



## Council Agenda Item

Meeting Date: December 19, 2023

Agenda Item: Employee Bonuses

Staff Contact (name, email, phone): Rachelle Blitch, [rblitch@whitewater-wi.gov](mailto:rblitch@whitewater-wi.gov) , 262-473-1380

### BACKGROUND

(Enter the who, what when, where, why)

The City anticipates concluding 2023 with a financial surplus and has shown interest in rewarding its diligent employees with a bonus. The Finance Committee has agreed to set aside approximately \$25,000 for bonuses and requested the Council be presented with two options:

Option 1: All FT Non-Exempt/Exempt Under \$55,000 receive \$250, All Permanent PT receive \$150

Option 2: FT employees with 1-5 years receive \$300, 5+ years receive \$500 and PT employees with 1-5 years receive \$100, 5+ years receive \$200

Option 3: All FT employees earning at or below \$79,757 receive \$250 and all permanent PT employee receive \$150

### PREVIOUS ACTIONS – COMMITTEE RECOMMENDATIONS

(Dates, committees, action taken)

November 28, 2023 – Finance Committee, recommendation to present options to council for approval

### FINANCIAL IMPACT

(If none, state N/A)

Approximately \$25,000

### STAFF RECOMMENDATION

Staff recommends setting a maximum wage to establish eligibility so we are not being discriminatory in any way. The wage of the highest earning non-exempt employee is \$79,757. It would be unfair to give a bonus to an hourly employee earning more than an exempt employee. We need to be mindful not to exclude employees based on their status and instead use a maximum wage threshold to determine eligibility.

### ATTACHMENT(S) INCLUDED

(If none, state N/A)

1. Bonus Calculation Example