



# City of Maricopa

## Legislation Details (With Text)

**File #:** MISC 14-52    **Version:** 1    **Name:** Amendment to the Organizational Performance Award

**Type:** Miscellaneous Item    **Status:** Passed

**File created:** 6/11/2014    **In control:** City Council Regular Meeting

**On agenda:** 6/17/2014    **Final action:** 6/17/2014

**Title:** The Mayor and City Council shall discuss and possibly take action to approve an amendment to the Organizational Performance Award approved on May 7, 2013; MISC 13-32. There is no direct fiscal impact to approve the requested amendment. Discussion and Action.

**Sponsors:** Richard Clore

**Indexes:** Fiscal Policies and Management

**Code sections:**

**Attachments:**

Date	Ver.	Action By	Action	Result
6/17/2014	1	City Council Regular Meeting	Approved	Pass

The Mayor and City Council shall discuss and possibly take action to approve an amendment to the Organizational Performance Award approved on May 7, 2013; MISC 13-32. There is no direct fiscal impact to approve the requested amendment. Discussion and Action.

On May 7, 2013 the City Council approved an action item titled "Organization Award" that included "*the award of one floating holiday of 10 hours for each fiscal year beginning July 1, 2013 and July 1, 2014 to every full-time employee with a meets or exceeds on their annual performance evaluation.*" It appears the original intent of the Organizational Performance Award was to recognize and reward full-time employees for the prior years' service, and to create equity across the board based upon a similar negotiated benefit for some employees under a pending Memorandum of Understanding (MOU).

With the implementation of the Organizational Performance Award and the new MOU, both effective July 1, 2013, the two actions do not appear to complement each other as intended. Therefore, in an effort to create uniformity, Staff recommends amending the original Organizational Performance Award to only include eligible full-time employees not covered by a Memorandum of Understanding (MOU) that currently provides an additional personal day for the same or similar criteria.

This item will be presented by Interim Human Resources Director Richard Clore.

Staff recommends Mayor and Council approve the requested amendment to the Organizational Performance Award approved on May 7, 2013; MISC 13-32.