DEKALB COUNTY GOVERNMENT
EXEMPT EVALUATION POLICY
BONUS PLAN

Reviewed For Updates March 1, 2018

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EXEMPT EVALUATION POLICY - BONUS PLAN

1.1.0 Whereas, the DeKalb County Board did, on September 17, 2003, adopt a new "Exempt Evaluation Policy" and direct staff to work towards implementing this policy, and

- *(Revised 9/17/2003)*

1.2.0 Whereas, the Administrative Services Subcommittee of the DeKalb County Board has studied the "Exceptional Performance" component of the Exempt Evaluation Policy and developed recommendations on the implementation of that component, and

- *(Revised 9/17/2003)*

1.3.0 Whereas, the Administrative Services Committee of the DeKalb County Board did review the recommendations of the subcommittee and recommend their adoption by the County Board. Those recommendations being as follows:

- *(Revised 9/17/2003)*

1.3.1 1. That recipients of such awards should receive "lump-sum" payments rather than additions to their base compensations.

- *(Revised 9/17/2003)*

1.3.2 2. That recipients be allowed to elect to receive all, or a portion of their awards in the form of deferred compensation.

- *(Revised 9/17/2003)*

1.3.3 3. That the upper limit of such awards be no more than 10% of the recipient's current gross annual compensation.

- *(Revised 9/17/2003)*

1.3.4 4. That a reserve be established within the general fund in advance of program implementation and that the reserve be maintained at a level equal to 5% of total gross annual compensation of those eligible for participation in the program.

- *(Revised 9/17/2003)*

2.0.1 NOW, THEREFORE, BE IT RESOLVED that the DeKalb County Board does concur in the recommendations of the Administrative Services subcommittee and the administrative services committee and does hereby adopt the implementing provision of the Exempt Evaluation Policy contained herein and does direct staff to implement those provisions effective immediately.

- *(Revised 9/17/2003)*