

RESOLUTION 21-183

A RESOLUTION OF THE CITY OF PANAMA CITY BEACH, FLORIDA, APPROVING A ONE YEAR PILOT PROGRAM TO PROVIDE HIRING INCENTIVES FOR CERTAIN VACANCIES IN FULL TIME CITY POSITIONS.

BE IT RESOLVED by the City Council of the City of Panama City Beach that the City Manager is hereby authorized to enter a Hiring Incentive Agreement in an amount not to exceed \$2,100, in substantially the form of the Agreement attached and presented to the Council today, with such changes, insertions or omissions as may be approved by the City Manager and whose execution shall be conclusive evidence of such approval. Any Hiring Incentive Agreement shall be limited to the filling of vacancies for permanent full time, entry level and middle management positions only. This Hiring Incentive program, and the City Manager's authority to enter into an Hiring Incentive Agreement, shall terminate on September 30, 2022, unless earlier terminated or extended by Resolution of the City Council.

THIS RESOLUTION shall be effective immediately upon passage.

PASSED in regular session this 24th day of June, 2021.

CITY OF PANAMA CITY BEACH

By: 
Mark Sheldon, Mayor

ATTEST:


Lynne Fasone, City Clerk

**CITY OF PANAMA CITY BEACH
HIRING INCENTIVE PAY AGREEMENT**

1. Payment of Hiring Incentive

The City of Panama City Beach is pleased to offer you a hiring incentive payment of \$2,100. This incentive pay will be paid in two separate installments, as follows:

- a. \$700 on the next regularly scheduled pay date after you start employment with the City of Panama City Beach;
- b. \$1,400 on the next regularly scheduled pay date following your one-year anniversary with the City.
- c. The incentive pay is taxable, and all regular payroll taxes will be withheld.

2. Repayment Upon Termination Within One Year.

In the event that you leave the City within one (1) year of your employment start date, you will be responsible for reimbursing the City for the initial \$700 hiring incentive already paid. In the event that you leave the City within two (2) years of your employment start date, you will be responsible for reimbursing the City for the entire incentive pay.

By your signature on this employment agreement, you authorize the City to withhold the hiring incentive from any severance and other final pay you receive upon separation of employment, should separation of employment occur within two (2) years of your employment start date.

This Agreement shall terminate and be of no further force and effect one business day following the date of the next regularly scheduled pay date occurring after the second anniversary of your employment with the City.

Employee Name (please print):

Employee Signature:

Date: