



**SECTION 24. HUMAN RESOURCES**

**24.5 MANAGEMENT OFFICIALS**

**A. DEFINITION.** A Management Official is defined as the Deputy County Manager, Assistant County Manager, Department Directors and Division Managers.

**B. APPOINTMENT, RESIGNATION AND TERMINATION.**

(1) In accordance with the Seminole County Home Rule Charter (Section 2.3 B), Management Officials are appointed by and shall be responsible to the County Manager. The Board of County Commissioners shall, by majority vote, confirm the appointment of Department Directors.

(2) Management Officials shall serve as at-will employees at the pleasure of the County Manager.

(3) The County Manager shall have the sole authority to suspend or terminate any Management Official with or without cause.

(4) In the event a Management Official, with or without a contract, resigns in lieu of termination without cause at the request of the County Manager, the employee may receive a lump sum payment of up to a maximum of four (4) weeks salary at the sole discretion of the County Manager unless a contract otherwise requires a specific amount under its terms.

**C. MANAGEMENT OFFICIAL HEARING RIGHTS.**

(1) Termination

(a) In the event of the termination of a Management Official, the official shall have the right to request a hearing before the County Manager for the purposes of introducing evidence, facts or reasons why employment should be allowed to continue and/or present justification for actions taken which resulted in the termination. The request for a hearing must be submitted in writing to the County Manager within five (5) calendar days of the Termination Action.

(2) The County Manager shall hold a hearing within a reasonable time following receipt of the request. Following hearing, the County Manager shall affirm, revoke or modify the Termination Action.

(3) The Management Official shall have no further right of review.

(4) The right to a termination hearing shall in no way limit or restrict the County Manager's right to terminate with or without cause.

(5) This policy does not void any present contract between the County Manager and the Management Official with respect to the right for severance pay for termination without cause.

**D. AUTHORITY.** Approved by the BCC on March 14, 1995.  
Resolution 2007-R-42 adopted March 13, 2007  
Resolution 2009-R-216 adopted October 27, 2009  
Resolution 2012-R-128 adopted June 26, 2012