

Lee County Board Of County Commissioners
Agenda Item Summary

Blue Sheet No. 20020360

1. REQUESTED MOTION:

ACTION REQUESTED:

Adoption of the resolution to amend the Administrative Code 6-1

WHY ACTION IS NECESSARY:

To clarify intent of Lee County Policy 007

WHAT ACTION ACCOMPLISHES:

Updates policy as proposed by BoCC

2. DEPARTMENTAL CATEGORY:
COMMISSION DISTRICT #:

Countywide **ALA**

MEETING DATE:

04-23-2002

4. AGENDA:

CONSENT
 ADMINISTRATIVE
 APPEALS
 PUBLIC
 WALK ON
 TIME REQUIRED:

5. REQUIREMENT/PURPOSE:
(Specify)

STATUTE
 ORDINANCE
 ADMIN. CODE 6-1
 OTHER

6. REQUESTOR OF INFORMATION:

A. COMMISSIONER
B. DEPARTMENT Human Resources
C. DIVISION
BY: George A. Williams, Director

7. BACKGROUND:

Ongoing process to update, revise, and clarify intent of policies

8. MANAGEMENT RECOMMENDATIONS:

Follow Board's direction

9. RECOMMENDED APPROVAL:

A Department Director	B Purchasing or Contracts	C Human Resources	D Other	E County Attorney	F Budget Services Risk			G County Manager
<i>George A. Williams</i> 4/4/02		<i>George A. Williams</i> 4/4/02		<i>Budner</i> <i>Jesser</i>	OA RK 4/8	OM 4/11/02	Risk 4/5/02	GC 4-8-02 <i>[Signature]</i>

10. COMMISSION ACTION:

APPROVED
 DENIED
 DEFERRED
 OTHER

Rec. by CoAtty
Date: 4/4/02
Time: 3:00pm
Forwarded To:
4/11/02

RECEIVED BY
COUNTY ADMIN.
4/8/02
3pm
4/11 4/30

LEE COUNTY RESOLUTION NO. _____

A RESOLUTION OF THE LEE COUNTY BOARD OF COUNTY COMMISSIONERS RELATING TO AMENDMENTS TO THE LEE COUNTY ADMINISTRATIVE CODE AS ADOPTED BY LEE COUNTY ORDINANCE NO. 97-23; PROVIDING FOR APPROVAL OF CERTAIN AMENDMENTS TO THE LEE COUNTY ADMINISTRATIVE CODE; PROVIDING FOR SEVERABILITY; PROVIDING FOR AN EFFECTIVE DATE.

WHEREAS, the Board of County Commissioners is the governing body in and for Lee County, a political subdivision of the State of Florida; and,

WHEREAS, the Board of County Commissioners has previously enacted Lee County Ordinance No. 96-01, creating a charter form of government for Lee County pursuant to Section 125.80 and ff., Florida Statutes, and which was approved and ratified by the Electorate of Lee County on November 5, 1996; and,

WHEREAS, the Board of County Commissioners has previously enacted Lee County Ordinance No. 97-23, which adopted the Lee County Administrative Code pursuant to Section 2.2.E. of Ordinance No. 96-01, the Lee County Charter; and,

WHEREAS, Lee County Ordinance No. 97-23 at Section III allows and provides for amendments to the Lee County Administrative Code to be made by Resolution of the Board of County Commissioners at a regularly scheduled Board of County Commissioners' meeting; and,

WHEREAS, certain amendments to the Lee County Administrative Code are now being proposed, and the Board of County Commissioners finds that such proposed amendments are acceptable, serve a public purpose and are consistent with the terms

and conditions of Lee County Ordinance No. 96-01, the Lee County Charter.

NOW THEREFORE, BE IT RESOLVED BY THE BOARD OF COUNTY

COMMISSIONERS THAT:

1. The above preamble is hereby accepted and approved as being true and accurate, and is adopted and incorporated herein as if set out further at length.
2. The proposed amendment(s) to the Lee County Administrative Code 6-1 (attached hereto as Exhibit A), is (are) approved, and are hereby directed to be incorporated into the Lee County Administrative Code as indicated in the amendment(s).
3. The provisions of this Resolution are severable, and it is the intention to confer to the whole or any part of this Resolution, the powers herein provided for. If any of the provisions of this Resolution shall be held unconstitutional by any court of competent jurisdiction, the decision of such court shall not affect or impair any of the other remaining provisions of this Resolution. It is hereby declared to be the Board's legislative intent that this Resolution would have been adopted had such an unconstitutional provision not been included herein.
4. This Resolution shall become effective immediately upon its adoption by the Board of County Commissioners.

The foregoing Resolution was offered by Commissioner _____,
who moved its adoption. The motion was seconded by Commissioner _____

and, being put to a vote, the vote was as follows:

ROBERT JANES	_____
DOUGLAS ST. CERNY	_____
RAY JUDAH	_____
ANDREW COY	_____
JOHN E. ALBION	_____

DULY PASSED AND ADOPTED this _____ day of _____, 20_____.

ATTEST:
CHARLIE GREEN, CLERK

**BOARD OF COUNTY COMMISSIONERS
OF LEE COUNTY, FLORIDA**

By: _____
Deputy Clerk

By: _____
Chairman

APPROVED AS TO FORM:

By: _____
Office of the County Attorney

Policy:

It is the policy of the County that all employees know their own best interests and have the right to deal directly with their supervisor or manager regarding all working conditions without the interference intervention of outside parties or influence. Therefore, the County feels it is unnecessary and detrimental to have an outside third party, a union, in our working relationship with County employees.

Comments/Procedures:

007:1 GENERAL PROVISIONS

1. When management and employees work together for common goals, unions are unnecessary. The County strives to provide Lee County employees with safe and appropriate working conditions, fair and equitable wages and benefits, equal treatment and respect.
2. Lee County acknowledges that employees have the right to form, join, and participate in legally sanctioned employee organizations for the purpose of representation in matters of employment. Lee County does not and will not discriminate against any employee because of his or her membership or non-membership in any such organization.
3. Under the laws of the State of Florida, it is not necessary for employees to belong to a union or any other organization in order to hold any job with Lee County; nor is there any obligation to pay dues to a union. However, if a work unit is represented by a union all employees in those classifications are bound by the provisions of the collective bargaining agreement (union contract) whether they are dues paying members of the union or not.
4. ~~It is our belief that a union would not benefit employees, the County, nor the public we serve. It is therefore Lee County's intention, as permitted by state law, to oppose by lawful means any union that may seek to organize County employees. Lee County, to the extent permitted by law, may inform and educate it's employees as to the pros and cons of union representation and take any lawful action in regard to any proposed union bargaining unit, employee union election, or any related matter.~~

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**ADMINISTRATIVE CODE
BOARD OF COUNTY COMMISSIONERS**

CATEGORY: Human Resources/Employees	CODE NUMBER: AC-6-1
TITLE: Personnel Policies and Procedures Manual (Appendix "A")	ADOPTED: 8/3/88
	AMENDED: 5/11/94; 6/6/00; 6/27/00; 12/12/00; 12/19/00 5/08/01; 7/24/01; 2/12/02; 4/23/02
	ORIGINATING DEPARTMENT: Human Resources

PURPOSE/SCOPE:

This manual contains and describes all existing personnel policies, and was developed as a perpetual guideline for consistent interpretation of personnel policies.

This manual is part of this Administrative Code and is under separate cover as Appendix "A", Personnel Policies and Procedures Manual.

POLICY/PROCEDURE: