



**CITY OF BELLE ISLE, FLORIDA
CITY COUNCIL AGENDA ITEM COVER SHEET**

Meeting Date: July 20, 2021

To: Honorable Mayor and City Council Members

From: B. Francis, City Manager

Subject: Policy on Employee Bonuses

Background: When the City revised its personnel manual a few years ago, the City Attorney's office stated that bonuses are not allowed under state statute and therefore the bonus policy was rescinded from the manual.

At the Council meeting on June 15, the Council discussed the Governor's order to allow public safety officers and teachers a \$1000 one-time payment for working during COVID. This would be a bonus payment. It was explained to the Council that bonuses are not allowed by state statute. The Council requested the City Attorney to review the statute to see if bonuses could be allowed so first responders may receive this bonus provided by the Governor. The Council also stated that we had other administrative employees who came to work every day during COVID and they should also be entitled to a bonus.

The Council asked the City Attorney to again review the statutes and determine if bonuses are authorized. After review the City Attorney's Office stated that the statute appears to provide that bonuses can only be awarded prospectively based on employee performance and other criteria after adoption of a bonus policy.

Based on this information, the City staff drafted a policy for bonuses which was reviewed by the City Attorney's office.

Staff Recommendation: Approve Resolution 21-15 to adopt the policy and provide a bonus payment.

Suggested Motion: I move that we approve Resolution 21-15 adopting an employee bonus policy and providing a one-time \$1,000 bonus to employees.

Alternatives: Do not adopt the policy and continue not to provide bonuses.

Fiscal Impact: \$27,000

Attachments: Bonus Policy