



the John S. Daley  
**FLORIDA  
 INSTITUTE OF  
 GOVERNMENT**  
 at the University of Central Florida

**LETTER OF AGREEMENT**

This letter of agreement between the City of DeBary and the Florida Institute of Government at the University of Central Florida (IOG) confirms that the IOG will create a "Social Media Policy" for the city. The project will consist of the following:

- Review of existing social media policy if available
- Initial phone call with city manager (30 minutes to one hour)
- First draft of policy to the city within 3 weeks
- Conference call (1 hour) to discuss first draft with city officials
- Future phone conferences on subsequent drafts
- Availability of consultant for 3 months following signed contract for technical support

Mr. Mark Fiedelholz, Esq. will be responsible for consulting with the city and writing the policy.

The fee for this project is \$995.00. The Institute of Government will invoice the City of DeBary upon delivery of the first draft of the policy. Payment will be remitted to:

University of Central Florida  
 Florida Institute of Government  
 12443 Research Parkway, Suite 402  
 Orlando, Florida 32826

Please direct any questions regarding this agreement to Marilyn Crotty at the Institute.

If these arrangements are satisfactory, please countersign this agreement as indicated below and return the signed letter as soon as possible. The IOG will return a fully signed agreement to the city as soon as it is signed by the University purchasing director.

**CITY OF DEBARY**

*Ron McLemore*  
**Ron McLemore**  
**Interim City Manager**

10-17-16  
**Date**

**INSTITUTE OF GOVERNMENT**

\_\_\_\_\_  
**Marilyn E. Crotty**  
**Director**

\_\_\_\_\_  
**Gregory Robinson**  
**Director of Purchasing**

\_\_\_\_\_  
**Date**



# Why courts are rejecting social media policies.

Posted on March 14, 2015 by markfiedelholtz

Based on recent and older U.S. Supreme Court rulings, here are a few quick tips to make sure your social media policy holds up in a legal claim:

- Have an electronic media attorney review or write the policy;
- Focus on media law, not labor law
- Prioritize your policy issues in the first few paragraphs
- Keep the policy to around 8 pages
- Do not copy another organization's policy, the policy must reflect your operational realities
- Enforce your policy with specialized media law training