

RESOLUTION NO. 6-03  
CITY OF CENTERVILLE, OHIO

SPONSORED BY COUNCILMEMBER Susan W. Linscott ON THE 28<sup>th</sup>  
DAY OF January, 2002.

A RESOLUTION ADOPTING AN INCENTIVE COMPENSATION SYSTEM FOR THE DIRECTOR OF FOOD SERVICE/EXECUTIVE CHEF IN ADDITION TO THE COMPENSATION SET FORTH IN THE CITY PAY ORDINANCE.

THE MUNICIPALITY OF CENTERVILLE HEREBY RESOLVES:

Section 1. For the purposes of determining the amount payable under the Bonus Program Payment Schedule hereinafter set forth, the term "Net Profit (Loss) – Food Service Operations" shall be determined by the Director of Finance on an annual basis.

Section 2. There is hereby adopted a Bonus Program Payment Schedule set forth as follows:

Net Profit (Loss) – Food Service Operations		Bonus % of Annual Salary
(80,000)	(250,000)	0.0%
(70,000)	(79,999)	0.5%
(60,000)	(69,999)	1.0%
(50,000)	(59,999)	1.5%
(40,000)	(49,999)	2.0%
(30,000)	(39,999)	3.0%
(20,000)	(29,999)	4.0%
(10,000)	(19,999)	5.0%
-	(9,999)	6.0%
1	10,000	7.0%
10,001	20,000	8.0%
20,001	30,000	9.0%
30,001	40,000	10.0%
40,001	50,000	11.5%
50,001	60,000	13.0%
60,001	70,000	14.5%
70,001	80,000	16.0%
80,001	90,000	17.5%
90,001	999,999	20.0%

The foregoing schedule shall apply to the annual net profit (loss) for the food service operation at The Golf Club at Yankee Trace commencing January 1, 2002.

Section 3. If the annual net profit (loss) for the food service operation is one dollar (\$1) or greater in any year, an additional incentive bonus of one thousand dollars (\$1,000) will be added to the foregoing Bonus Program for the Director of Food Service/ Executive Chef.

Section 4. The City Manager and the Director of Food Service/Executive Chef shall annually review performance goals and may mutually agree to revise the performance criteria as established, subject to ratification by this Council.

Section 5. Payments under the Bonus Program shall be paid no later than March 31<sup>st</sup> of the following year.

Section 6. Any accrued, but unpaid bonus, shall be forfeited if the Director of Food Service/Executive Chef is terminated for cause by the City. In the absence of this condition, any accrued, but unpaid bonus, shall be paid immediately upon termination.

PASSED THIS 28<sup>th</sup> day of January, 2002.

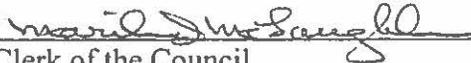
Sally D. Beals  
Mayor of the City of  
Centerville, Ohio

ATTEST:

Maril J. Searle  
Clerk of Council  
City of Centerville, Ohio

CERTIFICATE

The undersigned, Clerk of Council of the City of Centerville, Ohio, hereby certifies the foregoing to be a true and correct copy of Resolution No. 6-02, passed by the Council of the City of Centerville, Ohio on the 28<sup>th</sup> day of January, 2002.

  
Clerk of the Council

Approved as to form, consistency  
with existing ordinances, the  
charter & constitutional provisions  
Department of Law  
Robert N. Farquhar  
Municipal Attorney