Abusive, threatening or inconsiderate treatment of the public or co-workers.
2. Arrest for or conviction of a criminal charge.
3. Theft or destruction of County property, whether the result of carelessness, misuse or willful behavior.
4. Violation of rules and regulations of his or her department or any other failure of good behavior which reflects discredit upon the employee, the department, and the County Government.
5. Stealing, deceit or other dishonesty.
6. Conduct during working hours below the standard of his or her department head.
7. Reporting to work under the influence of alcohol or drugs, or use or possession of the same during work time.
8. Provoking a fight, personal harassment or unprovoked attack while at work or in County buildings.
9. Falsification of your own or another employee's time card.
10. Disloyalty to the aims and ideals of the department and County.
11. Tardiness, absences or abuses of leave of absence.
12. Inefficiency.

13. Insubordination, which includes failure or refusal to carry out instructions and job assignments from a supervisor and the use of abusive language toward supervision.
14. Horse-play in County buildings or while on the job.
15. Possession of firearms or other dangerous weapons while at work, where such is not an express requirement of your job.
16. Unauthorized use of County tools, equipment or vehicles.
17. Conducting personal business on County time.
18. Excessive receipt or making of non-emergency personal telephone calls.
19. Failure to observe safety in all work practices.
20. Failure to obey all County policies and procedures.
21. Removing or making inoperative the safety devices on a piece of County equipment or County vehicle, whether or not injury results from such violation.

Acts other than those listed may result in disciplinary action as well. If you have any questions about acts which may cause an employee to be disciplined, please see your supervisor. The following are types of disciplinary action the County may utilize:

- (a) Oral Warning;
- (b) Written Reprimand;
- (c) Suspension With Pay;
- (d) Suspension Without Pay;
- (e) Dismissal.

Although these procedures suggest an order of consequences due to severity and frequency of incidents, the County reserves the right to skip any or all of these steps when disciplinary action becomes necessary because of misconduct.

#### COMPLAINT PROCEDURE

It is the intent of the County to provide fair, consistent and constructive problem solving for use by all employees. The County recognizes that problems may arise with regard to interpretation or application of the County's policies and that occasional disagreements with fellow workers or supervisors may arise. If you find yourself in this situation, or if you feel that you have been unfairly treated in resolution of a problem, you are encouraged to bring that concern forward for further discussion and resolution.

Action under this complaint procedure may be taken without fear of recrimination and will be met with sincerity and a desire to achieve a mutual understanding of the situation. The County assures all employees access to additional management personnel. However, every effort should be made to deal with the concerns at your closest management level.

1. Issues should first be discussed with your immediate supervisor. After a thorough discussion of the issue, which includes an opportunity for you to present your concerns, your supervisor will investigate and respond to you. If your supervisor fails to respond to your complaint in a timely manner, or if you find that you and the supervisor have failed to reach an understanding, you may consider the next step.
2. If you are not satisfied with the first step of the complaint procedure, you may then refer your concerns to the appropriate department head. You should prepare a written summary of the situation or concern so that your position will be fully understood. The department head will review all information relevant to your concern and will review the relevant County policies and procedures with you.

After a consideration of all the facts, the department head will render a decision in writing to you and your supervisor.

#### HOUSEKEEPING

All electronic office equipment should be covered before leaving for the day, if covers are provided. All such equipment should be shut down by the user operator at the end of each working day, unless otherwise requested by the supervisor and/or if equipment must remain on-line for operational purposes. Careful handling of electronic equipment will help eliminate unnecessary losses.

Whether you work in an office, laboratory, or in the field, the way you handle and maintain the equipment assigned to you reflects the quality of your work in general, and it certainly has a bearing on the opinions formed by the general public.

#### PERSONNEL INFORMATION

An employment and personnel record is maintained for each employee of the County. To assure that you receive all the benefits to which you are entitled under all conditions of employment, it is important that you keep your personnel records up-to-date at all times. If you have a change in marital status, number of dependents, address, telephone number, insurance beneficiary, legal name, etc., you should promptly furnish a written notice of such change to the designated individual in your department for receipt of such information or your department head. If necessary, you will then be contacted to sign the required change forms. Personnel records are maintained by your department head, and the information contained in these records is confidential to the greatest degree possible, but may be subject to review under State and Federal Public Access Legislation. Any changes made as described in this paragraph must be forwarded to Payroll and Employee Benefits, a division of Accounts and Budgets.

#### EMPLOYEE LEAVE AND OVERTIME RECORDS

All county employee leave records and overtime records shall be maintained by Payroll and Employee Benefits, a division of the Sullivan County Accounts and Budgets Department. School Department records will be maintained in the Department of Human Resources.

#### RETURN TO COUNTY EMPLOYMENT

Consistent with our policy of obtaining and keeping the most qualified employees possible, the County does not prohibit reemployment. If your employment with the County has been terminated by either you or the County on good terms, you may be considered for reemployment at a later date. Employees who leave without adequate notice or who were dismissed for cause will not be considered for reemployment, except under unusual circumstances.

Employees who voluntarily leave the employment of the County, and later return, must work three (3) full years before their previous period of service is reinstated and shall be subject to the same probationary period as that of a new employee. Upon successful completion of three years of service, an employee's previous period of service shall be reinstated for purposes of vacation benefits and credit for years of service on the pay scale. Employees who are laid off because of a reduction in work force can have their previous time reinstated immediately upon reemployment with the County.

**FALSIFYING, DESTROYING OR TAMPERING WITH GOVERNMENTAL RECORDS**

Tennessee Code Annotated §39-16-504 "Destruction of and tampering with governmental records" provides:

- (a) It is unlawful for any person to:
- (1) Knowingly make a false entry in, or false alteration of, a governmental record;
  - (2) Make, present, or use any record, document or thing with knowledge of its falsity and with intent that it will be taken as a genuine governmental record; and
  - (3) Intentionally and unlawfully destroy, conceal, remove or otherwise impair the verity, legibility or availability of a governmental record.
- (b) A violation of this section is a Class A misdemeanor. [Acts 1989, Ch. 591, §1.]

**COMPUTER USE POLICY**

Each department head will be responsible for maintaining and enforcing policies and procedures to assure proper control of the computer systems within their department. Departmental policies should include the following guidelines, in addition to any specific policies necessary to properly maintain the department.

1. Assurance of compliance with system license agreements. A software package and/or license agreement should be purchased for each computer within the department. Unlicensed copying of software is strictly prohibited.
2. All hardware systems and peripherals along with accompanying software are to be used strictly for county purposes.
3. Employees are not to use their personal hardware, peripherals, software, or personal diskettes in the workplace without expressed written approval from the department head. Any authorized personal property used within the workplace will be properly identified as such.
4. Computer systems are to be scanned periodically to guard against viruses which are often transferred unknowingly via Internet files, personal diskettes, or inter-departmentally.
5. All data should be backed up on a consistent basis with an off-site storage system designated by the department head.
6. Any employee using passwords to access their system in whole or in part are to document such passwords with their department head.
7. Internet access is to be used for county purposes and is subject to monitoring by the department head at anytime with or without notice to the employee. Employee will be required to consent to specific restrictions concerning Internet use. Further, any employee abusing Internet access may be subject to disciplinary action including dismissal. All employees with access to the Internet may be required to sign a policy regarding use and provide their department head with their e-mail address and password.

**COMPUTER, ELECTRONIC MAIL, VOICE MAIL USAGE POLICY**

Sullivan County's electronic and voice mail systems, and computers are to be used for conducting Sullivan County's business only. The use of this equipment for private purposes is strictly prohibited. Files and/or stored communications may not be accessed or retrieved other than where authorized unless there has been prior clearance by the department head. Pornographic materials shall not be accessed via the Internet nor shall music, real player broadcasts or games be downloaded.

Sullivan County department heads reserve and will exercise the right to review, audit, intercept, access and disclose all matters on Sullivan County's e-mail system at any time, with or without employee notice; such access may occur during or after working hours. The use of a county-provided password or code does not restrict Sullivan County's right to access electronic communications. Any employee who violates this policy may be subjected to disciplinary action, up to and including discharge from employment.

## **SAFETY**

### **SAFETY POLICY**

The County realizes that accidents can not only cause personal injury, pain and hardship, but are also expensive. The County makes every effort to provide safe working conditions, equipment and work procedures. All employees are expected and required to practice safety at all times.

If you observe any unsafe conditions or work practices, you should report them to your supervisor IMMEDIATELY. Do not take any risks on the assumption that "it probably won't cause harm this time." The one exception taken could result in personal tragedy or harm to you or a fellow employee.

Most accidents are preventable through proper care, use and maintenance of equipment and facilities, alertness on the job and thorough, good housekeeping practices. Most accidents are the result of unsafe work practices. At any time during your employment, if you find that you are physically unable to perform the functions of your job, your concerns should be brought to the attention of your supervisor so that reasonable accommodation may be considered if appropriate in your situation.

### **ACCIDENTS**

All accidents, no matter how slight, must be immediately reported by employees to their supervisors or managers. Even if no permanent physical injury or property damage occurs, problems can often arise later if accidents are not reported immediately and the appropriate accident forms are not promptly and accurately completed. If you are not employed by the County in the capacity that requires emergency response training, and you are involved in, or witness, an accident and/or injury, you should give whatever assistance you can to the injured person, including notifying emergency medical personnel by calling 9-1-1. If the person appears seriously injured, DO NOT MOVE him or her unless directed to do so by emergency personnel.

An investigation of every accident will be conducted to determine the cause of the accident and to prevent other accidents of the same nature. The purpose of the investigation is to help prevent future accidents, not to place blame on anyone.

### **WORKERS COMPENSATION**

If you are injured on the job, you will be paid by the County for the remainder of the workday in which the injury takes place. If you are required to miss work to recover from the injury, you will receive no further wages, but may receive benefits through worker's compensation. If your injury requires an absence of less than fourteen (14) working days, you may be permitted to use accrued sick leave, vacation or personal days to receive compensation for the first seven (7) days. If your injury requires you to be absent from work for fourteen (14) days or more, worker's compensation benefits may be paid retroactively to the first day missed. For this reason, you will not receive compensation for the first seven (7) days until after it is determined whether worker's compensation benefits will be available. You are not permitted to receive nor accumulate vacation, sick or personal leave while receiving worker's compensation benefits. If you are injured on the job and require non-emergency medical treatment, please see your supervisor for the proper course of action to pursue. Performing unauthorized work for personal gain while on workers compensation leave will be cause for termination.

The County will not be responsible for payment of worker's compensation benefits for any injury which arises out of an employee's voluntary participation in any off-duty recreational, social or athletic activity which is not part of the employee's work-related duties with the County. Attempting to collect workers compensation benefits for injuries which do not occur on the job and/or artificially inflating the value of a legitimate claim is considered fraud and is a violation of the law. Employees who fraudulently attempt to obtain benefits will be subject to immediate discipline, up to and including termination, and may be subject to criminal prosecution.

#### SUBSTANCE USE POLICY

The County is concerned about the effects of the use of illegal drugs and the use and abuse of alcohol upon the health and safety of its employees. The County recognizes that alcohol impairment, alcoholism and the use of illegal drugs lead to increased accidents and medical problems, and can lead to the destruction of an employee's health, ability to perform well at work, and quality of life. Employees who abuse drugs or alcohol are not only a danger to themselves, but to their fellow employees as well. In addition, employees who abuse drugs and/or alcohol incur increased medical costs for both the County and for the employee. These costs are generally much higher than those of other employees, and a decrease in productivity of these individuals results from absenteeism and turnover that can adversely affect the employment of every County department.

In light of these concerns, and in keeping with the provisions of the Drug-Free Workplace Act, the County intends to maintain a work environment free of the problems associated with the use of alcohol and the use of illegal drugs. Therefore, the County has adopted the following policy, the purpose of which is the maintenance of a drug and alcohol free workplace.

1. The unlawful manufacture, distribution, dispensing, possession, or use of a controlled substance is hereby prohibited.
2. Any employee found to be engaged in the unlawful manufacture, distribution, dispensing, possession or use of any controlled substance in the workplace or on County property shall be immediately disciplined, up to and including discharge from employment upon discovery.
3. Possession and/or use of alcoholic beverages during work time on work premises is prohibited. Likewise, reporting for work with the presence of non-prescribed controlled substances or alcohol in the system is prohibited. Violators will be subject to discipline up to and including discharge from employment upon discovery. Law enforcement officers who have lawful custody of evidence and are transporting same are not subject to discipline under this policy so long as such evidence is legally maintained.
4. Employees who must maintain a commercial driver's license as a condition of their employment are further subject to the rules and regulations of the United States Department of Transportation and the Tennessee Department of Transportation.
5. Certain departments of the County may require drug and alcohol testing in conjunction with employment in that department. Your supervisor will notify you if your department is among those that require testing. In the event that your department requires testing for safety-sensitive positions, your agreement to submit to testing is an express condition of your continued employment with the County.

6. As an express condition of employment, employees of the County must agree as follows:
  - a. To abide by this policy; and
  - b. In the event any employee is arrested and/or convicted under any criminal drug statute for a violation occurring in the workplace, or during working time, must notify his or her supervisor or department head of the criminal drug statute arrest and/or conviction immediately. Convictions shall include pleas of guilty or nolo contendere (no contest).
  - c. Within thirty (30) days of receipt of the notice of conviction by the supervisor or department head, the employee in question shall be disciplined, up to and including discharge.



## WAGES AND HOURS

### SALARY

If you have questions about your wage, please ask your supervisor or department head.

### PAYDAY

The departments of the county have different pay-days. You will be informed by your departmental supervisor of your specific payday.

### PAYROLL DEDUCTIONS

The following deductions will be made from your paycheck:

- a. Federal Withholding Tax
- b. Social Security
- c. Volunteer Deduction (authorized by you)
- d. Absences from work not covered by appropriate leave credits.
- e. Medicare Contribution

### WORK WEEK

The weekly work schedule shall be determined by your departmental supervisor with special provisions made in departments that require additional hours to meet existing conditions or emergency situations.

The salary received by salaried non-exempt employees under the Fair Labor Standards Act is intended to cover all hours worked up to and including forty (40) in a work week in offices or departments where the regular work week is less than forty (40) hours.

### OVERTIME/COMPENSATORY TIME OFF

Working overtime is sometimes necessary. You are expected to cooperate with your supervisor when asked to work overtime. No overtime work will be authorized except at the request of your supervisor. In accordance with the Fair Labor Standards Act, the County has a policy of granting employees compensatory time off in lieu of overtime. Compensatory time off will be granted at the rate of one and one-half hours for every hour of overtime worked. All county employee overtime records shall be maintained by Payroll and Employee Benefits, a division of the Sullivan County Accounts and Budgets Department. School Department records will be maintained in the Department of Human Resources.

The point at which compensatory time off begins to accrue is determined by the nature of the work in which you are engaged. Employees engaged in law enforcement begin to accrue overtime after 171 hours in a twenty eight (28) day work period, and firefighters begin to accrue overtime after 212 hours in a twenty eight (28) day work period. All other County employees in non-exempt positions begin to accrue compensatory time off after forty (40) hours in a week. Public safety, emergency response and seasonal employees may accrue up to 480 hours of compensatory time, while all other non-exempt County employees may accrue up to 240 hours of

compensatory time. If you are unsure of your classification with regard to this policy, please ask your supervisor for guidance.

Employees called out to work on a holiday will be paid regular time for the holiday plus time and one half. Employees called out to work on a non-holiday will be paid a minimum of three (3) hours regular time. Employees who have worked a sufficient number to place them on overtime accrual status will begin to accrue compensatory time for every hour worked, and are guaranteed at least three (3) hours credit.

Any employee who has accrued compensatory time off must request use of such compensatory time and shall be permitted to use such time off within a reasonable period provided the use of such compensatory time does not unduly disrupt the operations of the department. A "reasonable period" will be determined by the normal schedule of work within the department, the anticipated workloads based on past experience and the availability of qualified substitute staff.

#### **BREAK PERIODS**

At the discretion of your supervisor, you may be allowed break periods of ten (10) minutes in the first half of your shift and again during the second half of your shift. Abuse of "breaks" by habitually taking more time than stated herein could result in curtailment of the privilege and/or disciplinary action. The "break periods" must be arranged in such a way that a qualified employee is available to perform your departmental duties at all times.

## BENEFITS

Sullivan County provides all regular employees with a number of excellent benefits that are designed to provide flexibility and financial advantage to its employees.

### CREDIT UNION

All full time employees are eligible to become members of the Sullivan County Employee Credit Union. The credit union offers full banking resources (checking and savings accounts, loans, Christmas clubs, etc.) often with lower service charges and better interest rates than regularly available through a commercial bank.

### LEGAL HOLIDAYS

The County and Education Department observe paid holidays as set forth below. Because of the variety of County services, all employees may not be able to observe holidays on the same day. If your work schedule requires a deviation from the holiday schedule, your supervisor will tell you about it.

Due to the school schedule, Education Department employees have some holidays which do not coincide with those observed by other County employees.

When a holiday falls on Saturday, the Friday preceding the holiday is observed. When it falls on Sunday, the Monday following the holiday is observed.

The County observes the following holidays:

- New Year's Day
- Martin Luther King, Jr. Day (all employees other than Education Department)
- Good Friday
- Memorial Day (all employees other than Education Department)
- July 4th
- Labor Day
- ETEA (Education Department only)
- Veterans' Day (all employees other than Education Department)
- Floating Holiday (Education Department only)
- Thanksgiving--2 days
- Christmas--2 days

(If Christmas falls on Tuesday, Wednesday or Friday that day plus the work day preceding it will be observed. If Christmas falls on Monday or Thursday, that day plus the following work day will be observed. If Christmas falls on Saturday or Sunday, the preceding Friday and following Monday will be observed.)

In years of state and federal elections, certain election days may also be treated as paid holidays.

Employees who choose not to work some part of the week in which the holiday falls, or who are on a planned vacation during that week, will not be paid for the holiday, unless they have received five (5) days prior approval for the non-holiday absence. Likewise, if an employee is not on a pay status during the week in which the holiday falls, he or she will not be paid for the holiday absence.

The County Executive may designate a "No Work Day" on any day when employees are unable to work due to unforeseen circumstances such as inclement weather conditions. Such days are paid and treated in the same manner as a holiday.

### VACATION

It is the policy of Sullivan County to promote employee efficiency, health, and morale through periodic vacation from duty.

Each active regular full-time salaried employee will accrue vacation as follows:

<u>Length of Service</u>	<u>Length of Vacation with Pay</u>
less than 1 year	.42 days per month
1 through 5 years	.83 days per month
6 through 14 years	1.25 days per month
15 through 25 years	1.67 days per month
26 or more years	2.08 days per month

Each active regular full-time hourly employee will accrue vacation as follows (the following computation is based on eight hour work schedule):

<u>Length of Service</u>	<u>Length of Vacation with Pay</u>
less than 1 year	3.36 hours per month
1 through 5 years	6.64 hours per month
6 through 14 years	10 hours per month
15 through 25 years	13.36 hours per month
26 or more years	16.64 hours per month

No vacation may be taken during the initial probationary period. If an employee is separated from County employment prior to the completion of the probationary period, no vacation accrual will be paid.

The County wants you to take your vacation, but it must be scheduled at the convenience of your department. Except for Highway Department employees, vacation may be taken in intervals of no less than one (1) hour at a time, subject to approval of department head. In the Highway Department, vacation may be taken in intervals of no less than one (1) day. Vacation requests must be made to the department supervisor at least five (5) days prior to the beginning of the vacation. Approval of a vacation request will be based on the wishes of the employee, the efficient operation of the department and the length of service of the employee relative to others in his or her work group. If more than one employee wishes to schedule vacation time off and the absence of more than one employee creates a hardship on the department, priority will be given to the employee who first scheduled the time off. At the beginning of a calendar year, employees may carry over any unused vacation from the previous year at the same rate as their monthly accrual rate in December would be multiplied by twelve (12); except for School Department employees, up to five (5) days of unused vacation which would otherwise be lost under this policy will be converted to sick leave at the beginning of the calendar year and transferred to an employee's accrued sick leave.

No vacation may be accumulated during an employee's absence from work unless the employee is on approved leave with pay.

Upon separation from employment or death, you or your estate will be compensated for any unused vacation.

### SICK LEAVE

All regular employees employed after July 1, 1965 will receive paid sick leave in the amount of one (1) day per month. Sick leave may be granted for a variety of situations, and may be used in conjunction with the Extended Leave Policy. Examples of situations for which sick leave may be approved include:

- a. Your absence from duty because of personal illness.
- b. Your disability due to accident.
- c. Your exposure to contagious disease.
- d. Medical appointments which have been submitted to the supervisor three (3) days in advance of the appointment.
- e. Your absence from duty necessitated by illness or death in your immediate family, not to exceed three (3) days unless approved by your Department Head. (Immediate family is defined to include your spouse, parent, grandparent, grandchild, mother-in-law, father-in-law, son-in-law, daughter-in-law, legal guardian, brother, sister, brother-in-law, sister-in-law, any other person of kin who served as a parent for a period of at least one year, and children).
- f. Your absence from duty necessitated by illness or death for wards over whose person you are court ordered legal guardian, custodian or conservator, not to exceed three (3) days unless approved by your Department Head.

All employees may be required to show written certification that documents the reason for the leave.

If you are unable to report to work at the designated time due to illness, either your own or that of someone for whom you are responsible, you must notify your supervisor in advance of the beginning of your shift. Separate notice must be given for every day for which sick leave is used. Use of three (3) or more days sick leave on any one occasion will result in the absence becoming subject to the requirements of the Extended Leave Policy. An employee is not eligible for sick leave during periods when he or she is receiving workers compensation benefits.

Sick leave will not continue to accrue during an employee's absence from work unless the employee is on approved leave with pay. Sick leave is not transferable from one employee to another employee. Unused sick leave cannot be "cashed out". Time off from work on authorized sick leave will be paid at the employee's regular rate as of the first day of the sick leave.

New employees shall be eligible for sick leave as it accrues. There is no limit to the number of sick days you may accumulate. Any accumulated unused sick leave will be credited toward service time for retirement.

Sick leave shall be considered a benefit and privilege and not a right. Each time (not each day) an employee takes sick leave will be considered an "occasion". An occasion is defined as a period of time missed from work, beginning when an employee misses the first scheduled work, and concluding upon an employee's return to work. If an employee receives five (5) occasions in a consecutive ten (10) month period, the employee may be required to have a meeting with his or her supervisor concerning excessive absenteeism and may be placed on a sixty (60) day probationary period. Further abuses will result in termination. Each occasion will be removed from consideration under this policy twelve (12) months after the employee's return to work.

This policy is intended to be consistent with the Family and Medical Leave Act of 1993, the Americans with Disabilities Act, and the Tennessee Maternity Leave Act, and is intended to confer no lesser rights than those provided by statute.

**EXTENDED LEAVE POLICY / FMLA**

In recognition that situations may arise which require employees to be absent from work for an extended period of time, the County gives eligible employees the opportunity to take leave for family and medical reasons as necessary pursuant to the Family and Medical Leave Act.

Employees who have been employed with the County at least twelve (12) months and who worked at least 1,250 hours during the last twelve (12) months preceding the requested leave are eligible to request leave under this policy. In order to assure each employee equal opportunity, the period for calculating eligibility for and availability of the leave will be calculated based on the twelve (12) month period immediately preceding the first day of the requested leave.

The request forms for leave should be obtained from your department head. When possible, employees must give a thirty (30) day advance notice of the need to take a leave. When it is not possible to give an advance notice (emergencies, etc.), an employee should inform his or her supervisor and department head as soon as possible and reasonable.

Leave is available for birth or adoption of a child, placement of a child in your home for foster care, the serious health condition of a spouse, son, daughter, or parent, or a serious personal health condition which prevents you from being able to perform your job. You may choose to take the full twelve (12) weeks of available leave at once, on an intermittent basis, or work a reduced work schedule up to the maximum of twelve (12) weeks. The County may choose to transfer you to an area in which the work is better suited to recurring periods of leave. Female employees will be granted an additional four (4) weeks of leave (for a total of four (4) months available leave) for absence related to pregnancy and birth of a child.

Employees who take extended leave are required to exhaust their available sick leave. If more than twelve (12) weeks of sick leave are available to the employee, the leave may be extended until the supply of sick leave is exhausted. If fewer than twelve (12) weeks of paid sick leave are available, the remainder of the leave will be unpaid. You may choose to use accrued vacation during this period. Your insurance will be maintained during the leave by the County so long as you continue to pay your part of the cost of the plan.

Due to the nature of services offered by the County, it is not always possible to hold a position open for twelve weeks. However, all employees who return from an extended leave under this policy will be given a position with similar duties, responsibilities and authority, with the same pay and benefits. You will be assigned to the same shift when possible, but this is not guaranteed. If a temporary or permanent reduction in the workforce occurs that would affect your position, you will be eligible to return to work when you are recalled from the layoff if that is after your leave would have ended.

Employees who pursue alternative employment while on leave under this policy will be deemed to have voluntarily quit employment with the County.

All employees are required to show written certification that documents the reason for the leave. Forms for completion by a physician or other health care provider will be provided by your department head. If you take leave for personal health reasons, you must show medical certification that you are able to return to work.

This policy is intended to be consistent with the Family and Medical Leave Act of 1993, the Americans with Disabilities Act, and the Tennessee Maternity Leave Act, and is intended to confer no lesser rights than those provided by statute.

MILITARY LEAVE

Pursuant to Tennessee Code Annotated §§8-33-101 through 109, military leave will be granted under the following conditions.

ACTIVE DUTY

An employee whose employment is interrupted by service in the United States Armed Services will be expected to show his or her orders to his or her supervisor as soon as they are received. Regular employees are eligible for reemployment after completing military service provided:

1. You provide proof of an honorable discharge;
2. Your military service was not in excess of four (4) years, unless involuntarily retained in the Armed Services; and
3. You apply for reinstatement within ninety (90) days from release from active duty or within thirty-one (31) days after release from initial duty of training of not less than three (3) months or on the next regularly scheduled work period following other types of training duty, an absence for induction or examination, or after rejection.

An honorably discharged veteran will be reinstated in a position which will be the same or equal in relation to the one which he or she left and full seniority credit will be given for the time spent in the Armed Services, provided the above requirements are met.

RESERVE OR NATIONAL GUARD TRAINING LEAVE

Any employee who is a member of the Reserve Corps of the Armed Forces of the United States of America will be granted a military pay allowance for training each year as required, a maximum of fifteen (15) working days of which may be paid in a calendar year, pursuant to Tennessee Code Annotated Section 8-33-109. It is not necessary to use your vacation time for military leave. Sullivan County will recognize the following as an official organized reserve unit:

- a. Air National Guard
- b. Army National Guard
- c. Air Force Reserve
- d. Army Reserve
- e. Coast Guard Reserve
- f. Marine Corps Reserve
- g. Naval Reserve

In order to be eligible for a pay allowance, you must meet each of the following qualifications:

- a. Must be employed on a regular basis.
- b. Must return to regular full time employment immediately following temporary military duty unless illness, disability or an approved absence (to be determined by the department head consistent with the other leave policies contained herein) prevents or delays your return to work.

After you have received your orders for temporary duty, you will show your departmental supervisor a copy of the orders. The department head will grant permission for you to be absent. If individual orders are not issued, a statement from the commanding officer will be acceptable.

Any deviation from these procedures shall require the approval of the Sullivan County Board of County Commissioners, or Sullivan County Board of Education, depending on the department in which the employee works.

**PERSONAL LEAVE**

Upon satisfactory completion of the probationary period, each employee will be granted three (3) personal days with pay each calendar year. These days may be used by the employee as the employee sees fit in increments of no less than one (1) hour at a time with the exception of Highway Department employees. In the Highway Department, personal leave may be taken in intervals of no less than one-half day at a time. You should advise your immediate supervisor as soon as possible prior to taking a personal day so that plans to cover your job during your absence may be made. If you do not provide reasonable advance notice for a non-emergency use of a personal day, and/or your absence will cause a hardship on others, your supervisor has the discretion to deny authorization for the personal day. Personal days are separate from vacation and sick leave. In the event your employment is terminated during the year, or if you are hired during the year, granting of personal days will be pro-rated at the rate of one (1) day for every four months worked or to be worked during the year.

**LEAVE OF ABSENCE**

Subject to approval by your department head, leave without pay may be granted for not less than two (2) weeks but in any case not to exceed 12 months including any time taken under the Extended Leave Policy and the Family Medical Leave Act. The following conditions must be met before a leave of absence without pay will be granted:

- a. You must use all of your accumulated annual leave of whatever type.
- b. In cases of sickness, you must use all of your sick leave.

For all employees except for School Department employees, if you are approved for a leave of absence pursuant to this policy, the following conditions shall apply:

1. Except in cases of personal medical leave of absence, employee shall be responsible for one hundred percent (100%) of the funding rate of their medical and dental insurance. In the case of a leave of absence granted for an employee's personal medical reasons, the county will pay the funding rate of the employee's individual coverage not to exceed twelve (12) months.
2. Employee shall be solely responsible to verify his/her coverage or lack thereof under Sullivan County's life insurance policy and other county benefits.
3. Employee shall not accrue any vacation, sick or personal leave during his/her leave of absence.
4. A request for a leave of absence must set forth in writing reasons for such request.
5. Your reemployment is at the discretion of the Department Head granting extended leave; reemployment is not guaranteed.

School Department employees are subject to particular School Department policies.

Leave under this policy shall be approved prior to use; otherwise, you will be subject to the County's policy on Attendance, Absence Without Leave.

Wherein this policy conflicts with State and Federal law, State and Federal law will control.

Performing unauthorized work while on a leave of absence will be cause for termination of the employment relationship and the Leave of Absence.

**JURY DUTY PAY**

The County encourages its employees to serve on jury duty if they are called. If you are summoned for jury duty, please notify your supervisor as soon as possible so that plans can be made to cover your job during your absence. In order to avoid any severe financial loss to you



from serving on jury duty, the County will pay the difference between your jury duty pay and the amount you would have earned at your regular, straight-time rate. Overtime pay will not be paid for jury duty.

To be eligible for jury duty pay, you must get a statement from the Court Clerk indicating the time and days you served on the jury and the amount you received as jury pay. You will not be paid for time that you did not actually spend serving on jury duty or traveling to and from the courthouse. If you serve in excess of three (3) hours, you will be compensated for the full day. You are expected to call in to your supervisor every day upon completion of your service REGARDLESS OF THE TIME YOU COMPLETE YOUR SERVICE so that a decision can be reached about whether you are to return to work that day or not. The time you call will be checked against the statement from the Court Clerk to verify the actual time you spent on jury duty.

Temporary employees who have been employed less than six (6) months are not eligible for jury duty make-up pay. Such employees will be excused from working during the term of their jury service.

This policy is in keeping with Tennessee Code Annotated, Section 22-4-108 and is intended to confer no greater or lesser rights than those granted under said statute.

#### **TESTIFYING IN COURT**

The County encourages all employees to fulfill their duties to testify when called in both Federal and State courts. Therefore, the following procedures shall apply when an employee is subpoenaed to appear in court:

1. Upon receiving a subpoena to appear in court or similar proceedings (i.e. deposition), the employee shall, on the next day he or she is working, but in no event later than two (2) days prior to the appearance date identified in the summons, show the summons to his or her supervisor.
2. The employee will be granted a leave of absence when the employee is subpoenaed by proper authority to appear in Federal or State court as a witness. The employee will be required to provide verification that the trial for which he or she is subpoenaed to give testimony actually took place on the date and time for which the subpoena was issued and that the employee appeared to give testimony at trial. Such verification must include the dates on which the employee was required to be available.
3. The employee will receive his or her regular compensation when subpoenaed as a witness; however, this provision shall not apply to court appearances which result from off-duty employment.
4. The employee may retain all compensation or fees received for serving as a witness.
5. If the employee is relieved from being a witness during working hours, the employee is to report back to work at the County.
6. The above provisions concerning compensation for time in court do not apply if the employee is involved as a plaintiff or defendant in private litigation. On these occasions, the employee must take vacation, use time accrued under the "Compensatory Time Off" policy or leave without pay.

**ABSENTEEISM FOR VOTING [Tennessee Code Annotated § 2-1-106]**

- a. Any person entitled to vote in an election held in this state may be absent from any service or employment on the day of the election for a reasonable period of time, not to exceed three (3) hours, necessary to vote during the time the polls are open in the county where the person is a resident.
- b. A voter who is absent from work to vote in compliance with this section may not be subjected to any penalty or reduction in pay for such absence.
- c. If the tour of duty of an employee begins three (3) or more hours after the opening of the polls or ends three (3) or more hours before the closing of the polls of the county where the employee is a resident, the employee may not take time off under this section.
- d. The employer may specify the hours during which the employee may be absent. Application for such absence shall be made to the employer before twelve o'clock (12:00) noon of the day before the election.

**MEDICAL AND DENTAL INSURANCE**

The County recognizes that financial protection against medical and dental costs is a very important and valuable benefit to you. For this reason, the County provides medical and dental insurance to its employees at the lowest possible cost to you. Individual and family options are available to help you protect your family as well as yourself. Employees must enroll in the medical plan within thirty (30) days of employment or of the date upon which the employee or a dependent becomes eligible for coverage.

The County pays the bill for all eligible claims under this coverage, and has retained a third party administrator to administer the day to day aspects of the plan. Insurance benefits are available to all regular, full-time employees who work at least thirty-five (35) hours per week. To enroll in the insurance plan, you must fill out the enrollment form and return it to Payroll.

**LIFE INSURANCE**

The County has procured a group life insurance policy for each regular full-time employee of the County. You may choose to increase this coverage amount and add your dependents at your own expense.

**RETIREMENT**

All regular full-time employees of Sullivan County become members of the Tennessee State Retirement System immediately upon employment. Sullivan County pays 100% of all contributions made on the employee's behalf. Benefits to the employee as a member of this retirement program compare most favorably with any other retirement plan and include a five (5) year vesting schedule. You will be furnished a booklet explaining this program at the time you are enrolled in this retirement plan.

Upon separation from employment with the County, your portion of the retirement fund remains undisturbed until such time as you meet the eligibility requirements and apply for your retirement benefits. This may be a number of years after your separation from employment. Those employees who made contributions under the plan which terminated on June 30, 1987 will be eligible to receive a portion of their benefits upon termination from employment with the County.

Other benefits available at the time of preparation of this handbook to qualifying individuals retiring from Sullivan County are as follows:

1. Employees age fifty-five or older with twenty-five years or more service shall have one hundred percent (100%) of their health insurance premiums paid by Sullivan County until such time that they reach age sixty-five. Employees who retire or become disabled and who do not qualify for paid premiums as set forth herein shall still be eligible to participate in county's health insurance as long as such employee pays one hundred percent (100%) of the premium for such health insurance until such time that they reach age sixty-five.
2. Over 65 Medicare insurance supplement. Employees need to confirm qualifications and exact terms of this benefit.
3. Prescription Drug Card for retirees over age sixty-five (65). Employees need to confirm qualifications and exact terms of this benefit.

### **SUMMARY AND A CLOSING WORD**

The material presented in this handbook in regard to policies, benefits and relationships is, of course, in a condensed form. For further clarification of any policy outlined in this handbook, please ask your supervisor or department head.

While the County intends to continue the foregoing policies, benefits and rules, it reserves the right to make any changes at any time as, in its judgment, may be advisable. At times and in some cases, the application of these principles, rules and policies may be affected by government regulations. We will, of course, fully comply with all laws and government regulations. You may be assured that no changes will be made except after due consideration of the mutual advantages, benefits and responsibilities of the County and its employees.

The information provided in this handbook, its updates and supplements, contains guidelines which reflect general policies and procedures, as well as summaries of County benefit plans, and in no way creates a contract or agreement of employment. Nothing contained in this handbook, its updates or supplements, alters or prevents the County or the employee from terminating employment at any time for any reason, subject to applicable federal and state laws.

Your eligibility for any particular benefit plan is not established merely by your receiving this handbook. Participation depends upon having qualified under specific plan provisions or, in some cases, upon your voluntary participation. Please refer to each plan to determine your eligibility.

We look forward to a profitable and mutually rewarding relationship. Thank you.

**RECEIPT OF HANDBOOK  
AND ACKNOWLEDGMENT OF TERMS**

I have received my copy of the Sullivan County Employee Handbook as Revised \_\_\_\_\_, 2000 which outlines certain policies, practices and employee benefit guidelines relating to my employment with the County. I acknowledge my responsibility to read and understand the information contained in the handbook and further understand that this receipt will be placed in my personnel file.

I hereby consent to compensatory time off as the method of compensation for all overtime hours worked as described in the handbook.

As an employee of Sullivan County, I recognize and understand that Sullivan County's electronic and voice mail systems, and computers are to be used for conducting Sullivan County's business only. I understand that use of this equipment for private purposes is strictly prohibited. I agree not to access a file or retrieve any stored communication other than where authorized unless there has been prior clearance by my department head. I further agree not to access pornographic materials via the Internet or to download music, real player broadcasts or games.

I am aware that my department head reserves and will exercise the right to review, audit, intercept, access and disclose all matters on Sullivan County's e-mail system at any time, with or without employee notice, and that such access may occur during or after working hours. I am aware that use of a county-provided password or code does not restrict Sullivan County's right to access electronic communications. I am aware that violations of this policy may subject me to disciplinary action, up to and including discharge from employment.

I understand that the policies, practices and employee benefits described in the handbook are general guidelines which are subject to change and revision at the discretion of the County at any time. Therefore, it is understood that changes in policies may supersede, revise or eliminate the policies, practices and benefits in the handbook.

I further understand that the handbook does not constitute a contract of employment, or a contract of employment for any specific duration, and that my employment relationship is terminable at will and may be ended by either me or the County at any time for any reason. Any variance from this Handbook or change in my at-will status negotiated or made on my behalf must be in writing, signed by the appropriate constitutional officer or elected official.

I understand that changes and revisions to policies covered by Tennessee Code Annotated §5-23-101, et seq., will be on file at the Office of the County Clerk.

I understand this is a newly revised handbook which supersedes and replaces all previous handbooks, policies, practices and communications, whether written or verbal. Changes have been made to certain policies and language in the previous Employee Handbook. Each department may adopt additional policies tailored to its specific needs. Such policies are to be read consistently with those included in this handbook. In the event information contained in a departmental policy statement is inconsistent with the provisions of this manual, the departmental statement governs unless contrary to law.

I further acknowledge that I have reviewed the provisions of Tennessee Code Annotated §39-16-504 [Destruction of and Tampering with Governmental Records] as set forth herein.

\_\_\_\_\_  
Employee Signature

\_\_\_\_\_  
Date

\_\_\_\_\_  
Department Head

\_\_\_\_\_  
Date

6-08

Sullivan County, Tennessee  
Board of County Commissioners

3  
~~No. 1~~  
SUBSTITUTE  
Executive Committee  
2000-01-19

To The Honorable Gil Hodges, County Executive, and The Members of the Sullivan County Board of Commissioners in Regular Session this the 17th day of January, 2000;

**RESOLUTION AUTHORIZING Sullivan County to Join In Litigation to Challenge Legality of Public Chapter 1101 of the Public Acts of 1998.**

NOW, THEREFORE BE IT RESOLVED by the Board of County Commissioners of Sullivan County, Tennessee assembled in Regular Session on the 21<sup>st</sup> day of February, 2000;

WHEREAS, by adoption of Chapter 1101 of the Public Acts of 1998 (the "Act"), the Tennessee General Assembly has required the formulation of a Growth Plan for every county in the State of Tennessee, and has further provided a procedure for the development, consideration and adoption of such a Growth Plan; and

WHEREAS, the Act seriously and substantially reduces the opportunities for persons annexed by a municipality to challenge such annexation in the courts of the State of Tennessee; and

WHEREAS, Public Chapter 1101 is unfair to counties; and

WHEREAS, Hamilton County and Knox County are joining together as party plaintiffs to challenge the legality of Public Chapter 1101 of the Public Acts of 1998 in the courts of the State of Tennessee; and

WHEREAS, Hamilton County and Knox County have invited all other counties to join in with them in such litigation at the expense of Hamilton County and Knox County;

**NOW, THEREFORE, BE IT RESOLVED that Sullivan County join as a party plaintiff in such litigation to be filed by Hamilton County, Knox County and other counties for the purpose of challenging in court the legality of Public Chapter 1101 of the Public Acts of 1998, said litigation to be at no expense to Sullivan County.**

All resolutions in conflict herewith be and the same rescinded insofar as such conflict exist.

This resolution shall become effective on \_\_\_\_\_, 2000, the public welfare requiring it.

Duly passed and approved this \_\_\_\_\_ day of \_\_\_\_\_, 2000.

Attested: \_\_\_\_\_ Date: \_\_\_\_\_ Date: \_\_\_\_\_  
County Clerk County Executive

Introduced By Commissioner: Hyatt Estimated Cost: \$ \_\_\_\_\_

Seconded By Commissioner(s): Belcher/Morrell Fund: \_\_\_\_\_

Committee Action	Approved	Disapproved	Deferred	No Action
Administrative				
Budget				
Executive				

Commission Action	Aye	Nay	Pass	Absent	Total
Roll Call					
Voice Vote					

Comments: DEFERRED 03/20/00 WITHDRAWN 04/17/00



# HAMILTON COUNTY BOARD OF COMMISSIONERS

111 Courthouse / Chattanooga, Tennessee 37402

Telephone (423) 209-7200

Fax (423) 209-7201

**Commissioners:**

Curtis D. Adams

Richard Casavant

Harold L. Coker

William R. Cotton, Jr.

JoAnne H. Favors

Bill Hulsizer

Ben Mier

Charlotte E. Vandegriff

Jim Vincent

December 28, 1999

**The Honorable Gil Hodges**

P. O. Box 509

Blountville, TN 37617

Re: Urban Growth  
Public Chapter 1101  
T.C.A. § 6-58-101 et seq.

**Staff:**

Sandra Noll

Legislative Administrator

Dear Executive Hodges:

The Urban Growth legislation, Public Chapter 1101 of the Public Acts of 1998 passed by the Tennessee General Assembly on May 1, 1998, has caused great controversy in Hamilton County, Knox County, and in many other counties. It is the opinion of the majority of Hamilton County and Knox County Commissioners that Public Chapter 1101 is a bad law which should be legislatively repealed or judicially overturned.

On December 20, 1999, the Knox County Commission voted overwhelmingly (14-5) to institute any legal proceedings necessary and appropriate to challenge the legality of Public Chapter 1101.

On December 21, 1999, the Rhea County Commission unanimously voted to request the Tennessee General Assembly to repeal Public Chapter 1101.

Hamilton County and Knox County will be joining together to oppose Public Chapter 1101, both legislatively and judicially. We are inviting all counties affected to join with us at the expense of Hamilton and Knox Counties. Both Hamilton and Knox Counties have special counsel to assist in this process. The more counties that join, the more effective this process.

Please contact Debbie Gaines, Legislative Administrator or Dawn Patton, Legislative Assistant in our Hamilton County Commission office if you are willing to join us in the effort to oppose Public Chapter 1101.

Very truly yours,

Harold Coker, Chairman  
Hamilton County Commission

Enclosures: Copy of Knox County Resolution; Copy of Rhea County Resolution;  
Copy of newspaper article on Knox County; Copy of newspaper article on Rhea County

cc: Hamilton County Commission; Hamilton County Executive; Honorable Leo Cooper,  
Chair, Knox County Commission; Honorable Jimmy Wilkey, Rhea County Executive  
John R. Anderson, Esq.; Steve Roth, Esq.

RESOLUTION

A RESOLUTION OF THE COMMISSION  
OF KNOX COUNTY, TENNESSEE,  
AUTHORIZING THE INSTITUTION OF  
LEGAL PROCEEDINGS TO CHALLENGE  
THE REQUIREMENTS OF PUBLIC CHAPTER 1101  
OF THE ACTS OF THE TENNESSEE GENERAL  
ASSEMBLY OF 1998 AS APPLIED TO COUNTY  
GOVERNMENTS, AND APPROPRIATING  
FUNDS TO BE USED BY THE KNOX  
COUNTY LAW DIRECTOR FOR SUCH PURPOSE.

RESOLUTION: R-99-12-904

REQUESTED BY: COMMISSIONER COOPER  
COMMISSIONER LEUTHOLD

PREPARED BY: KNOX COUNTY  
LAW DIRECTOR

APPROVED AS TO FORM  
AND CORRECTNESS: \_\_\_\_\_  
DIRECTOR OF LAW

APPROVED: \_\_\_\_\_  
DATE

VETOED: \_\_\_\_\_  
DATE

VETO  
OVERRIDE: \_\_\_\_\_  
DATE

MINUTE  
BOOK \_\_\_\_\_ PAGE \_\_\_\_\_

WHEREAS, by adoption of Chapter 1101 of the Public Acts of 1998 (the "Act"), the Tennessee General Assembly has required the formulation of a Growth Policy for every county in the State of Tennessee, and has further provided a procedure for the development, consideration and adoption of such a Growth Policy; and,

WHEREAS, in addition to the adoption in each county of a Growth Policy, the Act seriously and substantially reduces the opportunities for persons annexed by a municipality to bring a legal challenge in the courts of the State of Tennessee to such annexations, to otherwise lawfully develop or use their real property, and usurps the legislative prerogative in local land-use planning; and,

WHEREAS, it is the opinion of the Knox County Commission that many provisions of the Act may, in practice, constitute confiscatory policies which could impose substantial liability upon local governments; and,

WHEREAS, the Commission is further of the opinion that the Act, in many of its provisions, is irrational, violates the general purposes recited in the Act, and is in conflict with the general laws of the State of Tennessee and the Tennessee Constitution, and further that any possible legal challenge to the Act should be brought in a court of competent jurisdiction by Knox County for the purpose of obtaining a judicial determination of such issues.

NOW THEREFORE BE IT RESOLVED BY THE COMMISSION OF KNOX COUNTY AS FOLLOWS:

That the Knox County Commission hereby authorizes and directs the Knox County Law Director to institute, in any court of competent jurisdiction, any legal proceedings necessary and appropriate to challenge the legality of the provisions of Public Chapter 1101 of the Public Acts of 1998, including without limitation, the constitutionality of the Act.

BE IT FURTHER RESOLVED, that in instituting any such legal proceeding and complaint, the Law Director is authorized to join in any action brought by any other County in the State of Tennessee, and is further authorized to employ such additional legal counsel or experts as the Law Director may deem necessary for the successful prosecution of such proceedings.

BE IT FURTHER RESOLVED, that there is hereby appropriated to the Law Director's budget, from the General Fund Balance, the amount of One Hundred Thousand Dollars (\$100,000.00) to be used for the purposes described and authorized herein.

BE IT FURTHER RESOLVED, that this Resolution is to take effect from and after its passage, as provided by the Charter of Knox County, Tennessee, the public welfare requiring it.

\_\_\_\_\_  
Presiding Officer of the Commission      Date

\_\_\_\_\_  
County Clerk      Date

Approved: \_\_\_\_\_  
County Executive      Date

Vetoed: \_\_\_\_\_  
County Executive      Date



RESOLUTION NO. 99-12-84

RESOLUTION REQUESTING TENNESSEE STATE SENATORS AND REPRESENTATIVES TO REPEAL TENNESSEE CODE ANNOTATED 6-58-101 THROUGH 6-58-115 AND KNOWN AT "COMPREHENSIVE GROWTH PLAN" AND PUBLIC CHAPTER NO. 1101

WHEREAS, the Board of Commissioners for Rhea County, Tennessee have been involved in the Growth Plan hearings set forth in T.C.A. 6-58-101 et seq.; and,

WHEREAS, the Growth Plan guidelines and procedures are not conducive to cooperation between the municipalities located in Tennessee and the Rhea County Board of Commissioners; and,

WHEREAS, the Rhea County Board of Commissioners and municipalities of Rhea County, Tennessee have had hearings as required by the Comprehensive Growth Plan; and,

WHEREAS, the Comprehensive Growth Plan does not adequately take into consideration individual property rights and significant state wide or regional employment opportunities and economic well being of this region.

THEREFORE, BE IT RESOLVED by the Board of Commissioners for Rhea County, Tennessee, that they request all Tennessee State Senators and State Representatives to repeal the Comprehensive Growth Plan set forth in T.C.A. 6-58-101 through T.C.A. 6-58-115 and any amendments and other statutes relating to this Comprehensive Growth Plan.

IT IS FURTHER RESOLVED by the Board of Commissioners, that the County Clerk send a copy of this Resolution to the State Senator and State Representative for Rhea County, Tennessee; and also, send a copy to other counties, State Senators and State Representatives.

DULY PASSED AND APPROVED ON THE 21<sup>st</sup> DAY OF DECEMBER, 1999

BOBBY A. BURTON  
SPONSOR

RONALD L. RAPER  
CHAIRMAN: COUNTY COMMISSION

Linda Shaw  
ATTEST: COUNTY CLERK

James Wilkey  
COUNTY EXECUTIVE

## Counties

# Urban Growth Law Opposed

• Continued from Page B1  
and study the resolution.

"Can't this resolution be given 30 days?" he asked. "I'm not happy with this being presented to us at the last minute."

His motion failed to garner enough votes.

"This is something we really need to do," said Knox Commissioner Frank Bowden, who is one of two blacks on the commission. Both favored the resolution. "We

have a feeling that it's the poorest piece of legislation to come out of Nashville. It's not fair. Any time you're forcing something like this on the people, that within itself is unconstitutional."

The Knox County Commission and the city of Knoxville have been at odds over their urban growth plan. County commissioners there agree with Hamilton County officials that citizens should vote on whether they can be annexed.

CHATTANOOGA TIMES • CHATTANOOGA FREE PRESS

# Knox To Challenge Urban Growth R

See 8100

# Plan Hit By Rhea

## Commissioners See Rural Hands Tied

BY RON CLAYTON  
Correspondent

DAYTON, Tenn. — County commissioners in Hamilton and Knox counties may have found a friend in Rhea County if they seek to overturn the state's Comprehensive Growth Plan.

The state plan requires counties and cities to map out growth for the next 20 years. If the county and city officials can't agree on a plan, the courts will do it for them. Some commissioners in Knox and Hamilton counties have expressed interest in getting the law overturned through a lawsuit.

"This thing was a good idea that went bad," Rhea County Executive Jimmy Wilkey said Tuesday. "The idea was to preserve farmland, but if you are classified as a rural area, we've tied your hands."

He said a landowner can't sell land for development once that land is designated as rural.

"The Comprehensive Growth Plan does not adequately take into consideration individual property rights and significant statewide or regional employment opportunities and economic well-being of this region," states a resolution Rhea County commissioners approved 9-0 on Tuesday.

Mr. Wilkey said the growth plan would be OK if the state's Legislature put a clause in the bill that allowed people to vote on annexations. The plan has no such requirement.

Mr. Wilkey expects more counties to join as plaintiffs if a lawsuit is filed. He said copies of the Rhea County resolution will be sent to other counties in the state.

"We've been trying to get along with our cities," said Mr. Wilkey.

The plan has created only contention between cities and counties throughout the state, he said.

County officials are in disagreement with officials from Dayton and Spring City. Both cities want more land in the growth plan than the county wants to give up.

Dayton's area is definitely the larger of the two problems, said Mr. Wilkey. But with the tentative proposals on the drawing board, the county and cities at least have more time to try and hammer out a final agreement.

Sullivan County, Tennessee  
Board of County Commissioners

0376

No. ~~21~~ 7  
Executive Committee  
2000-03-38

To the Honorable Gil Hodges, County Executive, and the Members of the Sullivan County Board of Commissioners in Regular Session this 20 day of March, 2000.

**RESOLUTION AUTHORIZING Stop sign to be placed at Kings View in the 11<sup>th</sup> Civil District**

NOW, THEREFORE BE IT RESOLVED by the Board of County Commissioners of Sullivan County, Tennessee assembled in Regular Session on the 20 day of March, 2000;

WHEREAS Stop sign be placed on Kings View at Kincaid Street and Stop sign be placed on Kings View at Claremont Road.

**NOW, THEREFORE, BE IT RESOLVED that the stop signs be placed as recommended in correspondence from the Sullivan County Highway Department.**

All resolutions in conflict herewith be and the same rescinded insofar as such conflict exists.

This resolution shall become effective on \_\_\_\_\_, 2000, the public welfare requiring it.

Duly passed and approved this 17 day of APRIL, 200000.

Attested:

*Jeanie Gamm*  
County Clerk

Date:

4/17/00

*Gil Hodges*  
County Executive

Date: 04-17-00

Introduced By Commissioner: Kilgore

Estimated Cost: \$ \_\_\_\_\_

Seconded By Commissioner(s): Surgenor

Fund: \_\_\_\_\_

Committee Action	Approved	Disapproved	Deferred	No Action
Administrative				
Budget				
Executive				

Commission Action	Aye	Nay	Pass	Absent	Total
Roll Call	19			5	
Voice Vote					

mag

**ATTACHMENT**

Comments:

1st READING 03/20/00 APPROVED 04/17/00 ROLL CALL VOTE

0477

**SULLIVAN COUNTY  
HIGHWAY DEPARTMENT**

P.O. BOX 590  
BLOUNTVILLE, TENNESSEE 37617

*John R. LeSueur, Jr.*  
Commissioner of Highways

(423) 279-2820  
FAX (423) 279-2876

March 13, 2000

COMMISSIONERS: Elliott Kilgore  
Michael Surgenor

Dear Commissioners:

I would like to request that you consider passing the following resolutions:

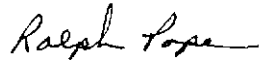
A STOP sign be placed on Kings View at Kincaid Street.

A STOP sign be placed on Kings View at Claremont Road.

These are in the 11<sup>th</sup> Civil District.

If you have any questions, please feel to contact me.

Sincerely,



Ralph Pope  
Traffic Coordinator

RP/jb

c: Mary Ann Gong

Sullivan County, Tennessee  
Board of County Commissioners

0.78

8  
No. 22

Executive Committee  
2000-03-39

To the Honorable Gil Hodges, County Executive, and the Members of the Sullivan County Board of Commissioners in Regular Session this 20 day of March, 2000.

**RESOLUTION AUTHORIZING Stop sign on South Creek Court in the 13<sup>th</sup> Civil District**

NOW, THEREFORE BE IT RESOLVED by the Board of County Commissioners of Sullivan County, Tennessee assembled in Regular Session on the 20 day of March, 2000;

WHEREAS a Stop sign be placed on South Creek Court at Summerville Road.

**NOW, THEREFORE, BE IT RESOLVED that a Stop sign be palced as recommended in correspondence from the Sullivan County Highway Department.**

All resolutions in conflict herewith be and the same rescinded insofar as such conflict exists.

This resolution shall become effective on \_\_\_\_\_, 2000, the public welfare requiring it.

Duly passed and approved this 17 day of APRIL, 2000.

Attested: Janie Kimmer Date: 4/17/00 County Clerk  
Gil Hodges Date: 04-17-20 County Executive

Introduced By Commissioner: Childress

Estimated Cost: \$ \_\_\_\_\_

Seconded By Commissioner(s): Williams

Fund: \_\_\_\_\_

Committee Action	Approved	Disapproved	Deferred	No Action
Administrative				
Budget				
Executive				

Commission Action	Aye	Nay	Pass	Absent	Total
Roll Call	19			5	
Voice Vote					

ATTACHMENT

Comments: 1st Reading 03/20/00

APPROVED 04/17/00 ROLL CALL VOTE

0079

**SULLIVAN COUNTY  
HIGHWAY DEPARTMENT**

P.O. BOX 590  
BLOUNTVILLE, TENNESSEE 37617

**John R. LeSueur, Jr.**  
*Commissioner of Highways*

(423) 279-2820  
FAX (423) 279-2876

March 13, 2000

COMMISSIONERS: Fred Childress  
Eddie Williams

Dear Commissioners:


I would like to request that you consider passing the following resolution:

A STOP sign be placed on South Creek Court at Summerville Road.

This is in the 13<sup>th</sup> Civil District.

If you have any questions, please feel to contact me.

Sincerely,



Ralph Pope  
Traffic Coordinator

RP/jb

c: Mary Ann Gong



Sullivan County, Tennessee  
Board of County Commissioners

0030

9

No. 23

Executive Committee  
2000-03-40

To the Honorable Gil Hodges, County Executive, and the Members of the Sullivan County Board of Commissioners in Regular Session this 20 day of March, 2000.

**RESOLUTION AUTHORIZING 25 MPH speed limit on Riverbend Road in the 1<sup>st</sup> Civil District.**

NOW, THEREFORE BE IT RESOLVED by the Board of County Commissioners of Sullivan County, Tennessee assembled in Regular Session on the 20 day of March, 2000;

WHEREAS 25 MHP speed limit be placed on Riverbend Road.

**NOW, THEREFORE, BE IT RESOLVED that a 25 MPH speed sign be placed as recommended in correspondence from the Sullivan County Highway Department.**

All resolutions in conflict herewith be and the same rescinded insofar as such conflict exists.

This resolution shall become effective on \_\_\_\_\_, 2000, the public welfare requiring it.

Duly passed and approved this 17 day of APRIL, 2000.

Attested:

*Jeanie Ommen*  
County Clerk

Date:

4/17/00

*Gil Hodges*  
County Executive

Date:

4-17-00

Introduced By Commissioner: Morrell

Estimated Cost: \$ \_\_\_\_\_

Seconded By Commissioner(s): Hyatt

Fund: \_\_\_\_\_

Committee Action	Approved	Disapproved	Deferred	No Action
Administrative				
Budget				
Executive				

Commission Action	Aye	Nay	Pass	Absent	Total
Roll Call	19			5	
Voice Vote					

may

**ATTACHMENT**

Comments:

1st READING 03/20/00

APPROVED 04/17/00 ROLL CALL VOTE

0081

**SULLIVAN COUNTY  
HIGHWAY DEPARTMENT**

P.O. BOX 590  
BLOUNTVILLE, TENNESSEE 37617

**John R. LeSueur, Jr.**  
*Commissioner of Highways*

(423) 279-2820  
FAX (423) 279-2876

March 13, 2000

COMMISSIONER: Randy Morrell

Dear Commissioner:

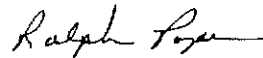
I would like to request that you consider passing the following resolution:

A 25 MPH Speed Limit be placed on Riverbend Road.

This is in the 1<sup>st</sup> Civil District.

If you have any questions, please feel to contact me.

Sincerely,



Ralph Pope  
Traffic Coordinator

RP/jb

c: Mary Ann Gong

Sullivan County, Tennessee  
Board of County Commissioners

0502

10

No. ~~24~~

Budget Committee  
2000-03-41

To the Honorable Gil Hodges, County Executive, and the Members of the Sullivan County Board of Commissioners in Regular Session this 20th day of March, 2000.

**RESOLUTION AUTHORIZING The transfer of funds to meet the purchase cost of Special Education Bus.**

NOW, THEREFORE BE IT RESOLVED by the Board of County Commissioners of Sullivan County, Tennessee assembled in Regular Session on the 20th day of March, 2000;

WHEREAS, it became necessary to purchase a replacement Special Education Bus due to an accident, and

WHEREAS, The cost exceeded funds budgeted amount by \$7,042.00, now

**NOW, THEREFORE, BE IT RESOLVED that the Sullivan County Board of Commissioners approve the following transfer;**

71200.322	Evaluation and Testing	-\$7,042.00
72710.729	Transportation Equipment	+\$7,042.00

All resolutions in conflict herewith be and the same rescinded insofar as such conflict exists.

This resolution shall become effective on \_\_\_\_\_, 2000, the public welfare requiring it.

Duly passed and approved this 17 day of APRIL, 2000.

Attested

*Joanie Hammon*  
County Clerk

Date:

*4/17/00*

*Gil Hodges*  
County Executive

Date:

*04-17-00*

Introduced By Commissioner: Mike Surgeonor

Estimated Cost: \$ \_\_\_\_\_

Seconded By Commissioner(s): Dennis Houser

Fund: \_\_\_\_\_

Committee Action	Approved	Disapproved	Deferred	No Action
Administrative				
Budget				
Executive				

Commission Action	Aye	Nay	Pass	Absent	Total
Roll Call	17		1	6	
Voice Vote					

lit

Comments:

1st Reading 03/20/00

APPROVED 04/17/00 ROLL CALL VOTE

Sullivan County, Tennessee  
Board of County Commissioners

No. 11  
SUBSTITUTE  
Budget Committee  
2000-03-42

To the Honorable Gil Hodges, County Executive, and the Members of the Sullivan County Board of Commissioners in Regular Session this 20th day of March, 2000.

**RESOLUTION AUTHORIZING the amendment of the General Purpose School Budget to accept grant from the Alliance and Business Training for the Education Edge Program Grant, Sullivan East High School.**

NOW, THEREFORE BE IT RESOLVED by the Board of County Commissioners of Sullivan County, Tennessee assembled in Regular Session on the 20th day of March, 2000;

WHEREAS, Sullivan East High School has applied for and received a grant in the amount of \$14,350 to implement a study program to overcome obstacles such as low-socio-economics, poor behavior development and low valuation of education in the home, etc. This program will work toward improving skills in math and technology.

NOW, THEREFORE, BE IT RESOLVED that the Sullivan County Board of Commissioners approve the following amendments to the General Purpose School Budget.

47210.000	Job Training Partnership Act	+14,350.00
72240.355	Travel	+900.00
72240.429	Supplies and Materials	+4,300.00
72240.499	Other Supplies and Materials	+900.00
72240.457	In-service/Staff Development	+5,500.00
72240.700	Capital Outlay	+2,750.00

All resolutions in conflict herewith be and the same rescinded insofar as such conflict exists.

This resolution shall become effective on \_\_\_\_\_, 2000, the public welfare requiring it.

Duly passed and approved this 17<sup>th</sup> day of APRIL, 2000.

Attested: Janice Hammon Date: 4/17/00 Gil Hodges Date: 24-7-00  
County Clerk County Executive

Introduced By Commissioner: Mike Surgeonor

Estimated Cost: \$ \_\_\_\_\_

Seconded By Commissioner(s): Dennis Houser

Fund: \_\_\_\_\_

Committee Action	Approved	Disapproved	Deferred	No Action
Administrative				
Budget				
Executive				

Commission Action	Aye	Nay	Pass	Absent	Total
Roll Call	17		1	6	
Voice Vote					

ht

Comments: APPROVED 04/17/00 ROLL CALL VOTE

Sullivan County, Tennessee  
Board of County Commissioners

No. 12  
Executive Committee  
2000-04-47

To the Honorable Gil Hodges, County Executive, and the Members of the Sullivan County Board of Commissioners in Regular Session this 17th day of April, 2000.

**RESOLUTION AUTHORIZING Amendment to Employee Health Insurance Contract with John Deere Health Care to Add Status Allergy Clinic as Out-of-Network Provider**

NOW, THEREFORE BE IT RESOLVED by the Board of County Commissioners of Sullivan County, Tennessee assembled in Regular Session on the 17th day of April, 2000;

WHEREAS, Sullivan County entered into contract with John Deere Health Care to provide health insurance coverage for its employees effective November 1, 1999; and

WHEREAS, currently there are no out-of-network providers for allergy treatment and services under the county's contract with John Deere Health Care; and

WHEREAS, several county employees have elected to use the services of Status Allergy Clinic due to their non-invasive procedures of treatment for allergies, which method of treatment has been approved by the American Medical Association; and

WHEREAS, the Insurance Committee has previously approved amending the county's current contract for employee health insurance coverage to include Status Allergy Clinic as an out-of-network provider;

**NOW, THEREFORE, BE IT RESOLVED that the Board of County Commissioners hereby amend Sullivan County's employee health insurance contract with John Deere Health Care to add Status Allergy Clinic as an out-of-network provider, said amendment to be effective November 1, 1999, the original date of the contract.**

**WAIVER OF RULES REQUESTED**

All resolutions in conflict herewith be and the same rescinded insofar as such conflict exists.

This resolution shall become effective on \_\_\_\_\_, 2000, the public welfare requiring it.

Duly passed and approved this 17 day of APRIL, 2000.

Attested: Janie Cannon Date: 4/17/00 Gil Hodges Date: 04/17/00  
County Clerk County Executive

Introduced By Commissioner: S. Jones

Estimated Cost: \$ \_\_\_\_\_

Seconded By Commissioner(s): B. King; J. Carter; E. Kilgore

Fund: \_\_\_\_\_

Committee Action	Approved	Disapproved	Deferred	No Action
Administrative				
Budget				
Executive				

Commission Action	Aye	Nay	Pass	Absent	Total
Roll Call	18			6	
Voice Vote					

tri

Comments: APPROVED 04/17/00 ROLL CALL VOTE

Sullivan County, Tennessee  
Board of County Commissioners

No. 13  
Executive Committee  
2000-04-46

To the Honorable Gil Hodges, County Executive, and the Members of the Sullivan County Board of Commissioners in Regular Session this 17<sup>th</sup> day of April, 2000.

**RESOLUTION AUTHORIZING the County Executive of Sullivan to implement the Workforce Investment Act on behalf of Sullivan County, Tennessee.**

NOW, THEREFORE BE IT RESOLVED by the Board of County Commissioners of Sullivan County, Tennessee assembled in Regular Session on the 17<sup>th</sup> day of April, 2000;

WHEREAS, the Workforce Investment Act of 1998 ("WIA") has prescribed a unified training system that will increase the employment, retention and earnings by participants, and as a result improve the quality of the workforce, reduce welfare dependency, and enhance productivity and competitiveness; and

WHEREAS, the counties of Carter, Johnson, Sullivan and Washington have been designated by the Governor as Local Workforce Investment Area One; and

WHEREAS, the local area includes more than one county of general local government which under the WIA allows the County Executives of such counties to execute an agreement that specifies the respective roles of the individual County Executive; and

WHEREAS, the County Executive of Sullivan County is the chief elected official of the Sullivan County within the meaning of the WIA; and

WHEREAS, the WIA has designated the chief elected officials in a local area to serve as the local grant recipients for and to be liable for any misuse of the grant funds allocated to the local area under Sections 128 and 133 of the WIA; and

WHEREAS, the County Executives of Local Workforce Investment Area One have executed a Consortium Agreement to carry out their duties under the WIA;

**NOW, THEREFORE, BE IT RESOLVED that the County Executive of Sullivan County may execute any agreement that specifies the respective roles of the individual County Executives and the appointment of the members of the Local Workforce Investment Board from the individuals nominated or recommended to by such members in accordance with the criteria established under the WIA and in carrying out any other responsibilities assigned to such officials under the WIA or applicable state law, and to do any and all such things as may be necessary or convenient to implement the provisions of the WIA, regulations promulgated pursuant thereto and applicable state law. This authority shall be continuing and the County Executive shall have authority to execute amendments or other documents as may be necessary or convenient in his sole discretion.**

All resolutions in conflict herewith be and the same rescinded insofar as such conflict exists.

This resolution shall become effective on \_\_\_\_\_, 2000, the public welfare requiring it.

Duly passed and approved this 17 day of APRIL, 2000.

Attested: Janie Gannon Date: 4/17/00 Gil Hodges Date: 4-17-00  
County Clerk County Executive

Introduced By Commissioner: Harr/Williams

Estimated Cost: \$ \_\_\_\_\_

Seconded By Commissioner(s): King

Fund: \_\_\_\_\_

Committee Action	Approved	Disapproved	Deferred	No Action
Administrative				
Budget				
Executive				

Commission Action	Aye	Nay	Pass	Absent	Total
Roll Call	19			5	
Voice Vote					

mag

Comments: APPROVED 04/17/00 ROLL CALL VOTE

Sullivan County, Tennessee  
Board of County Commissioners

No. 14  
Executive Committee  
2000-04-48

To the Honorable Gil Hodges, County Executive, and the Members of the Sullivan County Board of Commissioners in Regular Session this 17<sup>th</sup> day of April, 2000.

**RESOLUTION AUTHORIZING the endorsement of safety improvements involving public highway-railroad crossings.**

NOW, THEREFORE BE IT RESOLVED by the Board of County Commissioners of Sullivan County, Tennessee assembled in Regular Session on the 17<sup>th</sup> day of April, 2000;

WHEREAS, traffic accidents involving railroad crossings are a tragedy that strikes far too often in our state with the Federal Railroad Administration reporting that there have been 48 fatalities and 108 nonfatal accidents on highway-rail crossings in Tennessee during the years 1995-1998; and,

WHEREAS, out of 3,459 public crossings in the State of Tennessee, only 381 currently have crossings gates and the Tennessee Department of Transportation estimates that approximately 1,000 sites in Tennessee need active signals, but that due to the significant cost to state and local government, only about 32 signals are upgraded annually; and,

WHEREAS, under current law, railroad companies are not required to install signals at railroad crossings unless there has been a fatality as a result of a collision at that crossing and even under those circumstances, state and local governments are required to contribute two-thirds of the costs of installing the signals; and,

WHEREAS, Senate Bill 2824/House Bill 2765 would help prevent tragedies, such as the loss of the lives of children in the Georgia school bus accident at a crossing in Polk County this year, by requiring railroad companies to install crossing signals at presently unmarked crossings designated by the Commissioner of Transportation or unmarked crossings where there are regularly scheduled trains, 100 or more vehicles cross daily and school buses use the crossing regularly; and,

WHEREAS, this legislation appropriately places the burden for the cost of these crossings on the railroad companies which profit by making use of right-of-ways and traveling through our communities and neighborhoods and relieves the burden to fund railroad crossings which are currently placed on financially strapped state and local governments;

NOW, THEREFORE, BE IT RESOLVED by the Board of Sullivan County Commissioners that the Tennessee General Assembly is strongly urged to pass Senate Bill 2824/House Bill 2765, in order to preserve the safety of our citizens and communities by reducing the risk of fatalities at railroad crossings in Tennessee.

BE IT FURTHER RESOLVED, that the County Clerk shall mail certified copies of this resolution to the members of the Tennessee General Assembly representing the people of Sullivan County.

**WAIVER OF THE RULES REQUESTED**

All resolutions in conflict herewith be and the same rescinded insofar as such conflict exists.

This resolution shall become effective on \_\_\_\_\_, 2000, the public welfare requiring it.

Duly passed and approved this 17 day of APRIL, 2000.

Attested: Janie Hammon Date: 4/17/00 [Signature] Date: 24 7 2000  
County Clerk County Executive

Introduced By Commissioner: Harr/King

Estimated Cost: \$ \_\_\_\_\_

Seconded By Commissioner(s): Kilgore

Fund: \_\_\_\_\_



Committee Action	Approved	Disapproved	Deferred	No Action
Administrative				
Budget				
Executive				

Commission Action	Aye	Nay	Pass	Absent	Total
Roll Call					
Voice Vote	X				

mag.

# ATTACHMENT

Comments: Waiver of the Rules Requested

APPROVED 04/17/00 VOICE VOTE

0009



## Tennessee County Services Association

Representing Tennessee's County Executives, County Highway Officials, and County Commissioners since 1954

Bob Wormsley  
Executive Director

226 Capitol Boulevard, Suite 700, Nashville, Tennessee 37219  
Phone: 615/532-3767 Fax: 615/532-3769  
www.tncounties.org

Pet Mitchell  
Executive Secretary

March 31, 2000

### Memorandum

To: County Executives/Mayors

From: Bob Wormsley

Subject: Senate Bill 2824 / House Bill 2765

Legislation that requires railroads to bear the full cost of installing crossing signals at most unmarked railroad crossings is being sponsored by Senator Thelma Harper and Representative Robb Robinson (SB 2824/HB 2765). The TCSA Board of Directors voted to endorse and work for passage of this legislation. Under current law, state and local governments contribute two-thirds of the cost of installing signals at unmarked railroad crossings only where a fatality has occurred as a result of a collision between a vehicle and a train.

This bill would require railroads to bear the full cost of installing crossing signals at any presently unmarked crossing where there are regularly scheduled trains; 100 or more vehicles cross it daily; school buses use it regularly; and/or where the Commissioner of Transportation designates.

The railroad companies operating in Tennessee are strongly opposed to this legislation. The solid support of local governments throughout the state will be needed to secure passage of this bill. The immediate consideration and passage of the enclosed resolution by your county legislative body would lend considerable support to this legislative initiative. Please transmit a copy of this resolution to your senators and representatives at the earliest possible date.

BW:jwb

Enclosure

0000

Sullivan County, Tennessee  
Board of County Commissioners

No. 25  
Executive Committee  
2000-04-59

To the Honorable Gil Hodges, County Executive, and the Members of the Sullivan County Board of Commissioners in Regular Session this 17th day of April, 2000.

**RESOLUTION AUTHORIZING Establishment of Blountville Heritage District and Rescinding of Resolution No. 27 Approved March 20, 2000**

NOW, THEREFORE BE IT RESOLVED by the Board of County Commissioners of Sullivan County, Tennessee assembled in Regular Session on the 17th day of April, 2000;

WHEREAS, the community of Blountville has served as the county seat of Sullivan County government since the establishment of the county in 1779; and

WHEREAS, Sullivan County is unique among the ninety-five (95) counties of the State of Tennessee in having its seat of county government in an unincorporated community; and

WHEREAS, the community of Blountville has played a vital role in the rich heritage of Sullivan County; and

WHEREAS, the establishment of a "Blountville Heritage District," established according to the following principles, has been proposed which will help preserve the heritage of the county seat while allowing for its enhancement through the provision of necessary urban services; and

WHEREAS, the cities of Bristol, Kingsport and Bluff City have indicated their support for the establishment of the Blountville Heritage District according to the following principles;

**NOW, THEREFORE, BE IT RESOLVED** that the Sullivan County Board of Commissioners supports and encourages the establishment of the Blountville Heritage District in the geographical area so designated on the map attached hereto subject to the following terms and conditions:

1. No municipality located within Sullivan County will include any portion of the Blountville Heritage District within its corporate limits whether by annexation or otherwise, unless and until the owner(s) of such real property located within the Blountville Heritage District requests the inclusion of such property within the boundaries of such municipality and adequate sanitary sewer service from such municipality is made available to such real property at the boundary line of such real property.
2. In the event property located within the Blountville Heritage District becomes located within the corporate boundaries of a municipality in Sullivan County pursuant to Item 1 of this Resolution, thereafter (a) the local share of any sales tax revenue generated by such property will be split equally between Sullivan County and the municipality in which the property is located, (b) the cost of any public infrastructure and public utilities, other than sanitary sewer service as referenced in number one above, constructed on the property by the municipality will be shared equally between Sullivan County and the municipality, (c) the governing bodies of the municipality and Sullivan County shall jointly determine what public infrastructure and public utilities will be constructed, and (d) the property, its owners and residents, shall thereafter be treated in all respects and be entitled to all benefits and privileges of city residents.
3. The Blountville Heritage District as defined by the terms and conditions set forth herein and the agreements between the parties as set forth herein shall be effective upon Sullivan County entering into a contract with the three municipalities in Sullivan County to effectuate the substantive provisions of this Resolution. The County Executive is hereby authorized to execute such contract upon approval of the contract by the Sullivan County Board of Commissioners and the Sullivan County Attorney and the term of the contract shall be for twenty (20) years.

**BE IT FURTHER RESOLVED** that Resolution No. 27 approved March 20, 2000 authorizing the establishment of the Blountville Heritage District is hereby rescinded.

**WAIVER OF RULES REQUESTED**

391

All resolutions in conflict herewith be and the same rescinded insofar as such conflict exists.

This resolution shall become effective on \_\_\_\_\_, 2000, the public welfare requiring it.

Duly passed and approved this 17 day of APRIL, 2000.

Attested: [Signature] Date: 4/17/00 [Signature] Date: 4/17  
County Clerk County Executive

Introduced By Commissioner: Houser

Estimated Cost: \$ \_\_\_\_\_

Seconded By Commissioner(s): Belcher, Jones, B. King, Morrell, Milhorn, Vance Fund: \_\_\_\_\_

Committee Action	Approved	Disapproved	Deferred	No Action
Administrative				
Budget				
Executive				

Commission Action	Aye	Nay	Pass	Absent	Total
Roll Call	17		1	6	
Voice Vote					

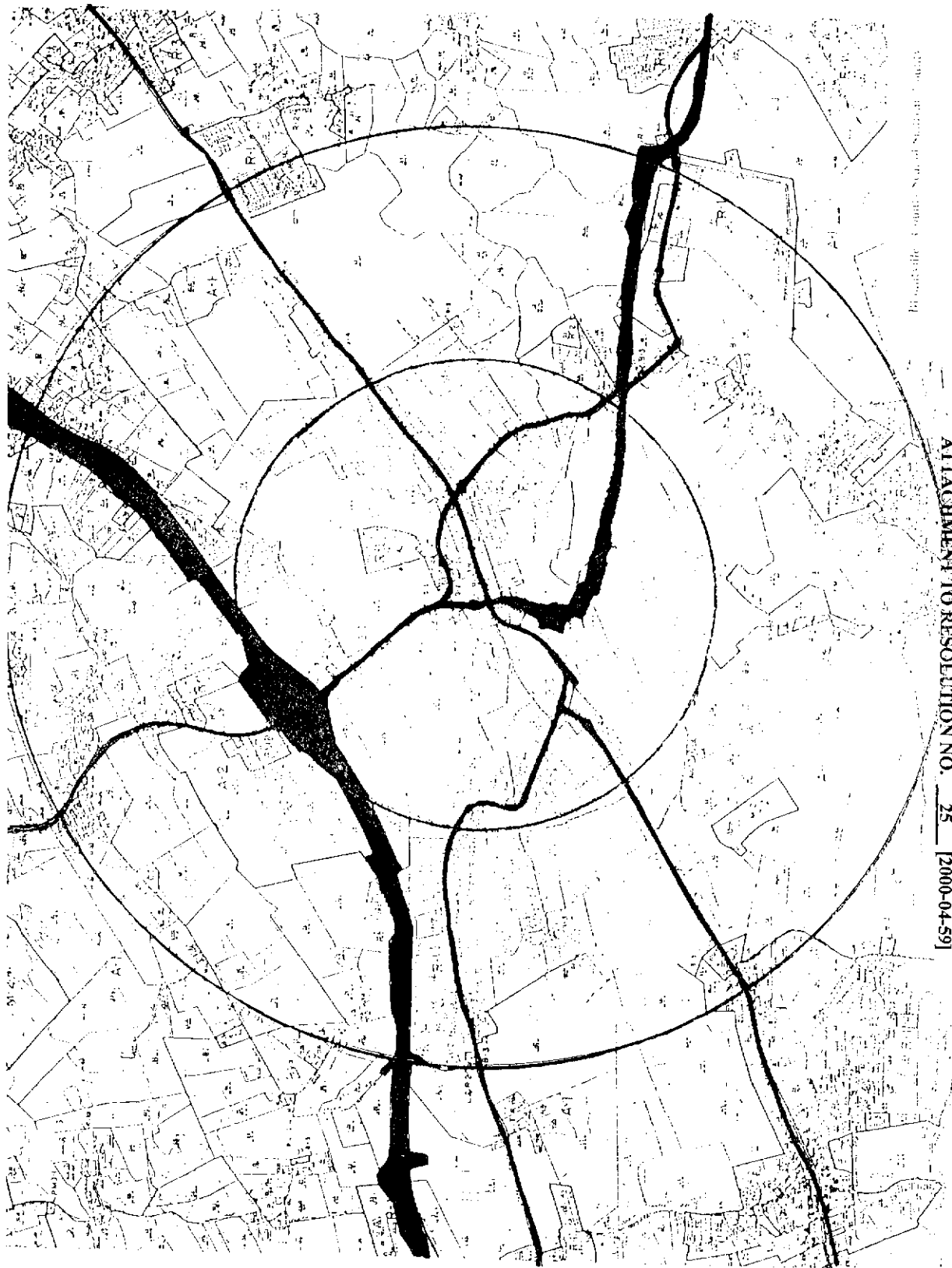
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Attachment APPROVED 04/17/00 ROLL CALL VOTE

Comments:

City of Portland, Oregon, Oregon

ATTACHMENT TO RESOLUTION NO. 25 [2000-04-59]



Sullivan County, Tennessee  
Board of County Commissioners

No. 26  
Executive Committee  
2000-04-60

To the Honorable Gil Hodges, County Executive, and the Members of the Sullivan County Board of Commissioners in Regular Session this 17th day of April, 2000.

**RESOLUTION AUTHORIZING Sullivan County to Enter into Contracts with the State of Tennessee and City of Kingsport Relative to the Construction of a State Industrial Access Road to Serve the Kingsport Interstate Technology Park and Surrounding Area**

NOW, THEREFORE BE IT RESOLVED by the Board of County Commissioners of Sullivan County, Tennessee assembled in Regular Session on the 17th day of April, 2000;

WHEREAS, the Sullivan County Board of Commissioners previously approved Resolution No. 22 on May 17, 1999 authorizing Sullivan County to act as co-applicant with the City of Kingsport in an application to TDOT for funds to assist with the construction of an industrial access road to serve the Kingsport Interstate Technology Park and surrounding area; and

WHEREAS, said application has been approved subject to a contract being finalized by all parties;

NOW, THEREFORE, BE IT RESOLVED that Sullivan County enter into the attached contract with the State of Tennessee for the funding and performance of a state industrial access road to serve the Kingsport Interstate Technology Park [Landair Co., Inc., Jackpot, Golf Casting and First Fiber].

BE IT FURTHER RESOLVED that Sullivan County enter into the attached agreement with the City of Kingsport setting forth the City of Kingsport's responsibility for any obligations of the Local Government in Sections I through X of the contract with the State of Tennessee and Sullivan County's obligation under the contract to maintain that portion of the industrial access road which lies within the unincorporated area of Sullivan County once said road is completed.

BE IT FURTHER RESOLVED that the County Executive is hereby authorized to execute the attached documents on behalf of Sullivan County.

**WAIVER OF RULES REQUESTED**

All resolutions in conflict herewith be and the same rescinded insofar as such conflict exists.

This resolution shall become effective on \_\_\_\_\_, 2000, the public welfare requiring it.

Duly passed and approved this 17 day of APRIL, 2000.

Attested: Jeanie Stumm Date: 4/17/00 Gil Hodges Date: 4-17-00  
County Clerk County Executive

Introduced By Commissioner: S. Jones

Estimated Cost: \$ \_\_\_\_\_

Seconded By Commissioner(s): J. Carter

Fund: \_\_\_\_\_

Committee Action	Approved	Disapproved	Deferred	No Action
Administrative				
Budget				
Executive				

Commission Action	Aye	Nay	Pass	Absent	Total
Roll Call					
Voice Vote					

Attachments  
Comments:

APPROVED 04/17/00 VOICE VOTE

CONTRACT NO:1999895  
PROJECT NUMBER:  
LOCAL PROGRAMS NUMBER: 2220  
STATE INDUSTRIAL ACCESS ROAD

THIS CONTRACT, made and entered into by and among The State of Tennessee, acting by and through its Department of Transportation, hereinafter referred to as the "Department," Kingsport, hereinafter referred to as the "City," and Sullivan County, hereinafter referred to as the "County." The City and County are referred to herein sometimes jointly as the "Local Governments."

WITNESSETH:

WHEREAS, the Department will allocate certain funds for the construction of an Industrial Access Road as described in Section I hereof, provided the Local Governments will faithfully perform those duties as set out hereinafter.

NOW THEREFORE, in consideration of the premises, the Department and the Local Governments hereby enter into agreement to provide for funding and performance of the project.

SECTION I: The project to be performed is described as follows:  
"SIA, To Serve Landair Co. Inc, Jackpot, Golf Casting, and  
First Fiber a distance of approximately 0.85 miles"

SECTION II: The Department will prepare a set of plans, if required for either right-of-way acquisition or construction.

ATTACHMENT TO RESOLUTION NO. 26 [2000-04-601]

SECTION III: Certification of right-of-way acquisition shall take the form of recorded deeds or certified orders of possession. Certification is not complete or acceptable until recorded deeds, orders of possession, or *executed right-of-entries* on all tracts have been received and approved by the Regional ROW Office. Letters of intent or *non-executed* right-of-entries are not sufficient for certification.

SECTION IV: The Local Governments agree that in the event of the institution of any civil actions in cross-eminent domain, condemnation or inverse condemnation, they will defend the same and pay judgments resulting therefrom.

SECTION V: The Local Governments shall *assist and* insure that all utility relocation plans are submitted by the utilities and received by the Regional TDOT Utility Office *per TDOT'S coordination instructions* for approval prior to the project advertisement for bids. All cost of utility relocation shall be the responsibility of the Local Governments.

SECTION VI: The Local Governments agree to provide for and have accomplished all utility connections within the right-of-way and easements prior to the paving stage of the construction.

SECTION VII: In the event that a railroad is involved, the Local Governments will enter into an agreement with the railroad concerning force account work, construction easements and maintenance easements at the



direction of the Headquarters TDOT Utility Office. All cost of railroad force account work shall be the responsibility of the Local Governments.

SECTION VIII: In the event of the failure of the Local Governments to accomplish all of their obligations as provided for herein within a reasonable time as determined by the Department, the Department shall have the option of terminating this Contract upon written notification of its intent to do so within no less than thirty (30) days prior to the date of said termination without liability. Upon such termination, the Local Governments agree to reimburse the Department for all expenses incurred to the date of termination.

The Local Governments agree to comply with all applicable federal and state laws and regulations in the performance of its duties under this agreement. The parties hereby agree that failure of the Local Governments to comply with this provision shall constitute a material breach of this agreement and subject the Local Governments to the repayment of all damages suffered by the State and or the Tennessee Department of Transportation as a result of said breach.

SECTION IX: It is hereby understood and agreed that the participation of the Department in the cost of the herein described project is hereby made contingent upon the actual construction of the industry to be served by the Project. Accordingly, the Department will not award a contract for the construction or begin construction work with its own forces on the herein described Project until the industry has actually begun the physical construction of its plant facility at the location described in Section I hereof.

0-58

Should the industry terminate its plans to build the plant facility as described herein, the Local Governments will reimburse the Department for development costs.

In addition, the Local Governments hereby agree to reimburse the Department for all funds expended on the project should the industry fail to complete its facility and operate it for a reasonable period of time, as defined by the Department, following the completion of the road.

**SECTION X:** Following the completion of all matters set forth in the preceding paragraphs, or an arrangement therefore in a manner satisfactory to the Department, the Department will proceed with the construction of the Project by entering into a contract with respect to the same or by the use of its own forces.

**SECTION XI:** It is agreed that following the completion of construction and acceptance thereof by the Department, the Local Governments will accept full responsibility for maintenance.

**SECTION XII:** The Department agrees to keep accurate accounting records of project expenditures and said records shall be available for review for a period of three (3) years from the date the final payment is made to the contractor.

IN WITNESS WHEREOF, the parties hereto have caused this Contract  
to be executed by their respective authorized officials on this the \_\_\_\_\_ day  
of \_\_\_\_\_.

City of Kingsport

State Of Tennessee  
Department of Transportation

By: \_\_\_\_\_  
Mayor

By: \_\_\_\_\_  
J. Bruce Saltzman, Sr.  
Commissioner

Approved as to Form and Legality

Approved as to Form and  
Legality

By: \_\_\_\_\_  
Attorney

By: \_\_\_\_\_  
Mary G. Moody  
General Counsel

Sullivan County

Certified for the Availability of  
Funding

By: \_\_\_\_\_  
County Executive

By: \_\_\_\_\_  
Mike Shinn  
Director of Finance

Approved as the Form and  
Legality

By: \_\_\_\_\_  
County Attorney

## AGREEMENT

**THIS AGREEMENT**, made and entered into by and between Sullivan County, Tennessee hereinafter the "County" and the City of Kingsport hereinafter the "City".

### WITNESS

**WHEREAS**, the County and the City have entered into an agreement with the State of Tennessee for the construction of a state industrial access road, Contract Number 1999895, for the purpose of providing an industrial access road to the property owned by the City of Kingsport known as the Garland Property; and

**WHEREAS**, the parties agree that construction of this road will aid in the economic development of the Garland Property providing additional tax revenue to both the County and the City; and

**WHEREAS**, under the contract with the State both parties are financially responsible for the implementation of the contract; and

**WHEREAS**, the parties wish to further define their responsibilities for the obligations contained in the Contract with the State; and

**WHEREAS**, the City will be financially responsible for the obligations of the local government for the construction of the industrial access road;

**NOW THEREFORE**, in consideration of the mutual promises contained herein, the parties agree that the City will be responsible for the obligations imposed upon the local governments in Sections I - X of the contract made among the State of Tennessee, the County and the City, entitled Contract Number 1999895 State Industrial Access Road. Once the industrial access road is completed the County will be responsible for the maintenance of that portion of the state industrial access road located in the unincorporated area of the County and the City will be responsible for the maintenance of that portion of the state industrial access road located in the corporate limits of the City.

IN WITNESS WHEREOF, the parties hereto have caused this contract to be executed by their respective authorized officials on this the \_\_\_\_ day of, 2000.

**SULLIVAN COUNTY**

APPROVED AS TO FORM:

\_\_\_\_\_  
County Executive

\_\_\_\_\_  
County Attorney

ATTEST:

\_\_\_\_\_

**CITY OF KINGSPORT**

APPROVED AS TO FORM:

\_\_\_\_\_  
JEANETTE D. BLAZIER  
Mayor

\_\_\_\_\_  
J. MICHAEL BILLINGSLEY  
City Attorney

ATTEST:

\_\_\_\_\_  
JAMES H. DEMMING  
City Recorder

Sullivan County, Tennessee  
Board of County Commissioners

No. 27  
Executive Committee  
2000-04-62

To the Honorable Gil Hodges, County Executive, and the Members of the Sullivan County Board of Commissioners in Regular Session this 17<sup>th</sup> day of April, 2000.

**RESOLUTION AUTHORIZING the approval of a Statutory Bond for Appointed Officials.**

NOW, THEREFORE BE IT RESOLVED by the Board of County Commissioners of Sullivan County, Tennessee assembled in Regular Session on the 17<sup>th</sup> day of April, 2000;

WHEREAS, the Director of Accounts and Budgets is required by the State of Tennessee to have in place a Statutory Bond and that the Board of County Commissioners must approve such a bond.

**NOW, THEREFORE, BE IT RESOLVED that the Board of County Commissioners approve the Statutory Bond for Larry G. Bailey, Director of Accounts and Budgets as required by the State of Tennessee.**

All resolutions in conflict herewith be and the same rescinded insofar as such conflict exists.

This resolution shall become effective on \_\_\_\_\_, 2000, the public welfare requiring it.

Duly passed and approved this 17 day of APRIL, 2000.

Attested:

*Janie Hammon*  
County Clerk

Date: 4/17/00

*Gil Hodges*  
County Executive

Date: 4/17

Introduced By Commissioner: Williams

Estimated Cost: \$266.00 for 4 years

Seconded By Commissioner(s): Harr

Fund: \_\_\_\_\_

Committee Action	Approved	Disapproved	Deferred	No Action
Administrative				
Budget				
Executive				

Commission Action	Aye	Nay	Pass	Absent	Total
Roll Call	17			7	
Voice Vote					

alt

Comments: APPROVED 04/17/00 ROLL CALL VOTE

Sullivan County, Tennessee  
Board of County Commissioners

No. 28  
Administrative Committee  
2000-04-61

To the Honorable Gil Hodges, County Executive, and the Members of the Sullivan County Board of Commissioners in Regular Session this 17<sup>th</sup> day of April, 2000.

**RESOLUTION AUTHORIZING the County Executive to negotiate a Lease Agreement with Frontier Health relative to the Youth Center building.**

NOW, THEREFORE BE IT RESOLVED by the Board of County Commissioners of Sullivan County, Tennessee assembled in Regular Session on the 17<sup>th</sup> day of April, 2000;

WHEREAS, Frontier Health has offered to enter into a Lease Agreement with Sullivan County for the lease of the Youth Center building, which is to be used as their Observation and Assessment Center for female juveniles; and,

WHEREAS, Frontier Health has offered the following conditions within the terms of the Lease Agreement: 1) Frontier Health will rent the building for the amount of \$2,000.00 per month for a one year period, 2) Frontier Health will bear the expense of all maintenance during said time, and 3) the County will have the right to inspect said property quarterly or as necessary.

**NOW, THEREFORE, BE IT RESOLVED that the Board of County Commissioners does hereby authorize the County Executive to negotiate the above referenced Lease Agreement on behalf of Sullivan County, Tennessee with Frontier Health.**

**WAIVER OF THE RULES REQUESTED**

All resolutions in conflict herewith be and the same rescinded insofar as such conflict exists.

This resolution shall become effective on \_\_\_\_\_, 2000, the public welfare requiring it.

Duly passed and approved this 17 day of APRIL, 2000.

Attested:

*Janie Comm*  
County Clerk

Date: 4/17/00

*Gil Hodges*  
County Executive

Date: 04-17-00

Introduced By Commissioner: **Harr**

Estimated Cost: \$ \_\_\_\_\_

Seconded By Commissioner(s): **Ferguson**

Fund: \_\_\_\_\_

Committee Action	Approved	Disapproved	Deferred	No Action
Administrative				
Budget				
Executive				

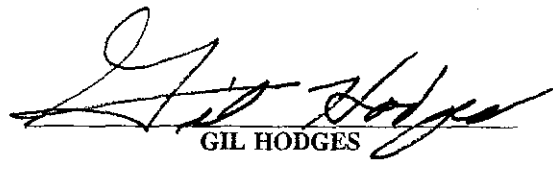
Commission Action	Aye	Nay	Pass	Absent	Total
Roll Call	17	1		6	
Voice Vote					

alt

Comments: Waiver of the Rules Requested

APPROVED 04/17/00 ROLL CALL VOTE

AND THEREUPON COUNTY COMMISSION ADJOURNED UPON  
MOTION MADE BY COMM. HARR TO MEET AGAIN IN REGULAR  
SESSION MAY 15, 2000.



GIL HODGES

COMMISSION CHAIRMAN