

FORT WALTON BEACH CODE

**CHAPTER 6  
HUMAN RESOURCES, PERSONNEL, AND CIVIL RIGHTS**

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### CHAPTER 6 HUMAN RESOURCES, PERSONNEL, AND CIVIL RIGHTS

**6.01 HUMAN RIGHTS, NON-DISCRIMINATION POLICY:** It is hereby declared to be the policy of the city, in the exercise of its police power for the public safety, public health and general welfare, to ensure equal opportunity to all citizens, regardless of race, color, religion, sex, national origin, place of birth, age (provided the person has the capacity to contract), marital status, ancestry, military status or physical disability. The city manager shall adopt administrative rules and procedures to carry out this policy.

#### 6.02 PERSONNEL

**6.02.01 Expenses for City Personnel:** The amount of expenses which may be paid from public funds for per diem, mileage or meals shall be established by administrative policy. The city manager shall develop, issue, maintain and amend from time to time an administrative policy regulating the administration of the expenditure of public funds for the payment of travel expenses by the city.

**6.02.02 Benefits Options for Terminating Employees:** City administrative personnel are hereby directed to instruct all terminating employees who have accrued retirement benefits available, of their options to receive a lump sum payment or to defer, at their discretion, the receipt of all benefits until the normal retirement date.

#### 6.03 BENEFITS FOR MAYOR AND COUNCIL

**6.03.01 Entitlement to Coverage:** The mayor and any councilmember, during their respective terms of office, are each eligible, at their request, for enrollment in the city's medical, dental and life insurance plans then in existence, individual or family coverage, with 100 percent of the premium paid by the city.

**6.03.02 Continuation of Coverage:** The mayor and any councilmember enrolled in such plans, upon termination of their term of office, regardless of reason, are each eligible, at their request, for continued enrollment in the plan, individual or family coverage, with 100 percent of the premium paid by the enrolled member.

**6.03.03 No Adverse Effects on Rights to COBRA:** Nothing in this section is intended to adversely affect the rights inuring to a councilmember or the mayor during or after each respective term of office pursuant to 42 USC Section 300 (COBRA).

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**6.03.04 City's Right to Alter or Cancel:** Neither application nor acceptance for enrollment in the plan shall be construed as granting a contractual right or entitlement to enrollment in the plan. Continuance of eligibility to enroll in the plan is not assumed as a contractual obligation of the city, and the right is reserved, at any time, to alter, reduce, suspend or discontinue the plan or eligibility for enrollment in the plan by the mayor and council members, past or then so serving.

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TABLE OF HISTORICAL NOTES AND REFERENCES**

| <b>2005 Code Section</b> | <b>1992 Code Section</b> | <b>State Law References/<br/>Other Historical Notes</b>   |
|--------------------------|--------------------------|---|
| Code Section             | 2004 Code Section        | State Law References/Other Historical Notes   |
| 6.01                     | Ch 19                    | Ord. 1676 (11-22-05) [Amended to be consistent with general law]                                    |
| 6.02.01                  | 27-1 (a, c)              | Code 1985, § 280.01; Ord. 1119, § 1(1-22-91); Ord. 1327, §§ I, II (10-14-97)<br>Ord 1849 (4-26-11)  |
| 6.02.02                  | 27-1 (a) (in part)       | Code 1985, § 280.01; Ord. 1119, § 1(1-22-91); Ord. 1327, §§ I, II (10-14-97)<br>Ord. 1849 (4-26-11) |
| 6.02.03                  | 27-1(b, d)               | Code 1985, § 280.01; Ord. 1119, § 1(1-22-91); Ord. 1327, §§ I, II (10-14-97)<br>Ord. 1849 (4-26-11) |
| 6.02.04                  | 27-3                     | Code 1985, § 280.03; Res. 86-42 (9-9-86)  |
| 6.03.01                  | 27-4(a)                  | Code 1985, § 280.04; Ord. 1038 (5-23-89); Ord. 1644 (6-30-05)                                       |
| 6.03.02                  | 27-4(b)                  | Code 1985, § 280.04; Ord. 1038 (5-23-89)  |
| 6.03.03                  | 27-4(c)                  | Code 1985, § 280.04; Ord. 1038 (5-23-89)  |
| 6.03.04                  | 27-4(d, e)               | Code 1985, § 280.04; Ord. 1038 (5-23-89)  |