

**RESOLUTION NO. 18-09-97**

**A RESOLUTION OF THE VILLAGE COUNCIL OF  
ISLAMORADA, VILLAGE OF ISLANDS, FLORIDA  
ADOPTING AN UPDATED VILLAGE PERSONNEL  
POLICY MANUAL; AUTHORIZING VILLAGE  
OFFICIALS TO IMPLEMENT THE TERMS AND  
CONDITIONS OF THE PERSONNEL POLICY MANUAL;  
AND PROVIDING FOR AN EFFECTIVE DATE**

**WHEREAS**, Islamorada, Village of Islands (the “Village”) is a “Public Employer” as defined by Subsection 447.203(2), Florida Statutes, and currently employs approximately one hundred and thirteen (113) full-time employees; and

**WHEREAS**, approximately 27 Village employees are presently members of a collective bargaining unit which has entered into a collective bargaining agreement with the Village pursuant to Chapter 447, Florida Statutes; and

**WHEREAS**, the Village Manager has recommended a comprehensive set of general guidelines and policies governing personnel matters for all Village employees, including employee conduct, workplace conditions, drug and alcohol policies, policies that implement state and federal employment laws, and other aspects of public employment and Village service; and

**WHEREAS**, the policies are intended to apply to all Village employees that do not have an employment contract with the Village as well as to Village employees with employment contracts that are conflict with the Personnel Policy Manual; and

**WHEREAS**, the policies contained in the updated Personnel Policy Manual (the “Manual”, attached hereto as Exhibit “A” and incorporated herein by this reference, are general guidelines for the Village’s current employment practices and workplace procedures; and

**WHEREAS**, in any instance wherein a personnel policy or procedure set forth in the Personnel Policy Manual adopted by this Resolution is in conflict with the terms and provisions

of a collective bargaining agreement approved by the Village Council, the provisions of the collective bargaining agreement shall prevail, except in instances of management rights; and

**WHEREAS**, the updated Manual and the policies and procedures set forth therein shall be and become effective on October 1, 2018; and

**WHEREAS**, the Village Council finds that adoption of the updated Manual is in the best interest of the Village.

**NOW, THEREFORE, BE IT RESOLVED BY THE VILLAGE COUNCIL OF ISLAMORADA, VILLAGE OF ISLANDS, FLORIDA, AS FOLLOWS:**

**Section 1. Recitals.** The above recitals are true and correct and incorporated into this Resolution by this reference.

**Section 2. Approving Updated Personnel Policy Manual.** The Village Council of Islamorada, Village of Islands hereby approves the updated Personnel Policy Manual, a copy of which is attached hereto as Exhibit "A", together with such non-material changes as may be acceptable to the Village Manager and approved as to form and legality by the Village Attorney.

**Section 3. Authorization of Village Officials.** The Village Manager and/or his designee and the Village Attorney are authorized to take all actions necessary to implement the terms and conditions of the Personnel Policy Manual.

**Section 5. Effective Date.** This Resolution shall become effective on October 1, 2018.

Motion to adopt by Councilman Mike Forster, second by Councilman Jim Mooney.

**FINAL VOTE AT ADOPTION**

**VILLAGE COUNCIL OF ISLAMORADA, VILLAGE OF ISLANDS**

Mayor Chris Sante	YES
Vice Mayor Deb Gillis	YES
Councilman Mike Forster	YES
Councilwoman Cheryl Meads	YES
Councilman Jim Mooney	YES

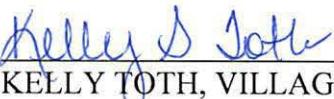
**PASSED AND ADOPTED ON THIS 27<sup>TH</sup> DAY OF SEPTEMBER, 2018.**



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CHRIS SANTE, MAYOR

ATTEST:



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KELLY TOTH, VILLAGE CLERK

APPROVED AS TO FORM AND LEGALITY  
FOR THE USE AND BENEFIT OF ISLAMORADA,  
VILLAGE OF ISLANDS ONLY



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ROGET V. BRYAN, VILLAGE ATTORNEY

# **EXHIBIT A Available Upon Request.**

Please contact Village Clerk at  
305-664-6413 or  
[deputyclerk@islamorada.fl.us](mailto:deputyclerk@islamorada.fl.us)