

AN ORDINANCE enacting a new Section 66-1 Employee Suggestion Program in the Joplin City Code establishing an Employee Suggestion Program for the employees of the City of Joplin, Missouri and establishing the guidelines and policies governing the same.

WHEREAS, the City of Joplin seeks to cut costs, improve services, improve productivity, increase effectiveness, and increase safety; and,

WHEREAS, City of Joplin employees provide a resource from which the City can derive benefit; and,

WHEREAS, the City recognizes that employees often discover ways to make improvements; and,

WHEREAS, City employees should be recognized for contributing to the improvement of services, improvement of productivity, increased efficiencies, increased safety, and reduction in costs.

NOW, THEREFORE, BE IT ORDAINED BY THE COUNCIL OF THE CITY OF JOPLIN, MISSOURI, as follows:

Section 1. That a new Section 66-1 Employee Suggestion Program. be enacted to read as follows:

Sec. 66-1. Employee Suggestion Program. There is hereby created an Employee Suggestion Program whereby eligible employees may receive a monetary reward for suggestions and proposals that create a financial benefit to the City of Joplin. Subject to the following:

- a. The funds for the Employee Suggestion Program shall be budgeted yearly. In the event that no funding is available for the program, no rewards may be given.
- b. The City Manager shall, at least five (5) days prior to the payment of the reward notify the Council of his or her intent to do so.
- c. A complete copy of the employee suggestion, the evaluation and the amount of funds paid shall be filed with the Office of the City Clerk.
- d. The Program shall be governed by the policy on file in the office of the Human Resources Director.

Section 2. That the policies governing the Employee Suggestion Program, a true and accurate copy being attached hereto as Exhibit A be and the same is hereby approved.

Section 3. That certain forms for the submission and review of an employee suggestion, true and accurate copies being attached hereto as Exhibits B and C be and the same are hereby approved.

PASSED BY THE COUNCIL OF THE CITY OF JOPLIN, MISSOURI, this 5th day of
December, 2005.

Phil G. Stinnett, Mayor

ATTEST:
Barbara L. Hogelin, City Clerk

APPROVED AS TO FORM:
Brian W. Head, City Attorney