

RESOLUTION NO.

WHEREAS, the Director of Human Resources has recommended the following amendment of the Personnel Policies, and

WHEREAS, the City Manager approves and recommends adoption of this amendment, **NOW, THEREFORE**,

BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF AUSTIN:

That the City of Austin Personnel Policies be, and the same is hereby amended to amend the Service Incentive Pay Program, effective when approved, as described below

PART 1. That Chapter A, Section III a(12), Service Incentive Pay, be revised as follows

12 **Service Incentive Pay**

Service Incentive Pay is provided to recognize the value of longevity in service to the City and to enhance, for newer employees, the advantages of becoming a long-term City employee. Service Incentive Pay consists of two parts. Both parts are dependent upon approval of funding by the City Council, which may fund either or both parts.

a Service Incentive Pay

Regular employees who have completed five years of continuous service by December 1 of the year they are to receive pay, shall receive Service Incentive Pay as follows

(1) An employee shall be paid 1/4 of 1% for each year of service, based on the current annual earnings of the employee as of December 1. Payment is to be made in a lump sum each year within the first two weeks of December if the employee is serving the City on December 1.

(2) Maximum credit to be applied for calculation of Service Incentive Pay will be for fifteen years of service. The maximum lump sum payment will be the amount calculated based on an employee's fifteen years of service or a specific amount approved by the City Council.

b Service Incentive Pay Enhancement

(1) Eligible Employees Service Incentive Pay Enhancement is available for employees in a regular (not temporary) position on April 1, 2006, except employees who

(a) are included in the Public Safety and Emergency Management Department bargaining unit pursuant to Chapter 142 of the Texas Local Government Code, or

(b) receive a "public safety premium" as part of their compensation

(2) Amount of pay

(a) An eligible employee shall be paid a single lump sum payment equal to 2% of the employee's annual base pay as of December 1, 2006. Payment is to be made within the first two weeks of December 2006 if the employee is serving the City on December 1, 2006.

(b) Only employees who qualify for both parts of Service Incentive Pay shall receive payment for both parts.

ADOPTED: _____

ATTEST: _____

Shirley A. Gentry
City Clerk

DRAFT