

Ordinance No. _____

AN ORDINANCE OF THE CITY COUNCIL OF THE CITY OF ANACORTES
AUTHORIZING THE ESTABLISHMENT OF A SERVICE AWARD RECOGNITION
PROGRAM FOR EMPLOYEES

WHEREAS, the City of Anacortes recognizes that its employees are the organization's most important asset and resource for providing quality public services to the citizens of Anacortes. The City also recognizes that there is a tradition of hard and often exemplary work and dedication to public service among its employees. The City of Anacortes wishes to support and encourage the continuation and growth of this tradition and to properly recognize and express its appreciation to its employees as a group and individually, citywide and in all departments. Consistent with the commitment of the City Council of the City of Anacortes to strive to provide the best municipal service to the citizens and customers of the City, it is important that the employees share that commitment, and in addition to recruiting and hiring talented and high quality employees, recognition of hard work by City employees and innovative approaches to the tasks of City employees helps to (1) develop good morale and continued efforts to work hard, (2) work towards the City Mission, Goals, and greater efficiency, productivity, and outstanding Customer Service, and (3) promote longer retention of the talented and high quality employees of the City.

NOW THEREFORE BE IT ORDAINED BY THE CITY COUNCIL OF THE CITY OF ANACORTES, WASHINGTON AS FOLLOWS:

Section 1. Scope

All employees, elected officials, and volunteer firefighters are eligible to be included in the program. Seasonal employees and project employees are not eligible to be included in the program.

Section 2. Award Schedule

Years of Service	Recognition Item with City of Anacortes Logo	Value	Recognition
1	Personalized Mug or City Cap (local vendors)	\$15	Presented by Immediate Supervisor at staff meeting
5	Polo Shirt, Personal Organizer Bag, or Swiss Army Knife	\$25	Presented by Division Head at staff meeting
10	Polar Fleece Vest, Briefcase, Duffle Bag, Bean Bag	\$45	Presented by Mayor at staff meeting
20	3 Season Jacket, Leatherman Tool, or Watch (no logo)	\$75	Presented by Mayor at staff meeting, Announced at City Council Meeting, possible article in the Anacortes American

Note: Recognition vendors/items may change as availability changes.

Section 3. Implementation

During the first year of the program, all eligible participants will receive a "catch-up provision." Employees with 1-4 years of service will receive the 1-year recognition item; employees with 5-9 years of service will receive the 5-year recognition item; employees with 10-19 years will receive the 10-year recognition item, and employees with 20+years will receive 20-year recognition item. In future years, employees will receive service awards only for their specific anniversary date.

Section 4. Effective Date.

This Ordinance shall take effect from and after five (5) days after its passage and publication, as required by law.

PASSED AND APPROVED this 2nd day of April 2002.

CITY OF ANACORTES

BY: _____
H. Dean Maxwell, Mayor

ATTEST:

George Khtaian, City Clerk-Treasurer

APPROVED AS TO FORM:

Ian Munce, City Attorney