

RESOLUTION NO. ____

AN AMENDMENT TO RESOLUTION 190 OF THE COMMISSIONERS OF THE TOWN OF DEWEY BEACH, DELAWARE, AMENDING THE POLICY FOR AN ANNUAL CONDITIONAL EMPLOYEE BONUS.

WHEREAS, the Commissioners of the Town of Dewey Beach value the Town employees and desire to express their appreciation to the Town employees by providing an annual Employee Appreciation Bonus to each employee of the Town of Dewey Beach.

NOW, THEREFORE, BE IT RESOLVED BY THE TOWN COMMISSIONERS OF THE TOWN OF DEWEY BEACH, DELAWARE IN SESSION MET THIS 16TH DAY OF SEPTEMBER, 2022 THAT:

SECTION 1. As an expression of appreciation, an annual Employee Appreciation Bonus in the amount of \$250.00 shall be awarded as ordinary income to each non-seasonal Town employee who is employed by the Town of Dewey Beach on December 1 of the year in which the bonus is awarded **and must have accumulated a minimum of 100 working hours prior to the pay cycle in which the bonus will be paid.** The estimated cost of such an Employee Appreciation Bonus shall be included in the approved Annual Budget as a separate Administration expenditure line item, and payment to eligible employees included in the first pay period of each December.

SECTION 2. An annual Employee Conditional Bonus in the amount of \$100.00 shall be awarded as ordinary income to each non-seasonal Town employee who **accumulated a minimum of 120 regular duty hours during the budget year, and** is employed by the Town of Dewey Beach on the last day of the fiscal year, each year for which the ratified Report by the Town's Independent Auditors indicates the Town's net fiscal-year financial performance-total revenue less total expenditures including the estimated cost of this Employee Conditional Bonus- achieves the Budget Goal approved by the Town Commissioners at the beginning of that fiscal year. The estimated cost of this Employee Conditional Bonus shall be included in the approved Annual Budget as a separate Administration expenditure line item, and payment made to eligible employees in the first full pay period following ratification of the audited financial report.

SECTION 3. In addition to the above-mentioned Employee Conditional Bonus, The Town Manager will make a recommendation to the Commissioners for an Employee Performance Bonus in each year the ratified Report by the Town's Independent Auditors indicates the Town's net fiscal-year financial performance-total revenue less total expenditures-exceeds the Budget Goal approved by the Town Commissioners at the beginning of that fiscal year. The Town Manager will recommend a portion of the Town's surplus to be set aside as an employee bonus pool to be allocated by the Town Manager to active employees.

SECTION 4. This resolution is effective by its adoption by a majority of the Commissioners of the Town of Dewey Beach on July 16, 2022.

William Stevens, Mayor

Bill Zolper, Town Manager