

#14(b)

RESOLUTION
NO. 2016-10

A RESOLUTION OF THE CITY OF FELLSMERE, INDIAN RIVER COUNTY, FLORIDA, AMENDING RESOLUTION 91-K, ADOPTED ON NOVEMBER 14, 1991, ADOPTING THE STANDARD PROCEDURES FOR ALL CITY PERSONNEL; SPECIFICALLY SECTION 3, STANDARDS OF CONDUCT, SECTION 3.02, EQUAL OPPORTUNITY AND NON-DISCRIMINATION BY ADDING NEW LANGUAGE TO MEET WITH THE FEDERAL REQUIREMENTS AND CONFORMING WITH THE STATE OF FLORIDA POLICIES PURSUANT TO THE CDBG PROGRAM REQUIREMENTS; PROVIDING FOR SEVERABILITY AND PROVIDING FOR AN EFFECTIVE DATE.

WHEREAS, the City of Fellsmere desires updating its policies and procedures and

WHEREAS, this specific section has not been modified in numerous years.

NOW THEREFORE, BE IT RESOLVED by the City Council of the City of Fellsmere, Florida, as follows:

SECTION 1. That Section 3.02, Equal Opportunity & Non-Discrimination be amended to read as follows, in Attachment "A". The Clerk is directed to provide this information to staff for incorporation in their Office Manuals.

SECTION 2. That this Resolution shall take effect immediately upon its passage and effective date of the newly adopted CDBG AFFIRMATIVE ACTION POLICY.

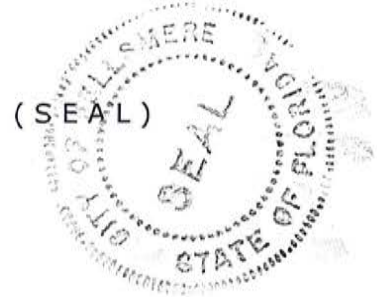
The foregoing Resolution was read by title only and moved for adoption by Council Member Herrera, and the motion was seconded by Council Member Savage, and upon being put to a vote, the vote was as follows:

Mayor Joel Tyson	<u>ayes</u>
Council Member Fernando R. Herrera	<u>ayes</u>
Council Member Gerald J. Piper	<u>absent</u>
Council Member Sara J. Savage	<u>ayes</u>
Council Member Jessica Salgado	<u>ayes</u>

The Mayor thereupon declared the Resolution adopted this 4th day of February, 2016.

Joel Tyson
Joel Tyson, Mayor

ATTEST:
Deborah C. Krages
Deborah C. Krages CMC, City Clerk
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ATTACHMENT A
EQUAL EMPLOYMENT OPPORTUNITY POLICY

A. PURPOSE AND SCOPE

The City of Fellsmere is committed to ensuring that all applicants and employees are afforded equal opportunities in all employment actions with the City of Fellsmere.

B. DIRECTIVES

1. The issue of equal employment is of great importance to the City of Fellsmere and to its management staff.
2. All applicants and employees shall be afforded equal employment opportunity regardless of race, color, age, gender, religious creed, national origin, disability status, marital status, citizenship, genetics, or any other status protected by law.
3. Equal employment opportunity shall be provided in all employment actions including, but not limited to, hiring, job assignment, retention, opportunities for training and development, pay, benefits, promotion, demotion, transfer, layoff, termination, and ethics and standards of personal conduct.
4. Applicants and employees who meet all regular employment standards, and are otherwise qualified, shall be given reasonable accommodations and access for known disabilities, providing that the accommodation will not create an undue hardship on the employer and/or prevent the proper performance of the essential duties and responsibilities of the job.
5. It is the City's intent to promote full realization of equal employment opportunity through positive continuing programs.
6. It is the responsibility of City supervisors and management staff to ensure that policies, procedures, management practices, and other supervisory activities are in full compliance with the intent of this policy.

C. RESERVATION OF AUTHORITY

The authority to issue or revise this policy is reserved to the City Council of Fellsmere.