

RESOLUTION NO. 25-08-027

SPONSORED BY: Commissioners Jared Anderson, Nick Bright, Richard Carver, Steve Mikels, and David Wells

A RESOLUTION AMENDING THE BLOUNT COUNTY, TN EMPLOYEE HANDBOOK OF POLICIES AND WORK RULES

WHEREAS, on the 15th day of August 2024, the Blount County Board of Commissioners adopted Resolution 24-08-015, setting forth the base personnel policies and work rules (“Employee Handbook”) in current force and effect for Blount County, TN (the “County”) employees; and

WHEREAS, it is the purpose of the Employee Handbook to establish and maintain a uniform system of managing personnel matters; and to provide for the standards, terms, and conditions of employment with the County in a clear and comprehensive fashion; and

WHEREAS, the County has determined that certain revisions and updates to the Employee Handbook are needed, such revisions and updates are now incorporated into the Employee Handbook attached hereto as Exhibit A; and

WHEREAS, this Employee Handbook supersedes all prior versions, and the contents are subject to change at any time. This Employee Handbook is presented for informational purposes only and is not intended to create a contract or agreement nor does it preclude the County Mayor and departments from establishing additional procedures or guidelines specific to their needs and supplement this Employee Handbook; and

WHEREAS, TCA § 5-23-103 requires that any modification to the base personnel policies be approved by the County legislative body.

NOW, THEREFORE, BE IT RESOLVED that the Board of County Commissioners of Blount County, Tennessee, assembled in regular session this 21st day of August 2025, approves this Resolution, and authorizes the adoption of the Blount County Employee Handbook, attached hereto as Exhibit A, as the County’s personnel policies and shall be applicable to all employees unless preempted by state or federal law; and

BE IT FURTHER RESOLVED that this Resolution is effective immediately upon passage, and this version of the Employee Handbook supersedes all previous versions.

BE IT FURTHER RESOLVED THAT THIS RESOLUTION TAKE EFFECT FROM AND AFTER ITS PASSAGE, THE PUBLIC WELFARE REQUIRING IT; AND THAT ANY PRIOR RESOLUTION TO THE CONTRARY IS HEREBY DECLARED VOID.

CERTIFICATION OF ACTION

ATTEST

Commission Chairman

County Clerk

County Mayor

Date

☐ Approved

☐ Vetoed