



SPECIAL CITY COUNCIL MEETING

October 22, 2012 @ 5:00 P. M. at the Oran White Civic Center

MINUTES

The City of Tool, City Council meeting was called to order at 5:00 pm. Present were Councilmen Williams, Phillips, Sonka and Wright. Mayor Pitts and Councilman Reeder was absent. Quorum was established with Mayor Pro-tem Phillips presiding.

Mayor Pro-tem Phillips asked that Council consider item 2 first.

ITEM 2: Chris Dewinter request to come before Mayor and Council for consideration and/or action to approve a variance of Planning and Zoning Ordinance Article 6 Section 5-3 number 1, Appendix 3 (Area, setback and height) at 904 Lovers Lane. Council Member Sonka advised that the POA for this area would not allow this action to be taken. Mayor Pro-Tem Phillips stated that the City does not and cannot enforce POA rules. Motion to approve the variance was made by Council Member Wright second by Council Member Williams. Motion passed 4-0

ITEM 1: Consideration and or action to amend the City of Tool Personnel Policy: Motion to remove from table was made by Council Member Sonka second by Council Member Williams. Motion passed 4-0

- Chapter 2 section 2-10 (Residential restrictions) limiting the number of miles an employee can reside to qualify for a take home vehicle to 20 miles. All Council Agreed. Motion to approve was made by Council Member Williams second by Council Member Sonka. Motion passed 4-0.

- Chapter 5 section 5-1 (Holidays) adding Martin Luther King Day, Good Friday, Veterans Day, Columbus Day, Presidents Day and Christmas Eve to the current list of City approved holidays. Council Member Williams commented that this was too many holidays and that it was getting out of hand. Audience Member suggested continuing to allow the Thanksgiving and Christmas holidays in exchange for a couple of the less important holidays. Council Member Williams and Sonka disagreed. Council Member Wright said that we already have too many holiday and shouldn't add anymore period. Motion to add Martin Luther King Day, Good Friday and Veterans Day was made by Council Member Williams second by Council Member Phillips. Motion passed 3-1 with Council Member Wright opposed.

- Chapter 5 Section 5-2 (Vacation Leave) Adjusting the accrual amount for one consecutive year of service to forty hours of vacation accrual, 2-5 years of consecutive service to eighty hours of vacation accrual, 6-14 years of consecutive service to 120 hours of vacation accrual and 15 or more years of consecutive service to 160 hours of vacation accrual. Motion to approve was made by Council Member Williams second by Council Member Wright. Motion passed 4-0.

- Chapter 5 Section 5-2b (Vacation Leave) At least 40 hours of an Employees accrued vacation time must be taken in a consecutive order unless approval is received from the Mayor or Supervisor. Remaining accrual is allowed to be taken in any increments of at least 4 hours at a time. Council Member Williams made a motion that use of vacation hours be left to the discretion of the Supervisor with the Mayors approval, second by Council Member Phillips. Motion passed 4-0.



• Chapter 5 Section 5-3 (Sick Leave) limiting the maximum accrual of sick leave to 160 hours. Using sick time for anything over what is considered an employee's standard number of hours worked per week is prohibited. Council Member Williams said he thought that 160 hours of sick leave was too much sick leave. General discussion took place on the number of hours allowed to accrue per pay period (3.08) which amounts to two weeks or 80 hours per year. Council Member Williams commented that that was more time than he was given at the hospital and that two weeks was a little excessive. Council Member Sonka suggested lowering the maximum accrual of sick leave to 80 hours. Discussion took place as to whether or not this time should expire or be allowed to roll over. Council Member Williams stated he didn't see a problem letting it roll over as long as the accumulations stopped at 80 hours. Council Member Sonka made a motion to limit the number of sick leave accrual to 80 hours per year and to allow this accrued time to roll over; motion was seconded by Council Member Wright. Motion passed 4-0.

• Chapter 13 Section 13-03j (Under the Influence) changing the title to read as "Legally Intoxicated" and modifying the alcohol concentration level to .08 to coincide with Texas state law. Council Member Williams stated that this was in there purely as a legal definition and it doesn't change a thing. All we are doing is changing the wording from "Under the Influence" to "Legally Intoxicated" and modifying the alcohol concentration level. Council Member Williams made a motion the City needs make this change and add a zero tolerance statement for drugs and alcohol to be added to section 13-04B second by Council Member Sonka. Motion passed 4-0.

• Chapter 13 Section 13-06 (Preventive Acts) allowing an employee to report potential medication side effects regarding their job performance to the Mayor or their Department Head. Discussion took place suggesting that section read "Allowing an employee to report potential medication side effects regarding their job performance to the Department Head or Mayor" (Putting the Department Head First and Mayor second). Motion to approve was made by Council Member Sonka second by Council Member Williams. Motion passed 3-1 with Council Member Wright opposed.

Motion to adjourn was made by Council Member Williams, second by Council Member Sonka. Motion carried 4-0 at 5:50pm.

Passed and approved this 15th day of November 2012