

RESOLUTION NO. _____

A RESOLUTION OF THE COUNCIL OF THE CITY OF
SANTA BARBARA APPROVING A SCHOOL CONTINUITY
INCENTIVE FOR CERTAIN HOURLY EMPLOYEES
WORKING IN AFTER-SCHOOL PROGRAMS

BE IT RESOLVED BY THE COUNCIL OF THE CITY OF SANTA BARBARA THAT the following policy is adopted:

School Year Continuity Incentive

This provision will apply to employees in the hourly classifications of Recreation Leader and Recreation Program Director who are assigned to the Parks and Recreation Department's After-School Program to work directly with school children. This provision will be come effective with the 2007-2008 school year.

The full incentive may be awarded by Parks and Recreation Director if he/she determines that: (1) the employee worked in the After-School Program from no later than October 1st through the end of the After-School Program year and (2) the employee demonstrated satisfactory job performance, including but not limited to satisfactory attendance and satisfactory completion of established minimum training levels.

The full incentive amounts are:

Recreation Leader (I-V): \$500 per program year

Recreation Program Director (I-V): \$600 per program year

A partial incentive of \$250 may be awarded by Parks and Recreation Director to an employee hired after October 1st if he/she determines that: (1) the employee worked in the After-School Program from no later than February 1st, through the end of the After-School Program year and (2) the employee demonstrated satisfactory job performance, including but not limited to satisfactory attendance and satisfactory completion of established minimum training levels.

This incentive will be payable with the employee's paycheck for the pay period in which the last day of the After-School Program year occurs.