

# Ordinance No. 00190

[\(Council Minutes 98/12/07\)](#)

## ORDINANCE NO. 190

AN ORDINANCE of the City Council of the City of Lakewood, Washington, amending Ordinance No. 143 and No. 179 which respectively established and amended the City of Lakewood Employee Recognition Program - providing for Honorable Mention Awards

WHEREAS, the City Council of the City of Lakewood has expressed its commitment to provide the best municipal service to the citizens and customers of the City, and realizes the importance of having that commitment shared by the employees of the City; and,

WHEREAS, in addition to recruiting and hiring talented and high quality employees for the City, the City Council realizes that recognition of that hard work by City employees and innovative approaches to the tasks of City employees helps to develop good morale, and prompts continued efforts to work hard, and promotes greater efficiency, increased productivity, and promotes longer retention of the talented and high quality employees for the City; and,

WHEREAS, with this in mind, the City Council adopted Ordinance No. 143, establishing an employee recognition program; and,

WHEREAS, in light of certain required deductions that must be included in recognition program monetary award to employees, and to accommodate the difficulty that would otherwise exist in computing such awards if they were to include the required deductions, the City Council amended the program with the adoption of Ordinance No. 179, providing that the awards amounts shall be net the amount of such deductions; and,

WHEREAS, because of the success of and positive responses that have been received from the Employee Recognition Award program, as well as the noteworthy collection of City Employees and the resultant difficulty of narrowing the number of proposed nominees down to the number who are selected, it is proposed that additional "Honorable Mention" Awards be added to the Employee Recognition Award program.

NOW, THEREFORE, THE CITY COUNCIL OF THE CITY OF LAKEWOOD, WASHINGTON, DO ORDAIN as follows:

Section 1. The Employee Recognition Program established by Ordinance No. 143, and amended by Ordinance No. 179, is amended as shown below:

### ANNUAL RECOGNITION AWARD

- A. Customer Service Certificate, \$300 (net amount\*) and one (1) day paid leave from work
- B. Teamwork Certificate, \$250 (net amount\*) and one (1) day paid leave from work
- C. Significant Accomplishment Certificate, \$250 (net amount\*) and one (1) day and/or Productivity paid leave from work
- D. Outstanding Lakewood Certificate, and a \$250 award (net amount\*)

Police Officer

Police Officer

E. Honorable Mention Awards Certificate, and one (1) day paid leave from work, each

Honorable Mention Awards may be awarded in those cases where, in the discretion of the City Manager, the number of employees deserving some form of recognition exceeds the number of Annual Recognition Award categories (A - D, above).

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#### QUARTERLY RECOGNITION AWARD

Employee of the Quarter Certificate and \$25 (net amount\*)

\* The monetary amounts of the above awards shall be in such amounts as would result in the net amount set forth above after deduction of the amounts required to be deducted by state or federal law.

Section 2. All other provisions of the Employee Recognition Program and Ordinance Numbers 143 and 179 shall remain unchanged.

Section 3. If any portion of this Ordinance or its application to any person or circumstances is held invalid, the remainder of the Ordinance or the application of the provision to other persons or circumstances shall not be affected.

Section 4. This Ordinance shall be in full force and effect five (5) days after publication of the Ordinance Summary, as required by law.

ADOPTED by the City Council this 7th day of December, 1998.

CITY OF LAKEWOOD

Attest:

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Bill Harrison, Mayor

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Alice M. Bush, CMC, City Clerk

Approved as to Form:

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Daniel B. Heid, City Attorney

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