

**CHILDREN’S TRUST OF ALACHUA COUNTY
RESOLUTION 2023-23
ADOPTION OF CHANGES TO BOARD POLICIES**

WHEREAS, the Children’s Trust of Alachua County (CTAC) adopted Chapter 5: Human Resources policies through Resolution 2020-9; and

WHEREAS, the Children’s Trust of Alachua County desires to make changes to these policies,

NOW THEREFORE, be it ordained by the Board of the Children’s Trust of Alachua County, in the State of Florida, as follows:

SECTION 1: AMENDMENT “5.10 Recruitment And Selection” is hereby amended as follows:

AMENDMENT

5.10 Recruitment And Selection

- A. **General Rule.** All employees shall be hired by competitive selection in accordance with policies established by the Board and procedures established by the Executive Director.
 - 1. No position shall be filled unless a vacancy has been posted in accordance with recruitment and selection procedures, except as otherwise provided by policy.
 - 2. CTAC employees who have exited under the State of Florida Deferred Retirement Option Program (DROP) shall not be eligible for rehire for twelve (12) months following their termination under DROP. Once the twelve (12) month period after termination has elapsed, the DROP employee may be re-hired pending Board approval.
- B. **Exceptions to the General Rule.** Under special circumstances, the Executive Director may waive the general rule of competitive selection. Special circumstances include:
 - 1. When the applicant has recently participated in the competitive selection process for another position.
 - 2. When an employee is successfully acting in a position, as long as the employee meets the minimum qualifications.
 - 3. Other circumstances where applying the general rule will significantly hamper Trust operations.
 - 4. A position may be filled while the incumbent is still in the position, when the Executive Director determines that overlap is necessary.
 - 5. **The Executive Director, at their discretion, may waive competitive selection to fill temporary positions as defined in the Employee Handbook.**

HISTORY

Adopted by Res. [2020-9](#) on 8/3/2020

SECTION 2: EFFECTIVE DATE This Resolution shall be in full force and effect from 12.11.2023 and after the required approval and publication according to law.

PASSED AND ADOPTED BY THE CHILDREN’S TRUST OF ALACHUA COUNTY BOARD; this 11th day of December, 2023.

	AYE	NAY	ABSENT	NOT VOTING
Tina Certain	_____	_____	_____	_____
Lee Pinkoson	_____	_____	_____	_____
Ken Cornell	_____	_____	_____	_____
Shane Andrew	_____	_____	_____	_____
Mary Chance	_____	_____	_____	_____
Hon. Denise R. Ferrero	_____	_____	_____	_____
Dr. Nancy Hardt	_____	_____	_____	_____
Dr. Maggie Labarta	_____	_____	_____	_____
Cheryl Twombly	_____	_____	_____	_____

 Tina Certain, Chair
 Children's Trust of Alachua County

 Marsha Kiner, Secretary
 Children's Trust of Alachua County