RESOLUTION 08-12025
A RESOLUTION REPEALING RESOLUTION 05-10729; APPROVING A NEW EMPLOYEE STORM PROTECTION PURCHASE PLAN; AND PROVIDING AN EFFECTIVE DATE.

WHEREAS, Resolution 05-10729 created an employee storm protection purchase plan for employees; and

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

WHEREAS, staff wishes to clarify, refine, and extend the storm protection 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 storm protection is in the best interest of the public for the following reasons:

(a) Many employees will be required to be at work to protect our community during a hurricane and will only have a limited amount of time to secure their homes; and

(b) The City will receive the benefit of increased productivity through the ability of employees to stay in the area to assist in post storm clean-up;

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

Section 1. That Resolution 05-10729 is hereby superseded and repealed in its entirety.

Section 2. That a new City of Naples Employee Storm Protection Plan is hereby adopted, a copy of which is attached hereto as "Attachment A", 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
Storm Protection Purchase Plan

Objective
The City of Naples offers a low interest loan to employees for the purchase of storm protection for their personal residences owned and occupied by the employee.

Eligibility
All full-time regular 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, weapon, or storm protection loan; and
- Do not have another computer, weapon, or storm protection loan outstanding; and
- Have sufficient pay such that payroll deductions will not decrease net pay to below $100 or 25% of gross, whichever is greater
- Must be an employee who owns and occupies their residence. Employee will be required to provide evidence of home ownership through a copy of a tax bill or mortgage statement in the employee's name.

Types of Products Eligible
All types of storm protection, excluding plywood, are eligible for this program, whether purchased from a storm protection contractor or materials purchased from a building material store and installed by the employee. Storm protection materials must comply with the most recent impact-resistance and wind load standards.

Plan Description
Subject to availability of funds as determined by the Finance Director or designee, under the Employee Storm Protection Purchase Plan the City may loan an employee a minimum of $500 and a maximum of $3,600 at a 5% interest rate, to purchase storm protection for their personal residences.

The repayment term will be as follows including interest charged at the rate of five percent (5%) annually:

- $500.00 - $1,200.00 must not exceed 12 months
- $1,201.01 - $2,400.00 must not exceed 24 months
- $2,401 - $3,600 must not exceed 36 months

Repayment of the loan will be through payroll deductions. Loans may be repaid in full at any time with no penalty. 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.

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.