

RESOLUTION R - 08-093

A RESOLUTION OF THE BOARD OF COUNTY COMMISSIONERS OF MANATEE COUNTY, FLORIDA, AUTHORIZING USE OF COUNTY STAFF AND ASSETS TO FACILITATE EMPLOYEE PARTICIPATION IN TOASTMASTERS ACTIVITIES; MAKING RELATED FINDINGS; PROVIDING FOR SEVERABILITY; AND PROVIDING FOR AN EFFECTIVE DATE.

WHEREAS, Manatee County seeks to develop new ways for its employees to expand and improve County job-related skills and abilities which will in turn allow for better performing and more promotion-worthy employees; and

WHEREAS, many County positions require, from time to time, that employees speak in public, whether for presentations to the Board of County Commissioners, to other staff persons, at conferences or to members of the public or press; and

WHEREAS, Manatee County desires that when such employees engage in such public presentations they bring credit upon themselves and the County through effective, professional presentations; and

WHEREAS, Toastmasters International, Inc., is a California non-profit corporation founded in 1924 with an international presence and which operates, through local clubs, to provide the tools for persons to hone their public speaking skills; and

WHEREAS, many top business, social and political leaders have benefited from their participation in Toastmasters-developed public speaking tools and methods; and

WHEREAS, the Board of County Commissioners of Manatee County finds that it is in the County's best interests and that there is a valid public purpose to authorize limited and reasonable use of County assets and staff time to facilitate its employees' participation in Toastmasters activities.

NOW, THEREFORE, BE IT RESOLVED by the Board of County Commissioners of Manatee County, Florida, that:

1. The County Administrator or designee is authorized to permit County staff to develop or help facilitate the creation of a Toastmasters club for County employees, or to facilitate such employees participation in any currently-established club in Manatee County.
2. Reasonable, limited use of County assets, including computer postings, interoffice mail, and use of display case areas, are also authorized as the Administrator or designee deems necessary and appropriate.
3. Actual voluntary participation in Toastmaster activities by employees shall by default be during non-working, non-compensated hours. However, should the County Administrator or other authorized management determine that certain employees should participate in such activities due to a current need to improve public speaking skills, such employees may be authorized or directed to participate in such activities as a compensable training activity.

4. All such participation shall be contingent upon the approval of the employee's department and where participation in any such activities may create a conflict with the employee's primary work duties, or would otherwise disrupt County operations, employees may be instructed to re-schedule participation to a different time.
5. To the extent the employee is authorized or directed to participate in Toastmaster activities as a compensable training activity, the County Administrator is authorized to pay any dues for materials or fees related to such employee's participation, to the extent Board-approved training funds are available for such purposes.

BE IT FURTHER RESOLVED that this Resolution shall be effective immediately upon adoption.

BE IT FURTHER RESOLVED that any existing Resolution or portion thereof of the Board of County Commissioners which contains terms or provisions which are in direct conflict with and cannot be harmonized with the provisions of this Resolution shall, as to such terms or provisions, be deemed as superseded by this Resolution.

BE IT FURTHER RESOLVED that the provisions of this Resolution are severable such that the invalidity of any one provision shall not operate to invalidate any other provision.

PASSED AND DULY ADOPTED by the Board of County Commissioners of Manatee County, Florida, with a quorum present and voting, this 8th day of April, 2008.

ATTEST:
R.B. SHORE
CLERK OF THE CIRCUIT COURT

By: *Susan A. Romine*
Deputy Clerk

**BOARD OF COUNTY COMMISSIONERS
MANATEE COUNTY, FLORIDA**

By: *Jane von Hahmann*

Jane von Hahmann, Chairman

