



ADMINISTRATIVE
POLICY
MANUAL

SECTION
PERSONNEL

NUMBER
AM-212.2

DATE EFFECTIVE
04-06-93

SUBJECT
UNEMPLOYMENT COMPENSATION

PAGE
1 OF 1

POLICY:

It is the policy of the County to avoid payment of Unemployment Compensation benefits for all former employees except those whose termination from Indian River County employment was the result of a layoff. See the units LAYOFF AND RECALL, AM-211.1 and TERMINATION OF EMPLOYMENT, AM-212.1.

COMMENT:

1. The responsibility for responding to claims for Unemployment Compensation which are filed with the State of Florida, and for administration of this policy rests with the Personnel Department.
2. The actions taken by the County shall be in accord with Florida Statute 443, "Unemployment Compensation".
3. The County recognizes its financial obligations to the State of Florida as a "directly reimbursable" employer, indicating that Unemployment Compensation benefits paid by the state to former employees are to be repaid directly to the State, upon charge statement receipt, by the County.
4. It is the position of the County that Unemployment Compensation benefits should be payable only for separations initiated by the County under layoff conditions, and that other separations are not the responsibility of the County. On that basis, benefits paid for other than layoff separations represent costs which should not be passed on to the taxpayers of Indian River County.
5. It is recognized that none of the costs of the State of Florida Unemployment Compensation benefits are borne by the affected employees.