

**GRANDVIEW CITY COUNCIL  
STUDY SESSION MINUTES  
JANUARY 2, 2007**

**1. CALL TO ORDER**

Mayor Norm Childress called the study session to order at 7:00 p.m. in the Council Chambers at City Hall.

Present were: Mayor Norm Childress and Councilmembers Helen Darr, Bill Flory, Pam Horner, Jan McDonald, Robert Morales, Javier Rodriguez and Joan Souders.

Staff present were: City Administrator Scott D. Staples, City Attorney Jack Maxwell and City Clerk Anita Palacios.

**2. POLICY RE: OUTSIDE EMPLOYMENT**

The issue has arisen regarding outside employment of City employees.

Personnel Policy Manual Section 2.11 – Outside Employment reads as follows:

“An employee shall not engage in employment other than his or her City job if such employment interferes with the efficient performance of his or her City job, constitutes a conflict of interest, or would result in a poor public image for the City as determined by the Mayor and City Administrator.”

Following discussion, Council directed staff to amend Personnel Policy Manual Section 2.11 to read as follows:

“An employee shall not engage in employment other than his or her City job if such employment interferes with the efficient performance of his or her City job **and** constitutes a conflict of interest, ~~or would result in a poor public image for the City~~ as determined by the Mayor and City Administrator.”

It was the consensus of Council that the City should not be telling employees what they can or cannot do on their off time.

It was noted that if an employee engages in outside employment and it interferes with the efficient performance of his or her City job, the employee would be subject to disciplinary action.

**3. ADJOURNMENT**

The study session adjourned at 7:30 p.m.

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Mayor Norm Childress

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Anita Palacios, City Clerk