

**RESOLUTION ESTABLISHING CERTAIN
EMPLOYMENT AND BENEFIT PROVISIONS
FOR THOSE EMPLOYEES CALLED TO
ACTIVE MILITARY DUTY DUE TO THE
MIDDLE EAST CRISIS**

WHEREAS, it is recognized that several Board of County Commissioner employees have been placed on alert or been called to active duty due to the Middle East Crisis; and

WHEREAS, these employees have already demonstrated their loyalty and dedication to their Country and community by serving in the Armed Forces of the United States; and

WHEREAS, these employees are now being called upon to again serve their Country during the Middle East Crisis; and

WHEREAS, such employees called to active duty are required by law to report for said duty; and

WHEREAS, it is the desire of the Board of County Commissioners to provide for the continued employment and return to County service upon completion of this service obligation and continuation of certain benefits,

NOW THEREFORE BE IT RESOLVED, that in addition to existing County policy and other statutory requirements, the following provisions will be made for those employees called to active duty status during the Middle East Crisis:

- 1) Departments/Offices under the Board of County Commissioners will not fill positions held by employees called to active duty due to the Middle East Crisis, except for those critical positions where the public health, safety and welfare may be affected. OPS (temporary) employees are exempt from the provisions of this Resolution. Examples of those types of positions include, but are not limited to:
 - Emergency Medical Technician (EMT)
 - Paramedic
 - Emergency Dispatcher
 - Water/Wastewater Plant Operator
 - Supervisory or managerial positions responsible for supervising the above critical positions.
- 2) Departments/Offices may fill those positions deemed critical without manning level adjustments.
- 3) The duties of a position not deemed critical to the public health, safety and welfare may be fulfilled by placing an existing employee in acting status or by hiring an OPS (temporary) employee.

- 4) Employees being considered for employment to perform duties in conjunction with the absence of an employee on active duty status, will be informed by the hiring department/office prior to employment that they may be dismissed upon the return of the active duty status employee.
- 5) The County will offer re-employment in a similar or equivalent position should the affected employee's previous position or function be eliminated due to organizational or fiscal considerations, or filled due to the position being deemed a critical position, if the employee provides notification as established in 6) below.
- 6) Employees on active duty status will have ninety (90) days from the completion of their military obligation to notify their department/office, in writing, of their intention to return to their former or equivalent position and to provide evidence of their ability to physically perform all duties.
- 7) An employee on active duty status may inform their department/office in writing at any time during their absence that they do not intend to return to work.
- 8) To the extent allowed by Manatee County's contract for group health insurance coverage, the affected employee's personal health insurance coverage will be paid for by the County and continued during the approved leave of absence. Dependent insurance, if in effect at the time of being called to active duty status, must be paid for by the employee to continue coverage.
- 9) In the event of changed circumstances affecting the Middle East Crisis, including but not limited to a nationally declared state of emergency or war, the Board of County Commissioners may take such other action or modify this resolution as may be in the best interest of the health safety and welfare of the residents and citizens of Manatee County.
- 10) The duration of the provisions of this resolution will not exceed one (1) year from the date of approval by the Board of County Commissioners.

ADOPTED in open session, a quorum present and voting, this 30th day of August, 1990.

BOARD OF COUNTY COMMISSIONERS
OF MANATEE COUNTY, FLORIDA

By:

Francis H. Glass

ATTEST: R. B. SHORE
Clerk of the Circuit Court

