

## Masters® Employee Compensation Parameters

### **Purpose:**

To provide Employee Compensation to AGS staff who support operations during the Augusta National Masters® Tournament. This incentive recognizes the additional workload, schedule adjustments, and commitment required during this period. The payout amount will be consistent across all eligible employees. The program is structured for the workforce, as a collective, to achieve the Masters® operational goals.

### **Eligibility Criteria:**

- **Status:**
  - All active full-time and part-time Augusta Richmond County employees assigned to AGS through an Airport Position Control Number (PCN), assigned to AGS from an Augusta Richmond County department on a permanent basis, and the Augusta Richmond County Marshal's Office – Aviation Division.
  - Employees who have worked at AGS through a staffing agency for more than 6 consecutive months prior to the operational period.
- **Operational Period:**
  - Must work at a minimum, regular work schedules during the designated operational period. March 30<sup>th</sup>- April 13<sup>th</sup>, 2026.
- **Attendance:**
  - Employees must not have unexcused absences or vacation leave during the designated operational period.
- **Performance:**
  - Managers must verify that each employee met or exceeded performance expectations.
  - Any employee involved in a preventable incident, accident, or loss during the operational period will be ineligible.
  - Any employee involved in a documented disciplinary action, including but not limited to tardiness, insubordination, or negligence, during the operational period will be ineligible.

**Payment Information:**

- Eligible employees may receive a gross payment up to \$500.00.
- Compensation Performance Standards:  
Employees may be eligible for Masters® Employee Compensation up to \$500.00 if the Operational Period is conducted free of preventable incidents. Should an incident occur, the compensation will be determined based on the following criteria:
  - Tier #1 - \$500.00 Payout
    - No incident occurred during the operation period. This resulted in no expenses related to an accident, injury, or property loss. This tier would be inclusive of any minor mishaps that are likely to occur during a large-scale operation (i.e. minor equipment dings & scratches, trip and falls that resulted the use of a simple first aid kit, etc.).
  - Tier #2-\$250.00 Payout
    - Preventable incident(s) occurring, resulting in an expense of less than \$25,000.00 cumulatively. Examples would include any minor accidents that may result in insurance payouts, ambulatory transports, minor equipment or vehicle accidents, or trips and falls.
  - Tier #3-\$0.00 Payout
    - Preventable incident(s) occurring, resulting in an expense greater than \$25,000.00 cumulatively. Examples would include major loss such as aircraft damage, significant building or property damage, or loss of life or limb.
  - The Executive Director retains the authority to adjudicate incidents.
- The payment will be subject to all applicable federal and state taxes.
- The amount will be issued in addition to the employee's normal compensation.
- The Employee Compensation will be issued following the conclusion of the 2026 Masters® Tournament operational period.

**Other Conditions:**

- This is a non-recurring payment and does not affect base pay, benefits, or retirement calculations.
- Employees who voluntarily separate or are terminated before the operational period are not eligible.
- Temporary employees hired specifically for the Masters® operation are not eligible.
- Augusta Richmond County Marshals who are not assigned to the Aviation Division are not eligible.
- AGS employees who do not have an organic role within their regular work duties, may be assigned responsibilities essential to the success of Masters® operation.
- Management reserves the right to modify, suspend, or cancel this program at any time based on operational or budgetary considerations.