

RESOLUTION NUMBER 77-20

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF RIVIERA BEACH, PALM BEACH COUNTY, FLORIDA, APPROVING THE MANAGEMENT INCENTIVE PACKAGE FOR FISCAL YEAR 2020-2021, PROVIDING FOR SEVERABILITY; AND PROVIDING AN EFFECTIVE DATE.

WHEREAS, in 2018, recognizing the challenges the City faced trying to retain talented employees and attract highly qualified administrative level employees to fill vacant positions, the City Council approved a Management Incentive Package via Resolution No. 102-18 after staff surveyed and researched surrounding agencies with similar management incentives provided to administrative level employees; and

WHEREAS, in 2019, the City Council approved a similar Management Incentive Package via Resolution 89-19 for the duration of that fiscal year; and

WHEREAS, funds have been provided in the 2020 budget for management employees to participate in the Sick/Vacation Buy-Back Program; and

WHEREAS, in the City's effort to recruit and retain qualified, skilled administrative level applicants and employees, and to remain competitive with the surrounding agencies, City staff recommends approval of this Management Incentive Package.

NOW, THEREFORE, BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF RIVIERA BEACH, FLORIDA that:

SECTION 1. A two-tiered Management Incentive Package be created to include the following:

<u>Tier I Employees</u>	<u>Tier II Employees</u>
15 Days of Personal Time Off	10 Days of Personal Time Off

SECTION 2. During the fiscal year 2020 sick/vacation buy back period, management employees will have the option to sell up to 160 hours of unused accrued sick and/or vacation hours. The provision requiring management employees to use five (5) days or forty (40) hours of vacation to participate has been suspended for the fiscal year 2020 sick/vacation buy back period due to employees' inability to take vacation leave because of COVID-19. After the fiscal year 2020 sick/vacation buy back period has concluded, management employees will have to use five (5) days or forty (40) hours of vacation time to participate in future sick/vacation buy back periods.

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SECTION 3. Personal time off (“PTO”) allotted to Tier I and Tier II management employees shall be allotted on a prorated basis. Employees hired or transferred on October 1 through January 31 shall receive fifteen (15) days of PTO; employees hired or transferred on February 1 through May 31 shall receive ten (10) days of PTO; and employees hired or transferred on June 1 through September 30 shall receive five (5) days of PTO.

SECTION 4. The maximum rollover rate for personal time off shall be forty (40) days for Tier I employees and twenty (20) days for Tier II employees with no option for payout.

SECTION 5. Management employees may be eligible for a take home vehicle pursuant to the Take Home Vehicle Policy (FN-13-001).

SECTION 6. The recitals referenced above are hereby incorporated into this Resolution.

SECTION 7. If any clause, section, other part or application of this Resolution is held by any court of competent jurisdiction to be unconstitutional or invalid, in part or in application, it shall not affect the validity of the remaining portion or applications of this Resolution.

SECTION 8. This Resolution shall take effect upon its passage and approval by the City Council.

PASSED AND APPROVED THIS DAY OF _____, 2020.

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APPROVED:

**RONNIE L. FELDER
MAYOR**

**JULIA A. BOTEL, Ed.D
CHAIRPERSON**

ATTEST:

**CLAUDENE L. ANTHONY,
CERTIFIED MUNICIPAL CLERK
CITY CLERK**

**DOUGLAS A. LAWSON
CHAIR PRO TEM**

**TRADRICK MCCOY
COUNCILPERSON**

**KASHAMBA MILLER-ANDERSON
COUNCILPERSON**

**SHIRLEY D. LANIER
COUNCILPERSON**

MOTIONED BY: _____

SECONDED BY: _____

T. MCCOY: _____

K. MILLER-ANDERSON: _____

S. LANIER: _____

J. BOTEL: _____

D. LAWSON: _____

REVIEWED AS TO LEGAL SUFFICIENCY

DAWN S. WYNN, CITY ATTORNEY

DATE