

RESOLUTION 2016-46
AMENDS RESOLUTION 2006-48

**POLICY REGARDING INCENTIVE AWARDS
FOR JOB PERFORMANCE**

WHEREAS, Title 19, Section 339 (A)(10) of the Oklahoma State Statutes allows County employees to be rewarded for safety-related performance while on the job, and

WHEREAS, it is the desire of the Ottawa County Board of Commissioners to also reward employees who demonstrate dedication to the job by accumulating the maximum amount of accrued sick leave.

NOW, THEREFORE, BE IT RESOLVED, that Ottawa County hereby authorizes each elected official, at their discretion, to provide awards for job performance, provided same may not exceed or violate the provisions hereof:

1. No elected or appointed official may receive the Safety Award.
2. No employee may receive the Safety Award until he or she has been a full-time employee of the County for at least twelve continuous months.
3. No employee may receive the Safety Award more than once per calendar year.
4. No employee may receive the Safety Award if he or she has had an on-the-job injury for which a Workers' Compensation claim has been, or could be filed in the preceding twelve months.
5. Except as provided for in the next provision, any employee that is not disqualified from receiving the Safety Award by the preceding provisions may receive same, at the discretion of the elected official, up to the sum of one hundred dollars (\$100.00).
6. Any employee that is not disqualified from receiving the Safety Award by provisions one through four hereof, AND who has accrued the maximum of thirty-six (36) days of accumulated sick leave, may receive same, at the discretion of the elected official, up to the sum of two hundred and fifty dollars (\$250.00), provided the elected official attach a copy of said employee's time records documenting their accumulated sick leave to the purchase order requesting such payment and attest, under oath, to the truthfulness and accuracy of same.
7. Any employee who would otherwise have qualified for the two-hundred and fifty dollar (\$250.00) award as provided for in provisions one through six, but has fallen the below the maximum due to having donated a portion of their sick leave to another County employee who had exhausted all leave, as allowed under the Ottawa County Shared Leave Plan, shall not be disqualified, provided said donation of leave was approved by the Board of County Commissioners during the preceding twelve-month period.

Approved in regular session this 28th day of December, 2016



ATTEST:

Robert Mitchell
County Clerk

**BOARD OF COMMISSIONERS
OTTAWA COUNTY, OKLAHOMA**

John Clarke
Chairman

Russell Earls
Member

Mary Wypick
Member

RESOLUTION 2006-48

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Approved in regular session this 4th day of December, 2006.



ATTEST:

REBA G. SILL
County Clerk

BOARD OF COMMISSIONERS OTTAWA COUNTY, OKLAHOMA

Russell Earle
Chairman

John Clarke
Member

Kenneth Palmer
Member