

CENTRAL FLORIDA EXPRESSWAY AUTHORITY

MEMORANDUM

DATE: December 1, 2015

TO: CFX Board Members

FROM: Laura Kelley, Executive Director 

COPIES: Darleen Mazzillo, Executive Assistant

SUBJECT: Policy Regarding the Executive Director and Personnel Matters

Board approval is requested to eliminate the attached policy regarding the authority of the Executive Director to take certain actions as the Executive Director deems appropriate with regard to personnel matters. This policy is unnecessary because the Executive Director's contract sufficiently addresses these issues.

R E S O L U T I O N N O . 2 0 0 5 - 041

A RESOLUTION OF THE ORLANDO-ORANGE COUNTY EXPRESSWAY AUTHORITY CONFIRMING THE AUTHORITY OF THE EXECUTIVE DIRECTOR TO TAKE CERTAIN ACTIONS AS THE EXECUTIVE DIRECTOR DEEMS APPROPRIATE WITH REGARD TO PERSONNEL MATTERS AND PROVIDING AN EFFECTIVE DATE.

WHEREAS, the Executive Director of the Orlando-Orange County Expressway Authority serves pursuant to a written contract between the Executive Director and the Authority; and,

WHEREAS, the Executive Director is deemed to have all lawful powers and duties necessary to execute the policies from time to time established by this Board and to administer the day to day operations of the Authority; and,

WHEREAS, the Board has determined that it is not practical or effective to specifically enumerate all of said powers in the Executive Director's written contract; and,

WHEREAS, among the implied powers that the Board intends for the Executive Director to have and exercise is the power to make personnel decisions that the Executive Director deems necessary for the good of the Authority, including, but not limited to, the hiring and discharging of employees, setting the terms of compensation and benefits as permissible by law (including the payment of bonuses as appropriate and the award of severance pay in the event of a termination for the convenience of the Authority), all however, subject to the constraints of the budget as approved by this Board; and,

WHEREAS, Section 215.245, F.S. states that the power to pay extra compensation to employees, e.g., bonuses and severance pay, may only be delegated to the chief executive officer of a special district by passage of a formal resolution by the governing board of such district.

NOW THEREFORE, BE IT RESOLVED BY THE ORLANDO-ORANGE COUNTY EXPRESSWAY AUTHORITY as follows:

1. The Executive Director of the Authority does, and shall have and exercise the power to make personnel decisions that the Executive Director deems necessary for the good of the Authority, including, but not limited to, the hiring and discharging of


employees, setting the terms of compensation and benefits as permissible by law (including the payment of bonuses as appropriate and the award of severance pay in the event of a termination for the convenience of the Authority), all however, subject to the constraints of the budget as approved by this Board.

2. All such actions heretofore taken by the Executive Director are ratified and confirmed by the Board.
3. This Resolution shall be effective immediately upon its adoption.

ADOPTED THIS 23rd DAY OF MARCH, 2005.

**ORLANDO-ORANGE COUNTY
EXPRESSWAY AUTHORITY:**

By: 
Allan E. Keen, Chairman

Attest: 
Darleen Mazzillo
Assistant Secretary

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