

**RESOLUTION 20-159**

**A RESOLUTION OF THE CITY OF PANAMA CITY BEACH, FLORIDA,  
RENEWING A CRITICALLY STAFFING SHORTAGE INCENTIVE PAY  
PILOT PROGRAM FOR A PERIOD OF ONE YEAR FROM THE DATE OF  
THIS RESOLUTION.**

**BE IT RESOLVED** by the City Council of the City of Panama City Beach that the City Manager is hereby authorized to implement a Critically Staffing Shortage Incentive Pay Pilot Program for a period of one (1) year from the date of this Resolution under the following terms:

1. A "Critical Staffing Shortage" shall exist when the percentage of budgeted positions of any individual department's nonsupervisory positions reaches below 75%. The City Manager shall, by Executive Order, certify the existence of a Critical Staffing Shortage. The Executive Order shall identify the department and positions affected and request that the Civil Service Board take all actions reasonably necessary to fill the vacant positions from the Executive Order.

2. From the effective date of the Executive Order certifying that more than 25% of the non-supervisory full-time positions are vacant all non-supervisory full-time employees in the affected department(s) shall receive Critical Staffing Shortage Pay in the amount of \$80.00 per pay period. If the percentage of budgeted positions of any individual department's nonsupervisory positions reaches below 50% then the Critical Staffing Shortage Pay shall be \$160.00 per pay period. Critical Staffing Shortage Pay shall cease sixty (60) days from the physical start date of any non-supervisory full time employee whose hire or transfer renders the department staffed at 75% or above. The aforementioned employee shall not be eligible for Critical Staffing Shortage Pay within sixty (60) days of his or her start date.

THIS RESOLUTION shall take effect immediately upon its passage.

PASSED, APPROVED, AND ADOPTED in special session this 28<sup>th</sup> day of August, 2020.

CITY OF PANAMA CITY BEACH

By

Mark Sheldon  
MARK SHELDON, MAYOR

ATTEST:

Jo Smith  
JO SMITH, CITY CLERK