

RESOLUTION NO. _____

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF RIVIERA BEACH, PALM BEACH COUNTY, FLORIDA, INCREASING THE SALARIES OF DEPARTMENT HEADS AND ADMINISTRATIVE EMPLOYEES BY FIVE PERCENT (5%) AND CREATING MANAGEMENT INCENTIVE PACKAGES FOR FISCAL YEAR 2018/2019 TO BECOME EFFECTIVE OCTOBER 1, 2018; AND PROVIDING AN EFFECTIVE DATE.

WHEREAS, staff recommends that a five percent (5%) salary adjustment be granted to department heads and administrative employees; and

WHEREAS, staff has experienced difficulty filling positions, particularly at the administrative level and has surveyed surrounding agencies concerning management incentive packages; and

WHEREAS, the responding agencies provide various incentives to their administrative level employees; and

WHEREAS, City staff recommends the creation of a two (2) tier incentive package; and

WHEREAS, funds have been provided in the 2018/2019 budget for salary increases and the creation of an incentive packages

NOW, THEREFORE, BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF RIVIERA BEACH, PALM BEACH COUNTY, FLORIDA, AS FOLLOWS:

SECTION 1. That a salary adjustment be granted and the salaries of department heads and administrative employees be increased by five percent (5%) effective October 1, 2018.

SECTION 2. That the creation of a two (2) tier management incentive package includes the following:

Tier I	Tier II
FSA/HSA -\$200	FSA/HAS-\$100
10 Days of Personal Time	5 Days of Personal Time

Employees will have the option to receive a lump sum payment or have funds deposited into a FSA/HSA.

SECTION 3. The number of discretionary days is capped at 20 days with no pay out option; there is no impact on existing sick and vacation accruals or buy back option(s).

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SECTION 4. This resolution shall take effect October 1, 2018 and approval by the City Council.

PASSED AND APPROVED THIS _____ DAY OF _____, 2018.

APPROVED:

THOMAS A. MASTERS
MAYOR

TONYA DAVIS JOHNSON
CHAIRPERSON

ATTEST:

CLAUDENE L. ANTHONY
CERTIFIED MUNICIPAL CLERK
CITY CLERK

LYNNE L. HUBBARD
CHAIR PRO TEM

KASHAMBA MILLER-ANDERSON
COUNCILPERSON

JULIA A. BOTEL, Ed.D
COUNCILPERSON

TERENCE D. DAVIS
COUNCILPERSON

REVIEWED AS TO LEGAL SUFFICIENCY

ANDREW DEGRAFFENREIDT, CITY ATTORNEY

DATE: _____

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MOTIONED BY: _____

SECONDED BY: _____

L.HUBBARD _____

K.MILLER-ANDERSON _____

T.DAVIS JOHNSON _____

J. BOTEL _____

T. DAVIS _____