

**CITY OF KEY COLONY BEACH, FLORIDA  
RESOLUTION NO. 2025-15**

**A RESOLUTION OF THE CITY OF KEY COLONY BEACH,  
FLORIDA, APPROVING THE REVISED PERSONNEL POLICY  
MANUAL; REPEALING ALL PRIOR POLICIES IN CONFLICT  
HEREWITH; PROVIDING FOR IMPLEMENTATION; AND  
PROVIDING FOR AN EFFECTIVE DATE.**

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**WHEREAS**, the City of Key Colony Beach, Florida (the "City"), maintains a Personnel Policy Manual to provide guidance and consistency in the administration of personnel matters for City employees; and

**WHEREAS**, the City Commission has reviewed and approved updates to the Personnel Policy Manual to ensure compliance with applicable federal, state, and local laws, and to reflect current operational practices and standards; and

**WHEREAS**, the revised Personnel Policy Manual is intended to promote fairness, transparency, and efficiency in City employment practices, and to provide clear direction to employees and supervisors regarding expectations and responsibilities; and

**WHEREAS**, the City Commission finds it in the best interest of the City and its employees to adopt the revised Personnel Policy Manual as presented and made available for public review prior to adoption.

**NOW, THEREFORE, BE IT RESOLVED BY THE CITY COMMISSION  
OF THE CITY OF KEY COLONY BEACH, FLORIDA, AS FOLLOWS:**

**Section 1.** This Resolution is adopted pursuant to Sections 166.021 and 166.041, Florida Statutes, and other applicable provisions of law.

**Section 2.** The City Commission hereby approves and adopts the Revised Personnel Policy Manual, attached hereto and incorporated herein by reference as Exhibit "A."

**Section 3.** All prior personnel policies, rules, or procedures inconsistent with the provisions of the revised Personnel Policy Manual are hereby repealed.

**Section 4.** The Mayor, or his/her designee, is hereby authorized to implement and administer the provisions of the revised Personnel Policy Manual and to make minor administrative amendments as necessary to maintain compliance with applicable law and City policy direction.

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**Section 5.** If any clause, section, or provision of this Resolution shall be declared unconstitutional or invalid for any reason, the remaining portions shall remain in full force and effect.

**Section 6.** This Resolution shall take effect immediately upon its adoption.


**PASSED AND ADOPTED** by the Commission of the City of Key Colony Beach, Florida, at its regular meeting held on the 20<sup>th</sup> day of November 2025.

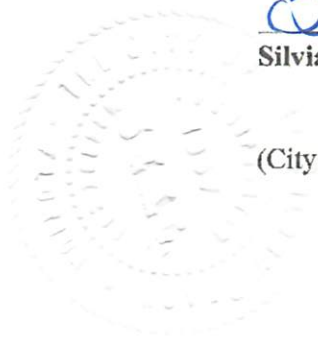
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SIGNATURE PAGE TO FOLLOW]**

**FINAL VOTE AT ADOPTION  
CITY COMMISSION OF KEY COLONY BEACH**

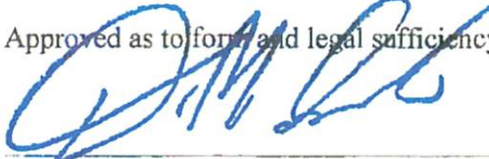
Mayor Foster	NO _____	YES <input checked="" type="checkbox"/>
Vice Mayor Colonell	NO _____	YES <input checked="" type="checkbox"/>
Commissioner Harding	NO _____	YES <input checked="" type="checkbox"/>
Commissioner DiFransico	NO _____	YES <input checked="" type="checkbox"/>
Commissioner Diehl	NO _____	YES <input checked="" type="checkbox"/>

  
\_\_\_\_\_  
**Freddie Foster, Mayor**

  
\_\_\_\_\_  
**Silvia Roussin, City Clerk**



(City Seal)

Approved as to form and legal sufficiency:  
  
\_\_\_\_\_  
**Dirk Smits, City Attorney**