

**PERSONNEL COMMITTEE MEETING
JUNE 2, 2020 1:30 ANNEX BUILDING**

ATTENDANCE: Chairman, Justice Rick Ash; Justice, Bill Nelson; Justice, Alvin Clay; Justice, Betty Hepler; Justice, Howard Norvell; Justice, Neil Burge; Justice, Molly Jackson; Justice, Jo Ann Henton; Finance, Kelli Jones; Treasurer, Peggy Meatte; Collector, Susan McCormick; Sheriff, Dale Cook; Captain, David Gladden; Major, Rob Rounsavall; Harban Mangat; Public Affairs, Steven Savage; NEA Town Crier, Joseph Fondren.

1. Meeting was called to order by Justice, Rick Ash. The committee was looking into adopting a social media policy. Justice Norvell contacted AAC, Blytheville, Osceola for a copy of their policy. Justice Ash stated if the committee would like to read the condensed policy and see if something needs to be added or taken away. (See attached.) With approval of the committee the policy will be forwarded to Jeremy Thomas for approval and then be presented to Quorum Court.

2. Justice Nelson asked why the committee was doing a policy for social media. Justice Ash stated almost every City, County, State has some type of social media policy. If you work for the County you don't need to be posting anything negative. Everyone has an opinion and a right to their opinion but don't have to express it on social media. Justice Nelson stated if it was not happening why are we doing this. Justice Nelson appreciates what the committee is trying to do. I had a course called Civics. Civics was about government. Number 1 in the Bill of Rights is freedom of speech. Freedom for us to speak, freedom of the press to talk. The policy is limiting where they can talk. The Constitution and Bill of Rights doesn't limit that and I'm not sure whether we can either. Justice Norvell stated the policy does not say they can't be on social media. Justice Ash stated the employees can post but should not post on things like racism, cyber bullying, religious beliefs. We have to respect others rights and beliefs. Employees shall maintain an appropriate level of professionalism during working hours and non-working hours. Justice Nelson would like to have the policy narrowed down to cover that. The County should be doing something specific. Justice Henson stated the way she read the policy is that the employees can get on social media but should be careful when they are. Justice Norvell stated the employees, Justice's and Elected Officials work for voters of Mississippi County. We do not need to be out bashing Mississippi County. Justice Jackson stated in the handbook we have a policy about employees talking to the press and handing out information. Most organizations have a social media policy. Justice Ash asked Sheriff Cook if they had a policy in place at the Sheriff's Department. There is a policy in effect. Steven Savage asked the policy be read and what would be the procedure for disciplinary action. Would the reprimand be in writing? Justice Ash read the policy. Justice Ash stated it would be up to the department heads. All actions can go before the grievance committee. The committee could reverse the decision if they believed their rights had been violated.

3. Motion was made by Justice, Howard Norvell to send the policy to Jeremy Thomas and upon his approval send the policy to Quorum Court for a vote. Second was made by Justice, Betty Hepler. Justice, Bill Nelson voted no. Motion passed.

4. Kelli Jones asked if the committee would like to have an updated JASAP for 2020. We do them every other year. Justice Ash stated they would ask Finance.

5. Meeting adjourned.

Minutes submitted by: Cindy George

Social Media Policy. Social media includes all means of communicating or posting information or content of any sort on the Internet. The same principles and guidelines applicable to County employee conduct also apply to County employees' activities online. Employees shall maintain an appropriate level of professionalism during working hours and non-working hours. Any conduct that adversely affects an employee's job performance, the performance of fellow employees, or otherwise adversely affects the interests of the County and/or citizens may result in disciplinary action up to and including termination. This policy applies to comments made under the employee's name or under a pseudonym used by the employee as a username. Harassment and cyber-bullying of any County employee will result in termination. Racist or sexist comments or comments that target the religious beliefs of others will result in termination. County employees should avoid posts, "likes," or other social media activity during work hours and on County-owned equipment, unless authorized to do so by a supervisor or consistent with County policy. State law prohibits electioneering by public servants during work hours. Employees should consider any political activity to be electioneering.