

**CITY OF CORAL GABLES, FLORIDA**

**RESOLUTION NO. 2021-187**

A RESOLUTION OF THE CITY COMMISSION OF THE CITY OF CORAL GABLES, FLORIDA, RE-ADOPTING THE CITY'S CIVILITY CODE, ESTABLISHING A CIVILITY CODE FOR MEMBERS OF THE CITY COMMISSION AND FOR CITY EMPLOYEES.

**WHEREAS**, in Resolution No. 2016-279 the City Commission approved and adopted a Coral Gables Civility Code to further establish Rules of Participation and Decorum for members of the public participating in meetings of the City Commission and all City boards and committees; and

**WHEREAS**, Section 2-247 of the City Code includes, as part of the Oath of Office for all members of the City Commission: "To my colleagues and to all those I represent and serve, I pledge fairness, integrity and civility, in all actions taken and all communications made by me as a public servant."; and

**WHEREAS**, City's Human Resources Rule 17 requires that City employees behave in a courteous and respectful manner with other employees, City officials, and the general public at all times; and

**WHEREAS**, City's Human Resources Rule 10 establishes that an employee may be disciplined for "offensive, profane, or abuse conduct or language toward the public, supervisors, or employees; and

**WHEREAS**, professionalism, decorum, respect, and civility are essential to interpersonal relationships and collaboration; and

**WHEREAS**, the City Commission wishes to ensure that all members of the public, all members of the City Commission, and all City employees comport themselves in the most appropriate and respectful manner; and

**WHEREAS**, this Resolution seeks to re-adopt the City's Civility Code, establish a Civility Code for members of the City Commission, and establish a Civility Code for City employees, when interacting with members of the public;

**NOW, THEREFORE, BE IT RESOLVED BY THE COMMISSION OF THE CITY OF CORAL GABLES:**

**SECTION 1.** The foregoing "Whereas" clauses are hereby ratified and confirmed as being true and correct and are hereby made a specific part of this Resolution upon adoption hereof.

**SECTION 2.** That the City Commission hereby re-adopts the City's Civility Code, for members of the public, set forth in Resolution No. 2016-279 (attached hereto as Exhibit A).

**SECTION 3.** That the City Commission hereby adopts a Civility Code for members of the City Commission as follows:

All members of the City Commission shall:

- Work to foster an atmosphere of respect and civility among colleagues, City employees, and members of the public;
- Be professional and respectful in all interactions with each other and members of the public;
- Work to promote, in the general public, an understanding of the role of elected officials and accurate information regarding City matters;
- Attempt not to abruptly interrupt each other or members of the public;
- Refrain from using profanity or other disparaging remarks towards each other or towards members of the public;
- Refrain from making comments, references, or statements regarding the race, gender, ethnicity, religion, or sexual orientation of a colleague or member of the public; and
- Refrain from yelling or screaming at each other or a member of the public.

**SECTION 4.** That the City Commission hereby adopts a Civility Code for City employees as follows:

City employees shall:

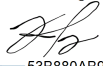
- Be professional and respectful in all interaction (whether verbal or written) with the public;
- Attempt not to abruptly interrupt members of the public;
- Refrain from disruptive behavior at public meetings;
- Refrain from using profanity or other disparaging remarks toward members of the public;
- Refrain from making comments, references, or statements regarding the race, gender, ethnicity, religion, or sexual orientation of a member of the public; and
- Refrain from yelling or screaming at a member of the public.

A City employee that violates this Code, may be subject to discipline.


**SECTION 5.** That this Resolution shall become effective upon the date of its passage and adoption herein.

PASSED AND ADOPTED THIS THIRTEENTH DAY OF JULY, A.D., 2021.  
(Moved: Mena / Seconded: Menendez)  
(Yeas: Menendez, Anderson, Fors, Jr., Mena, Lago)  
(Unanimous: 5-0 Vote)  
(Agenda Item: G-2)


APPROVED

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VINCE LAGO  
MAYOR

ATTEST:

DocuSigned by:  
  
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BILLY Y. URQUIA  
CITY CLERK

APPROVED AS TO FORM  
AND LEGAL SUFFICIENCY:

DocuSigned by:  
  
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MIRIAM SOLER RAMOS  
CITY ATTORNEY