

**RESOLUTION NO #1255**

**A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF RAYMOND  
ESTABLISHING AN EMPLOYEE RECOGNITION PROGRAM**

**WHEREAS**, RCW 35A.11.020 provides that the City Council has the power to define the functions, powers, and duties of its officers and employees; to fix the compensation and working conditions of such officers and employees and establish and maintain civil service, or merit systems, retirement and pension systems for such officers and employees; and

**WHEREAS**, The Mayor and City Council believe that dedicated employees of the City should be recognized for outstanding merits.

**1) EMPLOYEE RECOGNITION:**

For purposes of this policy, employee recognition means any award, token of appreciation, prize, meal, entertainment or event that is intended to promote good will, foster a sense of pride in affiliation with the City, promote safety, productivity, reliability, efficiency, dedication, commitment to the community and/or cost savings for the City and among city employees.

**A. Employee of the Year:**

The Mayor and City Council shall be responsible for selecting one employee per year to receive this award. Award recipients will be recognized at the second regularly scheduled Council Meeting in December every year. The cost of such recognition shall not exceed \$100.00, excluding sales tax, shipping and handling, and engraving charges.

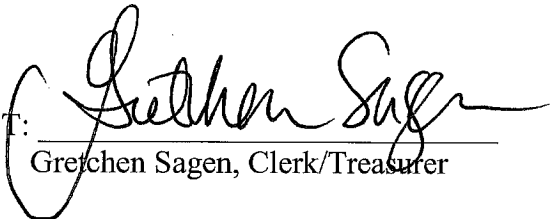
**B. Retirement/Separation:**

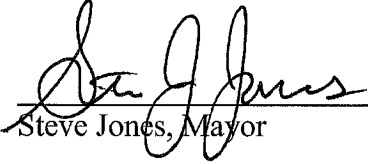
The City shall recognize those employees who retire after completing at least ten years of service or Mayor and City Council Members who complete one term (4 years). The cost of such recognition shall not exceed \$200.00, excluding sales tax, shipping and handling, and engraving charges.

**C. Employee Appreciation:**

The City Council may schedule events from time to time to show appreciation to the City's workforce. The City Council shall authorize expenditures for employee appreciation events as each event is scheduled.

ATTEST:

  
Gretchen Sagen, Clerk/Treasurer

  
Steve Jones, Mayor