



**CITY OF TATUM  
SPECIAL MEETING MINUTES  
SEPTEMBER 10, 2026  
6:00 PM**

**Mayor**  
Michael Henry

**City Council**  
Jonathan Knapp

**City Secretary**  
Jackie Muckleroy

Robin Palmer  
Tate Smith- Mayor Pro - Tem  
Wendell Moore  
JR Smith

**CALL TO ORDER**

Prayer:

Pledge of Allegiance:

Citizens Comments:

Please limit comments to a maximum of three minutes.

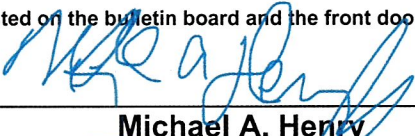
**NEW BUSINESS:**

Discussion and Motion:

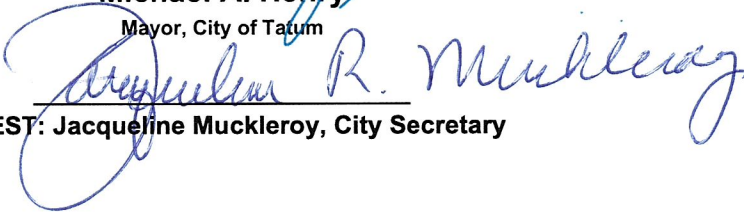
Discuss written complaint against Jackie Muckleroy by James Smith. Determine Validity and whether disciplinary action is warranted.

The Tatum City Council reserves the right to into executive session at any time during this meeting to discuss any of the matters listed above, as authorized by Texas Government Code Sections 551.071 (Consultation with Attorney), 551.072 (Deliberations about Real Property), 551.073 (Deliberations about Gifts and Donations), 551.074 (Personnel Matters), 551.076 (Deliberations about Security Devices), and 551.086 (Economic Development). This facility is wheelchair-accessible, and accessible parking spaces are available. Requests for accommodation or interpretive services must be made 48 hours prior to the meeting. Please contact the City Secretary's Office at (903) 803-3580 or by email at [cityoftatum@tatum.texas.gov](mailto:cityoftatum@tatum.texas.gov).

I certify that the foregoing notice was posted on the bulletin board and the front door of the Tatum City Hall, Tatum, Texas this the 3rd day of September, 2026.

  
\_\_\_\_\_  
**Michael A. Henry**

Mayor, City of Tatum

  
\_\_\_\_\_  
**ATTEST: Jacqueline Muckleroy, City Secretary**

# **TATUM POLICE DEPARTMENT**

James Smith, Chief of Police  
680 Crystal Farms Road • P.O. Box 1105 • Tatum, Texas 75691  
(903) 803-3581 • James.Smith@Tatum.Texas.gov

September 1, 2026

The Honorable Michael Henry  
Mayor  
City of Tatum  
P.O. Box 1105  
Tatum, TX 75691

**Re:** Formal written complaint concerning workplace harassment, targeting, and unauthorized conduct by City Secretary Jackie Muckleroy

Dear Mayor Henry:

I am submitting this letter to place on the official record concerns that I have discussed with you on multiple occasions. Those discussions were verbal. This letter creates a written record, and I request that the City treat it as a formal personnel complaint and take corrective action.

The conduct described below began after Ms. Muckleroy assumed the position of City Secretary. It was not present before that appointment. It has continued for approximately one year.

## **1. Targeting, harassment, and a hostile work environment**

Since her appointment, Ms. Muckleroy has singled out my position and involved herself in personnel and investigative matters outside her apparent authority. The result has been an increasingly adversarial workplace environment that has disrupted operations, strained working relationships, and affected my ability to perform my duties without unnecessary conflict. I come to work without knowing what personnel action, accusation, or public comment may occur next, and that uncertainty has placed my employment and my health at risk.

## **2. Unsupported public accusations in open session**

Ms. Muckleroy referred to Councilmember Robin Palmer as “the gift that keeps on giving,” in a context indicating an intent to pursue litigation. In an open City Council meeting recorded on live video, she made an unsupported public statement that a Council member could potentially throw drugs into her yard, and she stated that she did not know what he might do. She did not describe an event that had occurred. Instead, she publicly attributed a potential criminal act to a Council member without providing supporting evidence. Because the statement was made in a public meeting on a live video feed watched by residents and viewers outside Tatum, it created a serious reputational concern that should be reviewed by the City.

## **3. Release of personal information**

Ms. Muckleroy has released personal information of City officials. She has also released personal information of Tatum residents who are neither City employees nor members of the City Council.

## **4. Letters drafted by Ms. Muckleroy and signed by other employees**

Ms. Muckleroy drafted letters that targeted me and required other employees to sign them as though those employees had written them. That practice placed employees in conflict with one another and created animosity throughout City Hall. The letters were taken to executive session and dismissed. The Council issued a verbal warning to me and directed that I attend a class, but no specific class was identified at that time or since. Because a reasonable time has passed for the Council to identify and implement that class, I

request that the verbal warning and verbal reprimand be removed from my file in their entirety and that no further action be taken on that matter.

#### **5. Unauthorized investigation and failure to give a Garrity warning**

Ms. Muckleroy initiated an investigation involving me after the wrong individual was taken to jail. Upon learning of the error, I took immediate corrective action. She then conducted her own investigation. She had no authority to do so.

An emergency meeting was called and the matter was taken into executive session. As I entered, I asked whether the proceeding was an investigation. The City Attorney was present by telephone and stated that it was an investigation and that I was required to answer the questions. No Garrity warning was given. I participated because I understood that my employment was at risk if I refused. Most of the questions were asked by Ms. Muckleroy and by the attorney.

When a public employer treats a proceeding as an investigation and requires a public-safety employee to answer under threat to his job, a Garrity warning is the required advisement. That warning was not given. I am documenting the omission because the process was not followed and because it may expose the City to liability. This letter is not a lawsuit; it is a written record of what occurred.

#### **6. Police security video obtained through a private vendor**

Ms. Muckleroy attempted to retrieve outside security-camera video related to a police matter. She was unable to access it and then contacted 3D Security. The resulting bill was submitted to the City. Police-related camera footage is a Police Department matter, and she was not authorized to obtain that video or obligate the City for the cost.

#### **7. Public comments regarding my compensation**

On multiple occasions in public meetings, Ms. Muckleroy has stated that she should receive the same compensation as the Chief of Police and has demanded that the Council explain the difference to the public. Those comments were directed at my position and compensation and have contributed to the adversarial workplace environment described in this complaint.

#### **8. Contract discussion following denial of her contract request**

Ms. Muckleroy requested an employment contract. That request was denied. The Council did not vote to discontinue employment contracts, but members stated that the City would likely stop using them. I am currently employed under a contract. Informal discussion of ending contracts after her request was denied places the security of my employment in question.

#### **9. Reassignment of the Court Clerk**

After taking office, Ms. Muckleroy placed the Court Clerk under her supervision. The Court Clerk has historically reported through the Police Department and the Judge. That change was not hers to make. It disrupted the chain of command and created workplace conflict.

#### **10. Verbal confrontation with police officers**

Ms. Muckleroy has verbally confronted other police officers. On one occasion she followed officers out the rear door of the building to their vehicle. I intervened to separate the parties and prevent the exchange from continuing on City property.

#### **11. Conduct during televised City Council meetings**

Ms. Muckleroy has spoken out of turn during multiple City Council meetings. She has displayed eye-rolling, facial expressions, and open disapproval while the meetings were being live-streamed. Those meetings are watched by residents and viewers outside Tatum. Members of the public have commented

on the condition of City Hall and have asked who is running the City, indicating the City Secretary. This creates a governance and public-confidence concern, not merely a private disagreement.

## **12. Health effects**

The conduct described above has affected my physical and mental health. The change has been observed by others. I am irritable and physically worn down. I experience substantial stress associated with reporting to work because I cannot predict the next personnel action, accusation, or public comment. I am concerned for my continued employment and for my health. These conditions arose after Ms. Muckleroy took office and were not present before that time. I reserve the right to supplement this letter with medical documentation.

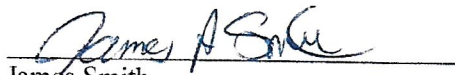
## **Relief requested**

I request that this letter be received, dated, and placed in the appropriate official file. I further request that the City:

1. Confirm in writing that this complaint has been received and filed;
2. Issue written direction clarifying Ms. Muckleroy's role and authority, including that she is not to conduct personnel investigations, direct police-department matters, or make unsupported public statements concerning City officials or employees;
3. Restore supervision of the Court Clerk to the Police Department and the Judge;
4. Review the 3D Security request and the bill submitted to the City;
5. Review and address the open-meeting statements, the release of personal information, and the public comments regarding my compensation;
6. Confirm in writing the status of my existing employment contract; and
7. Confirm in writing that the verbal warning and verbal reprimand have been removed from my personnel file in their entirety, and that no further action will be taken on the class requirement because no class was designated or implemented within a reasonable time.

Please provide a written response. I remain available to meet and provide additional information as needed.

Respectfully submitted,



James Smith  
Chief of Police  
City of Tatum, Texas  
(903) 803-3581  
James.Smith@Tatum.Texas.gov

cc: City Council, City of Tatum  
File / Personnel Record