

RESOLUTION NO. 20-03-07

A RESOLUTION OF THE TOWN COMMISSION OF THE TOWN OF LAKE PARK, FLORIDA, REVISING THE TOWN OF LAKE PARK EMPLOYEE POLICY/HANDBOOK SO AS TO BE CONSISTENT WITH ORDINANCE 6-2007 TO AMENDING SECTION 2-82 OF THE CODE OF ORDINANCES OF THE TOWN OF LAKE PARK PERTAINING TO THE POWERS AND DUTIES OF THE TOWN MANAGER; AND PROVIDING AN EFFECTIVE DATE.

WHEREAS, the Town of Lake Park is a municipal corporation of the State of Florida with such power and authority as has been conferred upon it by the Florida Constitution and Chapter 166, Florida Statutes; and

WHEREAS, the Town Manager has recommended an amendment to the Town of Lake Park Employee Policy/Handbook (the Handbook); and

WHEREAS, the amendment of the Handbook would result in department heads serving at the pleasure of the Town Manager, who shall appoint, suspend and terminate all department heads.

NOW THEREFORE BE IT RESOLVED BY THE TOWN, COMMISSION OF THE TOWN OF LAKE PARK, FLORIDA:

Section 1. The whereas clauses are incorporated herein as true and correct.

Section 2. The Handbook's Introduction and Section 1 thereof, entitled "General Provisions" shall be amended such that the disciplinary and grievance provisions of the Handbook shall not pertain to managerial exempt department heads.

Section 3. The Handbook at Section 1, entitled "Employee Classifications" shall be revised to provide that there shall be no probationary status for managerial exempt department heads.

Section 4. The Handbook at Section 2. Paragraph 2, entitled "Recruitment Policy" is hereby revised to state that the Town Manager may appoint qualified individuals to fill department head positions without advertising the vacancies internally or externally.

Section 5. The Handbook at Section 2 of the Paragraphs 5 and 6, entitled "Employee Appointment/Probation Periods" and "Promotion of Employees", respectively shall be revised to provide that all employees, with the exception of managerial exempt department heads, who are hired to fill a regular position shall serve a 12-month probationary period. All employees, with the exception of managerial exempt department heads, transferred or promoted, or demoted to a regular position shall serve a six-month probationary period.

Section 6. The Handbook at Section 3 Paragraph 5, entitled “Employee Performance Evaluation” shall be revised to state that evaluations shall be performed upon completion of a probationary period for newly hired, promoted and demoted employees with the exception of managerial exempt department heads.

Section 7. The Handbook at Section 3 Paragraph 7, entitled “Grievance Procedures” shall be revised to state that it is the policy of the Town of Lake Park to provide a uniform procedure to resolve grievances of employees with the exception of managerial exempt department heads, and employees with the exception of managerial exempt department heads may present a grievance and remain free from interference, restraint, coercion, discrimination or retaliation, or any loss of benefits or status.

Section 8. This Resolution shall become effective immediately upon adoption.

The foregoing Resolution was offered by Commissioner Osterman, who moved its adoption. The motion was seconded by Vice-Mayor Daly, and upon being put to a roll call vote, the vote was as follows:

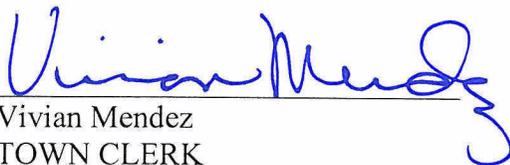
	AYE	NAY
MAYOR PAUL W. CASTRO	_____	<u>X</u> _____
VICE-MAYOR ED DALY	<u>X</u> _____	_____
COMMISSIONER CHUCK BALIUS	<u>X</u> _____	_____
COMMISSIONER JEFF CAREY	_____	<u>X</u> _____
COMMISSIONER PATRICIA OSTERMAN	<u>X</u> _____	_____

The Town Commission thereupon declared the foregoing Resolution NO. 20-03-07 duly passed and adopted this 7 day of March, 2007.

TOWN OF LAKE PARK, FLORIDA

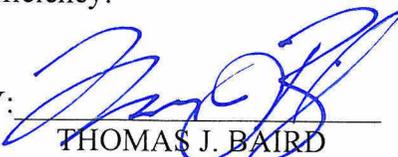
BY: 
PAUL W. CASTRO
MAYOR

ATTEST:


Vivian Mendez
TOWN CLERK



Approved as to form and legal sufficiency:

BY: 
THOMAS J. BAIRD
TOWN ATTORNEY