



Legislation Text

File #: 17-0925, **Version:** 1

Chief Administrative Office recommending the Board repeal Board of Supervisors Policy A-12, Employee Suggestion Award Program.

FUNDING: N/A

DEPARTMENT RECOMMENDATION

Chief Administrative Office recommending the Board repeal Board of Supervisors Policy A-12, Employee Suggestion Award Program.

DISCUSSION / BACKGROUND

On November 19, 1991, the Board of Supervisors adopted A-12, Employee Suggestion Award Program, to encourage employee participation in improving the efficiency and effectiveness of their job and County operations, motivate employees toward problem solving, and to communicate the high value County management places on constructive ideas through recognition and reward.

As part of Objective 2.2 of the Good Governance Goal in the Board-approved Strategic Plan, policies are undergoing review and update.

Policy A-12 has not recently been used by County Departments, and possibly never has been implemented as intended. Because of this, the Chief Administrative Officer requested review by department heads and a determination of whether the policy should be recommended for repeal. There was agreement among department heads that this policy has not been used and the Chief Administrative Officer should move forward with a recommendation to the Board to repeal the policy.

ALTERNATIVES

The Board could choose to reject the recommendation and retain the policy as written, or make changes to the policy.

OTHER DEPARTMENT / AGENCY INVOLVEMENT

All

CAO RECOMMENDATION

Repeal Board of Supervisors Policy A-12.

FINANCIAL IMPACT

There is no fiscal impact associated with the repeal of the policy. If the policy is not repealed and were to be implemented as written, there is a possibility that incentive awards would have some financial impact.

CLERK OF THE BOARD FOLLOW UP ACTIONS

Upon repeal of the policy, the Clerk of the Board will remove the Policy from the Board of Supervisors Policy Manual webpage.

STRATEGIC PLAN COMPONENT

Good Governance

CONTACT

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