

**NORTH GARLAND COUNTY REGIONAL WATER DISTRICT  
3084 N Hwy 7  
Hot Springs, AR 71909  
(501) 620-4118 FAX (501) 318-0304**

**MINUTES OF BOARD OF DIRECTORS SPECIAL BOARD MEETING  
OCTOBER 12TH, 2022  
6:00 P.M.**

**DIRECTORS PRESENT:** Jack Fields, Jerry Vaughn, Randy Ragsdale, David Harper, Velton Lacy and Jimmy Daley. Joe Turner was unable to attend the meeting

**STAFF PRESENT:** Darrell Eckard and Barbara Thurman

Meeting to Order – Director Fields called the Special Board meeting to order at 6:00 p.m.

Adoption of the Agenda – The agenda was adopted as presented.

New Business:

General Manager Committee – Director Harper reported 2 applications were received for the general manager’s position. On October 4<sup>th</sup>, 2022 the committee interviewed both applicants. Director Harper stated the committee is recommending Steven Mc Earl for the new general manager based on experience and work history with the City of Hot Springs. The committee feels Mr. Mc Earl is the best candidate and would be an asset to the district. Director Harper stated Jason Reynolds, who previously worked at our water plant was the other candidate but the committee felt he didn’t have the experience needed for the job. Director Daley addressed the board regarding nepotism since Mr. Mc Earls’ son works for the district. Director Lacy stated this was addressed in the interview with Mr. Mc Earl and he assured the committee this would not be an issued. Discussion followed.

Director Lacy made a motion the Board allow an exception to the Personnel Policy Item II. C. Employment Opportunity and Hiring Policy regarding hiring a relative of any existing employee of the district; seconded by Director Ragsdale. Discussion followed. Motion approved 5 to 1. With Directors Jack Fields, Velton Lacy, Randy Ragsdale, David Harper and Jerry Vaughn voting for and Director Daley voting against.

The board voted 5-1 to hire Steve Mc Earl as the new general manager. Directors Jack Fields, Velton Lacy, Randy Ragsdale, David Harper and Jerry Vaughn voting for and Director Daley voting against. Mr. Eckard reported Mr. Mc Earl will not be able to start until July 10<sup>th</sup>, 2022. Mr. Eckard stated he would postpone his retirement from the district until after Mr. Mc Earl started work. Discussion followed.

Director Fields adjourned the meeting at 6:17 p.m.

Respectfully submitted,



David Harper, Secretary/Treasurer

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**PERSONNEL POLICIES**  
**NORTH GARLAND COUNTY REGIONAL WATER DISTRICT**

**I. GENERAL**

It is the policy of the Board that personnel policies of the District shall comply with all federal and state laws relating to employment. The Board shall administer personnel policies and may amend them from time to time. New employees shall, upon being hired, receive and review a copy of the current personnel policies, and indicate in writing that they have read and understand them.

**II. EMPLOYMENT OPPORTUNITY AND HIRING POLICIES**

- A. Non-Discrimination: Candidates for employment with the system shall be considered without regard to race, color, religion, sex, age, national origin or political affiliation. Physical/mental disabilities and age may only be considered if they relate to bonafide job requirements.
- B. Vacancies/Recruitment: Current employees will be made aware of position vacancies prior to external recruitment. Advertising of vacancies may not be required if, in the judgment of the Board, the vacancy may best be filled by a qualified, existing District employee; otherwise all vacancies shall be advertised/posted for a period of at least three (3) days. New positions may be created only upon authorization of the Board. All offers of employment including rate of pay, must have Board approval prior to being made. In addition, prior to filling any vacancy, all positions shall have written job descriptions which describe responsibilities and tasks, and serve as a basis for performance evaluation.
- C. The District shall not hire as full-time or part-time employees any near relative of an existing employee or member of the Board of Directors. Near relatives are defined as parent, child, brother, sister, spouse, grandparent, grandchild, aunt, uncle, nephew, niece, father-in-law, mother-in-law, son-in-law, daughter-in-law, brother-in-law and sister-in-law. Any exceptions to this policy will require the approval of the Board of Directors.

**III. EMPLOYEE STATUS**

- A. Definitions-Exempt & Non Exempt Status: Non-Exempt employees are covered by the Fair Labor Standards Act (FLSA) and shall be paid overtime 1.5 times the normal hourly wage for all hours worked over 40 hours. Non-Exempt employees shall have prior supervisory approval for working overtime hours. Exempt positions are those positions which are classified as executive, administrative or professional, having supervisory responsibilities or exercising discretionary judgment, and meeting salary level tests. Exempt employees may receive