



Alachua County Administrative Services

Human Resources

Kim Baldry, CPM, SPHR, Human Resources Manager
Karen P. Gerding, CPM, PHR, Human Resources Supervisor

June 3, 2011

MEMORANDUM

To: Randall H. Reid
County Manager

Via: Betty Baker
Administrative Services Director

From: Kim Baldry, CPM, SPHR
Human Resources Manager

Subject: Revisions to Policy #5-15

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COUNTY MANAGER

Governor Scott is expected to sign Senate Bill 88 into law. This bill limits the payment of extra compensation to County officials and requires that bonuses provided to County employees must now meet certain criteria, including a preset standard that bonuses must be based on performance and all employees must be eligible for said bonuses.

The County currently allows for two bonuses in the Employee Policies. One bonus is an incentive bonus for employees who obtain a non-required job related license or certification. The other bonus is for a one time lump sum amount to reward an employee for exemplary performance. Neither of these bonuses is tied to a "preset standard that bonuses must be based on performance and all employees must be eligible for said bonuses." The text of the law specifies that all employees must be eligible for one of the bonuses and the employees must be advised in advance of the performance standards and evaluation process by which a bonus will be awarded. Neither of the bonuses in the Employee Policies meet these requirements.

Therefore, I am recommending removal of these two incentive pays from the Employee Policies.

Upon your approval I will place this on the Board's agenda for final approval and will then notify all employees, and Union Leadership, of these revisions.

In the event the Governor does not sign Senate Bill 88 into law, I will cancel this proposed revision.

Approved
Randall H. Reid
County Manager

6/15/11
Date

Disapproved
Randall H. Reid
County Manager

KB
Attachment

