



OCEAN CITY BEACH PATROL

Incentive Compensation Plan



The Incentive Compensation Plan is an elective opportunity to supplement the regular hourly compensation (your pay) which is guaranteed you for every hour you work. The salary you earn is full compensation for time worked for the Beach Patrol and gives no promise of any additional wages or compensation. Because it is important to the Patrol and the town that we maintain the highest number of S.R.T.s on the beach at all times, the town has approved an Incentive Compensation Plan. This Plan is an attempt to encourage Beach Patrol personnel to work as many regular days as possible and as long into the season as practical. This is a voluntary plan, and participation is optional for all eligible employees. It is very important that you read, understand, and **complete all aspects of this agreement to be eligible** for the incentive.

The Beach Patrol intends to administer the Incentive Compensation Plan in the following manner:

- All personnel employed as SRT- Step 1 and above (excludes probationary SRTs) and not having a rank above Lieutenant will be eligible (This intentionally excludes Captain, Probationary SRTs, Surf Beach Facilitators and Secretaries).
- SRTs, Part-time SRTs, Assistant Crew Chiefs, Crew Chiefs, Sergeants and Lieutenants will have different requirements for hours worked at the various compensation levels based on their respective standard work weeks.
- For an employee to become eligible for the incentive, (s)he must work the minimum number of hours as listed in the "Incentive Compensation Schedule" for his/her job classification during the season.
- The number of hours used to calculate the incentive begins on Monday, May 22, 2006, or the employee's first day of work for the 2006 season, whichever is later. This date is the first day of "Surf Rescue Academy I" and includes only a small number of first year SRTs. The majority of the patrol begins on Saturday, May 27, 2006.
- Once an SRT reaches the minimum number of hours to satisfy his or her obligation for Incentive Level I, (s)he will receive \$.25 for every hour worked. Each SRT will continue to earn \$.25 per hour until (s)he meets the obligation of Incentive Level II. The amount of hours has been calculated on the premise that if an SRT (not including Part-time) starts work on the first day of the season (5/27/06) and works a standard schedule (s)he will reach Incentive Level II hours on Sunday, August 13, 2006. Note: schedule changes, special days off and failure to report to work will delay reaching Level II.
- Historically the Beach Patrol has experienced a critical shortage in personnel during the three weeks preceding Labor Day weekend. To entice employees to stay as late into the season as possible, the incentive rate rises to \$.50 after a predetermined number of hours worked. This rate will continue until the SRT reaches Incentive Level III.
- A third tier (Level III) in the Incentive Compensation Plan is activated once the SRT exceeds the Level II hrs. This new level relates to hours worked during our fall season. The compensation rate for every hour at Level III is \$1.00 per hour.
- It is expected that if an SRT attends school or works within 200 miles of Ocean City and leaves prior to Monday September 4th (s)he will return to Ocean City and work a minimum of two days each weekend until Labor Day Monday.
- To be eligible for the Incentive Compensation Plan, an employee who leaves full-time availability prior to Sunday, September 24, 2006 must be going directly to his/her next commitment and should not take any additional days off other than those required to arrive at the destination on time.
- Each SRT must complete a "Notification of Last Day of Full-Time Work" form at least two weeks (signed and dated by area supervisor) prior to his/her last full-time day (this is already an obligation of every employee).
- Each SRT must provide official documentation (from institution or employer) and verification of his/her reason for leaving prior to Sunday, September 24, 2006. Employees who work full-time (full time = available for scheduling any 6 out of 7 days) through the final day of our season do not need to provide any additional documentation (**other than "Last Day Form"**).
- Each SRT must fulfill **all** aspects of the Incentive Compensation Plan agreement.
- Failure to fulfill the Incentive Compensation Plan agreement will disqualify the SRT from eligibility for incentive pay.
- The total incentive earned is payable as a payroll check following the conclusion of the season and is expected to be issued to each eligible employee in November.
- Incentive Compensation Plan will have a maximum pay out of \$500.00 per season per employee.

The table below lists the minimum number of hours required at each job classification/rank to reach the various Levels (I,II,III) of the Incentive Compensation Plan. It also lists the number of hours required to move to the next incentive level.

Incentive Compensation Schedule					
		Level I	Level II	Level III	
job classification/rank	\$ -	\$ 0.25	\$ 0.50	\$ 1.00	standard work week
SRT - Probation	NA	NA	NA	NA	43.5
SRT - Part Time	0 - 233.0	234 - 492.0	493 - 632.0	633.0	NA
SRT - step 1 - 3	0 - 405.0	406 - 492.0	493 - 632.0	633.0	43.5
Assistant CC	0 - 405.0	406 - 492.0	493 - 632.0	633.0	43.5
Crew Chief	0 - 433.0	434 - 526.0	527 - 675.0	676.0	46.5
Sergeant	0 - 433.0	434 - 511.0	512 - 656.0	657.0	45.0
2nd Lieutenant	0 - 505.0	506 - 613.0	614 - 785.0	786.0	54.0
1st Lieutenant	0 - 559.0	560 - 679.0	680 - 869.0	870.0	60.0
Captain	NA	NA	NA	NA	60.0
Secretary	NA	NA	NA	NA	40.0
SBF	NA	NA	NA	NA	40.0

Example:

SRT – Step 1 Heather Thompson worked the entire season and totaled 719 hrs.
 Because she worked over the minimum of 406 hrs she qualifies for the incentive.
 The first 492.0 hrs are compensated at \$.25 per hr = \$123.25
 The hrs from 493.0 hrs to 633 hrs are compensated at \$.50 per hr (139.0 hrs x .50) = \$69.50
 The hrs above 633hrs are compensated at \$1.00 per hr (719hrs – 633hrs = 86hrs) = \$86.00
 Total compensation = \$278.75

Example 2:

SRT Part-time Paul Meade worked weekends, holidays and his week’s vacation for a total of 313.5hrs.
 Because he worked over the minimum of 233 hrs he qualifies for the incentive.
 However, because he did not work over 493.0 he will only be compensated at \$.25 per hr.
 His total incentive check will be for \$78.38.

Use this map to determine your distance to Ocean City



Examples of selected distances:

- Hagerstown, Maryland = 168 Miles
- Baltimore, Maryland = 106 Miles
- Washington, DC = 113 Miles
- Richmond, Virginia = 145 Miles
- Philadelphia, Pennsylvania = 112 Miles
- Harrisburg, Pennsylvania = 116 Miles
- New York, New York = 168 Miles

You are not required to participate in this “Incentive Compensation Plan”. However, if you wish to be considered for an incentive at the conclusion of our season, you must have completed the “Incentive Compensation Application” form in its entirety prior to your last day of full time seasonal employment. You must also forward all supporting documentation to this office on or before **October 6, 2006**.

May 06						
S	M	T	W	T	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

June 06						
S	M	T	W	T	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	

July 06						
S	M	T	W	T	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

August 06						
S	M	T	W	T	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

September 06						
S	M	T	W	T	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

