

## Changes to Personnel Rule 6. Discipline

### Summary

- Revise Rule 6 to reflect recent changes in the Open Carry Law and to align with revisions to the Unified Personnel Board Policy 14: Workplace Violence Policy.
- Approved by the Unified Personnel Board on December 4, 2025.

### Background

Human Resources recommended updates to the Rule 6 disciplinary guidelines related to workplace violence for consistency with Open Carry Law changes and updates to the Workplace Violence Policy. The Appointing Authorities and Employees' Advisory Council concurred with these recommendations.

### Updates

Revised Personnel Rule 6 Disciplinary Guidelines and Disciplinary Action Ranges: Category E. Violation of Workplace Violence Policy, to remove the text shown in yellow strikethrough and add the text shown in red underline below:

~~The employee is in possession of a deadly weapon on County owned or leased property or in a County owned or leased vehicle at any time, or in a personal vehicle while being used for County business except:~~  
~~a. if specifically authorized in advance by the employee's Appointing Authority or designee, or~~  
~~b. With regard to a firearm, is otherwise specifically allowed under Florida Statute §790.251. Deadly weapon means any instrument which will cause great bodily harm or death when used in its ordinary and usual manner. For this infraction, deadly weapons include, but are not limited to: firearms, clubs, knives (other than a common pocket knife with a folding blade or an eating utensil), stun guns, brass knuckles, nunchucks, throwing stars, and other martial arts weapons.~~  
Unauthorized possession or exhibition of a firearm or deadly weapon