



Agenda Memorandum

Agenda Item – 4.C.

City Council Meeting
February 13, 2023



Strategic Priority 1: Preparedness and Resilience

Build a system of intentional support for residents, businesses and the environment that mitigates risks and proactively seeks out ways to ensure the community not only endures, but thrives.

Subject: Presentation of Employee Service Awards

Prepared By: Tamara Nooning, Executive Assistant

Recommended City Council Action:

Present service pins and certificates of appreciation to employees celebrating 20 or more years of service with the City and in five year increments thereafter.

Summary Statement:

- City service pins and certificates of appreciation will be presented in keeping with the City's policy of recognition for employees who complete increments of five years of employment with the City and City Council recognition of employees with 20 years or more of service.
- In the first group of 2023, employees with 20, 25, and 30 years of service will be celebrated.
 - Presentation of 20-year certificate and pin – Mayor Pro Tem DeMott
 - Presentation of 25-year certificate, pin, and bonus check - Mayor McNally
 - Presentation of 30-year certificate and pin - Councillor Nurmela

Fiscal Impact:

\$2,500 in expenditures

Source of Funds:

Water Fund - Public Works and Utilities Department

Policy Issue(s):

None identified

Alternative(s):

None identified

Background Information:

The following 20-year employee will be presented with a certificate and service pin:

- Ray Padilla, Senior Police Officer – Police Department

The following 25-year employee will be presented with a certificate, service pin, and bonus check:

- Bob Krugmire, Engineer – Public Works & Utilities Department

The following 30-year employee will be presented with a certificate and service pin:

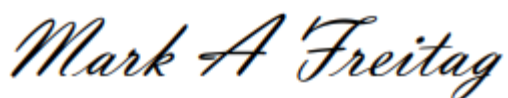
- Dan Bradford, General Building Inspector – Community Development Department

On February 16, 2023, the City Manager will host an employee awards luncheon. During this time, four employees will receive their 15-year service pins, one employee will receive their 10-year service pin, and 11 employees will receive their five-year service pins. Recognition will also be given to those celebrating their 20th, 25th, and 30th anniversaries. This is the first luncheon in 2023 to recognize and honor City employees for their service to the public. The aggregate City service represented among this group of employees for the first luncheon in 2023 is 200 years of City service.

The City can certainly be proud of the tenure of each of these individuals and of their continued dedication to City employment in serving the Westminster community.

The recognition of employees' years of service addresses the City's Strategic Priority for Preparedness and Resilience building a system of intentional support for residents, businesses, and the environment that mitigates risks and proactively seeks out ways to ensure the community not only endures, but thrives. Recognition efforts have long been recognized as an important management practice in organizations striving to develop loyalty, ownership, and effectiveness in their most valuable resource, their employees.

Respectfully submitted,

A handwritten signature in blue ink that reads "Mark A. Freitag". The signature is written in a cursive, flowing style.

Mark A. Freitag
City Manager