

LAKELAND REGIONAL SEWER DISTRICT

RESOLUTION NO. 2023-07

A RESOLUTION ELECTING TO ADOPT THE LAKELAND REGIONAL SEWER DISTRICT EMPLOYEE HANDBOOK.

WHEREAS, the Board of Trustees (“the Board”) of the Lakeland Regional Sewer District (“the District”) adopts the following resolutions of the District at a meeting duly noticed and held on December 20, 2023; and

WHEREAS, the Board desires a comprehensive set of general guidelines and policies governing all personnel matters for District employees, including employee conduct, workplace conditions, drug and alcohol policies, policies that implement state and federal employment laws, and other aspects of public employment and District services; and

WHEREAS, these policies are intended to apply to all District employees that do not have an employment contract with the District and to all District employees with employment contract that do not already address these policy issues; and

WHEREAS, the policies contained in the Lakeland Regional Sewer District Employee Handbook (“Handbook”), attached to this Resolution as Exhibit A, and incorporated herein by this reference, are general guidelines for the District’s current employment practices and workplace procedures. They are not intended to be a contract, expressed or implied, or any type of promise or guarantee of specific treatment upon which employees may rely, nor a guarantee of employment of any specific duration; and

WHEREAS, a draft of the Handbook was provided to the Board for their review and comment.

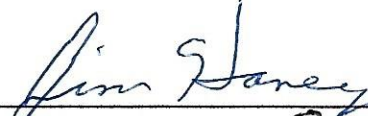
NOW, THEREFORE, BE IT RESOLVED THAT:

1. The Board of Trustees of the Lakeland Regional Sewer District have reviewed the Lakeland Regional Sewer District Employee Handbook.
2. The Handbook attached hereto as Exhibit A and incorporated herein by this reference is adopted as the District’s personnel policies and shall be applicable to all employees, unless preempted by state or federal law or in conflict with an existing employment contract.

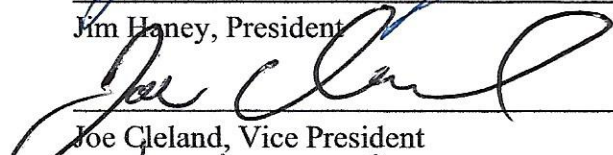
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ALL OF WHICH IS DULY RESOLVED THIS 20th DAY OF DECEMBER 2023.


LAKELAND REGIONAL SEWER DISTRICT



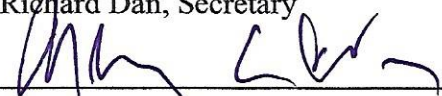
Jim Honey, President




Joe Cleland, Vice President



Richard Dan, Secretary



Mike DeWald, Treasurer



Cullen Reece



Mark Koehler

Jack Bonewits

ATTEST:
