

## AGENDA



Thursday, January 10, 2008

**Management Services  
RECOMMENDATION FOR COUNCIL ACTION****Item No. 19**

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**Subject:** Approve a resolution waiving the Personnel Policy requirement to maintain payroll status on December 1 for two City of Austin employees whose deaths occurred within 30 days of their eligibility for service incentive pay and service incentive pay enhancement.

**Amount and Source of Funding:** Funding in the amount of \$3,147 is available in the Fiscal Year 2007-2008 Operating Budgets of the effected departments.

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City of Austin Personnel Policies, provision A.III.A.12, provides that employees who have completed five years of continuous service shall receive service incentive pay and, with certain limited exceptions, service incentive pay enhancement.

The same policy provision requires that an employee must be on the payroll on December 1 in order to receive these lump-sum payments. The waiver of the requirement that employees be on the payroll on December 1 allows awarding this pay to two employees who would have been eligible but for their deaths prior to December 1, 2007.