

ORDINANCE 2025-01

AN ORDINANCE OF THE CITY OF MADEIRA BEACH, FLORIDA, ADOPTING A NEW PERSONNEL POLICY; REPEALING ORDINANCE 2019-13; AND PROVIDING FOR AN EFFECTIVE DATE.

WHEREAS, Ordinance 2019-13 adopted the City of Madeira Beach's current personnel policy; and

WHEREAS, § 5.7(C) of the City Charter provides that the Madeira Beach Civil Service Commission is responsible for the preparation of the City's personnel rules, and that once such proposed rules are concurred with by the City Manager, the same shall be proposed to the Board of Commissioners for consideration, who may by ordinance adopt them with or without amendment; and

WHEREAS, the Board of Commissioners and the Civil Service Commission conducted a joint meeting on August 4, 2020 to discuss personnel rules and their application; and

WHEREAS, at that joint meeting on August 4, 2020, the Board of Commissioners requested that the Civil Service Commission, working in conjunction with the City Manager and the City Attorney's Office, develop a proposed replacement to the current personnel policy which has not kept up with changes in employment law and which otherwise was not as clear and comprehensive as the Board of Commissioners desires; and

WHEREAS, the Civil Service Commission, City Manager, and City Attorney's Office have now completed the lengthy collaborative process requested by the Board of Commissioners, and the City Manager has submitted the recommended new personnel policy (which is attached hereto and made a part hereof) to the Board of Commissioners for its consideration; and

WHEREAS, pursuant to the minutes of the Civil Service Commission, it has approved of the provisions set forth in the proposed new personnel policy and recommends their adoption; and

WHEREAS, the Board of Commissioners, having received the recommendation of its Civil Service Commission and the City Manager, and upon having received relevant advice from the City Attorney's Office, and after having conducted a public hearing allowing citizens to provide input, finds that it is in the best interests of the City to adopt the proposed personnel policy attached to this Ordinance; and

WHEREAS, the Board of Commissioners wish to repeal Ordinance 2019-13.

NOW, THEREFORE, BE IT ORDAINED by the Board of City Commissioners of City of Madeira Beach, Florida, that:

Section 1. The 2024 Madeira Beach Personnel Policy, Rules, and Procedures Manual, attached hereto as **Exhibit A** and made a part hereof, is hereby adopted. The effective date of the new personnel policy shall be 12:01 a.m., Sunday April 6th 2025.

Section 2. Ordinance 2019-13 (which adopted the current City personnel policy) is hereby repealed in its entirety. The effective date of this Section 2 shall be the same effective date as the new policy set forth in Section 1 of this Ordinance.

Section 3. Pursuant to Florida Statutes § 166.041(4), this Ordinance shall take effect immediately upon adoption.

PASSED AND ADOPTED BY THE BOARD OF COMMISSIONERS OF THE CITY OF MADEIRA BEACH, FLORIDA, THIS _____ day of _____, 2025.

Anne-Marie Brooks, Mayor

ATTEST:

Clara VanBlargan, MMC, MSM, City Clerk

APPROVED AS TO FORM:

Thomas J. Trask, City Attorney

PASSED ON FIRST READING: _____

PUBLISHED: _____

PASSED ON SECOND READING: _____