

ORDINANCE 1057

CITY OF LACEY

AN ORDINANCE ESTABLISHING AN EMPLOYEE RECOGNITION PROGRAM AND ADDING A NEW SECTION TO CHAPTER 2.56 OF THE LACEY MUNICIPAL CODE

BE IT ORDAINED BY THE CITY COUNCIL OF THE CITY OF LACEY, WASHINGTON, as follows:

Section 1. Section 2.56.105 of the Lacey Municipal Code is hereby added to read as follows:

The City Manager is authorized to implement an employee recognition program to acknowledge exceptional or outstanding employee or work unit performance. At the discretion of the City Manager, employee recognition may include the presentation of an award based on the value of the performance. The value of an award may not exceed \$100.00 in 1997. This amount may be adjusted annually based on subsequent increases in the Consumer Price Index for Seattle (CPI-Seattle).

The City Manager shall also encourage department directors to use a number of awards valued at under \$10.00 to routinely recognize employees' excellence in the performance of day-to-day duties.

Criteria for determining the value of employee and/or work unit performance shall include the following goals and objectives:

1. Exceptional effort in service to the public;
2. Identification of innovative and practical new work methods, programs, or cost-saving solutions that have a substantial impact on improving service and efficiency;
3. Exceptional attendance;
4. Outstanding worker performance above and beyond

expectations outlined in the City's job descriptions and work policies.

The City Manager shall annually budget an amount required to purchase the awards associated with the recognition program and shall annually report all recognitions made throughout the previous year to the City Council.

Section 2. This ordinance shall be effective upon its passage and publication as provided by law.

PASSED BY THE CITY COUNCIL OF THE CITY OF LACEY, WASHINGTON, this 10TH day of April, 1997.

CITY COUNCIL

By Nancy Peterson
Mayor

Attest:

Approved as to form:

Charotte M. Taylor
City Clerk

[Signature]
City Attorney

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