

**ORDINANCE NO. 582**

**AN ORDINANCE OF THE TOWN OF OCEAN RIDGE, FLORIDA, ESTABLISHING A LUMP SUM BONUS PAYMENT PROGRAM TO REWARD OUTSTANDING EMPLOYEES WHOSE PERFORMANCE EXCEED STANDARDS IN ACCORDANCE WITH FLORIDA STATUTES, SECTIONS 166.021(7) AND 215.425; PROVIDING FOR REPEAL OF ALL ORDINANCES IN CONFLICT; PROVIDING FOR SEVERABILITY; PROVIDING FOR AN EFFECTIVE DATE.**

WHEREAS, the Town Commission of Ocean Ridge recognizes the benefit to the Town of rewarding outstanding employees through, among other things, financial incentives; and

WHEREAS, the Town is authorized by Florida Statutes Sections 166.021(7) and 215.425 to provide lump sum bonus payments to reward outstanding employees whose performance exceeds standards pursuant to a policy adopted in an Ordinance; and

WHEREAS, the Town Commission finds that it is in the interest of the residents of the Town of Ocean Ridge for the Town's outstanding employees to be recognized and thereby retained.

**NOW THEREFORE, BE IT ORDAINED BY THE TOWN COMMISSION OF THE TOWN OF OCEAN RIDGE, FLORIDA, AS FOLLOWS:**

**Section 1. Findings of Fact.** The WHEREAS clauses set forth above are adopted herein as findings of fact.

**Section 2. Extra Compensation Policy Adopted.** It is hereby declared to be the policy of the Town of Ocean Ridge that the Town Commission may reward outstanding employees whose performance exceeds standards through the payment of lump sum bonuses. Such policy shall be subject to the following:

- (a) The Town Manager, as chief administrative official, shall submit annually to the Town Commission, a list of those employees whose performance exceeds standards, as provided in Section 166.021(7), Florida Statutes;
- (b) It shall be within the discretion of the Town Commission to determine what constitutes employee "performance [which] exceeds standards" as provided in Section 166.021(7), Florida Statutes;
- (c) It shall be within the Town Commission's sole and absolute discretion as to what bonuses, if any, to award;
- (d) Any bonuses paid pursuant to this policy shall not be included in the employee's regular base rate of pay and may not be carried forward in subsequent years as a portion of the employee's regular base rate of pay.

**Section 3. Repeal of Ordinances.** Any ordinance in conflict herewith, to the extent of such conflict, is hereby repealed.

**Section 4. Severability.** In the event any section, paragraph, sub-paragraph, sentence, clause, phrase or word of this Ordinance shall be declared invalid, illegal or unenforceable by a court of competent jurisdiction, such declaration shall not affect the validity of the remaining portions hereof.

**Section 5. Effective Date.** This Ordinance shall become effective immediately upon adoption.

FIRST READING this 2nd day of March, 2009.

SECOND AND FINAL READING this 6th day of April, 2009.

Commissioner Pugh offered the foregoing Ordinance and its adoption. The motion was seconded by Commissioner Allison and upon being put to a vote, the vote was as follows:

KENNETH M. KALEEL, Mayor	<u>Yea</u>
GEOFFREY A. PUGH, Vice Mayor	<u>Yea</u>
DR. LYNN L. ALLISON, Commissioner	<u>Yea</u>
ELIZABETH P.B. BINGHAM, Commissioner	<u>Yea</u>
TERRY BROWN, Commissioner	<u>absent</u>

The Mayor thereupon declared this Ordinance approved and adopted by the Town Commission of the Town of Ocean Ridge, Florida, on second reading, this 6th day of April, 2009.

TOWN OF OCEAN RIDGE, FLORIDA

BY: \_\_\_\_\_  
KENNETH M. KALEEL, MAYOR

ATTEST: \_\_\_\_\_  
TOWN CLERK