

**RESOLUTION NO. 2022-14**

**A RESOLUTION OF THE TOWN COUNCIL OF THE TOWN OF HILLIARD, FLORIDA, A MUNICIPAL CORPORATION, ADOPTING A TOWN POLICY REGARDING HUNTING ON TOWN PROPERTY; AMENDING THE TOWN OF HILLIARD PERSONNEL POLICY MANUAL TO BAN HUNTING ON TOWN PROPERTY; AND PROVIDING FOR AN EFFECTIVE DATE.**

**WHEREAS**, the Town of Hilliard supports all valid, constitutional laws, be they at the local, state, or federal level and encourages that its citizens follow those laws;

**WHEREAS**, the Town of Hilliard has expressed in general terms both by policy and its Personnel Policy Manual that its employees must follow all laws and continues to demand such compliance from its employees, contractors, and vendors;

**WHEREAS**, legal recreational hunting is an important cultural activity for many residents of the Town of Hilliard, but it is heavily regulated and it is illegal to trespass under any circumstances;

**WHEREAS**, recent events necessitate the Town of Hilliard closely examining and improving its policies regarding hunting and safety on Town property;

**WHEREAS**, the Town of Hilliard desires and expressing a ZERO TOLERANCE policy regarding any person recreationally hunting on property that is owned, leased, or managed by the Town; and

**WHEREAS**, the Town of Hilliard desires to amend its Personnel Policy Manual to reflect its ZERO TOLERANCE policy for its employees, contractors, vendors, guests, and licensees on Town property.

**NOW THEREFORE BE IT RESOLVED**, that the Town Council of the Town of Hilliard hereby resolves to adopt the following policy regarding hunting on Town property:

**SECTION 1.** The Town of Hilliard hereby expresses its ZERO TOLERANCE policy for any type of recreational hunting on property owned, leased, or managed by the Town. This ZERO TOLERANCE policy shall apply to employees, contractors, and vendors.

**SECTION 2.** As part of its ZERO TOLERANCE strategy, the Town hereby amends Section 103 of the Town of Hilliard's Personnel Policy Manual in the following manner:

The successful business operation and reputation of the Town is built upon the principles of fair dealing and ethical conduct of our employees. Our reputation for integrity and excellence requires careful observance of the spirit and letter of all applicable laws and regulations, as well as a scrupulous regard for the highest standards of conduct and personal integrity. The following policies will govern business ethics and conduct:

1. No Town employee shall accept a gift, favor or service from any person, firm or corporation which transacts business with the Town in return for any favorable treatment, promise of favorable treatment or any other action by the Town employee.
2. No Town employee shall use or attempt to use his/her position to secure special privileges, favors or exemptions for self or others, except as may be provided by policy and/or law.
3. No Town employee shall accept employment or engage in any activity which would require the employee to disclose confidential information acquired from the employee's position with the Town or disclose confidential information for personal gain or benefit.
4. Any Town employee who is an officer, director, agent or member of, or owns an interest in, any corporation, firm partnership, or other business entity which is subject to the regulation of, or which has substantial business commitments with the Town, shall file a sworn statement to this affect with the Town.
5. No Town employee shall transact any official Town business with any business entity of which the employee is an officer, director, agent or member, or in which an interest is owned.
6. No employee shall have personal investments in any enterprise which will create a substantial conflict between private interest and public interest.
7. No Town employee will engage in the harassment of co-workers or members of the general public to include harassment involving race, age, religion, color, sex, handicapping condition, sexual orientation or any other basis protected by law, rule or ordinance.

The continued success of the Town is dependent upon the trust of the citizens we support and we are dedicated to preserving that trust. Employees owe a duty to the Town and its citizens to act in a way that will merit the continued trust and confidence of the public. Further, employees owe a duty to the Town and its citizens to ensure its actions do not endanger the Town or its citizens by disregarding safety conventions or by recreationally hunting on Town property, which is expressly forbidden as described elsewhere in this Manual.

The Town will comply with all applicable laws and regulations an expects its council members, officials and employees to conduct business in accordance with the letter, spirit, and intent of all relevant laws and to refrain from any illegal, dishonest, or unethical conduct. This includes not recreationally hunting on property that is owned, leased, or managed by the Town.

In general, the use of good judgment, based on high ethical principles, should guide you with respect to lines of acceptable conduct. If a situation arises where it is difficult to determine the proper course of action, the matter should be discussed openly with your immediate supervisor and, if necessary, with the Mayor.

Compliance with this policy of business ethics and conduct is the responsibility of every Town employee. Disregarding or failing to comply with this standard of business ethics and conduct could lead to disciplinary action, up to and including termination of employment.

**SECTION 3.** As part of its ZERO TOLERANCE strategy, the Town hereby amends Section 103 of the Town of Hilliard's Personnel Policy Manual in the following manner:

To assist in providing a safe and healthful work environment for employees, customers, and visitors, the Town has established a workplace safety program. This program is a top priority for the Town. Town supervisors have responsibility for implementing, administering, monitoring, and evaluating the safety program. Its success depends on the alertness and personal commitment of all.

Additionally, the Town has established a ZERO TOLERANCE policy for recreational hunting by any person on property that is owned, leased, or managed by the Town. This is an important policy to the Town because it will ensure the safety of the public in or around Town property.

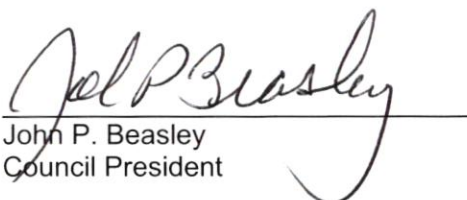
The Town provides information to employees about workplace safety and health issues through regular internal communication channels such as supervisor-employee meetings, bulletin board postings, memos, or other written communications.

Employees and supervisors receive periodic workplace safety training. The training covers potential safety and health hazards and safe work practices and procedures to eliminate or minimize hazards.

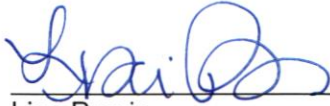
Each employee is expected to obey safety rules and to exercise caution in all work activities, including abiding by the Town's ZERO TOLERANCE policy on recreational hunting on Town property. Employees must immediately report any unsafe condition to the appropriate supervisor. Employees who violate safety standards, who cause hazardous or dangerous situations, or who fail to report or, where appropriate, remedy such situations, may be subject to disciplinary action, up to and including termination of employment.

**SECTION 4.** This Resolution shall become effective upon adoption.

Adopted this 6th day of October, 2022, by the Hilliard Town Council, Hilliard, Florida.

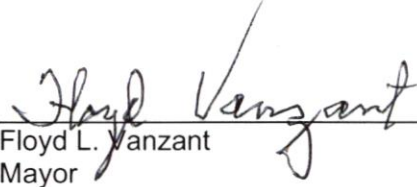
  
John P. Beasley  
Council President

ATTEST:



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Lisa Purvis  
Town Clerk

APPROVED:



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Floyd L. Vanzant  
Mayor