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FILED FOR RECORD
IN MY OFFICE

AT 9:50 O'CLOCK A M

NOV . 1 2002

SUE GRAFTON
COUNTY CLERK, PANOLA COUNTY, TEXAS

By Sue Grafton DEPUTY

**MEETING OF COMMISSIONERS' COURT
OF PANOLA COUNTY**

TO WHOM IT MAY CONCERN:

PURSUANT TO THE TEXAS OPEN MEETINGS ACT, NOTICE IS HEREBY GIVEN THAT A SPECIAL MEETING OF THE COMMISSIONERS' COURT OF PANOLA COUNTY, TEXAS WILL BE HELD ON THE 4TH DAY OF NOVEMBER, 2002, IN THE COMMISSIONERS' COURTROOM IN THE PANOLA COUNTY COURTHOUSE IN CARTHAGE, TEXAS AT 10:00 O'CLOCK A.M. AT WHICH MEETING THE FOLLOWING SUBJECTS WILL BE DISCUSSED AND THE FOLLOWING MATTERS ACTED UPON:

OPEN MEETING:

1. To discuss and act upon adopting Order #2002-13 adding 360 hours of sick leave to every full-time employee with at least 12 months of continuous employment.
2. To reconsider, if necessary, the creation of a Sick Leave Pool Policy as discussed at the 9:00 o'clock a.m. meeting of the Court on November 4, 2002.

ADJOURNMENT

WITNESS THE HAND OF THE UNDERSIGNED CLERK ON THIS THE 1ST DAY OF NOVEMBER, 2002 AT 9:50 O'CLOCK A.M.

Sue Grafton
SUE GRAFTON, COUNTY CLERK
PANOLA COUNTY, TEXAS
By: _____, Deputy

I, SUE GRAFTON, CLERK OF THE COMMISSIONERS' COURT OF PANOLA COUNTY, TEXAS DO HEREBY CERTIFY THAT THE ABOVE NOTICE WAS POSTED ON THE OFFICIAL BULLETIN BOARD IN THE PANOLA COUNTY COURTHOUSE IN THE CITY OF CARTHAGE, TEXAS AND IN A PUBLIC PLACE VISIBLE AT ALL TIMES ON THE 1ST DAY OF NOVEMBER, 2002 AT 9:50 O'CLOCK A.M.

Sue Grafton
SUE GRAFTON, COUNTY CLERK
PANOLA COUNTY, TEXAS
By: _____, Deputy

FILED FOR RECORD
IN MY OFFICE

AT _____ O'CLOCK _____ M _____

DEC 9 2002

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The State of Texas
County of Panola

SUE GRAFTON
COUNTY CLERK, PANOLA COUNTY, TEXAS

BY *Sue Grafton* DEPUTY

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On this the 4th day of November A.D.2002, the Commissioners' Court of Panola County, Texas met in a Special Meeting of the Court at 10:00 o'clock a.m. in the Commissioners' Courtroom of said County with the following members of the Court present:

John Cordray	County Judge
Ronnie LaGrone	Commissioner, Precinct No. 1
Douglas M. Cotton	Commissioner, Precinct No. 2
Hermon E. Reed, Jr.	Commissioner, Precinct No. 3
Jimmy Davis	Commissioner, Precinct No. 4

with none absent, constituting a quorum of the Court. Also attending were Sue Grafton, County Clerk and Lee Ann Jones, Administrative Assistant to the County Judge. Attached to and made a part of these Minutes is a list of other attendees and the office or organization that each represents. The following proceedings were held at this meeting:

OPEN MEETING:

- ✓ 1. After some discussion Commissioner LaGrone moved and Commissioner Reed seconded the motion to adopt Order #2002-13 adding 360 hours of sick leave to every full-time employee with at least 12 months of continuous employment. The motion passed unanimously. SEE COPY OF ORDER ATTACHED.
2. Because the adoption of Order #2002-13 was selected as the preferable manner of dealing with the sick leave issue, Judge Cordray moved and Commissioner Cotton seconded the motion to not adopt the Sick Leave Pool Policy as discussed at the 9:00 o'clock a.m. meeting of the Court on November 4, 2002. The motion passed unanimously.

The meeting was then adjourned.

Dated this the 4th day of November, 2002.

John Cordray
John Cordray, County Judge, Panola County, Texas

ATTEST:

Sue Grafton
Sue Grafton, County Clerk, Panola County, Texas

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4 Nov 2002

10:00 am

Marylou W. Knight
Landra King
David Anderson
Alexia Adams
Robert Ortago
Dym J. Miller
John D. King
Betty Peterson
Fred J. Slightower
Guthrie Burt
Dmi Reed
Allan W. Cain
Jean Whitledge
Lora J. Dyer

ORDER 2002-13

WHEREAS, Panola County has many dedicated and loyal employees who work hard for the benefit of the citizens of Panola County; and

WHEREAS, it is a fact of life that some employees will face illnesses of catastrophic proportions; and

WHEREAS, Panola County has always attempted to provide sick leave for employees that will help them deal with catastrophic illnesses; and

WHEREAS, Panola County's current sick leave policy can and should be improved; and

WHEREAS, the Texas Attorney General issued an Opinion (JM-1160) on April 20, 1990 that counties may set compensation for county employees at any time of the year, citing AG Opinions JM-1113 (1989), JM-839 (1988), and H-11 (1973); and

WHEREAS, AG Opinions JM-910 (1988) and H-860 (1976) have concluded that sick leave benefits constitute "compensation ... and all other allowances" for the purpose of Local Government Code, Section 152.011;

NOW, THEREFORE, IT IS ORDERED by the Panola County Commissioners' Court meeting in Open Session on the 4th day of November, 2002 that each full time county employee with at least twelve (12) consecutive months of continuous full time employment, including Juvenile Probation, shall have added to his/her sick leave account THREE HUNDRED SIXTY (360) hours of sick leave on November 5, 2002; IT IS FURTHER ORDERED that all other present and future full time employees shall have added to his/her sick leave account THREE HUNDRED SIXTY (360) hours upon the completion of twelve (12) months of continuous full-time employment; IT IS FURTHER ORDERED that the maximum sick leave to which a full time employee shall be eligible to acquire will be 1080 hours, rather than the current limit of 720 hours.

PASSED, APPROVED, and ADOPTED in Open Court on this the 4th day of November, 2002.

John Cordray
John Cordray, County Judge

Ronnie LaGrone
Ronnie LaGrone
Commissioner, Precinct 1

D.M. Cotton
Doug Cotton
Commissioner, Precinct 2

Herman E. Reed, Jr.
Herman E. Reed, Jr.
Commissioner, Precinct 3

Jimmy E. Davis
Jimmy E. Davis
Commissioner, Precinct 4

ATTEST:

Sue Grafton
Sue Grafton, County Clerk



RECORDED _____ O'CLOCK _____ M. ON THE _____ DAY OF _____ 2003

MICKEY DORMAN, COUNTY CLERK, P. C. T. *Mickey Dorman*