

ORDINANCE NO. 17-14

By: Lori Ann Feibel:

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

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. Any earned payout will be made in January of 2015. 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. In order to be eligible for the incentive program, employees must be an employee of the Recreation and Parks Department from January 1, 2014 through December 31, 2014.

Section 4. This is a pilot program for 2014 and will be reevaluated for use in future years. City Council is not obligated to offer the incentive program in future years.

Passed: _____, 2014

President of Council

Attest: _____
Clerk of Council

Approved: _____, 2014

Ben Kessler, Mayor