



REVISED

Board Meeting

November 29, 2012

JWB Personnel Policy

Item III.B.

Recommended Action: Discontinue Longevity Payment Policy

Budget Impact: None

Background:

The current JWB personnel policies provide for longevity payments in one time lump sum payments when employees hit certain tenures of employment (10, 15, 20 and 25 years). SB 88 made changes to Fl.Stat 215.425 by (among other things) eliminating the language that permitted extra compensation to be paid to employees of special districts pursuant to resolutions of governing boards of special districts and by setting forth the four criteria for a bonus scheme. Fl.Stat. 215.425(3) states in pertinent part:

- (3) Any policy, ordinance, rule or resolution designed to implement a bonus scheme must:
- (a) Base the award of a bonus on work performance
 - (b) Describe the performance standards and evaluation process by which a bonus will be awarded
 - (c) Notify all employees of the policy, ordinance, rule or resolution before the beginning of the evaluation period on which a bonus will be based; and
 - (d) Consider all employees for the bonus.

Thus, the current JWB personnel policy regarding longevity payments should be eliminated. HR staff will explore the appropriateness of creating a bonus scheme at JWB that complies with the criteria of Fl.Stat. 215.425