



TOWN COUNCIL CODE OF CONDUCT WORKSHOP AGENDA

June 04, 2025 at 3:00 PM

Council Chambers – 340 Ocean Drive and YouTube

NOTICE: *Persons with disabilities requiring accommodations in order to participate in the meeting should contact Caitlin E. Copeland-Rodriguez, Town Clerk, at least 48 hours in advance to request such accommodations.*

CALL TO ORDER

CODE OF CONDUCT

- 1.** Discussion on Code of Conduct

ADJOURNMENT



Meeting Name: Code of Conduct & Quasi-Judicial Procedures Workshop

Meeting Date: June 4, 2025

Prepared By: C. Copeland-Rodriguez, Town Clerk

Item Title: Discussion on Code of Conduct

DISCUSSION:

At the February 18, 2025 Town Council Meeting, Council reached consensus to schedule a Workshop to further discuss this item.

- Attachment #1: Original memorandum prepared by Town Attorney Rubin.
- Attachment #2: Original proposal with Council's requested changes highlighted.

However, rather than adopting a standalone Town Council Code of Conduct policy, staff recommend amending the existing Public Participation and General Meeting Procedures (Resolution No. 2024-21, Attachment #3) to incorporate additional meeting protocols and practices, and the proposed Code of Conduct language (Attachment #4 – Draft – Rules of Procedure and Town Council Protocols).

This integrated approach ensures consistency and clarity within a single, comprehensive policy document. For Town Council review and discussion.



Meeting Name: Town Council Meeting
Meeting Date: February 18, 2025
Prepared By: Leonard G. Rubin, Town Attorney
Item Title: Revised Code of Conduct and Enforcement Options

DISCUSSION:

At the November 13, 2024 Town Council meeting, this office presented the Town Council with a revised Code of Conduct for members of the Town Council. The Council, by consensus, agreed to additional revisions, which are highlighted in yellow on the attached document. These revisions include:

- A revised preamble as proposed by former Councilmember Rosengarten. If the Council adopts the enforcement language, the italicized language would need to be removed.
- A revision to Section B.2 to include members of Town Staff.
- An additional revision to the end of Section B.2 regarding newsletters also proposed by former Councilmember Rosengarten.
- The deletion of “without the use of the Councilmember’s official title” from Section B.3.

The Council, by consensus, also indicated that it wished to include enforcement provisions (although former Councilmember Rosengarten was part of that consensus). However, as explained below, the Town Council’s authority is limited with respect to the methods available for enforcement.

The Town Charter currently provides for removal of a Councilmember “by the remaining members of the Town Council” if the member no longer meets the requirements for candidacy set forth in Article III, Section 1(b) of the Town Charter. Thus, a Councilmember may only be removed if the member is no longer a resident of the Town or the member has been convicted or pled nolo contendere to any felony or any crime of fraud or dishonesty including, by way of example, larceny, theft, burglary, forgery, perjury, or embezzlement.

In addition to the Town Charter, Section 112.51, Florida Statutes, authorizes the Governor to suspend (and ultimately remove) a municipal official for “malfeasance, misfeasance, neglect of duty, habitual drunkenness, incompetence, or permanent inability to perform official duties” or when arrested for a felony or for a misdemeanor related to the duties of office. Additionally, Section 100.361, Florida Statutes, provides a procedure whereby the electors of a municipality may initiate a petition remove a member of the governing body for “malfeasance, misfeasance, neglect of duty, drunkenness, incompetence, permanent inability to perform official duties, or conviction of a felony involving moral turpitude.”

Based on the foregoing, the Council cannot, absent an amendment to the Town Charter, suspend or remove a Councilmember for violation of the Code of Conduct. Consequently, the enforcement provisions previously provided to the Council have been included within the Code of Conduct. At the suggestion of Councilmember Davis, these provisions have been revised to require that the Town Council determine whether to pursue the violation once a complaint is received. While Councilmember Davis suggested that such a decision require a supermajority vote, there is no supermajority of four (assuming one Councilmember has been named in the complaint and that there is a full Council with four other members). Consequently, the language has been revised to require a unanimous vote of the non-named Councilmembers to proceed. The potential consequences remain the same, listed from least consequential to most consequential: (1) admonishment; (2) written warning; and (3) censure.

Once the Council agrees on the revisions to the Code of Conduct and/or the enforcement options, a Resolution adopting the final version will be placed on the Town Council's consent agenda.

RECOMMENDATION:

Consideration of revisions to the Town Council Code of Conduct and enforcement options.

TOWN OF JUNO BEACH

TOWN COUNCIL CODE OF CONDUCT

Goal Statement: Members of the Town Council shall serve as a model of leadership and civility in the community, inspire confidence in Town government, and demonstrate honesty and integrity in every action and statement both during public meetings and when engaging with members of the community.

The Code of Conduct describes the way members of the Town Council should treat each other, members of Town staff, constituents, and others when representing the Town of Juno Beach. The objective of the Code of Conduct is to engender more trust in government, thereby promoting its effectiveness while advancing harmony within the community. The Code aims to establish norms of behavior for Council by which legitimate disagreements and different points of view that may arise are handled in a professional manner – one that promotes the public's confidence in government and enhances the reputation of the Council and the Town.

The Code of Conduct represents aspirational goals that guide Councilmembers toward the highest principles of governance. Although this Code does not represent a body of enforceable rules, the Code should be considered by Councilmembers when arriving at an ethical course of action and course of behavior – each of which should be worthy of the public's trust in government and the high office to which each Councilmember has been entrusted.

The consistent theme through this Code of Conduct is respect. Elected officials are called upon to exhibit appropriate behavior at all times. Demonstrating respect for each Councilmember and the Town's constituents through words and actions is the "North Star" that guides Councilmembers to do the right thing, even in difficult situations.

A. Conduct During Public Meetings:

1. Members of the Town Council shall fully participate in all Town Council meetings and practice civility, professionalism, and respect in all discussions and debate.
2. Members of the Town Council shall prepare in advance of all Town Council meetings by reviewing agenda materials, speaking with the Town Manager and other members of Town Staff, speaking with constituents, and becoming familiar with issues.
 - a. When preparing for Town Council meetings, members of the Town Council should direct questions ahead of time to the Town Manager or Town Staff so that Staff can provide the desired information at the Council meeting.

- b. Members of Town Council should avoid asking questions that Town Staff will be unable answer on the spot or recognize that such questions may require additional time or research to formulate an answer.
- 3. Members of the Town Council shall be respectful of other people's time, stay focused, and act efficiently during public meetings.
- 4. Members of the Town Council shall honor and respect the role of the Mayor (or presiding officer) in maintaining order.
- 5. Members of the Town Council shall make the public feel welcome and shall not demonstrate any signs of partiality, prejudice, discrimination, or disrespect toward an individual participating in a public meeting. To that end, members of the Town Council shall:
 - a. Actively listen to speakers;
 - b. Ask for clarification with the consent of the Mayor, but avoid debate and argument with members of the public; and
 - c. Be mindful of their tone and body language.
- 6. Members of the Town Council shall refrain from personal comments, attacks, or innuendo directed toward other members of the Council or members of the public.
- 7. Members of the Town Council shall ensure that all comments pertain to the topic under discussion.
- 8. Members of the Town Council shall refrain from using cellular phones or any other type of audible device in a manner that would be disruptive to other members of the Council or members of the public.
- 9. When attending meetings of other Boards, members of the Town Council shall refrain from commenting on quasi-judicial matters that will come before the Town Council for consideration. Furthermore, members of the Town Council shall clearly indicate on the record that any comments or questions are made in their capacity as a Town resident and not as a member of the Town Council.
- B. Conduct Outside of Public Meetings:
 - 1. Members of the Town Council shall not make any promise or representation on behalf of the Town Council or Town Staff.
 - 2. Members of the Town Council shall not make derogatory personal comments about other members of the Council, members of Town Staff, members of the public, or members of any Town board, either orally or through the dissemination

of written materials, including newsletters. Newsletters issued by sitting members of the Town Council should take care not to insult or make demeaning, sarcastic, or disparaging statements about any Town resident because such conduct degrades the Council's reputation in the community, reduces the willingness of the public to engage with their government, and harms the trust that the residents have in government.

3. Members of the Town Council shall not make any representation or inquiry on behalf of the Council to any other public or private agency unless specifically authorized to do so by the Council. Any such representation or inquiry shall be made solely in the Councilmember's personal capacity ~~without the use of the Councilmember's official title.~~
4. Members of the Town Council shall not publicly undermine the official Town Council position on any issue through the dissemination of written materials, including newsletters, unless such statement is included in official campaign materials relating to an upcoming Town Council election.
5. Members of the Town Council shall direct all questions or requests for additional information from Town Staff through the Town Manager, Department Heads, or the Town Attorney. Members of the Town Council shall be professional and courteous in their interactions with members of Town Staff and refrain from any public criticism.
6. Members of the Town Council shall comply with the following prohibitions set forth in Article IV, Section 6 of the Town Charter:
 - a. *Appointment and removals.* Neither the council nor any of its members shall in any manner dictate the appointment or removal of any town administrative officers or employees whom the manager or any subordinates are empowered to appoint, but the council may express its views and fully and freely discuss with the manager anything pertaining to appointment and removal of such officers and employees.
 - b. *Interference with administration.* Except for the purpose of inquiries and investigations, the council or its members shall deal with town officers and employees who are subject to the direction and supervision of the manager solely through the manager, and neither the council nor its members shall give orders to any such officer or employee either publicly or privately. Nothing in the foregoing is to be construed to prohibit individual members of the council from closely scrutinizing all aspects of town government operations so as to obtain independent information. It is the express intent of this charter, however, that recommendations for improvement in town government operations by individual council members be made to and through the town manager, so that the manager may coordinate efforts of

all town departments to achieve the greatest possible savings through the most efficient and sound means available.

7. Members of the Town Council recognize that their Town e-mail is the appropriate mechanism for communicating with members of the public and further understand that they are personally responsible for maintaining records of all communications that are conducted on a platform other than their Town e-mail, including all text messages.
8. Members of the Town Council are free to take public positions on local, county, state, and federal political issues. Similarly, members of the Town Council are free to endorse candidates for local, county, state, and federal office.

Proposed language:

C. Enforcement:

1. Complaints for violations of the Code of Conduct may be filed with Mayor, the Town Manager, the Town Attorney, or the Town's Human Resources Department.
2. The Complaint shall be forwarded to the Town Council, and the members of the Town Council not named in the complaint shall determine whether to pursue the violation. A decision to pursue a violation requires a unanimous vote by the non-named members. If the Council votes to pursue the violation, the named Councilmember or Councilmembers shall be afforded an opportunity to respond to the allegations.
3. If warranted under the circumstances, the Town Council may direct the Town Attorney to initiate an investigation.
4. The Town Council reviews the complaint and response, as well as the results of the investigation, if any.
5. After reviewing the complaint and response, or the results of the investigation, the Council may take one of the following actions:
 - a. Admonishment: A reminder that a particular type of behavior is a violation of the Code of Conduct.
 - b. Written Warning: Formal Council action determining that a violation occurred.
 - c. Censure: Formal Council statement of official reprimand in the case of a serious violation of the Code of Conduct.

RESOLUTION 2024-21

A RESOLUTION OF THE TOWN COUNCIL OF THE TOWN OF JUNO BEACH, FLORIDA, AMENDING THE PUBLIC PARTICIPATION RULES AND POLICIES AND GENERAL MEETING PROCEDURES TO ADOPT RULES OF DECORUM; PROVIDING FOR CONFLICTS; PROVIDING FOR SEVERABILITY; AND PROVIDING FOR AN EFFECTIVE DATE.

WHEREAS, through the adoption of Resolution 2022-12, the Town Council adopted Public Participation Rules and Policies and General Meeting Procedures applicable to meetings of the Town Council, the Planning and Zoning Board, and other Town boards and committees; and

WHEREAS, while Section 286.0114, Florida Statutes, requires that any municipal board or commission give members of the public a reasonable opportunity to be heard on a proposition before the board or commission, with certain exceptions, Section 286.0114(2), Florida Statutes, specifically provides that the right of public participation does not prohibit a municipal board or commission "from maintaining orderly conduct or proper decorum in a public meeting; and

WHEREAS, numerous court decisions have upheld the right of legislative bodies to regulate decorum at public meetings, holding that meetings of legislative bodies are limited public forums, thereby allowing the legislative body to enact content-based restrictions on speech so long as they are reasonable, viewpoint-neutral, and consistently enforced; and

WHEREAS, the Town Council wishes to amend the Public Participation Rules and Policies and General Meeting Procedures to incorporate rules of decorum for public meetings; and

WHEREAS, the Town Council determines that the adoption of this Resolution is in the best interests of the Town and its residents.

NOW, THEREFORE, BE IT RESOLVED BY THE TOWN COUNCIL OF THE TOWN OF JUNO BEACH, as follows:

Section 1. The foregoing recitals are ratified and incorporated herein.

Section 2. The Town Council hereby amends the Public Participation Rules and Policies and General Meeting Procedures to incorporate rules of decorum, a copy of the revised document is attached hereto and incorporated herein (additional language is underlined and deleted language is ~~stricken-through~~).

Section 3. All resolutions or parts of resolutions in conflict with this Resolution are hereby repealed to the extent of such conflict.

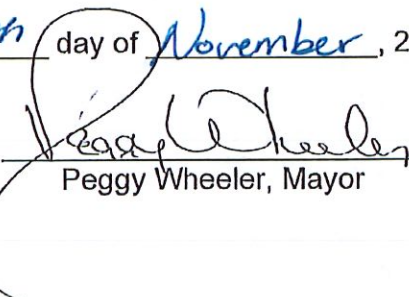
Section 4. If any section, paragraph, sentence, clause, phrase, or word of this Resolution is for any reason held by a court of competent jurisdiction to be

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unconstitutional, inoperative or void, such holding shall not affect the remainder of the Resolution.

Section 5. This Resolution shall take effect immediately upon its adoption.

RESOLVED AND ADOPTED this 13th day of November, 2024.


Peggy Wheeler, Mayor

ATTEST:


Caitlin E. Copeland-Rodriguez, MMC
Town Clerk

APPROVED AS TO FORM AND
LEGAL SUFFICIENCY:


Leonard G. Rubin, Town Attorney

TOWN OF JUNO BEACH

PUBLIC PARTICIPATION AND DECORUM RULES AND POLICIES AND GENERAL MEETING PROCEDURES

A. Public Participation

The Town of Juno Beach welcomes comments from the public, and all members of the public shall be given a reasonable opportunity to make general comments and be heard on items placed on the agenda at any public meeting, subject to the rules and policies set forth herein.

B. Applicability

These rules shall apply to all public meetings of the Town Council, the Planning and Zoning Board and any other Town board or committee. Additionally, in accordance with Section 286.0114(3)(a-d), Florida Statutes, the **right of public participation** shall not apply to the following:

1. An official act that must be taken to deal with an emergency situation affecting the public health, safety and welfare if compliance with these rules and policies would cause an unreasonable delay in the ability of the Council or Board to act;
2. An official act involving no more than a ministerial act, including, but not limited to, approval of minutes and ceremonial proclamations;
3. A meeting that is exempt from Section 286.011, Florida Statutes ("Government in the Sunshine Law") including, but not limited to, attorney-client sessions and collective bargaining strategy sessions; and
4. An item during which the Council or Board is acting in a quasi-judicial capacity, during which different rules and timeframes may be applicable.

C. Public Participation Rules

1. Each speaker shall be given an opportunity to speak for three (3) minutes during the public comment portion of the meeting or to address a particular agenda item. This time may be extended by the presiding officer; however, speakers may not yield their allotted time to another speaker.
2. All speakers are recommended to complete a comment card, indicating whether they wish to speak during the public comment portion or address a specific agenda item, and hand the comment card to the Town Clerk. Any person wishing to participate electronically shall contact the Town Clerk no later than noon on the day of the meeting to receive the log in instructions.

3. When called to speak by the presiding officer or Town Clerk, the speaker shall step up to one of the podiums. Speakers participating electronically shall be notified by the Town Clerk when to begin speaking. Each speaker shall identify him or herself by name and address. The speaker shall state if he or she is speaking on behalf of a group or organization and identify the group or organization.
4. Any person wishing to address an item not on the agenda or on the consent agenda shall speak under the public comment portion of the meeting. Members of the Council or Board may withhold comment or address the comment during the Board or Council member comment portion of the agenda. The Council may request that the Town Manager take action on requests or comments made by members of the public.
5. There is no right to public participation at a workshop session. Public participation during workshop sessions may be permitted at the discretion of the Council or Board. The Council or Board shall determine whether public comment will be taken at the time the workshop meeting is scheduled.

D. Decorum Rules

1. All Town meetings shall be conducted in an orderly and businesslike manner. All participants and attendees shall be treated with respect.
2. The Town shall adhere to the following norms of civility:
 - a. A person who has the floor shall be permitted to speak without interruption, whether by other participants or attendees, unless interrupted by the presiding officer pursuant to subsection E below.
 - b. Speakers shall refrain from impertinent or slanderous comments, defined as comments that are immaterial to official Town business and which tend to impugn the reputation of the person about whom the comment is made.
 - c. A speaker's tone of voice and word choice shall be appropriate for a formal, civic meeting. The use of gratuitous profanity or the making of abusive or threatening comments shall not be tolerated.
 - d. No person shall engage in disruptive behavior, such as calling out from the audience, clapping, booing, or whistling.

E. Enforcement of Procedural Rules

1. Should the presiding officer determine that a rule of procedure has been violated, the presiding officer may interrupt the meeting and give the violator a verbal

warning to cease such conduct. The presiding officer may inform the violator that any subsequent violations may result in his or her removal from the meeting.

2. Following the issue of a verbal warning, should the presiding officer determine that a rule of procedure has again been violated by the same person at the same meeting, the presiding officer may direct the violator to leave the meeting. In the event the violator is requested to leave and refuses, the presiding officer may recess the meeting and direct Town law enforcement personnel to assist.
3. Any determination by the presiding officer regarding enforcement of a rule of procedure may be overruled by a majority of the Council or Board members present at the meeting.

F. General Meeting Procedures (Motions and Debate)

1. With the exception of quasi-judicial matters, items before the Council or Board shall be commenced by the presentation by a member of Staff (unless the item is initiated by a Council or Board member), followed by public comment. Once the presiding officer closes public comment, public comment shall not be reopened unless reopened by the presiding officer or by majority vote of the Council or Board. After the discussion of the item by the Board or Council, the presiding officer shall call for a motion and second on the item. Once any discussion on the motion has concluded, the presiding officer shall call for a vote on the motion. A roll call vote may be requested by any Council or Board member.
2. The presiding officer may only make or second a motion by passing the gavel to the next highest officer of the Council or Board, or in the absence of such person, another member of the Council or Board.
3. When engaging in debate or discussion, a Council or Board member shall address the presiding officer and await recognition before speaking. No Council or Board member shall speak a second time on the same item or motion so long as another Council or Board member who has not spoken wishes to speak.
4. Motions may be withdrawn and modified by the maker (with the consent of the member who seconded the motion) at any time prior to a vote. At any time during the discussion/debate of a motion, a Council or Board member may make a motion to amend. If the motion to amend is seconded, the Council or Board shall first vote on the motion to amend and then vote on the original motion (as may be amended).
5. No member of the Council or Board who is present at any meeting at which an official action is taken may abstain from voting except when there is a possible conflict of interest pursuant to Chapter 112, Florida Statutes, or the Palm Beach County Code of Ethics. In such cases, the Council or Board member shall comply with all applicable disclosure requirements.

6. A motion that receives a tie vote fails. The failure of a motion in the negative (such as a motion to deny) shall not constitute an approval.

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TOWN OF JUNO BEACH

Rules of Procedure and Town Council Protocols

A. Policy Statement

It is Juno Beach Town Council (Council) policy that these Rules of Procedure and Protocols shall govern all official Council meetings and generally promote excellence in local government, characterized by effective and efficient meetings, respectful interactions between and among Town Council members (Councilmembers), staff, and the public, and thoughtful consideration of the role of public leadership in maintaining the reputation of Juno Beach as a professional council-manager form of local government.

Councilmembers shall conduct official Town business in a manner consistent with their status in the community as leaders, convenors, and collaborators. Committed to modeling civility, honesty, and integrity in their public and private lives, the Town Council embraces ethical, transparent, and accountable governance.

These Rules of Procedure and Town Council Protocols are intended to provide general rules of engagement for the Mayor and Town Council while conducting the business of the Town of Juno Beach, FL. It is understood that there will be extenuating circumstances at times that will mean certain protocols will be waived or adjusted. However, it is also understood that such circumstances should be the exception and not the rule.

Any rule or procedure not covered by these Rules or under applicable law shall be decided upon by the Presiding Officer in accordance with Robert's Rules of Order Revised for Deliberative Assemblies (Current Edition, Henry Robert et al). The Town Attorney shall serve as the Parliamentarian and shall advise and assist the Presiding Officer on matters of parliamentary law.

A. Public Participation

The Town of Juno Beach welcomes comments from the public, and all members of the public shall be given a reasonable opportunity to make general comments and be heard on items placed on the agenda at any public meeting, subject to the rules and policies set forth herein.

B. Applicability

These rules shall apply to all public meetings of the Town Council, the Planning and Zoning Board and any other Town board or committee. Additionally, in accordance with Section 286.0114(3)(a-d), Florida Statutes, the right of public participation shall not apply to the following:

1. An official act that must be taken to deal with an emergency situation affecting the public health, safety and welfare if compliance with these rules and policies would cause an unreasonable delay in the ability of the Council or Board to act;

2. An official act involving no more than a ministerial act, including, but not limited to, approval of minutes and ceremonial proclamations;
3. A meeting that is exempt from Section 286.011, Florida Statutes (“Government in the Sunshine Law”) including, but not limited to, attorney-client sessions and collective bargaining strategy sessions; and
4. An item during which the Council or Board is acting in a quasi-judicial capacity, during which different rules and timeframes may be applicable.

C. Public Participation Rules

Public Comment is intended to foster dialogue in a respectful and civil manner. Any person who makes such remarks, or who utters loud, threatening, personal or abusive language, or engages in any other disorderly conduct which disrupts, disturbs or otherwise impedes the orderly conduct of a meeting shall, at the discretion of the Presiding Officer, be ordered to yield the floor and may be barred from further participation during that meeting. Public comments are requested to be made with these guidelines in mind.

1. Each speaker shall be given an opportunity to speak for three (3) minutes during the public comment portion of the meeting or to address a particular agenda item. This time may be extended by the presiding officer; however, speakers may not yield their allotted time to another speaker.
2. All speakers are recommended to complete a comment card, indicating whether they wish to speak during the public comment portion or address a specific agenda item, and hand the comment card to the Town Clerk. Any person wishing to participate electronically shall contact the Town Clerk no later than noon on the day of the meeting to receive the log in instructions.
3. When called to speak by the presiding officer or Town Clerk, the speaker shall step up to one of the podiums. Speakers participating electronically shall be notified by the Town Clerk when to begin speaking. Each speaker shall identify him or herself by name and address. The speaker shall state if he or she is speaking on behalf of a group or organization and identify the group or organization.
4. Any person wishing to address an item not on the agenda or on the consent agenda shall speak under the public comment portion of the meeting.
5. Members of the Council or Board should either withhold comment or address the comment during the Board or Council member comment portion of the agenda. The Council may request that the Town Manager take action on requests or comments made by members of the public.

6. There is no right to public participation at a workshop or work session. Public participation during such meetings may be permitted at the discretion of the presiding officer.

D. Enforcement of Procedural Rules

1. Should the presiding officer determine that a rule of procedure has been violated, the presiding officer may interrupt the meeting and give the violator a verbal warning to cease such conduct. The presiding officer may inform the violator that any subsequent violations may result in his or her removal from the meeting.
2. Following the issue of a verbal warning, should the presiding officer determine that a rule of procedure has again been violated by the same person at the same meeting, the presiding officer may direct the violator to leave the meeting. In the event the violator is requested to leave and refuses, the presiding officer may recess the meeting and direct Town law enforcement personnel to assist.
3. Any determination by the presiding officer regarding enforcement of a rule of procedure may be overruled by a majority of the Council or Board members present at the meeting.

E. Duties and Responsibilities of the Presiding Officer

1. The Mayor shall be the presiding officer of the Town Council. In case of the absence or the disability of the Mayor, the Vice Mayor shall assume the responsibilities of the presiding officer, and if both are absent or disables, the Vice Mayor Pro Tem shall preside.
2. The presiding officer shall preserve order. The presiding officer may call to order any member of the Town Council and any member of the public who shall violate any of these rules or otherwise disrupt the orderly proceeding of the meeting. The presiding officer shall decide all questions of order subject to a majority vote on an appeal of the decision.
3. The presiding officer shall recognize all council members who seek the floor while entitled to do so.
4. The presiding officer shall not make or second a motion.
5. The presiding officer will represent the Council at meetings, conferences, or other occasions involving other governmental entities, agencies, officials or groups, or nongovernmental organizations, departments, agencies or officials, and report back to the Council anything of significance.
6. The presiding officer has the power to call for a recess. Recesses requested by any other Councilmembers require a majority vote of Council.

F. General Meeting Procedures (Order of Business)

1. The order of business for a regular meeting shall ordinarily be:
 1. Call to Order
 2. Pledge Allegiance to the Flag
 3. Additions, Deletions, Substitutions to the Agenda
 4. Presentations
 5. Comments from the Town Manager, the Town Attorney, and Staff
 6. Comments from the Public
 7. Consent Agenda
 8. Council Action/Discussion Items
 9. Comments from the Council
 10. Adjournment
2. The order of business may be revised by a majority vote.
3. Except for matters advertised for public hearing, any matter may be removed from an agenda by the person who placed it on the agenda or by a majority vote.

(Agenda Procedures)

1. Agenda submittal deadline: The deadline for submitting items for inclusion on the agenda shall be no later than 12PM on Monday prior to the agenda distribution deadline.
2. Agenda distribution deadline: The deadline for distributing a final agenda with supporting documents shall be no later than 4PM Wednesday, one (1) week prior to the regularly scheduled Town Council meeting.

For all special, workshops, or work sessions of the Town Council, the agendas with supporting documents will be distributed one (1) week prior.

3. The agenda shall be limited to the following items for Council discussion and consideration:
 - a. Legislative/Policy Actions (e.g. Ordinances, Resolutions, Proclamations, etc.)
 - b. Special Event Requests
 - c. Donations Requests
 - d. Approval of Minutes
 - e. Other matters deemed necessary for Council review.
4. If a Councilmember wishes to add an item to the agenda, a majority consensus of the Council is required. Upon receiving such consensus, the requesting Councilmember must submit a memorandum and any supporting documentation to staff by the established agenda submittal deadline.
5. All Agenda items with supporting documentation shall be reviewed and approved as appropriate by the Town Manager or his/her designee.

(Scheduling of Meetings, Workshops, and/or Work Sessions)

1. Regular meetings of the Town Council shall be held on the fourth Wednesday of each month, in the Council Chambers, at Town Center, 340 Ocean Drive, Juno Beach, Florida, and beginning at 5:00PM unless otherwise specified and must end by 10PM per Ordinance No. 759.
2. If a regular meeting date falls on a holiday, the meeting shall be held in the Council Chambers on either the second Wednesday of the month, or a date specified agreed upon by the Town Council.
3. Special Meetings can be called by the Mayor or Majority of the Town Council. Notice of Special Meetings shall be given to each Council member and to the public at least twenty-four (24) hours in advance except for emergency meetings. If the Mayor or a member of the Town Council is absent from the Town or otherwise beyond reach of actual notice, failure to give such notice shall not prevent the convening of the special meeting. The Town Council may act on any matter presented at the special meeting unless prohibited by the Town Charter or by rules established by the Town Council and public participation shall occur consistent with these Rules and applicable law. Special meetings shall be held in the Council Chambers at Town Center, 340 Ocean Drive, Juno Beach, Florida, or at such other location within the Town as may be designated in the notice of the meeting, beginning at a time to be specified in the notice of the special meeting.
4. Workshops must be approved by a majority vote of the Town Council in order to be scheduled. They are generally intended to address a single topic—typically one that is time-sensitive or requires in-depth review. No official action may be taken by the Town Council during a Workshop. All Workshops shall be limited to a maximum duration of four (4) hours.
5. Work Sessions require approval by a majority vote of the Town Council and any topic may be discussed during a work session. Because Work Sessions are for Councilmembers to discuss particular matters prior to initiating formal action or public engagement, no official action of the Town Council shall be taken at Work Sessions and no public participation shall occur unless authorized by majority of the Town Council. All Work Sessions shall be limited to a maximum duration of four hours.
6. Emergency Meetings can be called by the Town Manager or Mayor in his/her opinion an emergency exists requiring immediate action by the Council. Whenever an emergency meeting is called, the Mayor and/or Town Manager shall notify the Clerk, who shall notify each Councilmember in writing or verbally of the date, time, and place of the meeting, as well as the purpose for which it is called; no other business shall be transacted. At least 24 hours shall elapse between the time the Clerk receives notice of the meeting and the time the meeting is to be held. If because of the nature of the emergency it is not possible to give notice to each Councilmember, or it is impossible to allow 24 hours to elapse between the time the Clerk receives notice of the meeting and the time the meeting is held, such failure shall not affect the legality of the meeting if a quorum is in attendance. Reasonable public

notice of any emergency meeting sufficient to comply with Section 286.011, Florida Statutes, shall be given. In those instances where there is a Town meeting subject to Section 286.011, Florida Statutes, scheduled due to an emergency, and it is not possible to post the notice within the time frames set forth in the Town Code and/or herein, the Town shall be required to post the notice on the Town's website at the earliest practicable time. In the written notice calling the emergency meeting, the Town Manager shall include a detailed statement explaining the emergency nature of the meeting.

(Town Council Guiding Principles for Meeting Preparation)

1. All members of the Town Council shall prepare for meetings in advance by reviewing all agenda materials, meeting with the Town Manager and/or Department Head to address questions prior to the day of the meeting.
2. Uphold a "No Surprises" Philosophy: Councilmembers are encouraged to avoid introducing unexpected questions or materials during meetings. In-depth questions should be communicated to staff in advance whenever possible to ensure informed responses. Additionally, handouts should not be distributed by Councilmembers during meetings, as doing so may hinder other members' ability to adequately review the material, potentially causing delays in discussion or decision-making; such supplementary materials must be germane to the specific agenda item and submitted to the Town Clerk and/or Town Manager no less than five (5) business days prior to the scheduled meeting.
3. Request the floor from the Presiding Officer before speaking and refrain from interrupting or otherwise disturbing another Councilmember who has the floor.
4. Honor and respect the role of the Presiding Officer in maintaining order.
5. All Councilmembers must be mindful of their tone and body language.
6. Refrain from personal attacks, comments, or innuendo directed toward other Councilmembers, Town staff, or members of the public.
7. Respect the Autonomy of Appointed Boards and Committees: Councilmembers should generally refrain from attending meetings of other Town boards or committees. These appointed bodies are entrusted with the responsibility of providing independent recommendations for Council consideration. Councilmember presence at these meetings may be perceived as undue influence and could compromise the integrity of the advisory process. Maintaining this separation helps ensure that committee members can deliberate freely.

(Motions and Debate)

1. With the exception of quasi-judicial matters, items before the Council or Board shall be commenced by the presentation by a member of Staff (unless the item is initiated by a

Council or Board member), followed by public comment. Once the presiding officer closes public comment, public comment shall not be reopened unless the presiding officer or a majority of the Council or Board votes to do so. After the discussion of the item by the Board or Council, the presiding officer shall call for a motion and second on the item. In order for a motion to proceed to discussion, it must first receive a second. If no second is provided, or if discussion begins prior to a second, the motion is deemed to have failed. Once any discussion on the motion has concluded, the presiding officer shall call for a vote on the motion. The Town Clerk will conduct a roll call.

2. The presiding officer may only make or second a motion by passing the gavel to the next highest officer of the Council or Board, or in the absence of such person, another member of the Council or Board.
3. When engaging in debate or discussion, a Council or Board member shall address the presiding officer and await recognition before speaking. No Council or Board member shall speak a second time on the same item or motion so long as another Council or Board member who has not spoken wishes to speak.
4. Motions may be withdrawn and modified by the maker (with the consent of the member who seconded the motion) at any time prior to a vote. At any time during the discussion/debate of a motion, a Council or Board member may make a motion to amend. If the motion to amend is seconded, the Council or Board shall first vote on the motion to amend and then vote on the original motion (as may be amended).
5. No member of the Council or Board who is present at any meeting at which an official action is taken may abstain from voting except when there is a possible conflict of interest pursuant to Chapter 112, Florida Statutes, or the Palm Beach County Code of Ethics. In such cases, the Council or Board member shall comply with all applicable disclosure requirements.
6. A motion that receives a tie vote fails. The failure of a motion in the negative (such as a motion to deny) shall not constitute an approval.

(Reconsideration)

1. Any member of the Town Council may move to reconsider any action of the Town Council provided that new relevant information is presented to the Town Council and the motion be made at the following town Council meeting. No motion to reconsider shall be made more than once on any subject or matter.

G. Town Council Code of Conduct

A. Guiding Principles and Commitments

To promote public trust and faith in local government, Councilmembers agree to abide by the guiding principles and commitments contained herein.

B. Public Meeting Decorum

Councilmembers will:

1. Prepare in advance of all Council meetings by reviewing agenda materials in advance, including speaking with community members and becoming familiar with issues. Preparation includes taking advantage of opportunities to meet with the Town Manager and staff to ask questions and/or request additional information to support informed decision making and efficient public meetings.
2. Embrace a philosophy of “no surprises,” including alerting the Town Manager in advance of important questions planned to be asked during a meeting so that staff can be prepared to provide the Council and public the desired information at the Council meeting.
3. Fully participate in all Council meetings and practice civility, professionalism, and respect in all discussions and debates.
4. Request the floor from the presiding officer before speaking, excepting Points of Order, and refrain from interrupting or otherwise disturbing another Councilmember has the floor.
5. In the interest of meeting efficiency and respect for the sacred nature of their governance roles and responsibilities, Councilmembers shall ensure that all comments pertain to the topic under discussion and focus on the facts of a decision, including any applicable legal parameters.
6. Honor and respect the role of the Presiding Officer in maintaining order.
7. Make the public feel welcome, avoiding any form of disrespect toward an individual participating in a public meeting. To that end, members of the Town Council will:
 - a) Actively listen to speakers;
 - b) Ask for clarification with the consent of the Mayor, but avoid debate and argument with members of the public; and
 - c) Be mindful of one’s tone and body language.
8. Refrain from personal comments, attacks, or innuendo directed toward other Councilmembers, Town staff, or members of the public.
9. Refrain from using cellular phones or any other type of audible device in a manner that would be disruptive to other members of the Council or members of the public.

C. Conduct Outside of Public Meetings

To support trust and confidence in local government, adhere to the professionalism standards mandated by the council-manager form of government, and promote the dissemination of official public information that is clear, consistent, and accurate, Councilmembers recognize and value the importance of maintaining the following standards of conduct and communication protocols.

Councilmembers will:

1. Not make derogatory personal comments about other Councilmembers, Town Staff, members of the public, or members of any Town board, either orally or through the dissemination of written materials, including newsletters, blogs, or similar.
2. Curate any personal newsletter, blog, or similar, such that content only incorporates the official decisions and positions of the Town Council and excludes individual opinions, personal commentary, or statements that may be perceived as insulting or demeaning, sarcastic, or disparaging to others. Such conduct fuels community discord, reduces the willingness of the public to engage with their government, degrades the Council's reputation in the community, and harms the trust that the residents have in government.
3. Avoid contemporaneous communications to avoid violating the Sunshine Law. If an individual Councilmember nonetheless sends an email to the Council as a whole, no Councilmember will use "reply all," but may direct a private response to the Town Manager and/or Town Attorney.
4. Recognize that their official Town e-mail is the appropriate mechanism for communicating by email with members of the public, and further understand that they are personally responsible for maintaining records of all communications that are conducted on a platform other than their Town e-mail, including all text messages.
5. Not make any official representation or inquiry on behalf of the Town Council to any other public or private agency unless specifically authorized to do so by the Council. Any such representation or inquiry shall be made solely in the Councilmember's personal capacity without the use of the Councilmember's official title.
6. Direct any media inquiry to the Town Manager or Mayor, as the Council spokesperson, and refrain from making individual statements to the media regarding Town matters, unless authorized by the Mayor.

7. Members of the Town Council are free to take public positions on local, county, state, and federal political issues. Similarly, members of the Town Council are free to endorse candidates for local, county, state, and federal office.
8. Comply with the following prohibitions set forth in Article IV, Section 6 of the Town Charter:
 - a. Appointment and removals. Neither the council nor any of its members shall in any manner dictate the appointment or removal of any town administrative officers or employees whom the manager or any subordinates are empowered to appoint, but the council may express its views and fully and freely discuss with the manager anything pertaining to the appointment and removal of such officers and employees.
 - b. Interference with administration. Except for the purpose of inquiries and investigations, the council or its members shall deal with town officers and employees who are subject to the direction and supervision of the manager solely through the manager, and neither the council nor its members shall give orders to any such officer or employee either publicly or privately. Nothing in the foregoing is to be construed to prohibit individual members of the council from closely scrutinizing all aspects of town government operations so as to obtain independent information. It is the express intent of this charter, however, that recommendations for improvement in town government operations by individual council members be made to and through the town manager, so that the manager may coordinate efforts of all town departments to achieve the greatest possible savings through the most efficient and sound means available.
9. Direct non-routine questions or requests of Town staff to the Town Manager and he/she will direct staff, as may be appropriate. Any commentary on staff performance or personnel issues shall only be directed to the Town Manager without a copy to staff. In communicating directly with Town staff, Councilmembers should:
 - a. Avoid directing new staff work or assignments – requests to create or modify work products should first be directed through the Town Manager, without a copy to staff.
 - b. Avoid the impression of supervisory tone, e.g., critiquing professional skills or abilities would not be appropriate.
 - c. Avoid using one's position to influence staff actions, decisions, work products, work prioritization, etc.
10. The Town Manager may seek Council consensus at a regular meeting prior to initiating staff response to any Councilmember request involving substantial staff

time to complete, or if the request deviates from prior Council direction. Routine operational questions may be presented directly to staff.

~~D. Enforcement:~~

- ~~1. Complaints for violations of the Code of Conduct may be filed with Mayor, the Town Manager, the Town Attorney, or the Town's Human Resources Department.~~
- ~~2. The Complaint shall be forwarded to the Town Council, and the members of the Town Council not named in the complaint shall determine whether to pursue the violation. A decision to pursue a violation requires a unanimous vote by the non-named members. If the Council votes to pursue the violation, the named Councilmember or Councilmembers shall be afforded an opportunity to respond to the allegations.~~
- ~~3. If warranted under the circumstances, the Town Council may direct the Town Attorney to initiate an investigation.~~
- ~~4. The Town Council reviews the complaint and response, as well as the results of the investigation, if any.~~
- ~~5. After reviewing the complaint and response, or the results of the investigation, the Council may take one of the following actions:
 - ~~a. Admonishment: A reminder that a particular type of behavior is a violation of the Code of Conduct.~~
 - ~~b. Written Warning: Formal Council action determining that a violation occurred.~~
 - ~~c. Censure: Formal Council statement of official reprimand in the case of a serious violation of the Code of Conduct.~~~~

H. Amendment or Waiver of Rules

These rules of procedure may be amended or waived by a majority vote, provided that no such amendment shall conflict with any applicable provision of Florida Law, the Town Charter, or an ordinance of the Town.