

CITY OF CUMBY
SPECIAL SESSION
WEDNESDAY, APRIL 10, 2013
6:30 PM

THE CITY OF CUMBY, TEXAS, MET IN SPECIAL SESSION ON WEDNESDAY, APRIL 10, 2013 AT 6:30 PM, 100 E. MAIN STREET, CUMBY TEXAS.

THE FOLLOWING WERE PRESENT: MAYOR KATHY HALL- CARTER, ALDERMAN DAVID PETTY, ALDERMAN CODY TALLEY, ALDERMAN LISA TAYLOR, ALDERMAN LARRY WHITE, ALDERMAN JACKIE HOLLEY, CITY SECRETARY ANGIE ALLEN, CHIEF SCOTT SEWELL, ATTORNEY CYNTHIA HUMPHRIES, LANORA POWELL, MICHELLE STRICKLAND.

- 1) MAYOR KATHY HALL- CARTER CALLED THE MEETING TO ORDER AT 6:30 PM.
- 2) DISCUSS / ACTION PERSONNEL HANDBOOK: MAYOR HALL-CARTER STATED "ONE OF THE REASONS I WAS ELECTED BY THE CITIZENS WAS TO GET CONTROL OF EMPLOYEES AND THE CITY'S BUSINESS. I HAVE RECEIVED MANY COMPLAINTS OF THEM HAVING TOO MUCH TIME-OFF AND ACTING LIKE THEY RUN THE CITY WITH NO RESPECT FOR THE MAYOR OR THE COUNCIL. WHEN I SPEAK TO AN EMPLOYEE IT IS ALL OVER FACEBOOK THE NEXT DAY, THIS SHOULD BE KEPT INSIDE THE CITY EXCEPT WHEN IT IS DISSEMINATED LEGALLY. OUR COUNCIL MEETINGS AND DAY TO DAY BUSINESS IS BEING SPREAD OUT TO THE PUBLIC BY EMPLOYEES AND INCLUDES FALSE INFORMATION. OUR COUNCIL IS BEING SLANDERED BEHIND OUR BACK TO AUDITORS, PAST COUNCIL MEMBERS AND TO CITIZENS. I AM VERY DISTURBED THAT SOMEONE FINDS IT NECESSARY TO CALL THE STATE AND NEWS REPORTERS WITH FALSE STATEMENTS ABOUT OUR CITY. SO THIS ALL STOPS TODAY. ALL CITY EMPLOYEES WORK FOR THE CITY OF CUMBY NOT FOR THEMSELVES. THEY WILL CONDUCT THEMSELVES IN A PROFESSIONAL MANNER IF THEY WANT TO CONTINUE TO BE EMPLOYEES BY THE CITY OF CUMBY. I HAVE INCLUDED SOME ITEMS IN THE NEW EMPLOYEE MANUAL TO MAKE THIS CLEAR TO THE EMPLOYEES WHAT WE EXPECT OF THEM. I AM VERY APPRECIATIVE OF THE CITY EMPLOYEES THAT ARE DOING THEIR BEST TO CORRECT ALL THE ISSUES BEING DEALT TO OUR CITY."

ATTORNEY HUMPHRIES STATED THAT SHE ASKED FOR AN EXECUTIVE SESSION BE PLACED ON THE AGENDA, THE REASON BEING THE MEETING WAS SET UP AS A WORKSHOP AND WAS TOLD SINCE AN EXECUTIVE SESSION MIGHT BE NEEDED A SPECIAL SESSION MEETING WAS POSTED. MS. HUMPHRIES HANDED OUT TO THE COUNCIL A HANDBOOK WORK PRODUCT THAT HAS LEGAL STUFF IN IT AND IS NOT TO BE DISSEMINATED TO ANYONE OTHER THAN THE COUNCIL MEMBERS. IT IS TO BE USED AS A GUIDE FOR THE COUNCIL TO WRITE AN EMPLOYEE HANDBOOK. THE FOLLOWING HANDBOOK ITEMS WERE DISCUSSED:

INTRODUCTION – EQUAL EMPLOYMENT OPPORTUNITY
PAGE 2 – HOURS OF OPERATION / 8AM – 5PM / MON – FRIDAY / 2- 15 MIN BREAKS.

OVER TIME – LABOR CODE & FSLA / PAY PERIOD FRIDAY-THURSDAY
WEEKEND WORK - \$55.00 PER WEEKEND DAY AND 2 HOURS PER WEEKEND
DAY. ANY TIME OVER THE 2 HOURS EMPLOYEE CLOCKS IN ON TIME
CLOCK.

EXEMPT AND NON- EXEMPT EMPLOYEES – SALARY EMPLOYEES NO
HOURS KEPT / NO COMP TIME / MANAGEMENT POSITIONS.

NON-EXEMPT -HOURLY EMPLOYEES KEEP UP WITH HOURS.

PAY DAY EVERY FRIDAY OF WEEK / DIRECT DEPOSIT NOT MANDATORY
VACATION, HOLIDAY, SICK LEAVE – 10 DAYS PER YEAR FOR VACATION,
HOLIDAYS, PAID SICK PERSONAL TIME 10 DAYS PER YEAR. CARRY OVER
YEAR TO YEAR UP TO 30 HOURS. IF EMPLOYEE QUILTS THEY ARE NOT PAID
FOR ACCRUED SICK TIME, ONLY COMP AND VACATION.

TEMP EMPLOYEES (EMPLOYEES WORKING LESS THAN A YEAR) DO NOT
ACCRUE SICK, VACATION, HOLIDAY PAY.

AT-WILL-EMPLOYMENT – EMPLOYEE CAN QUIT AT ANYTIME, COUNCIL
HAS RIGHT TO TERMINATE EMPLOYEE ANYTIME.

EMPLOYEE CONDUCT – CONFLICT OF INTEREST

USE OF CITY EQUIPMENT & DATA- USE IS FOR BENEFIT OF CITY, NO
PERSONAL USE. THE CITY SHALL HAVE ACCESS OF ALL ELECTRONIC
EQUIPMENT AND PASSWORDS. MAYOR HAS ACCESS OF ALL KEYS,
PASSWORDS, COMPUTERS.

PROPRIETARY & CONFIDENTIAL INFORMATION – PROPRIETARY
INFORMATION IS ALL INFORMATION OBTAINED BY CITY EMPLOYEES
DURING THE COURSE OF THEIR WORK. CONFIDENTIAL INFORMATION IS
ANY CITY INFORMATION THAT IS NOT KNOWN GENERALLY TO PUBLIC.

THE CITY COUNCIL STATED THAT A WORKSHOP TO DISCUSS HOLIDAYS,
VACATION, SICK LEAVE POLICY ,SALARY EMPLOYEES, VOLUNTARY
TERMINATION.

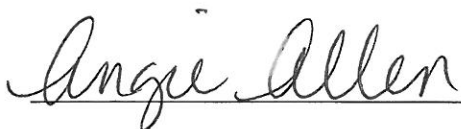
THE WORKSHOP WILL BE HELD ON WEDNESDAY, APRIL 17TH AT 6:30.
ALDERMAN PETTY ASKED ANGIE ALLEN TO CONTACT TML ABOUT MAJOR
MEDICAL INSURANCE FOR EMPLOYEES.

ALDERMAN TALLEY MADE A MOTION TO ADJOURN THE SPECIAL CALLED
MEETING. ALDERMAN TAYLOR SECONDED THE MOTION. ALL APPROVE.
MOTION PASSED.

WITH ALL BUSINESS DISCUSSED THE MEETING ADJOURNED AT 8:10P.M.


KATHY HALL-CARTER, MAYOR

ATTEST:





CITY OF CUMBY
WORKSHOP MEETING OF THE CITY COUNCIL
WEDNESDAY, APRIL 17, 2013
6:30 PM

AGENDA

NOTICE IS HEREBY GIVEN PURSUANT TO THE TEXAS GOVERNMENT CODE, §551.045 THAT A WORKSHOP MEETING OF THE CITY COUNCIL, WILL BE HELD BY THE GOVERNING BODY OF THE ABOVE NAMED CITY ON THE 17TH DAY OF APRIL, 2013, AT 6:30 P.M. IN THE CITY COUNCIL MEETING ROOM, AT WHICH TIME THE FOLLOWING SUBJECT WILL BE DISCUSSED, TO-WIT:

THIS NOTICE IS POSTED PURSUANT TO THE TEXAS GOVERNMENT CODE, CHAPTER 551-OPEN MEETINGS.

1. CALL TO ORDER
2. DISCUSS / REVIEW:
 - A) PERSONNEL HANDBOOK
3. ADJOURN

MEETING CANCELED BY MAYOR APRIL 17, 2013 AT 4:00P.M.