

MINUTES OF THE

COMMISSIONERS' COURT

WORKSHOP MEETING - JULY 12, 2013

On the 12th day of July, 2013, there was a Workshop Meeting of the Commissioners' Court held in the Commissioners' Court, Rockport, Aransas County, Texas, with the following members present: C. H. "Burt" Mills, Jr., County Judge; Jack Chaney, Commissioner Precinct 1; Betty Stiles, Commissioner, Precinct 4; and Peggy L. Friebele, County Clerk.

Other County Official present was Richard Bianchi, County Attorney; Alma Cartwright, County Treasurer; and Pat Rousseau, HR Director; Bill Mills, Sheriff; Pam Heard, District Clerk; and James Jackson, Director of Environmental Health.

The Meeting was convened at 9:00 a.m. at which time a quorum was declared by Judge Mills, WHEREUPON, the following proceedings were had and done to wit:

Judge Mills stated the purpose of the workshop was to hold a discussion regarding revisions to the Personnel Policy for Aransas County.

Ms. Rousseau stated the consensus of the Personnel Policies Committee for updating the Personnel Manual was for her to revise it and bring it to the Committee. She crafted the manual over several months incorporating all the Commissioners' Court changes. She worked with other departments to address existing problems, some of which occurred after Hurricane Ike because there were no directions for handling payroll in emergency situations.

The Sick Leave Pool Committee was trying to tighten regulations on the sick leave pool policy.

Commissioner Stiles suggested the policy has too many pages and she would like to see it condensed with separate policies.

Commissioner Chaney suggested the County go forward with the changes already made then come back and look at emergency policy.

County Treasurer Cartwright stated new hires have to read the policy and sign that they have read it. She would also like to see it condensed.

County Clerk Friebele stated her new employee from Parker County said the personnel policy is on every computer. Ms. Rousseau said Michele had told her this also and she was excited about this suggestion.

Commissioner Stiles listed several pages she recommended making changes to including sections 3.01-3.04; 7.01.03, vacation and sick leave. She stated Road Administrator Vyoral had given her a suggestion to just have one leave.

District Clerk Heard suggested that sections 3.05 and 5.9 should go together. Also they need to make sure there is no EEOC violation. Ms. Rousseau replied that people who abuse sick leave will also abuse paid time off and it would be a greater financial burden plus loss of control by department heads.

County Attorney Bianchi suggested sending one section at a time to employees to read.

Sheriff Mills offered to take over responsibility of ID badges from the IT Department.

The consensus of the Court was an additional workshop was needed before the policy is approved.

(Draft policy inserted)

No further business presenting, the Court adjourned was adjourned by Commissioner Chaney duly seconded by Commissioner Stiles.

C. H. "BURT" MILLS, JR., COUNTY JUDGE

PEGGY L. FRIEBELE, COUNTY CLERK &
EX-OFFICIO CLERK OF THE
COMMISSIONERS' COURT