

**COLUMBIA COUNTY, FLORIDA  
RESOLUTION NUMBER 2023R-72**

**A RESOLUTION OF THE BOARD OF COUNTY  
COMMISSIONERS OF COLUMBIA COUNTY, FLORIDA  
AUTHORIZING A BONUS TO BE PAID TO  
EMPLOYEES AND PROVIDING GUIDELINES**

**WHEREAS**, the Board of County Commissioners of Columbia County, Florida (the "Board") wishes to reward county employees for their performance during fiscal year 2023-2024;

**WHEREAS**, the Board has adopted a policy entitled "The Columbia County Lump Sum Bonus Payment Program," Columbia County Ordinance 2003-30; and

**WHEREAS**, the Board recognizes the unique and unprecedented challenges confronted by each employee during the 2023 calendar year, including response above expectation to Hurricane Idalia and the recent Nor'easter;

**NOW, THEREFORE BE IT RESOLVED BY THE BOARD OF COUNTY COMMISSIONERS OF COLUMBIA COUNTY, FLORIDA** does hereby authorize a lump sum bonus to employees subject to the following terms and conditions:

- 1) The bonus will be paid from the appropriated funds in the fiscal year 2023-2024 budget.
- 2) The bonus is to reward all current employees who did not receive a first responder bonus from the State whose performance exceeded expectations for calendar year 2023, and who were county employees in good standing on or before September 30, 2023.
- 3) Full time current county employees who were employed in good standing for the entirety of the 2023 calendar year will receive a \$1,000 net bonus.
- 4) Part-time current county employees will receive a net bonus on a prorated basis calculated according to the average number of hours worked per week during the 2022-2023 fiscal year as compared to a 40-hour workweek. For example, a part-time employee who averages 30 hours per week will receive 75% of the new bonus paid to full time employees. A part-time employee who averages 20 hours per week will receive 50% of the net bonus paid to full time employees.
- 5) Employees who began employment during calendar year 2023 but have not completed the initial six (6) month probationary period are eligible for a bonus prorated for the time of actual employment during the year.

- 6) Employees must be currently employed with the County at the time of adoption of this Resolution. Former employees are not eligible to receive this bonus. PRN, Volunteers, and Seasonal employees are not eligible to receive the bonus. University of Florida Extension employees are not eligible to receive the bonus; Fire Rescue employees are not eligible to receive the bonus.
- 7) Employee bonus checks shall be distributed as a separate check the pay period ending Tuesday, December 26th 2023

**UNANIMOUSLY PASSED AND ADOPTED** at its regular meeting of the Board of County Commissioners of Columbia County, Florida. on this 21<sup>st</sup> day of December, 2023

**Attest:**

**Board of County Commissioners  
Columbia County, Florida**

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James M. Swisher, Jr. Clerk of Court

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By: Ronald Williams, Chairman

Approval as to form and correctness:

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Joel F. Foreman, County Attorney