

INFORMATIONAL MEMORANDUM  
Tukwila Pool Metropolitan Park District

To: Tukwila Pool MPD Board of Commissioners  
From: Christine Neuffer  
Dated: June 10, 2019  
Subject: Employee Appreciation Policy Discussion

ISSUE:

Management would like to be able to expand modes of employee recognition and appreciation. The Board would like to review policy options.

FINANCIAL IMPACT

- Depending on the policy developed a budget would need to set.
- A policy may require legal review.

OPERATIONS IMPACT

- Demonstrations of recognition and appreciation would need to be fiscally sound, transparent and fairly applied.

SUGGESTIONS FOR POLICY POINTS

- Persons ineligible for award ( RCW 41.60.160 )
  - No award may be made to any elected official or director.
- RCW 41.60.150 ( Attached )

RECOMMENDATIONS

- Direct TPAC and/or operations to further research the issue.
- Set qualifying employee class(es)
- Set qualifications or qualifying events
- Discuss cost limits.

**RCW 41.60.150****Recognition awards.**

Other than suggestion awards and incentive pay unit awards, agencies shall have the authority to recognize employees, either individually or as a class, for accomplishments including outstanding achievements, safety performance, longevity, outstanding public service, or service as employee suggestion evaluators and implementors. Recognition awards may not exceed two hundred dollars in value per award. Such awards may include, but not be limited to, cash or such items as pen and desk sets, plaques, pins, framed certificates, clocks, and calculators. Award costs shall be paid by the agency giving the award. From February 15, 2010, through June 30, 2013, recognition awards may not be given in the form of cash or cash equivalents such as gift certificates or gift cards.

[ **2011 1st sp.s. c 39 § 9; 2010 c 1 § 6; 2000 c 139 § 2; 1999 c 50 § 10; 1989 c 56 § 5; 1985 c 114 § 7.**]

**NOTES:**

**Effective date—2011 1st sp.s. c 39:** See note following RCW **41.04.820**.

**Effective date—2010 c 1:** See note following RCW **41.06.070**.

**Effective date—1989 c 56:** See note following RCW **41.60.041**.

**Effective date—1985 c 114:** See note following RCW **41.60.015**.