

**RESOLUTION NO. 2022 - 24**

**A RESOLUTION OF THE CITY COMMISSION OF THE CITY OF PAHOKEE, FLORIDA, APPROVING AMENDMENTS TO THE CITY OF PAHOKEE'S PERSONNEL RULES AND REGULATIONS AS SET FORTH IN EXHIBIT "A" HERETO; PROVIDING AN EFFECTIVE DATE.**

**WHEREAS**, the City of Pahokee City Commission ("City Commission") desires to amend its Personnel Rules and Regulations as set forth in Exhibit "A" hereto; and

**WHEREAS**, the Personnel Rules and Regulations serve as guidelines and policies for governance of personnel matters for all city employees, including employee conduct, workplace conditions, drug and alcohol policies, policies that implement state and federal employment laws, and other aspects of public employment and city service; and

**WHEREAS**, these Rules and Regulations are intended to apply to all city employees that do not have an employment contract with the City and to all city employees with employment contracts that do not already address these policy issues; and

**WHEREAS**, the policies contained in Personnel Policy and Employee Manual, attached to this resolution as Exhibit A, and incorporated herein by this reference, are general guidelines for the City's current employment practices and workplace procedures. They are not intended to be a contract, expressed or implied, or any type of promise or guarantee of specific treatment upon which employees may rely, nor a guarantee of employment of any specific duration; and

**WHEREAS**, City Commission desires to amend the Personnel Rules and Regulations to: 1) prohibit pets in the workplace absent certain exceptions supported by state or federal law; 2) prohibit personal deliveries to the workplace of any kind; and 3) establish standard travel reimbursement rates, procedures, and limitations, with certain justifiable exceptions and exemptions, applicable to all employees in accordance with §112.061, Florida Statutes; and

**WHEREAS**, amendment of the City of Pahokee's Personnel Rules and Regulations is in the best interest of the City.

**NOW THEREFORE, BE IT RESOLVED BY THE CITY COMMISSION OF THE CITY OF PAHOKEE, FLORIDA, AS FOLLOWS:**

**Section 1.** Adoption of Representations. The foregoing "Whereas" clauses are hereby ratified and confirmed as being true, and the same are hereby made a specific part of this Resolution.

**Section 2.** Authorization and Approval. The City Commission of the City of Pahokee hereby adopts, authorizes and approves amendments to the City's Personnel Rules and Regulations, as set forth in Exhibit "A" hereto.

**Section 3.** Authority of Interim City Manager. The Interim City Manager is hereby authorized to take all necessary and expedient action to effectuate the intent of this Resolution.

**Section 4.** Effective Date. This Resolution shall be effective immediately upon its passage and adoption.

**PASSED and ADOPTED** this 14th day of June 2022.

\_\_\_\_\_  
Keith W. Babb, Jr., Mayor

**ATTEST:**

\_\_\_\_\_  
Tijauna Warner, City Clerk

**APPROVED AS TO FORM AND  
LEGAL SUFFICIENCY:**

\_\_\_\_\_  
Burnadette Norris-Weeks, P.A.  
City Attorney

Moved by: \_\_\_\_\_

Seconded by: \_\_\_\_\_

**VOTE:**

Commissioner Boldin	_____ (Yes)	_____ (No)
Commissioner Gonzalez	_____ (Yes)	_____ (No)
Commissioner Perez	_____ (Yes)	_____ (No)
Vice-Mayor Murvin	_____ (Yes)	_____ (No)
Mayor Babb	_____ (Yes)	_____ (No)