

THE STATE OF TEXAS           §  
COUNTY OF ANDERSON       §  
CITY OF PALESTINE           §

The City Council of the City of Palestine, Texas convened in a Special Meeting on Monday, July 6, 2015 at 5:30 p.m. for the Regular Meeting in the Council Chambers at City Hall, 504 N. Queen Street, Palestine, Texas, with the following people present:

Mayor Bob Herrington; Mayor Pro Tem Adam Harding; Councilmembers Mitchell Jordan, Vickey L. Chivers, Joseph Thompson, Doug Smith, and Steve Presley; City Manager Wendy Ellis, Development Services Director Jeffrey Lyons.

All Councilmembers were present.

**CALL TO ORDER – SPECIAL MEETING**

Mayor Herrington called the Special Meeting to order at 5:30 p.m.

**INVOCATION AND PLEDGE OF ALLEGIANCE**

The invocation was given by Mayor Pro Tem Harding, and was followed by Pledge of Allegiance.

**REGULAR AGENDA**

**Consider approval of an employee satisfaction survey to be used in evaluating the City Manager.**

Mayor Herrington discussed items 1 and 2 and gave an overview of the intentions of conducting the survey so that members of the City Council would be able to review the results and have a baseline of how city employees felt regarding the performance of the City Manager. City Manager Wendy Ellis discussed the type of survey forms that were found on the Texas Municipal League's website. Mayor Herrington discussed the survey that was used by the Police Department to evaluate the performance of previous Police Chief Robert Herbert and asked for Council's opinion on the contents of the survey. Councilmember Smith stated that he would like to review a copy of the survey. City Manager Ellis emailed the TML and TMPA surveys to the Council members and also presented a copy of the Texas Municipal Police Association survey to the Council Members. Councilmember Presley stated that he thought a long term survey on the City Manager would be beneficial and it should be available to all city employees. Mayor Herrington stated that the survey should allow the employees to state how much interaction they have with the City Manager. Councilmember Presley discussed ways to tailor the survey. Councilmember Chivers stated that the survey should be designed so that it provides a fair assessment of how the City Manager is managing the city.

**Consider approval of the method and time frame to be used in conducting the employee satisfaction survey.**

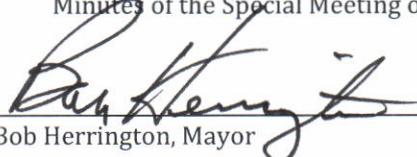
Mayor Herrington suggested using an online survey process or one similar to the one used by the Police Department. Mayor Pro Tem stated a difference between Police Department survey and City Manager survey is that all officers had interaction with Police Chief and all employees may not interact with City Manager. Councilmember Smith added that Mr. Grimes should oversee the survey project. Councilmember Jordan asked that if the survey is anonymous how will Council know whether or not that employee had direct interaction with City Manager and added that department heads have the most interaction with City Manager. Councilmember Presley recommended that the survey have questions about interaction with City Manager based on who was filling out survey.

Upon the conclusion of the discussion, Council determined that discussion would continue on Items 1 and 2 during a work session on July 13, 2015.

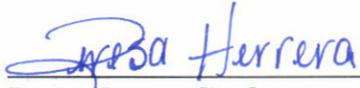
**ADJOURN**

With no other business to come before the Council, the meeting was adjourned at 6:12 p.m.

PASSED AND APPROVED THIS 10<sup>TH</sup> DAY OF AUGUST, 2015.

  
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Bob Herrington, Mayor

ATTEST:

  
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Teresa Herrera, City Secretary

