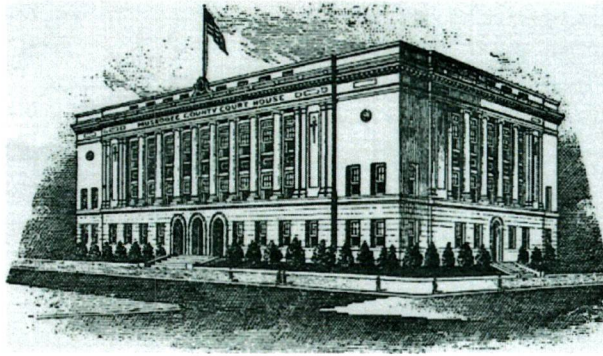


KEN DOKE
MUSKOGEE CO. DISTRICT 1

KEITH HYSLOP
MUSKOGEE CO. DISTRICT 2

KENNY PAYNE
MUSKOGEE CO. DISTRICT 3



POLLY IRVING
COUNTY CLERK



MELISSA LEE
BOCC Executive Assistant

MUSKOGEE BOARD OF COUNTY COMMISSIONERS

P.O. BOX 2307 MUSKOGEE, OK 74402-2307 * PHONE (918)682-9601 * FAX (918) 684-1697

Email: bocc@readymuskogee.org - Website: www.muskogee-county.gov

RESOLUTION NO. 2025-05

SUBJECT: Outstanding Employee Performance Program

WHEREAS, 19 OS § 339 charges the Board of County Commissioners with general financial supervision of county government finances;

WHEREAS, state law expressly authorizes the Board of County Commissioners to establish a county employee benefit program to encourage outstanding performance in the workforce. 19 OS § 339(A)(28).

WHEREAS, the Board of County Commissioners desires to establish such a county employee benefit program for all County government employees.

NOW, THEREFORE, BE IT RESOLVED BY THE BOARD OF COUNTY COMMISSIONERS OF MUSKOGEE COUNTY AS FOLLOWS:

SECTION 1. POLICY.

- A. There is hereby established the **Muskogee County Outstanding Employee Performance Program**. Each county officer in the case of their office, and the chair of the Board of County Commissioners in the case of those offices and departments reporting directly to the Board of County Commissioners, may provide to those employees who, in the judgment of the relevant officer, have demonstrated outstanding performance in the workforce an Outstanding Performance Stipend in an amount not to exceed **Three Hundred Dollars (\$300.00)** per employee per year. The receipt of an Outstanding Performance Stipend by a County government employee in any given year shall not constitute a guarantee of receipt in any subsequent year.
- B. Funding to support such Outstanding Performance Stipend may be paid out of any funds lawfully available to support such purpose, provided, no officer may encumber or otherwise expend any monies out of the **County General Fund (Fund #0001)** to pay any portion of any Outstanding Performance Stipend in any year.

- C. Any Outstanding Performance Stipend shall be included in each non-exempt County government employee's **regular rate of pay** when calculating overtime required pursuant to applicable federal and state law. Such Outstanding Performance Stipend must be included in all applicable end of year tax paperwork attributable to the receiving employee.
- D. The Board of County Commissioners reserves the right to make such adjustments, changes, or alterations to the Muskogee County Outstanding Employee Performance Program **at any time and without notice**.

SECTION 2. IMPLEMENTATION. All departments, officers, and employees of the county government shall take all appropriate measures within their authority to implement this resolution. Nothing in this resolution shall be construed to impair or otherwise affect the authority granted by law to a county department or officer. This resolution shall be implemented consistent with applicable law and subject to the availability of appropriations. This resolution is not intended to, and does not, create any right or benefit, substantive or procedural, enforceable at law or in equity by any party against the county, its departments, officers, employees, or agents, or any other person.

SECTION 3. REPEALER. All other resolutions and parts of other resolutions inconsistent or conflicting with any part of this resolution are hereby repealed to the extent of such inconsistency or conflict.

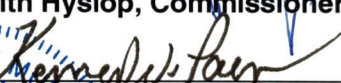
SECTION 4. SEVERABILITY. If any provision, paragraph, word, section of article of this resolution is invalidated by any court of competent jurisdiction, the remaining provisions, paragraphs, words, sections and chapters shall not be affected and shall continue in full force and effect.

SECTION 5. EFFECTIVE DATE. This resolution shall take effect immediately upon execution and shall remain in effect until amended or repealed.

PASSED AND APPROVED BY THE BOARD OF COUNTY COMMISSIONERS OF MUSKOGEE COUNTY THIS 18 **DAY OF** Aug, 20 25.


Ken Duke, Commissioner – District 1


Keith Hyslop, Commissioner – District 2


Kenny Payne, Commissioner – District 3

ATTEST:


Polly Irving, County Clerk

APPROVED AS TO FORM AND LEGALITY, this _____ day of Aug, 20 25.


John Tyler Hammons, General Counsel