1	RESOLUTION NO. 20-02
2	A RESOLUTION OF THE CITY OF BELLE ISLE, FLORIDA ADOPTING
3	A DRUG-FREE WORKPLACE AND ALCOHOL POLICY; AMENDING
4	THE BELLE ISLE PERSONNEL MANUAL; PROVIDING FOR
5	CONFLICTS; AND PROVIDING AN EFFECTIVE DATE.
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7	WHEREAS, the City adopted the Belle Isle Personnel Manual on October 16, 2018; and
8	WHEREAS, Section 4.09(K) of the Charter of the City of Belle Isle, Florida requires the
9	City Council, by resolution, to approve personnel policies established by the City Manager; and
10	WHEREAS, it is in the best interest of the citizens and employees of the City of Belle
11	Isle to promote and enforce a drug-free workplace; and
12	WHEREAS, the City Manager proposes the attached Drug-Free Workplace and Alcohol
13	Policy for the City of Belle Isle to replace Section 10.5 Drug-Free Workplace Policy of the Belle
14	Isle Personnel Manual; and
15	WHEREAS, the proposed Drug-Free Workplace and Alcohol Policy is in compliance
16	with Florida Statutes 440.101 and 440.102.
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18	NOW, THEREFORE, BE IT RESOLVED BY THE CITY OF BELLE ISLE,
19	FLORIDA AS FOLLOWS:
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21	SECTION 1. Recitals. The above recitals are true and correct and are incorporated
22	herein by this reference.
23	SECTION 2. <u>Drug-Free Workplace and Alcohol Policy</u> . The City hereby adopts the
24	City of Belle Isle Drug-Free Workplace and Alcohol Policy attached hereto as Exhibit A, which
25	shall govern all matters described therein.

1	SECTION 3. Personnel Manual. The City hereby amends the City of Belle Isle
2	Personnel Manual to replace Section 10.5 Drug-Free Workplace Policy with the City of Belle
3	Isle Drug-Free Workplace and Alcohol Policy attached hereto as Exhibit A.
4	SECTION 4. Conflicts. In the event of a conflict or conflicts between this Resolution or
5	the Drug-Free Workplace and Alcohol Policy and any other resolution, policy, or provision of
6	law, this Resolution and the Drug-Free Workplace and Alcohol Policy control to the extent of
7	the conflict, as allowable under the law.
8	SECTION 5. <u>Effective date</u> . This Resolution and the Drug-Free Workplace and Alcohol
9	Policy shall become effective immediately upon adoption of this Resolution by the City of Belle
10	Isle, Florida.
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12	ADOPTED this day of, 2020 by the City Council of the
13	City of Belle Isle, Florida.
14	CITY OF BELLE ISLE
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16	By:
17	Nicholas Fouraker, Mayor
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19	ATTEST: Approved as to form and legality:
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21	By:
22	Yolanda Quiceno, CMC-City Clerk City Attorney
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STATE OF FLORIDA **COUNTY OF ORANGE** I, YOLANDA QUICENO, CITY CLERK OF THE CITY OF BELLE ISLE, FLORIDA, do hereby certify that the above and foregoing Resolution No. 20-02 was duly and legally passed and adopted by the Belle Isle City Council in session assembled, at which session a quorum of its members were present on the _____ day of July, 2020. Yolanda Quiceno, City Clerk

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2	EXHIBIT A – RESOLUTION NO. 20-02
3	DRUG-FREE WORKPLACE AND ALCOHOL POLICY
4	City of Belle Isle, Florida
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