

RESOLUTION NO. 7-95

CITY OF CENTERVILLE, OHIO

SPONSORED BY COUNCILMEMBER BILLY BEALO ON THE 30th DAY
OF JANUARY, 1995.

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.

Section 1. For the purposes of determining the amounts payable under the Bonus Program Payment Schedule hereinafter set forth, the term "Gross Sales" shall mean gross revenues received by the City for the sales of all liquor, beverages and food at the Yankee Trace Clubhouse but not including any Ohio Sales Tax collected by virtue of said sales.

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

Annual Gross Sales	Bonus Percentage of Gross Sales
0 to \$1.2 million	.50
\$1,200,001 to \$1.3 million	.75
\$1,300,001 to \$1.4 million	.80
\$1,400,001 to \$1.5 million	.85
\$1,500,001 to \$1.6 million	.90
\$1,600,001 to \$1.7 million	.95
\$1,700,001 and above.	1.00

The foregoing schedule shall apply to all annual food and beverage gross sales commencing January 1, 1996.

Section 3. The Bonus Percentage of Gross Sales is based upon the following costs being incurred relative to Gross Sales:

Labor cost overall	35%
Food cost overall	36%
Beverage cost overall	26%

If the foregoing percentages, rounded off to the nearest whole percentage point are different than those stated, the following adjustments shall be made:

For each whole percentage point (rounded off to the nearest percentage point) that any of the above stated costs exceeds the percentages stated, the sum of \$800.00 shall be deducted from any bonus payment due.

For each whole percentage point (rounded off to the nearest percentage point) that any of the above stated costs is less than the amount stated, the sum of \$1,200.00 shall be added to any bonus payment due.

Section 4. The Bonus Program Payment set forth in Sections 2 and 3 hereof shall be effective for the period commencing January 1, 1996 and thereafter.

Section 5. The City Manager is hereby authorized to grant a discretionary bonus of up to \$6,000.00 for the period ending December 31, 1995.

Section 6. 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 herein, subject to ratification by this Council.

Section 7. Payments under the Bonus Program shall be made as follows:

An amount equal to 50% of any payment due for the period commencing January 1, 1996 and ending on December 31, 1996 shall be paid no later than January 15, 1997.

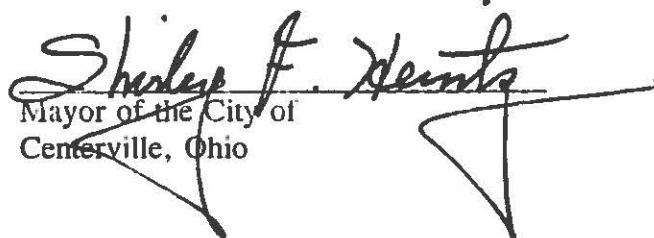
The entire bonus due for the period commencing January 1, 1997 and ending December 31, 1997 and the balance due on the previous year's bonus shall be paid no later than January 15, 1998.

Thereafter, the bonus for any given year shall be paid no later than January 15th of the following year.

Section 8. Any accrued, but unpaid bonus, shall be forfeited: (a) if the Director of Food Service\Executive Chef voluntarily terminates employment with the City prior to December 31, 1997 or (b) the Director of Food Service\Executive Chef is terminated for cause by the City. In the absence of the two foregoing conditions any accrued, but unpaid bonus, shall be paid immediately upon termination.

Section 9. Except for cause, neither party may terminate the employment of the Director of Food Service\Executive Chef without 60 days prior written notice to the other party.

PASSED THIS 30th DAY OF JANUARY, 1995.


Mayor of the City of
Centerville, Ohio

ATTEST:

asst *Roy Whisenand*
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. 7, passed by the Council of the City of Centerville, Ohio on the 30 day of January, 1995.

Roy Whisenand
asst Clerk of the Council

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