

Commissioner Workshop – Monday, October 26, 2009

The Graham County Board of County Commissioners met Monday, October 26, 2009 at 9:00 a.m. in the Conference Room of the Graham County Community Building located at 196 Knight Street Robbinsville, NC for a commissioner workshop. The purpose of the workshop is to revise the county employee personnel policy. Commissioners present were: Bruce Snyder, Sandra Smith, Billy Cable, Steve Odom and Gene Trull. Commissioner Snyder called the meeting to order.

The Board began the review with a suggestion by Commissioner Odom to use the same policy but revise it with the changes needed.

The board suggested adding to the section on employees submitting to a pre-employment drug screening that they would also adhere to random drug testing.

Commissioner Odom suggested that this board leave out any mention of abortion when dealing with the Family Medical Leave Act. Commissioner Odom felt that this was a choice someone makes and not a natural occurrence. All board was in agreement.

The board suggested the county manager call other counties on the personnel files to see where they are kept. The board felt that all personnel files must be kept in the county manager's offices. The board discussed the possibility of having a personnel department with a full time Human Resource Officer. Some members felt that this was not a full time position and one of the other offices could take care of personnel issues.

The board suggested that the county manager's office contact other neighboring counties on the dress code for county employees.

The board discussed holiday pay and the need to lessen the days at Thanksgiving to one paid holiday and Christmas to two paid holiday days. The board discussed the need to add furlough days in place of the originally scheduled paid holiday.

The board discussed having all county employees on a forty (40) hour pay week with the exception of the sheriff's and ambulance departments.

The board discussed removing the permanent part time employees and list only full time and part time employees to keep down confusion concerning county paid benefits.

The board discussed cell phone usage for personal use.

The board discussed breaks not being required by law because we work in an environment where we can freely take restroom breaks or leave our desk if needed. The board felt the department heads should take care of this issue if being abused.

Commissioner Odom made a motion to recess the meeting until Friday, October 30, 2009 at 9:00 a.m. Commissioner Trull seconded this motion. Vote unanimous.

Bruce Snyder, Chairman, Graham County Commissioner

Sandra Smith, Vice-Chairman, Graham County Commissioner

Billy Cable, Member, Graham County Commissioner

Steve Odom, Member, Graham County Commissioner

Eugene Trull, Member, Graham County Commissioner

ATTEST:

Kim Crisp, Clerk to the Board