

RESOLUTION 2009-143

RESCINDED 10-28-13

Resolution 2009 - 143

A RESOLUTION OF THE BOARD OF COUNTY COMMISSIONERS OF NASSAU COUNTY, FLORIDA, AMENDING THE NASSAU COUNTY 1996 PERSONNEL POLICIES AND PROCEDURES.

WHEREAS, in 1996 the Nassau County Board of County Commissioners approved and adopted the Nassau County Personnel Policies and Procedures; a copy of which is distributed to each employee hired by Nassau County, Florida; and

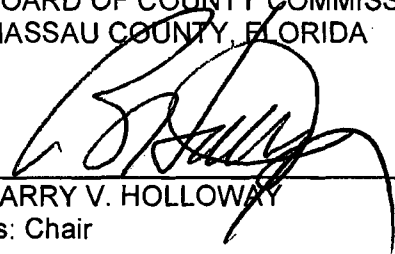
WHEREAS, the Personnel Policies and Procedures has been a significant feature for personnel administration for Nassau County; and

WHEREAS, the Personnel Policies and Procedures has been amended by the Board of County Commissioners, from time to time; and

WHEREAS, the County Coordinator has requested an addition establishing a policy concerning a reduction in force.

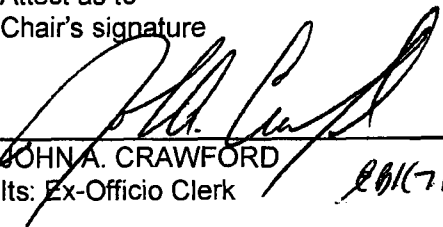
NOW, THEREFORE BE IT RESOLVED, by the Board of County Commissioners, Nassau County, Florida, duly assembled in open session this 27th day of July, 2009, does hereby approve said changes attached hereto; and be it further resolved, copies of these changes shall be provided to all employees no later than August 10, 2009.

BOARD OF COUNTY COMMISSIONERS
NASSAU COUNTY, FLORIDA




BARRY V. HOLLOWAY
Its: Chair

Attest as to
Chair's signature



JOHN A. CRAWFORD
Its: Ex-Officio Clerk *EBK 7/27/09*

Approved as to form by the
Nassau County Attorney:



DAVID A. HALLMAN

NASSAU COUNTY POLICY REDUCTIONS IN FORCE

Nassau County Commission may determine that a reduction in force (RIF) is necessary because of budgetary constraints, a condition of financial exigency, lack of work, program or grant discontinuation, technological changes or replacement, reorganization, elimination of positions or functions of the County, material changes in job descriptions or other reasons beyond the employer's control.

Notice of Reduction

Employees and/or positions selected for layoff will be provided with written notice at least fourteen calendar days where possible prior to the effective date of the layoff which will include:

- Expected date of separation;
- Other benefit information to include:
 - a. Annual leave pay
 - b. Sick leave pay
 - c. Severance salary continuation if any, and
 - d. Insurance Information

However, no minimum notice period is guaranteed prior to the effective date of the layoff.

Order of Layoff

If the Commission determines that a reduction in force is necessary, it will determine which positions and/or employees are subject to the layoff in a manner as it deems to be in the best interests of the County. In determining which positions and/or employees are subject to layoff the County Coordinator, in conjunction with the appropriate Department Head and/or Human Resources Department, may consider the following factors: the needs of the County, length of service in class and service with the County, job performance, qualifications, employment status such as temporary, seasonal, probationary, part-time or full-time status, and any other factor as needed.

In addition, in accordance with Chapter 295, Florida Statutes, some employees may be eligible for veterans' preference in retention if the BOCC determines that a layoff or reduction in force is necessary.

Leave Payout

Employees selected for layoff will be paid for any unused accumulated annual leave and any unused accumulated sick leave; consistent with the County's leave payout policies.

Placements

The County Coordinator at his/her discretion, in conjunction with the appropriate Department Head and/or Human Resources Department may make placements and reassignments of affected employees without posting job positions when said placements and reassignments would best utilize the skills of affected employees and absorb the greatest number of affected employees.

Placed or reassigned employees are not guaranteed their current salary and may have to meet an additional or extended probationary period.

Collective Bargaining Agreements and Employment Contracts

If a collective bargaining agreement or employment contract applies to an employee and/or position eliminated under this Policy and any provision of the collective bargaining agreement or contract conflicts with or is inconsistent with this Policy, the terms of the collective bargaining agreement or contract apply.

Unless otherwise provided by an applicable collective bargaining agreement or employment contract, a reduction in force shall not be subject to grievance or appeal. A reduction in force is not in anyway meant to be construed as a disciplinary action.