

ORDINANCE 21-\_\_

AN ORDINANCE OF THE CITY OF PORT ST. LUCIE, FLORIDA, PURSUANT TO SECTION 10.03 OF THE CHARTER OF THE CITY OF PORT ST. LUCIE, PROVIDING FOR THE ADOPTION OF AMENDED PERSONNEL RULES AND REGULATIONS; PROVIDING FOR THE REPEAL, AND DECLARING INEFFECTIVE, ALL PREVIOUSLY ADOPTED PERSONNEL RULES AND REGULATIONS INCONSISTENT WITH THE PERSONNEL RULES AND REGULATIONS HEREBY ADOPTED; PROVIDING FOR THE REPEAL OF ORDINANCES, RESOLUTIONS, AND POLICIES INCONSISTENT HEREWITH; PROVIDING THAT THERE SHALL BE ONE COMPREHENSIVE HANDBOOK COMPRISING THE PERSONNEL RULES AND REGULATIONS FOR THE CITY OF PORT ST. LUCIE, FLORIDA; PROVIDING FOR CONFLICT; PROVIDING FOR SEVERABILITY; AND PROVIDING AN EFFECTIVE DATE.

---

**WHEREAS**, pursuant to Section 10.03 of the Charter of the City of Port St. Lucie, Florida, the personnel director has prepared amended Personnel Rules and Regulations for the City of Port St. Lucie, Florida which have been approved by the City Manager and are hereby presented to the City Council for consideration and adoption; and

**WHEREAS**, the City of Port St. Lucie (the “City”) adopted personnel rules and regulations for bargaining unit and non-bargaining employees, which are reflected in two (2) separate documents applicable to each group; and

**WHEREAS**, due to substantive state legislative action over the years, changes to federal regulations, as well as the City’s desire to provide a unified system of employment policies and procedures to ensure that employees and prospective employees are uniformly treated in a manner consistent with applicable employment laws and regulations, the City’s existing Personnel Rules and Regulations require amendment; and

**WHEREAS**, the City Council finds that the adoption of one comprehensive document, applicable to all employees, to be known as the Personnel Rules and Regulations for the City of Port St. Lucie (hereinafter the “Personnel Rules”) is in the best interest and welfare of the City; and

**WHEREAS**, the City Council of the City of Port St. Lucie, Florida, desires to repeal and declare ineffective all previously adopted Personnel Rules and Regulations and implement a single document which shall be applicable to all employees thereby eliminating the dual versions; and

ORDINANCE 21-\_\_

**WHEREAS**, the Personnel Rules and Regulations, attached hereto as Exhibit “A” and incorporated herein by specific reference, shall supersede all previously adopted or enacted Personnel Rules and Regulations for the personnel of the City of Port St. Lucie, Florida.

**NOW, THEREFORE, THE CITY OF PORT ST. LUCIE HEREBY ORDAINS:**

Section 1. Ratification of Recitals. The foregoing recitals are hereby ratified and confirmed as true and correct and are hereby made a part of this Ordinance.

Section 2. Pursuant to Section 10.03 of the Charter of the City of Port St. Lucie, Florida, there is hereby adopted, effective June 14, 2021, the amended Personnel Rules and Regulations for the City of Port St. Lucie, Florida, in substantially the same form as set forth in Exhibit “A” attached hereto and incorporated herein.

Section 3. The Personnel Rules and Regulations adopted by this Ordinance shall repeal, replace, and declare ineffective, all previously adopted Personnel Rules and Regulations in their entirety. The Personnel Rules supersede all existing City policies, unless Collective Bargaining Agreements are in place, in which case the terms and conditions of employment contained within the Collective Bargaining Agreements shall prevail.

Section 4. The Human Resources Department of the City of Port St. Lucie is hereby directed to incorporate the amended rules approved hereby into one comprehensive handbook of Personnel Rules and Regulations for the City of Port St. Lucie, Florida. A copy of the Personnel Rules shall be provided to each City employee and each employee shall sign an acknowledgment and receipt thereafter.

Section 5. Conflict. If any ordinances, or parts of ordinances, are in conflict herewith this Ordinance shall control to the extent of the conflicting provisions.

Section 6. Severability. The provisions of this Ordinance are intended to be severable. If any provision of this Ordinance is determined to be void or is declared illegal, invalid, or unconstitutional by a Court of competent jurisdiction, the remainder of this Ordinance shall remain in full force and effect.

Section 7. Effective Date. This Ordinance shall become effective immediately upon final adoption on second reading.

ORDINANCE 21-\_\_

**PASSED** this 24<sup>th</sup> day of May 2021, upon first reading.

**PASSED AND ADOPTED** by the City Council of the City of Port St. Lucie, Florida, this 14<sup>th</sup> day of June 2021, upon second and final reading.

CITY COUNCIL  
CITY OF PORT ST. LUCIE

By: \_\_\_\_\_  
Gregory J. Oravec, Mayor

ATTEST:

\_\_\_\_\_  
Sally Walsh, City Clerk

APPROVED AS TO FORM:

\_\_\_\_\_  
James D. Stokes, City Attorney