
RESOLUTION PROPOSAL

DATE: November 19, 2009
SUBJECT: Employee Holiday Bonus
SPONSOR: GM Korhonen

BACKGROUND INFORMATION:

During the holidays, LMOA has traditionally recommended special recognition for LMOA employees. The employees have indicated their preference for a cash bonus over a party or other gift. In 2003, 2004 and 2005, full time employees were given a bonus of \$100 and part time employees were given a bonus of \$50. Because withholdings are deducted from the checks, the employees have received checks in amounts less than \$100 or \$50. In 2006, 2007 and 2008, the full time employee bonus was increased to \$108.28 and the part time employee bonus increased to \$54.14, the amounts of the checks distributed to employees will be \$100 and \$50 after the deductions are made.

The General Manager would like to recommend that the Board of Directors approve cash holiday bonuses of \$108.28 to full time employee and \$54.14 to part time employees.

STAFF RECOMMENDATION: Concur

PROPOSED FINANCIAL IMPACT: The cost is expected to be equivalent to the cost of the 2008 holiday bonus, which was approximately \$7,200.

PROPOSED SOURCE OF FUNDING: The bonuses will go through payroll. Credit will be given from the GM Contingency Fund in the amount of the bonuses for each department.

POSSIBLE MOTION:

Move that the Board of Directors approve a Holiday Cash Bonus in December 2009 of \$108.28 to full time employee and \$54.14 to part time employees.

PERSON RESPONSIBLE FOR FOLLOW UP: General Manager