



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

Meeting Date: August 3, 2021

To: Honorable Mayor and City Council Members

From: B. Francis, City Manager

Subject: Resolution 21-15, Employee Bonus Program

Background: This issue was tabled from the July 20th Council meeting. The Council discussed that pros and cons of a bonus program. Well managed bonus programs are designed to positively affect employee's behavior, improve productivity by increasing motivation and help the City meet its overall objectives. Through the use of bonus programs employees are rewarded for good behavior and exceeding goals. Conversely, if not implemented correctly and fairly, there can be negative behavior from those who may not receive a bonus. When weighing the pros and cons of a bonus program, I believe the pros outweigh the cons and the Council should consider adopting the bonus policy.

This Resolution and the policy, if adopted, does not automatically provide for employee bonuses; the Council is only considering whether or not to adopt the policy and incorporate this policy in the personnel manual.

The City did provide a bonus and longevity pay for its employees for years prior to FY19-20 when they were cut from the budget because of revenue shortfalls due to COVID-19 and an opinion by the City Attorney that the City cannot provide bonuses without an adopted plan or policy.

Staff Recommendation: Approve Resolution 21-15 to adopt the employee bonus policy.

Suggested Motion: I move that we approve Resolution 21-15.

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

Fiscal Impact: TBD

Attachments: Resolution 21-15
Bonus Policy