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CITY COUNCIL MEETING
OCTOBER 21, 1967

EMPLOYEE SERVICE
AND RETIREMENT
RECOGNITION AWARDS
PROGRAM APPROVED

CC-6
CC-9
CC-34

Following introduction of the matter by the City Manager and a report by the City Clerk, Council, on motion of Council Member Hinchman, Reid second, approved an employee service and retirement recognition awards program and approved the allocation of \$3,000 from the contingency fund to implement this program.

COUNCIL COMMUNICATION

TO: THE CITY COUNCIL	COUNCIL MEETING DATE	NO.
FROM: THE CITY MANAGER'S OFFICE	OCTOBER 21, 1987	
SUBJECT: APPROVE EMPLOYEE SERVICE AND RETIREMENT RECOGNITION AWARDS PROGRAM		

RECOMMENDED ACTION: That the City Council, by motion action, approve an employee service and retirement recognition awards program, and allocate \$3,000 from the contingency fund to implement this program.

For many years, the City of Lodi has had a recognition program to honor and recognize employees for their loyal and dedicated service. The present program provides for the presentation of service pins from the tenth year and at each five-year increments thereafter.

At the suggestion of the City Manager, a study was made as to alternate programs that are available.

Based on information obtained in this study I am pleased to make the following recommendations regarding the City of Lodi employee recognition program:

- I. That the City of Lodi continue to provide employee service awards from the tenth year and at each five-year increments thereafter.
- II. That the O. C. Tanner design No. 7-5852 (2) be selected as the official city emblem for service awards. (See Exhibit A attached)
- III. That the city emblem be jeweled, designating years of service as follows:
 - a) Ten year - one garnet (I am recommending the garnet as the color lends itself more closely to the Tokay Grape than does a ruby)
 - b) Fifteen year - two garnets
 - c) Twenty year - three garnets
 - d) Twenty-five year - two garnets and a diamond (placed G D G)
 - e) Thirty year - one garnet and two diamonds (placed D G D)
 - f) Thirty-five year - three diamonds
 - g) Forty year - four diamonds

IV. That a mix of awards be selected for each five year increment. Further, that a dollar limit be established for the purchasing of awards in each five year increment. Each award is to bear the city emblem jeweled as listed above.

It is recommended that the following dollar limit be established for the purchase of service awards:

Ten years of service - \$20.00

Fifteen years of service - \$30.00

Twenty years of service - \$40.00

Twenty Five years of Service - \$50.00

Thirty years of service - \$60.00

Thirty-five years of service - \$75.00

Forty years of service - \$100.00

It should be noted that, in addition to the costs listed above, there would be the cost of the city emblem and the appropriate jewelry. The average cost of an emblem, including jewelry, depending on the number and types of jewels, would be as follows:

Emblem with one garnet - \$50.00

Emblem with two garnets - \$55.00

Emblem with three garnets - \$60.00

Emblem with two garnets and one diamond - \$105.00

Emblem with two diamonds and a garnet - \$145.00

It should be noted that there is a one-time die charge of \$465.00. The base price of emblems is based on gold at \$309.00 per ounce. The final gold price is determined by the closing price of gold on the New York market the day the order is received in Salt Lake City, Utah.

V. That employees retiring after fifteen years of service be honored in the following way:

Fifteen to twenty-four years of service:

That an amount of one hundred dollars be budgeted for an appropriate gift for the retiree.

Twenty-five to thirty-four years of service:

That an amount of one hundred fifty dollars be budgeted for an appropriate gift.

Thirty-five or more years of service:

That an amount of two hundred dollars be budgeted for an appropriate gift.

Several gifts in each of the price categories will be selected from the O. C. Tanner Collection. The gift that retirees receive will bear a plate with the City emblem, noting the employees name, years of service, etc.

- VI. That a brochure be designed similar to Exhibit B attached which will be distributed to employees due to receive service recognition to allow them to make their selection at their leisure.



Alice M. Reimche
City Clerk

AMR:jj

