RESOLUTION 08-12024
A RESOLUTION REPEALING RESOLUTION 03-10178; APPROVING A NEW EMPLOYEE PERSONAL COMPUTER PURCHASE PLAN; AND PROVIDING AN EFFECTIVE DATE.

WHEREAS, by Resolution 86-5065, the City established the Employee Personal Computer Purchase Plan by providing individual employees up to $2,400 for 2-year interest free loans to be repaid through payroll deductions; and

WHEREAS, by Resolution 03-10178, City Council amended the plan by limiting the total funds to $100,000 which enabled qualified employees to obtain a loan every 3 years, allowed certain peripherals to be included and required employees to complete an initial 6 month probation; and

WHEREAS, the plan has evolved and expanded over time without subsequent legislation; and

WHEREAS, staff wishes to clarify and refine the personal computer purchase plan to all employees who complete probation and have at least one year of service; and

WHEREAS, the City of Naples continues to find that assisting employees with the financing of a personal computer is in the public interest for the following reasons:

(a) By using the computer during non-working hours, employees will acquire and improve computer literacy skills; and

(b) Employees will become familiar with a range of software capabilities; and

(c) The City will receive the benefit of increased productivity through greater familiarity of its employees with computer technology;

NOW, THEREFORE, BE IT RESOLVED BY THE COUNCIL OF THE CITY OF NAPLES, FLORIDA:

Section 1. That Resolution 03-10178 is hereby superseded and repealed in its entirety.

Section 2. That a new City of Naples Employee Personal Computer Purchase Plan, a copy of which is attached hereto as Attachment "A", is hereby adopted requiring employees to have completed at least 12 months of service and be removed from probation in order to apply for a loan.

Section 3. This resolution shall take effect immediately upon adoption.


Bill Barnett, Mayor

Attest:

Tara A. Norman, City Clerk

Approved as to form and legality:

Robert D. Pritt, City Attorney

Date filed with City Clerk: 5/15/08
Attachment A
Employee Computer Purchase Plan

Objective
The City of Naples offers an interest free loan to employees for the purchase of a Personal Computer and related hardware and software for home use.

Eligibility
All regular full-time employees who have completed 12 months of service and are not on probation are eligible, as long as they
- Have not defaulted on a prior computer loan; and
- Do not have another computer loan outstanding and
- Have not received a computer loan in the past three years
- Have sufficient pay such that Payroll Deductions will not decrease net pay to below $100 or 25% of gross, whichever is greater

Plan Description
Subject to availability of funds as determined by the Finance Director or designee, under the Employee computer Purchase Plan the City may loan an employee a minimum of $500 and a maximum of $2,400 to purchase a new system, or to upgrade an existing system.

The repayment term will be as follows:
$500.00 - $1,000.00 must not exceed 12 months
$1,000.01 - $2,400.00 must not exceed 24 months

Repayment of the loan will be through payroll deductions. Should a participant in the plan terminate employment prior to repayment of the loan the total amount of the loan will be due and payable at the date of termination. If a participant’s employment status changes while the loan is outstanding, the amount of the loan may become due and payable, subject to the conditions of the change.

Computer, peripheral and software specifications shall meet minimum specifications as defined by the Information Services Director or designee, and shall be approved prior to purchase. Computers may be desktop or laptop. Peripherals may include digital cameras, digital camcorders, printers, scanners and similar items. Software purchased under this loan program shall not include any type of game or entertainment software.

The City Human Resources Department shall create and maintain any administrative procedures required to implement the policy.

Funding Limitation
If applications exceed available funding, applications will be placed on a waiting list and funded as moneys are reimbursed through payments. Funding for employees who have already received a loan will be considered only after applications for first time borrowers have been fulfilled.