

April 30, 1999

Special Meeting

Commissioners' Court

Members of the Court present:

Jack Leath	County Judge
Keith Clark	Commissioner Pct. #1
Lynn Smith	Commissioner Pct. #2
Doyle Dickerson	Commissioner Pct. #3
Gene Nethery	Commissioner Pct. #4
Janice McDaniel	County Clerk

Judge Leath called the meeting to order at 10:00 a.m.

Agenda item #1-Insurance Workshop / John Payne with T. A. C. -Personnel Policy & Revisions

John Payne, Field Representative for Texas Association of Counties and Gene Schaeffer, Personnel Specialist for Texas Association of Counties met with the Court to discuss our insurance coverage and exclusions. TAC carries all our insurance except for workers compensation.

Judge Leath said what brought this meeting about was some events that came up in a recent lawsuit in the Sheriff's department. When the individual that was representing TAC met with us, he immediately began telling us what our policy did not cover. He said Commissioner Nethery asked if we could have a meeting with TAC representatives to discuss just what was not covered on our property and liabilities.

John Payne gave a brief description of how TAC happened to get involved in the insurance part of County Government. He said insurance would not cover everything. Because of the large amount of lawsuits now, TAC is trying to educate County officials to try to let them know how to avoid as many suits as you can. Claims such as wrongful termination or sexual harassment may have alleged claims of mental stress, emotional suffering, bodily injury and so forth attached which may not be covered. Back wages are not covered. No insurance company covers this. You could not afford the policy if they did.

Gene Schaeffer told the Court that he would look over our personnel policy and give suggestions on things that need to be changed, added or taken out. He said he would come and give workshops to the officials and employees. This

would be separate sessions. A personnel policy needs to be looked at and brought up to date every couple of years. A sexual harassment policy needs to be posted and available to each employee.

Some loss runs were discussed.

This was discussion only. No action taken.

Commissioner Clark moved to adjourn. Commissioner Smith seconded.

Meeting adjourned.

Paul Leach COUNTY JUDGE

Keith C. Clark COMMISSIONER PCT. #1

Lynn Smith COMMISSIONER PCT. #2

Doyle Dickerson COMMISSIONER PCT. #3

P. M. M. M. M. COMMISSIONER PCT. #4

ATTEST:

Janice McDaniel COUNTY CLERK