

ORDINANCE NO. 17-14

By: Lori Ann Feibel:

An ordinance to create an incentive program for the Recreation and Parks Department employees.

Whereas, in 2007 the Recreation Fund expense over revenue was approximately \$438,000, and

Whereas, in 2013 the Recreation Fund expense over revenue was approximately \$342,000 better than in 2007, and

Whereas, the financial improvement for the department is in large part due to the efforts of the recreation staff, and

Whereas, it is a goal of the administration to continue to work toward a Recreation Fund expense over revenue of \$0, and

Whereas, the incentive program is an administrative tool designed to help the department meet the goals of a \$0 expense over revenue, and

Whereas, any cost to the city that is incurred as a result of the incentive program will be more than covered in savings accumulated through the reduction in the Recreation Fund expense over revenue, and

Whereas, the incentive program will be a pilot program for 2014 and will be reevaluated each year.

BE IT ORDAINED BY THE COUNCIL OF THE CITY OF BEXLEY

Section 1. That a pilot incentive program is established for the recreation staff for 2014 based on the benchmark achieved in the year end Recreation Fund – Revenue Over (Under) Expenditures and has a corresponding payout as indicated below:

Recreation Fund Revenue Over (Under) Expenditures	Payout
(\$150,000)	\$12,500
(\$125,000)	\$13,750
(\$100,000)	\$15,000
(\$75,000)	\$16,250
(\$50,000)	\$17,500
(\$25,000)	\$18,750
\$0	\$25,000

Section 2. Recreation staff will receive a percentage of the payout based on their job responsibilities. Below is the breakdown for the recreation staff:

Value of Incentives Based on Rec Fund Expense Over Income		
<u>Staff</u>	<u>Shares</u>	<u>% of Payout</u>
Recreation Supervisor (1)	1	22.22%
Recreation Supervisor (2)	1	22.22%
Recreation Supervisor (3)	1	22.22%
Recreation Supervisor (4)	1	22.22%
Administrative Assistant	0.5	11.11%
Total	4.5	100%

Section 3. This a pilot program for 2014 and will be reevaluated for use in future years.

Passed: _____, 2014

President of Council

Attest: _____
Clerk of Council

Approved: _____, 2014

Ben Kessler, Mayor

First Reading 3-25-14