

Changes to the Workplace Violence Policy

Summary

- Revise Unified Personnel Board Policy 14: Workplace Violence Policy to reflect recent changes in the Open Carry Law.
- Approved by the Unified Personnel Board on December 4, 2025.

Background

Following the changes to the Open Carry Law, the policy now grants employees the same rights as citizens to carry firearms on Pinellas County property, except during and in the course of their official duties. The Appointing Authorities and Employees' Advisory Council concurred with these recommendations.

Updates

Revised Unified Personnel Board Policy 14: Workplace Violence Policy Section III. Prevention, C., to delete the text shown in yellow strikethrough and add the text shown in red underline below:

- C. Employees are prohibited from possessing firearms or other deadly weapons ~~on County premises, in County vehicles or while on duty except~~ during and in the course of their official duties. This prohibition does not apply to firearms that are lawfully secured in an employee's privately owned motor vehicle as specifically provided in ~~F.S. §~~ Florida Statutes section 790.251 (~~Florida Statute~~). ~~Employees in possession of weapons on County premises or while on duty are subject to discipline up to and including termination.~~ Weapons can be any instrument which will cause bodily injury or death when used in its ordinary and usual manner. Instruments may also be considered weapons if they are used in a nonconventional, intimidating, or inappropriate manner. Exceptions to the above prohibition may be granted by Appointing Authorities after consultation with HR leadership for employees whose duties require them to carry such an item.