

John C. Ackerman

Tazewell County Board

Continuing a Family Tradition of Community Service

October 20th, 2009

***** Position Update *****

Tazewell County Human Resources Position

In one of my first "Position Update" columns on the website, which was still new then, I discussed my concern after the Finance and Human Resources Committees tabled a motion to hire a HR Manager and IT Manager earlier this year. Both of these positions were in the budget for this past year, but the committee decided not to hire these positions.

In the "Position Update" written on March 18th of 2009, I stated, "The HR Manager is needed to help reduce the flow of these constant lawsuits involving improper or perceived improper disciplinary action." "While on one side of the ledger is the cost of hiring the position during a recession, on the other side is the large cost to the county of settling lawsuit after lawsuit. If this helps us avoid just one lawsuit a year, this position could very well pay for itself." I closed by saying "One final thought on this, name me one company our size that does not have a HR Manager, or for that matter a HR Department."

This issue will be coming back up to the full County Board this month at our meeting on the 28th. Tonight a resolution authorizing the creation of a HR Manager position passed through the Human Resources Committee and the Finance Committee has added it to the proposed budget for next year. I was glad to speak in support of this position and am happy to see this issue take another step towards being accomplished. County Board Members Russ Crawford, Tim Neuhauser and Mel Stanford made their feelings known that this position is needed in the county and I think their support along with several others went a long ways towards making this a reality.

I want to take this moment to re-commit my support for this new position as I see this to be the answer to a large number of the lawsuits we have been facing over the past several years. This was one of the major goals I stated during my campaign for this position, as it was for many of the candidates in the last election, and I am glad to see progress towards resolution of this issue and another campaign position fulfilled.

One concern I have voiced at the committee level and will again be voicing on County Board night is the need for all of our leadership throughout the organization to utilize this individual once he/she is hired, in all staffing decisions and actions. Adding this position will do nothing to solve the potential risk to the county if all of the leadership does not utilize it during every staffing decision or action. It is my hope that the rest of the County Board joins me in sending a message on County Board night that all leadership members of the county need to work with us on this important accomplishment.

As always, I consider it an honor and a privilege to serve you on the Tazewell County Board and if I can be of any assistance to you, please do not hesitate to contact me.

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