

CHAPTER NO. 28

HOUSE BILL NO. 2078

By Representatives Hood, Rowland, Coleman, Cobb

Substituted for: Senate Bill No. 2000

By Senators Trail, Ketron

AN ACT to enact the "2003 Human Resources Law" for Rutherford County.

BE IT ENACTED BY THE GENERAL ASSEMBLY OF THE STATE OF TENNESSEE:

SECTION 1. This act shall be known and may be cited as the "2003 Human Resources Law".

SECTION 2. There is hereby created a human resources department under the oversight of the county legislative body. The department shall perform the duties and responsibilities set out herein for all departments of Rutherford County government except for the board of education.

SECTION 3. The human resources department will operate for the purposes of oversight under the direction of the steering committee of the county legislative body, unless another committee is designated by rules of the county legislative body adopted by vote of the membership. All policies and procedures otherwise adopted for county departments will apply to the human resources department unless specific exclusion is made by the county legislative body.

SECTION 4. The designated oversight committee is hereby authorized to establish and approve policies, procedures, and regulations in addition to the specific provisions of this act, for implementing a sound and proficient system for administering matters related to human resources of the county.

SECTION 5. Upon adoption of this act, there shall be one (1) department established for human resources management of all departments of the county general operations and highway department, except as the public laws or other private acts of Rutherford County provide otherwise or are in conflict herewith. This department shall be known as the human resources department. All employees performing functions related to human resources shall be under the supervision of the human resources director and such salaries, benefits, and expenses related to said personnel shall be budgeted under the human resources department.

SECTION 6. The designated oversight committee shall have authority to appoint or dismiss upon thirty (30) days' notice, subject to the approval of the county legislative body, a human resources director. The director shall be responsible to the oversight committee in all matters relative to the director's position. The person hired for this position shall be qualified by training and experience in the field of human resources to perform the duties in a proficient manner and in accordance with recognized industry standards. The person holding the position of human resources director in the finance department at the date of adoption of this act shall continue employment with the finance department in a capacity other than human resources director. The compensation of the human resources director shall be included in the annual

budget recommendations by the budget, finance and investment committee subject to the approval of the county legislative body's budget appropriation.

SECTION 7. The human resources director shall install and maintain a human resources management system in accordance with applicable law and regulations, restrictions of this private act and other acts of Rutherford County, and such policies and regulations of the county legislative body. More specific responsibilities shall be outlined in the job description approved by the oversight committee and the county legislative body. The director shall assist other county officials and department heads in matters related to human resources.

SECTION 8. This act shall have no effect unless it is approved by a two-thirds (2/3) vote of the legislative body of Rutherford County. Its approval or nonapproval shall be proclaimed by the presiding officer of the legislative body and certified to the secretary of state.

SECTION 9. For the purpose of approving or rejecting the provisions of this act, it shall be effective upon becoming a law, the public welfare requiring it. For all other purposes, it shall become effective as provided in Section 8.

**PASSED: April 9, 2003**



**JIMMY RAIFEH, SPEAKER  
HOUSE OF REPRESENTATIVES**



**JOHN S. WILDER  
SPEAKER OF THE SENATE**

**APPROVED this 23<sup>rd</sup> day of April 2003**



**PHIL BREDESEN, GOVERNOR**