

RESOLUTION NO. 26-16

A RESOLUTION OF THE CITY OF BELLE ISLE, FLORIDA, AMENDING THE CITY OF BELLE ISLE PERSONNEL POLICIES AND PROCEDURES; SUPERSEDING THE REMAINING PROVISIONS OF THE POLICE PAY PLAN; PROVIDING FOR IMPLEMENTATION; PROVIDING FOR SEVERABILITY; AND PROVIDING FOR AN EFFECTIVE DATE.

WHEREAS, the City of Belle Isle has adopted Personnel Policies and Procedures governing personnel administration and the terms and conditions of employment for City employees; and

WHEREAS, the City's Personnel Policies and Procedures provide that revisions or amendments become effective upon recommendation of the City Manager and approval by the City Council; and

WHEREAS, certain compensation and employment provisions applicable to employees of the Belle Isle Police Department are currently addressed in the *Belle Isle Police Department Salary Adjustment and Agreement*, which expires September 30, 2026; and

WHEREAS, the City Council desires to incorporate into the Personnel Policies and Procedures those provisions of the *Belle Isle Police Department Salary Adjustment and Agreement* that are intended to continue, with revisions as necessary to accurately reflect the City's intended personnel and compensation practices; and

WHEREAS, pursuant to Resolution 26-03, the City Council adopted a Unified Step Pay Plan and Pay Grade Assignments for City employees and authorized the City Manager to implement the Plan and take such additional

actions as may be necessary for its implementation; and

WHEREAS, a Compensation Policy was established to provide administrative procedures for implementation and ongoing administration of the City's Compensation Plan, and certain provisions of the Personnel Policies and Procedures require amendment to ensure consistency with the Compensation Plan and related Compensation Policy; and

WHEREAS, certain compensation practices, including longevity pay and bilingual pay, have previously been implemented by the City and funded through the City's adopted budget, and the City Council now desires to formally incorporate those practices into the City's Personnel Policies and Procedures; and

WHEREAS, the City Council previously approved an Employee Bonus Policy, and the City desires to incorporate that previously approved policy into the Personnel Policies and Procedures; and

WHEREAS, certain provisions of the Personnel Policies and Procedures require clarification or revision to address circumstances not expressly or adequately addressed by the existing policies, to provide consistent administration of personnel and compensation practices, and to accurately reflect current City practices and procedures; and

WHEREAS, the City Council previously approved a Military Activation Pay and Benefits Policy for immediate implementation and incorporation into the City's next update of the Personnel Policies and Procedures, and the City desires to incorporate that previously approved policy and update the related military leave provisions to more accurately reflect applicable requirements and City practices; and

1 WHEREAS, the City also desires to update its Drug-Free Workplace
2 Policy, including provisions concerning marijuana and medical marijuana,
3 consistent with recommendations received from the City's insurance provider
4 and the City's workplace safety and risk-management practices; and

5 WHEREAS, the City Manager has recommended the amendments to the
6 Personnel Policies and Procedures reflected in the redlined Personnel
7 Policies and Procedures attached hereto as Exhibit "A"; and

8 WHEREAS, the City Council finds that adoption of the amendments is in
9 the best interest of the City and its employees.

10
11 NOW, THEREFORE, THE CITY COUNCIL OF THE CITY OF BELLE ISLE, FLORIDA, HEREBY
12 RESOLVES:

13
14 SECTION 1. Recitals.

15 The foregoing recitals are hereby confirmed, adopted, and incorporated herein
16 and made a part hereof by this reference.

17 SECTION 2. Amendment of Personnel Policies and Procedures.

18 The City Council hereby approves and adopts the amendments to the City of
19 Belle Isle Personnel Policies and Procedures as reflected in the redlined
20 Personnel Policies and Procedures attached hereto as Exhibit "A" and
21 incorporated herein by reference.

22 SECTION 3. Continuing Effect.

23 Except as specifically amended by this Resolution, all provisions of the City
24 of Belle Isle Personnel Policies and Procedures shall remain in full force
25 and effect.

1 SECTION 4. Supersession of Police Pay Plan.

2 Effective upon adoption of this Resolution, the *Belle Isle Police Department*
3 *Salary Adjustment and Agreement*, adopted as Attachment A to Resolution 23-15
4 and subsequently amended by Resolution 26-03, is hereby superseded in its
5 entirety and shall have no further force or effect. Personnel and
6 compensation matters previously addressed by the Agreement shall thereafter
7 be governed, as applicable, by the City's Personnel Policies and Procedures,
8 Compensation Plan, related Compensation Policy, and other applicable City
9 policies.

10 SECTION 5. Implementation.

11 The City Manager, or designee, is authorized to incorporate the amendments
12 approved by this Resolution into the City of Belle Isle Personnel Policies
13 and Procedures and to take such administrative actions as are necessary to
14 implement the amendments.

15 SECTION 6. Severability.

16 If any section, sentence, clause, or provision of this Resolution or the
17 amendments adopted herein is held invalid or unenforceable by a court of
18 competent jurisdiction, such invalidity or unenforceability shall not affect
19 the validity of any other section, sentence, clause, or provision of this
20 Resolution or the Personnel Policies and Procedures.

21 SECTION 7. Effective Date.

22 This Resolution and the amendments to the City of Belle Isle Personnel
23 Policies and Procedures adopted herein shall become effective immediately
24 upon adoption.

1 Adopted by the City Council on this 23rd day of September 2026.

2
3 _____
4 JASON CARSON, MAYOR

5 Attest: _____

6 Yolanda Quiceno, CMC-City Clerk
7
8
9 _____

10 Approved as to form and legality

11 City Attorney
12
13

14 STATE OF FLORIDA

15 COUNTY OF ORANGE

16 I, YOLANDA QUICENO, CITY CLERK OF THE CITY OF BELLE ISLE, FLORIDA, do
17 hereby certify that the above and foregoing Resolution No. 26-16 was duly and
18 legally passed and adopted by the Belle Isle City Council in session
19 assembled, at which session a quorum of its members was present on the
20 _____ day of September 2026.

21
22 _____
23 Yolanda Quiceno, CMC-City Clerk
24
25