

RESOLUTION NO. 2020-10

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF VENICE, SARASOTA COUNTY, FLORIDA, AMENDING THE CITY OF VENICE PERSONNEL PROCEDURES AND RULES, 2013 EDITION, SECTION 2.17, EMPLOYEE RECOGNITION PROGRAMS; AND PROVIDING AN EFFECTIVE DATE

WHEREAS, Sec. 50-35 of the Code of Ordinances provides that amendments to the City of Venice Personnel Procedures and Rules may be made and adopted by resolution; and

WHEREAS, city council wishes to amend the City of Venice Personnel Procedures and Rules, 2013 edition.

NOW, THEREFORE, BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF VENICE, FLORIDA, as follows:

SECTION 1. The whereas clauses above are ratified and confirmed as true and correct.

SECTION 2. The City of Venice Personnel Procedures and Rules, 2013 edition, with all amendments to date, is hereby renamed the City of Venice Personnel Procedures and Rules, 2020 edition.

SECTION 3. Section 2.17, Employee Recognition Programs, of the City of Venice Personnel Procedures and Rules, 2013 edition is hereby amended as follows:

2.17 EMPLOYEE RECOGNITION PROGRAMS

The city is proud to sponsor employee recognition programs for employees who go beyond expectation in providing excellent service, demonstrating significant self-initiative and exemplary behavior in an area of a routine task as related to customer service, dedication, and use of initiative in assistance to others.

Bravo for Ultimate Service (BUS) Program

~~The Bravo for Ultimate Service program is an excellence in performance program using the BUS acronym that was initiated by city council's expectation that employees are expected to serve the public with **PRIDE** by being Productive, Responsible, Innovative, Dedicated, and Ethical. The program focuses attention on the **PRIDE** initiative by providing rewards to those city employees who demonstrate this exemplary behavior. It is a multi-faceted reward program with the intent of providing opportunities for participation to employees in varying~~

~~responsibility levels and job assignments. The program will be overseen by the PRIDE Committee, appointed by the city manager.~~

The city recognizes a number of behaviors, which when demonstrated by line employees above and beyond the scope of their expected job duties render a valuable service to others. These behaviors, through this program, should be rewarded and become interwoven into the city's organizational culture.

Behaviors to be rewarded are:

<u>COMMITMENT</u>	<u>Demonstrate a steadfast commitment to service for the Venice community.</u>
<u>INNOVATION</u>	<u>Think of new ways to improve how we work and solve problems.</u>
<u>FORGIVENESS</u>	<u>In order to move on with relationships we must have forgiveness.</u>
<u>QUALITY</u>	<u>Make a commitment to great customer service and customer satisfaction.</u>
<u>COMMUNITY</u>	<u>Work interdepartmentally together to make our city a better place.</u>
<u>POSITIVITY</u>	<u>Look for the good in difficult situations. Take a break. Breathe and move on with a smile.</u>
<u>INTEGRITY</u>	<u>Demonstrate an unwavering commitment to doing the right thing when no one is looking.</u>
<u>DECISIVENESS</u>	<u>Be able to gather good information and make a sound decision in a reasonable timeframe.</u>
<u>EXCELLENCE</u>	<u>Strive to do your best in every conversation and interaction with the public. If you inspire people with your passion, take pride in what you do and always ask yourself if this is the best you can do, everything else will fall into place.</u>
<u>EMPATHY</u>	<u>We all have different life experiences. Listen, care, and you can achieve great things.</u>
<u>ADAPTABILITY</u>	<u>Accept change and be willing to take on new responsibilities, roles or processes, direction or unique challenges.</u>
<u>FAIRNESS</u>	<u>Provide equal and equitable opportunities in all situations.</u>

Program details, including award levels and processes are determined by the city manager or his designee.

SECTION 4. This Resolution shall take effect immediately upon its adoption.

**APPROVED AND ADOPTED AT A REGULAR MEETING OF THE VENICE CITY COUNCIL HELD
ON THE 28TH DAY OF APRIL 2020.**

Ron Feinsod, Mayor

ATTEST

Lori Stelzer, MMC, City Clerk

I, **LORI STELZER**, MMC, City Clerk of the City of Venice, Florida, a municipal corporation in Sarasota County, Florida, do hereby certify that the foregoing is a full and complete, true and correct copy of a Resolution duly adopted by the City Council of said city at a meeting thereof duly convened and held on the 28th day of April 2020, a quorum being present.

WITNESS my hand and the official seal of said City this 28th day of April 2020.

(SEAL)

Lori Stelzer, MMC, City Clerk

Approved as to form:

Kelly Fernandez, City Attorney