

**RESOLUTION NO. 24-2007**

**A RESOLUTION OF THE TOWN OF MALABAR, BREVARD COUNTY, FLORIDA, PROVIDING FOR THE CREATION OF A EXTRA COMPENSATION PROGRAM TO REWARD OUTSTANDING EMPLOYEES; PROVIDING FOR INCOPORATION INTO POLICY MANUAL; PROVIDING AN EFFECTIVE DATE.**

**WHEREAS**, on September 5, 2007, the Town Council discussed the process of awarding an "Employee of the Month" with a reward for services above and beyond the normal scope of duties; and

**WHEREAS**, Town Council authorized a day off for Town Office Staff on November 9, 2007 in recognition of the extraordinary efforts staff had undertaken to comply with statutory requirements but also wanted a formal process for future use for all Town Employees; and

**WHEREAS**, Florida Statute 215.425 provides for the authority of the governing body of a municipality to provide for an Extra Compensation Program, including lump sum bonus payment, to reward outstanding employees whose performance exceeds standards established within the performance evaluation process; and

**WHEREAS**, the Town Council is satisfied that the periodic Staff Reviews, Annual Performance Review within the Performance Evaluation Process, and Public Recognition and Improved Morale are all indicators of a healthy workforce and as such recognizes a Extra Compensation Program is an innovation that serves the public interest; and

**NOW, THEREFORE, BE IT RESOLVED BY THE TOWN COUNCIL OF THE TOWN OF MALABAR, BREVARD COUNTY, FLORIDA, that:**

**Section 1.** The Town Council of Malabar, Brevard County, Florida, hereby adopts an Extra Compensation Program that provides a bonus program for employees that exceed standards established by their job descriptions, by approving a day off, a cash bonus, a gift certificate, public recognition or a combination of same or additional methods as recommended by the Town Administrator, for outstanding employees.

**Section 2.** The Extra Compensation shall not be included in the employee's base rate of pay or be carried forward in subsequent years as a condition of compliance with Florida Statute

(F.S.) 215.425.

**Section 3.** That a copy of this Resolution shall be incorporated into the policy manual.

**Section 4.** This Resolution shall take effect immediately upon its adoption.

This Resolution was moved for adoption by Council Member McClelland. This motion was seconded by Council Member Borton and, upon being put to vote, the vote was as follows:

Council Member Nancy Borton	<u>Aye</u>
Council Member Brian Vail	<u>Absent</u>
Council Member Charles (Chuck) McClelland	<u>Aye</u>
Council Member Jeffrey (Jeff) McKnight	<u>Aye</u>
Council Member Patricia D. Dezman	<u>Aye</u>

This Resolution was then declared to be duly passed and adopted this 19th day of November, 2007.

By:

\_\_\_\_\_  
Mayor Thomas M. Eschenberg

Approved for Legal Sufficiency:

\_\_\_\_\_  
Attorney Karl W. Bohne, Jr.,  
Town Attorney

ATTEST:

\_\_\_\_\_  
Debby Franklin  
Town Clerk/Treasurer

(seal)