

**CITY OF WARD
RESOLUTION NO. R-2024-42**

**A RESOLUTION AUTHORIZING AND APPROVING PAYMENT OF YEAR END BONUSES TO
QUALIFIED EMPLOYEES AND REPEALING AND REPLACING RESOLUTION R-2016-11**

WHEREAS, THE CITY OF WARD, ARKANSAS, taking into consideration the City's financial standing, desires to recognize the dedication and commitment of City employees by a discretionary year-end bonus, pursuant to the guidelines established in the attachment hereto;

NOW, THEREFORE, IT IS RESOLVED BY THE WARD CITY COUNCIL THAT:

SECTION 1: The Year End Bonus Guidelines, in substantially the form attached to this Resolution, is hereby approved.

SECTION 2: The Mayor is authorized to take such actions as may be appropriate to carry out the terms of this Resolution year-to-year unless otherwise directed by the City Council.

SECTION 3: The Mayor is authorized to withhold or postpone year-end bonuses if needed because of the financial needs of the city. If payments are withheld or postponed, City Council must be advised of such action as soon as practical.

SECTION 4: Resolution 2016-11 is hereby repealed and replaced by this Resolution.

SAID RESOLUTION WAS ADOPTED ON 9-17-2024

Brooke N, Chapman Y, Hall Y, Hefner Y, McMinn Y, Ruble Y

YEAS: 5 NAYS: 1 Mayor (if needed) _____

APPROVED:



Charles Gastineau, Mayor

ATTEST:



Krystal Rummel, City Clerk



YEAR END BONUS GUIDELINES

An Employee is deemed "Qualified" upon the successful completion of one (1) year of continuous service as a full or part-time employee for the City of Ward, Arkansas.

If a part-time or full-time employee is also a member of the city's Volunteer Fire Department, he or she is authorized two (2) end-of-year bonuses (city position and Vol FF), if offered.

Elected officials and appointed Planning Commission members are not "Qualified Employees" and are NOT eligible for a Year End Bonus.

1. YEAR END BONUS:

- Bonuses will be paid the third (3rd) Wednesday of November of each year.
- Bonuses will only be paid to active employees as of the third (3rd) Wednesday of November of each year.
- All bonuses will be reported to the IRS and taxes withheld.

2. FULL TIME EMPLOYEES:

- Qualified Employees with more than one, but less than two (2) years of service, will receive a year-end bonus of \$100.00.
- After two (2) years of full-time employment with the City of Ward, full time Qualified Employees will be paid an additional \$50.00 per year for each year of service with the City of Ward. The maximum year end bonus that a full time Qualified Employee can receive is \$1,000.00.

3. PART TIME EMPLOYEES:

- Qualified Employees with more than one, but less than two (2) years of service, will receive a year-end bonus of \$75.00.
- After two (2) years of part-time employment with the City of Ward, part time Qualified Employees will be paid an additional \$25.00 per year for each year of service with the City of Ward. The maximum year end bonus that a part time Qualified Employee can receive is \$500.00.

4. VOLUNTEER FIREFIGHTERS AND AUXILIARY POLICE OFFICERS:

A bonus in the amount of \$75.00 with no additional amount for years of Volunteer service will be paid to each volunteer firefighters and auxiliary police officers who are deemed active as of the third (3rd) Wednesday of November of each year.

Summary of changes NOT to be published with Resolution

1. Allow council to postpone or take other action in lieu of paying bonuses
2. Allows the Mayor to postpone bonuses but must advise council as to why
3. Allows for city employees who are also volunteer firefighters or auxiliary police officers to receive bonuses for both
4. Removes bonuses for planning commission members