

## Termination of Employment - Appeal Policy

This policy applies to all employees of Madison County to help assure that every employee, regardless of position or department, will be treated with respect and in a fair manner.

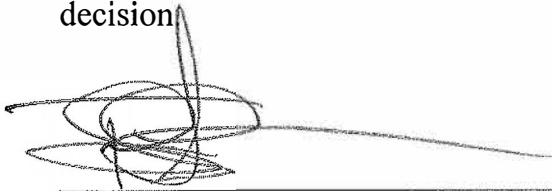
### POLICY

Any employee of Madison County has the right to appeal a termination of employment. If an employee wishes to have their termination reviewed, he or she must request a review of the termination by the Director of Human Resources and the County Administrator. This request must be made within three (3) working days of the termination.

If the Director of Human Resources and the County Administrator find reasonable cause for the appeal, the employee will be placed on the next Board of Supervisors agenda in order to appeal the termination to the entire Board. A super-majority vote of the Board will be required to reinstate the employee to their former position. The Board's decision will be final.

If the Director of Human Resources and the County Administrator do not find reasonable cause for the appeal, the employee's termination will stand and no further action will be taken.

Department heads will not replace a terminated employee until the three day period has expired. If an employee is granted the appeal to the Board of Supervisors, their position may not be filled until the Board has rendered a decision



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Tim Johnson  
Board President

7/6/2010  
Date

***In re: Termination of Employment - Appeal Policy***

WHEREAS, Human Resources Director Lisa Mayo appeared before the Board and presented that certain document entitled "Termination of Employment - Appeal Policy," a true and correct copy of which is attached hereto as Exhibit U, spread hereupon and incorporated herein by reference, and recommended the Board approve same,

Following discussion, Mr. Karl Banks did offer and Mr. Paul Griffin did second a motion to approve said policy, together with an amendment thereto, providing that the reinstatement of dismissed employee shall require a super-majority vote of the Board. The vote on the matter being as follows:

Supervisor John Bell Crosby	Aye
Supervisor Tim Johnson	Aye
Supervisor D. I. Smith	Aye
Supervisor Karl M. Banks	Aye
Supervisor Paul Griffin	Aye

the matter carried unanimously, and said policy was and is hereby approved with the aforementioned amendment.

SO ORDERED this the 6<sup>th</sup> day of July, 2010.