



## **Business Impact Estimate**

*This form should be included in the agenda packet for the item under which the proposed ordinance is to be considered and must be posted on the County's website by the time notice of the proposed ordinance is published.*

Proposed Ordinance's Number and Short Title: ORDINANCE 2026-01

AN ORDINANCE OF THE COUNTY COUNCIL OF VOLUSIA COUNTY, FLORIDA, AMENDING THE CODE OF ORDINANCES OF THE COUNTY OF VOLUSIA, ARTICLE II, CHAPTER 86 – MERIT SYSTEM, ARTICLE II MERIT SYSTEM, BY AMENDING SECTION 86-36 “AMENDMENTS TO ARTICLE”; BY AMENDING SEC. 86-38 “CLASSIFIED SERVICE”; BY AMENDING SEC. 86-39 “UNCLASSIFIED SERVICE”; BY AMENDING SEC. 86-40 “RESPONSIBILITY FOR ADMINISTRATION”; BY AMENDING SEC. 86-42 “NONCOMPETITIVE DIVISION”; BY AMENDING SEC. 86-43 “CONDUCT OF EMPLOYEES”; BY AMENDING SEC. 86-44 “EXPERIMENTAL PROGRAMS”; BY AMENDING SEC. 86-45 “EMERGENCY DISASTER EMPLOYMENT POLICY”; BY AMENDING SEC. 86-73 “ESTABLISHMENT AND ABOLITION OF CLASSES”; BY AMENDING SEC. 86-74 “ESTABLISHMENT AND ABOLITION OF POSITIONS”; BY AMENDING SEC. 86-77 “CLASS SPECIFICATIONS”; BY AMENDING SEC. 86-78 “RECLASSIFICATION OF POSITIONS”; BY AMENDING SEC. 86-108 “MERIT INCREASES”; BY AMENDING SEC. 86-109 “PROMOTIONS AND RECLASSIFICATION UPWARD”; BY AMENDING SEC. 86-114 “OVERTIME PAY OR COMPENSATORY TIME”; BY AMENDING SEC. 86-115 “PAYMENT FOR ACCUMULATED ANNUAL LEAVE, SICK LEAVE, AND PERSONAL LEAVE ON SEPERATION FROM EMPLOYMENT”; BY AMENDING SEC. 86-142 “RECRUITMENT PROCEDURES”; BY AMENDING SEC. 86-144 “REJECTION OF APPLICATION OR APPLICANTS”; BY AMENDING SEC. 86-183 “PROMOTIONAL EXAMINATIONS”; BY AMENDING SEC. 86-221 “ESTABLISHMENT”; BY AMENDING SEC. 86-223 “DURATION”; BY AMENDING SEC. 86-226 “ABOLITION OR SUPERSESSION OR LISTS”; BY AMENDING SEC. 86-228 “KINDS OF ELIGIBLE LISTS”; BY AMENDING SEC. 86-230 “CAUSES OF REMOVAL OF NAMES FROM LISTS”; BY AMENDING SEC. 86-298 “EMERGENCY APPOINTMENTS”; BY AMENDING SEC. 86-299 “NONCOMPETITIVE APPOINTMENTS”; BY AMENDING SEC. 86-332 “DURATION”; BY AMENDING SEC. 86-333 “PROMOTIONS”; BY AMENDING SEC. 86-335 “EXTENSION OF PROBATIONARY PERIOD”; BY AMENDING SEC. 86-337 “REMOVAL DURING PROBATIONARY PERIOD”; BY AMENDING SEC. 86-339 “APPEALS DURING PROBATIONARY PERIOD”; BY AMENDING SEC. 86-363 “METHOD OF PROMOTION”; BY AMENDING SEC. 86-364 “DEMOTIONS GENERALLY”; BY AMENDING SEC. 86-395 “REVIEW BY DEPARTMENT OR DIVISION DIRECTOR”; BY AMENDING SEC. 86-396 “APPEALS”; BY AMENDING SEC. 86-426 “DISMISSAL”; BY AMENDING SEC. 86-455 “PROCEDURES FOR DISCIPLINARY ACTION”; BY

AMENDING SEC. 86-481 "PHILOSOPHY"; BY AMENDING SEC. 86-482 "POLICY"; BY AMENDING SEC. 86-483 "COMPLAINTS AND COMPLAINTS OF ILLEGAL DISCRIMINATION"; BY AMENDING SEC. 86-484 "GRIEVANCES"; BY AMENDING SEC. 86-485 "APPEALS; PERSONNEL BOARD"; BY AMENDING SEC. 86-512 "ATTENDANCE"; BY AMENDING SEC. 86-513 "HOLIDAYS"; BY DELETING SEC. 86-514 "ANNUAL LEAVE"; BY DELETING SEC. 86-516 "SICK LEAVE"; BY AMENDING SEC. 86-518 "LEAVE OF ABSENCE WITHOUT PAY"; BY AMENDING SEC. 86-519 "MATERNITY LEAVE"; BY AMENDING SEC. 86-522 "LEAVE WITH PAY"; BY AMENDING SEC. 86-523 "ABSENCE WITHOUT LEAVE"; BY AMENDING SEC. 86-524 "PERSONAL LEAVE FOR EXEMPT CLASSIFICATIONS"; BY AMENDING SEC. 86-525 "PERSONAL LEAVE FOR NON-EXEMPT CLASSIFICATIONS"; BY AMENDING SEC. 86-526 "PAYMENT OF UNUSED LEAVE"; BY AMENDING SEC. 86-527 "BEREAVEMENT LEAVE"; BY ADDING SECTION 86-528 "LEAVE BUY-BACK PROGRAM"; BY AMENDING SEC. 86-586 "RETIREMENT"; BY AMENDING SEC. 86-624 "AVAILABILITY OF RECORDS"; BY AMENDING SEC. 86-652 "REVIEW OF PAYROLLS"; BY DELETING SEC. 86-671 "COVID-19 ADMINISTRATIVE LEAVE POLICY"; PROVIDING FOR INCLUSION IN THE CODE OF ORDINANCES; PROVIDING FOR SEVERABILITY; PROVIDING FOR CONFLICTING ORDINANCES; AND PROVIDING FOR AN EFFECTIVE DATE.

This Business Impact Estimate is provided in accordance with section 125.66(3), Florida Statutes. If one or more boxes are checked below, this means the County is of the view that a business impact estimate is not required by state law<sup>1</sup> for the proposed ordinance, but the County is, nevertheless, providing this Business Impact Estimate as a courtesy and to avoid any procedural issues that could impact the enactment of the proposed ordinance. This Business Impact Estimate may be revised following its initial posting.

- The proposed ordinance is required for compliance with Federal or State law or regulation;
- The proposed ordinance relates to the issuance or refinancing of debt;
- The proposed ordinance relates to the adoption of budgets or budget amendments, including revenue sources necessary to fund the budget;
- The proposed ordinance is required to implement a contract or an agreement, including, but not limited to, any Federal, State, local, or private grant or other financial assistance accepted by the county government;
- The proposed ordinance is an emergency ordinance;
- The ordinance relates to procurement; or
- The proposed ordinance is enacted to implement the following:
  - a. Part II of Chapter 163, Florida Statutes, relating to growth policy, county and municipal planning, and land development regulation, including zoning, development orders, development agreements and development permits;
  - b. Sections 190.005 and 190.046, Florida Statutes, regarding community development districts;
  - c. Section 553.73, Florida Statutes, relating to the Florida Building Code; or
  - d. Section 633.202, Florida Statutes, relating to the Florida Fire Prevention Code.

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<sup>1</sup> See Section 125.66(3)(c), Florida Statutes.

In accordance with the provisions of controlling law, even notwithstanding the fact that an exemption noted above may apply, the County hereby publishes the following information:

1. Summary of the proposed ordinance (must include a statement of the public purpose, such as serving the public health, safety, morals and welfare):

The county's merit system's policies and procedures promote efficiency and economy of government, promote the morale and well-being of employees, and promote equal employment opportunity for all candidates for employment and for all county employees. The Merit System Rules and Regulations is the governing document for county personnel. While there have been minor changes to this document for Covid leave, Amendment 10, added holiday and other amendments, the last complete revision was in 2018. A team of department directors and legal reviewed and revised the Merit Rules.

Revisions were made to bring the rules in line with changes made to federal and state law, as well as current practices. Examples include removal of sections on sick and annual leave to reflect personal leave; updated language on bereavement leave; clarifying language on promotional increases; and, language to update the disciplinary and grievance processes.

In accordance with Sec. 86-36 of the current version of the Merit Rules and Regulations, the changes were reviewed with and approved by the personnel board.

2. An estimate of the direct economic impact of the proposed ordinance on private, for-profit businesses in the County, if any:

- (a) An estimate of direct compliance costs that businesses may reasonably incur;
- (b) Any new charge or fee imposed by the proposed ordinance or for which businesses will be financially responsible; and
- (c) An estimate of the County's regulatory costs, including estimated revenues from any new charges or fees to cover such costs.

There is no foreseeable impact on private, for-profit businesses in the County with the amendments to the County's merit system.

3. Good faith estimate of the number of businesses likely to be impacted by the proposed ordinance:

The proposed changes to the county's merit rules is anticipated to have zero impact on businesses.

4. Additional information the governing body deems useful (if any):

*[You may wish to include in this section the methodology or data used to prepare the Business Impact Estimate. For example: County staff solicited comments from businesses in the County as to the potential impact of the proposed ordinance by contacting the chamber of commerce, social media posting, direct mail or direct email, posting on County website, public workshop, etc. You may also wish to include efforts made to reduce the potential fiscal impact on businesses. You may also wish to state here that the proposed ordinance is a generally applicable ordinance that applies to all persons similarly situated (individuals as well as businesses) and, therefore, the proposed ordinance does not affect only businesses].*

The proposed ordinance amendment applies to employees of the county and therefore, does not affect businesses.