

Anderson County Legal Services Advisory Committee

Friday, August 21, 2026, 9:00 a.m.

Anderson County Courthouse

Room 118A

Agenda

1. Call to Order
2. Public Comment
3. Approval of Agenda
4. Approval of Minutes (April 9, 2026 meeting)
5. Litigation Update
6. Discuss retained counsel v. Law Director
7. Discuss preliminary draft of revised Private Act (attached)
8. Unfinished Business
9. New Business that needs to be placed on the next agenda
10. Adjourn

Anderson County Legal Services Advisory Committee

Meeting Minutes: April 9, 2026

Members Present: Terry Frank, Johnny Alley, Tracy Wandell, Tim Shelton, Sabra Beauchamp, Denise Palmer, and Rex Lynch

Members Absent: Regina Copeland, Jeff Cole, Gary Long, and Russell Barker

Others Present: LEEAN TUPPER, Jamie Brooks Jr., Cassandra Powell, and Robby Holbrook

Mayor Frank called the meeting to order at 9:04 a.m.

Public Comments — none

Approval of the Agenda – Motion made by Commissioner Wandell, second by Mr. Alley.
Motion carried.

Approval of Prior Meeting Minutes — It was noted that Robby Holbrook had been listed as a committee member in the last meeting minutes. Motion by Commissioner Palmer, second by Mr. Alley, to correct the minutes by moving Mr. Holbrook's name to "Others Present" at the last meeting and approve the revised minutes. **Motion carried.**

Updates/Questions for the Law Director — Mr. Brooks reviewed the eight existing legal cases that his office is following. Discussion and questions followed. Mr. Brooks and Ms. Powell said they have implemented a more in-depth process for reviewing contracts. Mr. Brooks said tax issues related to Fairfield Inn have been resolved by the property's new owners.

Succession Plan — Mr. Brooks stated that he plans to retire effective June 30, 2027. He said he would like to see the county hire a second attorney that he can work with well before that time to "show the ropes and make for a smoother transition" than the county experienced after Mr. Yeager's death. Discussion followed. No action taken.

Committee Members' Concerns or Suggestions – Saying that commissioners and committee members ask the law director's office to write a lot of letters to state legislators and other officials, Commissioner Beauchamp said she would like to put the responsibility for letter writing "back on" the committee chairs or the mayor unless a letter involves a legal issue. Mr. Lynch asked about the status of updates to the private act for the position of county law director. He noted that many attorneys may not be interested in the position until the county determines how to handle the private act moving forward. Mr. Shelton suggested a series of workshops with the Legal Services Advisory Committee and the County Commission to determine any changes to the Private Act. Mr. Shelton moved to schedule the first workshop in July after the new fiscal year's budget has been approved. Second by Commissioner Palmer. **Motion carried.**

Unfinished Business – None

New Business – None

Adjourn — The meeting was adjourned at 10:15 a.m.

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MEMORANDUM

TO: Anderson County Legal Services Advisory Committee
FROM: Office of the County Law Director
DATE: August 17, 2026
RE: Proposed Revision of Chapter 77, Private Acts of 2006

PURPOSE

The attached proposal is a working draft of an updated Private Act governing the Office of the Anderson County Law Director. It was prepared in response to concerns and proposed changes previously discussed by this Committee regarding the existing Act, together with our review of the actual operation and responsibilities of the Law Director's Office and research into private acts governing county attorneys and law directors elsewhere in Tennessee.

The purpose is not to design an Act around the current Law Director or current members of county government. The goal is to create a structure that provides accountability, fiscal responsibility, professional independence, continuity, and oversight regardless of who holds these positions in the future.

KEY PROPOSED CHANGES

Legal Services Advisory Committee. The Committee would meet at least quarterly rather than on an undefined schedule. Its oversight responsibilities would be more clearly defined to include performance, administrative operations, and review of Office policies. The Director of Human Resources and Risk Management would be added as a voting member because of the Committee's expanded role in evaluations and policy review.

Annual Evaluation and Policy Review. Bi-annually The Committee would conduct a written annual performance evaluation of the Law Director and annually review the Office's administrative and operational policies. The evaluation would consider the performance of statutory duties, quality and responsiveness of legal services, fiscal and administrative management, personnel management, professional obligations, and overall effectiveness of the Office.

Four-Year Reappointment. The Law Director would be subject to formal review and reappointment by the County Legislative Body every four years. This is an accountability cycle, **not a guaranteed four-year term**. The Law Director would remain subject to removal during the appointment period.

Removal. The existing Act requires a two-thirds vote of both the Legal Services Advisory Committee and County Commission to remove the Law Director. The proposal would permit removal by a majority vote of County Commission. The Committee could recommend removal, but its recommendation would not be required before Commission could act.

Compensation. The existing Act effectively establishes 90% of the salary of an Anderson County General Sessions Court Judge as the Law Director's minimum compensation. The proposal reverses that structure. Compensation would be recommended by this Committee and approved by County Commission based upon qualifications,

experience, responsibilities, training, and performance, with **90% of a General Sessions Judge's salary serving as the maximum rather than the minimum**. Judicial salary increases would not automatically increase the Law Director's salary.

Qualifications and Professional Development. The proposal retains the existing minimum professional qualifications, including the required Tennessee and federal district court admissions and current residency requirement. The Committee would retain authority to establish additional required and preferred qualifications. Continuing legal and governmental education would be recognized as an ongoing expectation because of the unusually broad range of law involved in county-government practice, including admission in the Sixth Circuit Court of Appeals and SCOTUS.

Conflicts of Interest. The proposal clarifies that the Office represents Anderson County as a governmental organization and that representation of county officials, employees, boards, commissions, committees, and departments remains subject to the Tennessee Rules of Professional Conduct. The Office would be required to maintain a written conflict-of-interest and conflict-resolution policy, with separate counsel requested when ethical obligations prevent representation.

Vacancy and Continuity. The proposal establishes a procedure for an unexpected vacancy. A qualified staff attorney may temporarily serve as Acting Law Director. If none is available, the County Mayor would supervise the administrative operation of the Office without exercising legal authority or directing attorneys' professional judgment. County Commission would have immediate authority to appoint an Interim Law Director through the established appointment process.

TENNESSEE PRECEDENT

Our review of other Tennessee private acts did not identify one model that Anderson County should simply adopt. Instead, Tennessee counties use a variety of structures, several of which provide useful precedent for portions of this proposal.

Sumner County uses an Office of Law Director with selection at four-year intervals. **Morgan County** likewise uses a four-year County Attorney appointment, a structure retained when its Act was amended in 2025. These provide precedent for periodic four-year reconsideration of county legal counsel.

Washington County's 2022 Private Act provides a more recent example addressing appointment, removal, compensation, conflicts of interest, litigation responsibilities, and operation of a county legal department.

Henry County provides that its County Attorney serves at the pleasure of the county legislative body, demonstrating a more direct legislative-body removal structure. **Chester County** expressly treats its County Attorney as a county employee and addresses conflicts and the need for additional counsel.

Other counties reviewed—including Marshall, Madison, Giles, Rutherford, Wilson, Lincoln, and Sullivan—use varying combinations of appointment periods, compensation arrangements, duties, conflict procedures, and accountability mechanisms.

We did **not** identify another Tennessee private act requiring a standing committee to conduct an annual written performance evaluation of its Law Director or County Attorney. That portion of the proposal is an Anderson County-specific accountability measure based upon this Committee's existing oversight role and concerns previously discussed by the Committee.

PRIVATE ACT vs. POLICY

One of the most important recommendations arising from this review is that the Private Act should remain **broad enough to serve the County for many years**.

The Act should establish the governing requirements: appointment, removal, reappointment, compensation authority, minimum qualifications, Committee oversight, periodic evaluation, conflicts, core duties, and continuity of operations.

The detailed procedures used to implement those requirements should generally be established through written policies.

For example, the Act should **require an annual evaluation**, while Committee policy establishes the evaluation form, scoring method, deadlines, and performance measures. The Act should **require continuing professional education**, while policy establishes appropriate training expectations and documentation. The Act should **require a conflict-of-interest policy**, while Office policy establishes conflict checks, intake procedures, documentation, and procedures for requesting separate counsel.

This distinction is important because policies can be reviewed and updated locally as circumstances change. If operational details are placed into the Private Act, even relatively minor changes could require Anderson County to return to the General Assembly for another amendment.

COMMITTEE CONSIDERATION

The attached Act remains a working draft. At this stage, the Committee is being asked to consider whether the proposed framework appropriately addresses concerns that have been raised regarding the existing Act, particularly:

1. Quarterly meetings and the Committee's oversight role;
2. Addition of the Director of Human Resources and Risk Management;
3. Annual written evaluations and policy review;
4. Four-year reappointment;
5. Majority removal authority;
6. Performance- and experience-based compensation with a 90% judicial salary ceiling;
7. Qualifications and continuing education;
8. Conflict-of-interest procedures; and
9. Procedures for vacancies and continuity of the Office.

The Committee should also consider whether particular requirements belong in the Private Act itself or are better addressed through policies that can be reviewed and amended locally.

CONCLUSION

Chapter 77 has governed the Law Director's Office for approximately twenty years. We now have the benefit of experience operating under the Act, concerns and recommendations raised by this Committee and other county officials, and examples of how other Tennessee counties structure their legal services. The revision is intended to use that experience to create a more accountable and sustainable framework without unnecessarily restricting future administrations while addressing committee concerns.

The Private Act should establish the framework. Policies should provide the flexibility necessary to administer that framework as the needs of Anderson County government and the practice of law change.

PRIVATE ACTS, 2027

CHAPTER NO.

SENATE BILL NO.

By _____

Substituted for: House Bill No. __

By _____

AN ACT to repeal Chapter 77 of the Private Acts of 2006, and any acts amendatory thereto; to provide for the Office of County Law Director for Anderson County, Tennessee; to provide for the appointment, qualifications, authority, powers, duties, oversight, compensation, evaluation, reappointment, and removal of the County Law Director; and to otherwise provide for the administration of legal services for Anderson County.

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

SECTION 1.

The Office of the County Law Director for Anderson County, Tennessee, shall be managed and supervised by the County Law Director. The County Law Director shall be appointed upon recommendation of the Legal Services Advisory Committee and approval by a majority vote of the Anderson County Legislative Body.

SECTION 2.

The County Law Director shall meet with the Legal Services Advisory Committee no less frequently than quarterly for the purpose of advising the Committee concerning significant legal, administrative, operational, and budgetary matters affecting county government and the Office of the County Law Director.

The Legal Services Advisory Committee shall monitor and provide administrative oversight to the Office of the County Law Director and the County Law Director for the purposes of evaluating performance; identifying operational or administrative concerns; reviewing compliance with applicable administrative policies; evaluating the efficient and effective delivery of legal services to Anderson County; and making recommendations for improvement when appropriate.

The Legal Services Advisory Committee shall develop and periodically review the job description, required qualifications, preferred qualifications, and selection process for the County Law Director and staff of the Office. Upon a majority vote, the Legal Services Advisory Committee shall select and recommend a candidate for appointment as County Law Director. Appointment shall require approval by a majority vote of the Anderson County Legislative Body.

The Legal Services Advisory Committee shall establish written performance standards and shall conduct bi-annual written performance evaluation of the County Law Director. The evaluation shall include, at a minimum, consideration of the performance of the duties established by this Act; the quality, efficiency, and responsiveness of legal services provided to Anderson County; fiscal and administrative management of the Office; management and supervision of Office personnel; compliance with applicable professional and ethical obligations; and the overall effectiveness of the Office. The Legal Services Advisory Committee may establish additional performance criteria by written policy.

Chapter(*), Private Acts, 2027

Following each evaluation, the Legal Services Advisory Committee shall prepare written findings and recommendations concerning the performance of the County Law Director and may make recommendations concerning improvement in the administration and operation of the Office.

The Legal Services Advisory Committee shall annually review the administrative and operational policies and procedures of the Office of the County Law Director and may submit written recommendations for amendment, improvement, or adoption of such policies and procedures.

Nothing contained in this Act shall authorize the Legal Services Advisory Committee, the County Legislative Body, or any county official to direct, control, or interfere with the independent professional judgment of the County Law Director or any attorney employed by the Office in a manner inconsistent with applicable law or the Tennessee Rules of Professional Conduct.

All meetings, evaluations, notices, records, and proceedings conducted pursuant to this section shall comply with applicable state law.

The voting members of the Legal Services Advisory Committee shall consist of the following elected officials of Anderson County:

1. County Mayor;
2. County Clerk;
3. Circuit Court Clerk;
4. Highway Superintendent;
5. Assessor of Property;
6. Register of Deeds;
7. Sheriff;
8. Director of Human Resources;
9. Trustee; and
10. Three (3) members of the County Legislative Body, as selected by its membership.

The Legal Services Advisory Committee shall select a chairperson and secretary from its membership. The chairperson shall preside over meetings of the Committee, and the secretary shall record and maintain the official minutes of the Committee. Each officer shall serve a one-year term.

SECTION 3.

The County Law Director shall devote his or her full-time professional legal employment to the duties of the Office of the County Law Director and shall not represent any other clients in the practice of law while serving as County Law Director.

Nothing contained in this section shall prohibit participation in uncompensated professional, educational, civic, bar association, governmental, or community activities that do not interfere with the performance of the duties of the Office and do not create a conflict of interest under applicable law or the Tennessee Rules of Professional Conduct.

Chapter(*), Private Acts, 2027

SECTION 4.

The County Law Director shall be:

1. A licensed Tennessee attorney;
2. A graduate of a law school accredited by the American Bar Association;
3. Duly licensed and admitted to practice law in the courts of the State of Tennessee;
4. Duly admitted to practice before the United States District Court for the Eastern District of Tennessee;
5. Duly admitted to practice before the United States Court of Appeals for the Sixth Circuit;
6. Duly admitted to practice before the United States Supreme Court; and
7. A resident of Anderson County, or capable of becoming a resident of Anderson County within six (6) months of appointment to the position.

The Legal Services Advisory Committee is authorized to establish additional mandatory and preferred qualifications for the position of County Law Director and for staff members of the Office.

In establishing additional qualifications and evaluating candidates for County Law Director, the Legal Services Advisory Committee may consider the nature and extent of a candidate's legal experience, governmental experience, litigation experience, management and supervisory experience, professional qualifications, continuing legal education, governmental training, and demonstrated ability to perform the broad and specialized legal responsibilities of county government.

Nothing contained in this section shall authorize the Legal Services Advisory Committee to establish qualifications that reduce or eliminate any minimum qualification expressly required by this section.

SECTION 5.

The annual salary of the County Law Director shall be established upon recommendation of the Legal Services Advisory Committee and approval by a majority vote of the County Legislative Body.

In recommending compensation, the Legal Services Advisory Committee shall consider the County Law Director's professional qualifications, nature and extent of legal experience, governmental experience, responsibilities, specialized education and training, demonstrated performance, and the scope and complexity of the duties of the Office.

The annual salary of the County Law Director shall not exceed ninety percent (90%) of the annual salary paid to an Anderson County General Sessions Court Judge.

The Legal Services Advisory Committee may recommend adjustments to the compensation of the County Law Director in conjunction with the annual performance evaluation. Any adjustment shall require approval by the County Legislative Body and shall be subject to applicable budgetary requirements and the maximum compensation established by this section.

Nothing contained in this Act shall entitle the County Law Director to an automatic salary increase as a result of an increase in the compensation of an Anderson County General Sessions Court Judge or any other county or state official.

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The County Law Director and staff shall be eligible for employee benefits made available to other Anderson County employees, including applicable insurance coverage, retirement benefits, vacation, sick and personal leave, holiday benefits, and generally applicable salary adjustments authorized and approved by the County Legislative Body.

SECTION 6.

Before entering upon the discharge of his or her duties, the County Law Director shall take the oath of office prescribed for other county officials by the County Clerk and appropriate to his or her position and shall thereafter transact the legal business of Anderson County as provided by this Act and general law.

SECTION 7.

The duties of the County Law Director shall include, but are not limited to, the following:

- a. To serve as general counsel for Anderson County as a governmental organization and, in that capacity, to represent and render legal advice to the County Legislative Body and county officials, including elected and appointed department heads, employees, and duly appointed boards, commissions, and committees in matters relating to their official work and duties, subject at all times to applicable law and the Tennessee Rules of Professional Conduct;
- b. To represent Anderson County in all litigation in which the County is suing or being sued, or otherwise has a legal interest, before state or federal courts and administrative boards and commissions;
- c. To attend all regular and special meetings of the County Legislative Body;
- d. To act as the County's delinquent tax attorney upon selection by the County Trustee and approval by the County Mayor, as provided by law, and without additional compensation. If the County Law Director is selected as the County's delinquent tax attorney, all statutory fees allocated by general law to the County's delinquent tax attorney shall be deposited into the General Fund of Anderson County and shall not be retained by the County Law Director;
- e. To draft and/or approve contracts, leases, deeds, agreements, or other legal instruments to which Anderson County may be a party, or to review the same when requested by county officials;
- f. To provide legal opinions concerning matters requested by county officials;
- g. To render opinions concerning public finance obligations, including notes and bonds;
- h. To draft or review policies, procedures, ordinances, resolutions, rules, and regulations upon the request of county officials, commissions, committees, boards, or other governing bodies empowered to consider or adopt the same;
- i. To represent the County Mayor in fee petitions brought by officials of the various fee offices when such representation is permitted by applicable law and the Tennessee Rules of Professional Conduct;
- j. To monitor and evaluate cases assigned to insurance counsel by the County's insurance carrier;
- k. To provide annual opinions to auditors concerning pending or threatened claims or litigation in accordance with applicable professional standards;
- l. To maintain appropriate written administrative and operational policies and procedures for the Office;
- m. To maintain professional competence through continuing legal education and governmental training reasonably related to the duties of the Office;
- n. To provide or coordinate legal education and training for county officials, employees, boards, commissions, and committees when reasonably appropriate to promote compliance with applicable law and reduce governmental risk;

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o. To periodically advise the Legal Services Advisory Committee concerning significant pending or threatened litigation, claims, legal risks, and other material legal matters affecting Anderson County; provided, however, that nothing in this subdivision shall require the disclosure of attorney-client privileged information, attorney work product, confidential information, litigation strategy, or other information when disclosure is prohibited by law, the Tennessee Rules of Professional Conduct, or would materially prejudice the legal interests of Anderson County; and

p. In general, to act as general counsel for Anderson County and perform all lawful duties associated with that responsibility.

SECTION 8.

The Office of the County Law Director represents Anderson County as a governmental organization. In providing legal services to county officials, employees, departments, offices, boards, commissions, and committees, the County Law Director and staff attorneys shall act in accordance with applicable law and the Tennessee Rules of Professional Conduct governing representation of an organizational client.

Except as otherwise authorized by general law, county officials should not employ an attorney other than the County Law Director to represent Anderson County or such official in an official capacity unless additional or substitute counsel is approved by the County Legislative Body. Otherwise, such official shall be personally responsible for the expense of employing such attorney.

Nothing contained herein shall prevent a county official, department, office, or other county entity from employing its own counsel when such official or entity possesses authority to employ counsel under general law and such employment complies with applicable budgetary requirements, finance laws, and current appropriations.

The Office of the County Law Director shall establish and maintain a written conflict-of-interest and conflict-resolution policy consistent with the Tennessee Rules of Professional Conduct.

When the County Law Director determines that representation of Anderson County, a county official, employee, department, office, board, commission, committee, or other county entity presents a conflict of interest under the Tennessee Rules of Professional Conduct, the County Law Director shall take such action as is required by those Rules, including declining or limiting representation or requesting the appointment of additional or substitute counsel when appropriate.

The County Law Director may request the employment of additional or substitute legal counsel by written request to the County Legislative Body when a conflict of interest or other ethical obligation prevents representation by the Office of the County Law Director.

Nothing contained in this section shall require or authorize disclosure of attorney-client privileged information, attorney work product, confidential client information, or other information protected by applicable law or the Tennessee Rules of Professional Conduct.

SECTION 9.

Chapter 77, Private Acts 2006 is hereby repealed.

The County Law Director shall have the same power and authority, as conferred and mandated by state law, as Tennessee county attorneys have under general law, including, but not limited to, authority to file suit to abate nuisances, authority to remove unfaithful public officers, and authority to enforce zoning and building code violations.

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The County Law Director shall otherwise act as County Attorney and general counsel for Anderson County with all powers and duties granted to that position by state law.

SECTION 10.

All necessary and reasonable expenses incurred by the County Law Director in the discharge of official duties shall be paid by Anderson County.

All expenses shall be supported by receipts, invoices, or other appropriate documentation and shall be examined, audited, and approved by the County Mayor or the Mayor's designee before payment, provided that such expenses are within the budget established by the County Legislative Body and comply with applicable county financial policies and state law.

SECTION 11.

The County Law Director is authorized to employ such staff members as may be necessary to fulfill the duties of the Office, subject to the approval of positions and salaries by the County Legislative Body.

Staff members shall be paid from the General Fund of Anderson County in equal installments on the same dates as other General Fund employees and shall serve at the pleasure of the County Law Director, subject to applicable law and county personnel policies.

The County Law Director shall be responsible for the supervision, assignment, evaluation, and administration of Office personnel.

SECTION 12.

The County Legislative Body shall provide suitable office space, together with the necessary equipment, utilities furniture, computers, technology, supplies, legal research materials and resources, internet capabilities and other resources reasonably necessary to carry out the duties of the Office of the County Law Director, subject to lawful appropriations.

SECTION 13.

The County Legislative Body may employ special counsel when, in its sole discretion, counsel other than or in addition to the County Law Director is needed.

The employment and compensation of special counsel shall comply with applicable law, budgetary requirements, finance laws, and lawful appropriations.

SECTION 14.

The County Law Director shall serve at will and shall not acquire a guaranteed term of employment by virtue of the four-year reappointment cycle established by this section.

The County Law Director may be removed at any time by a majority vote of the entire membership of the County Legislative Body.

The Legal Services Advisory Committee may, by majority vote, recommend removal of the County Law Director to the County Legislative Body. Such recommendation shall not be a prerequisite to consideration or removal of the County Law Director by the County Legislative Body.

The appointment of the County Law Director shall be subject to formal review and reappointment every four (4) years. Prior to the expiration of each four-year appointment period, the Legal Services Advisory Committee shall

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review the performance, qualifications, and continued suitability of the incumbent County Law Director and determine whether to recommend reappointment.

In conducting the reappointment review, the Legal Services Advisory Committee shall consider the annual performance evaluations conducted during the preceding appointment period, the performance standards established pursuant to Section 2 of this Act, the operational needs of the Office, and such other relevant factors as the Committee deems appropriate.

A recommendation for reappointment shall be submitted to the County Legislative Body and shall require approval by a majority vote of the County Legislative Body.

Nothing contained in this section shall create a contractual right, property interest, or other entitlement to continued employment during an appointment period or otherwise alter the at-will status of the County Law Director established by this Act.

SECTION 15.

Upon the death, resignation, termination, incapacity, or other vacancy in the position of County Law Director, the highest-ranking licensed attorney employed by the Office, if qualified to serve as County Law Director under Section 4 of this Act, may serve as Acting County Law Director until a successor is appointed and qualified.

If no qualified attorney employed by the Office is available to serve as Acting County Law Director, the County Mayor shall be responsible for the administrative supervision of the staff and continued administrative operation of the Office during the interim period. The County Mayor shall not, by virtue of such administrative supervision, exercise the professional authority of the County Law Director, provide legal advice, direct the professional judgment of an attorney, or otherwise perform any function required by law to be performed by a licensed attorney.

Upon the occurrence of a vacancy, the County Legislative Body shall have immediate authority to appoint an Interim County Law Director. The Interim County Law Director shall be selected and appointed through the same process established by this Act for appointment of the County Law Director, including recommendation by the Legal Services Advisory Committee and approval by the County Legislative Body, and shall possess all qualifications required by Section 4.

The Interim County Law Director shall possess the powers, authority, and duties of the County Law Director and shall serve until a permanent County Law Director is appointed and qualified pursuant to this Act.

Nothing contained in this section shall prevent the Legal Services Advisory Committee and County Legislative Body from proceeding immediately with the selection and appointment of a permanent County Law Director.

SECTION 16.

Chapter 77 of the Private Acts of 2006, and all acts amendatory thereto, are hereby repealed upon the effective date of this Act.

All other laws or portions of laws in conflict with this Act are repealed to the extent of such conflict.

The individual serving as County Law Director immediately before the effective date of this Act shall continue to serve without interruption following the effective date and shall thereafter be subject to the provisions of this Act.

For purposes of establishing the four-year reappointment cycle required by Section 14, the first formal reappointment review of the County Law Director serving on the effective date of this Act shall occur on, _____, 2027.

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Nothing contained in this Act shall impair any lawful obligation, pending litigation, attorney-client relationship, appropriation, employment action, or other official action undertaken by the Office of the County Law Director prior to the effective date of this Act.

SECTION 17.

If any provision of this Act or the application thereof to any person or circumstance is held invalid, such invalidity shall not affect other provisions or applications of the Act that can be given effect without the invalid provision or application, and to that end the provisions of this Act are declared severable.

SECTION 18.

This Act shall have no effect unless it is approved by a two-thirds (2/3) vote of the legislative body of Anderson County. Its approval or non approval shall be proclaimed by the presiding officer of the Anderson County Legislative Body and certified to the Secretary of State.

SECTION 19.

For the purpose of approving or rejecting the provisions of this Act, it shall take effect upon becoming a law, the public welfare requiring it.

For all other purposes, it shall take effect upon approval as provided in Section 18.

PASSED _____, 2027.

Speaker of the Senate

Speaker of the House of Representatives

Governor