

RESOLUTION NO. 190

AN AMENDMENT TO RESOLUTION 138 OF THE COMMISSIONERS OF THE TOWN OF DEWEY BEACH, DELAWARE, AMENDING THE POLICY FOR AN ANNUAL CONDITIONAL EMPLOYEE BONUS.

WHEREAS, the Commissioners of the Town of Dewey Beach value the Town employees and desire to express their appreciation to the Town employees by providing an annual Employee Appreciation Bonus to each employee of the Town of Dewey Beach; and

~~WHEREAS, the Commissioners of the Town of Dewey Beach desire to incentivize Town employees to make efforts that will lead to annual Town expenditures being less than or equal to the amount budgeted; and~~

~~WHEREAS, the Commissioners of the Town of Dewey Beach desire to reward Town employees with an annual Employee Conditional Bonus when annual Town expenditures are less than or equal to the amount budgeted.~~

NOW, THEREFORE, BE IT RESOLVED BY THE TOWN COMISSIONERS OF THE TOWN OF DEWEY BEACH, DELAWARE IN SESSION MET THIS 8<sup>TH</sup> DAY OF JULY, 2016, AND AMENDED ON JULY 8, 2016 THAT:

SECTION 1. As an expression of appreciation, an annual Employee Appreciation Bonus in the amount of \$250.00 shall be awarded as ordinary income to each non-seasonal Town employee who is employed by the Town of Dewey Beach on December 1 of the year in which the bonus is awarded. The estimated cost of such an Employee Appreciation Bonus shall be included in the approved Annual Budget as a separate Administration expenditure line item, and payment to eligible employees included in the first pay period of each December.

SECTION 2. An annual Employee Conditional Bonus in the amount of ~~\$250.00~~ \$100.00 shall be awarded as ordinary income to each non-seasonal Town employee who is employed by the Town of Dewey Beach on the last day of the fiscal year, each year for which the ratified Report by the Town's Independent Auditors indicates the Town's net fiscal-year financial performance—total revenue less total expenditures including the estimated cost of this Employee Conditional Bonus—achieves the Budget Goal approved by the Town Commissioners at the beginning of that fiscal year. The estimated cost of this Employee Conditional Bonus shall be included in the approved Annual Budget as a separate Administration expenditure line item, and payment made to eligible employees in the first full pay period following ratification of the audited financial report.


SECTION 3. In addition to the above mentioned Employee Conditional Bonus, The Town Manager will make a recommendation to the Commissioners for an Employee Performance Bonus ~~will be paid out~~ in each year the ratified Report by

the Town's Independent Auditors indicates the Town's net fiscal-year financial performance—total revenue less total expenditures—exceeds the Budget Goal approved by the Town Commissioners at the beginning of that fiscal year by \$100,000 or more. ~~The total amount of this Employee Performance Bonus shall be five percent (5%) of the amount by which the Town's audited financial performance exceeds its Budget Goal, and shall be awarded in equal amounts to each non-seasonal Town employee who is employed on the last day of the fiscal year. Payment shall be made to eligible employees in the first full pay period following ratification of the audited financial report. The Town Manager will recommend a portion of the Town's surplus to be set aside as an employee bonus pool to be allocated by the Town Manager to active employees.~~

**SECTION 4.** This resolution is effective by its adoption by a majority of the Commissioners of the Town of Dewey Beach on July 8, 2016.



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Diane Hanson, Mayor

  
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Marc Appelbaum, Town Manager