DATE: October 7, 2013

TO: Honorable Mayor and Members of the City Council

FROM: John C. Brown, City Manager

SUBJECT: Recognition of Employee Longevity

RECOMMENDATION

It is recommended the City Council publicly acknowledge those employees who celebrated service anniversaries during the third quarter of calendar year 2013.

BACKGROUND

Until 2009, the contributions of City employees to the community and the organization were recognized by Employee of the Quarter and Employee of the Year observances. Recognition included a presentation by the City Manager during a Council meeting, and cash awards. Cash awards were eliminated in 2009, just one of the many means employed to balance budgets during the economic downturn. Quarterly and Annual recognition observances have been suspended since that time. The Council also recognized employee longevity milestones in the past. More recently, these are recognized at the department level with a service pin, and with a certificate signed by the City Manager and the Mayor.

In February 2013, the City Council conducted its annual goal-setting. The Council retained the goal to “Build a cohesive team comprised of the Mayor and Council, City Manager and City staff, that provides clear and consistent direction and works together with mutual trust and respect to provide needed public services and protect the public’s interests”, within the goal category of “Council/Staff Effectiveness and Decision Making”. As such, the Council set a priority to “reinstitute no-cost employee recognition programs: quarterly, annually, and longevity”. As the City’s budget situation remains tight, the Council directed that Employees of the Quarter and Year be recognized with non-monetary awards, perhaps contributed by the local business community. This program, as the Council is aware, will require time to develop and implement. Recognizing employee longevity, on the other hand, can be implemented immediately as associated costs are nominal. Accordingly, this item is placed on the Council’s agenda to allow for the recognition of longevity milestones reached by City employees during the third quarter of calendar year 2013.

Agenda Review:

City Attorney Finance Director City Manager
DISCUSSION

Employees who celebrated anniversaries in the third quarter of 2013 were:

- Patrick Gerke, Police, 15 years
- Michael Pierre, Police, 15 years
- Jude Prokop, Fire, 15 years
- Bert Walker, Police, 15 years
- Pamala Stephens, Human Resources, 10 years
- Larry Anderson, Fire, 5 years
- John Olufs, Public Works & Utilities, 5 years
- Adam Wirtz, Police, 5 years

FINANCIAL IMPACTS

The cost of longevity recognition for the third quarter of 2013 is $420, and is included in existing budgets.