



# MEMORANDUM

## City of Venice

### Human Resources Department

TO: City Council

FROM: Alan Bullock, HR Director

DATE: April 21, 2020

COUNCIL APPROVAL: Yes

MEETING DATE: April 28, 2020

STRATEGIC PLAN GOAL: Provide Efficient, Responsive Government with High Quality Services

SUBJECT: Personnel Procedures and Rules Update – Employee Recognition Programs

**Background:** The 'Bravo for Ultimate Service' (BUS) Program was introduced in 2006 along with a Code of Conduct and Ethics. The program used the acronym 'PRIDE' to encourage city employees to be Productive, Responsible, Innovative, Dedicated and Ethical. The program served the city well during its time, but with the recent revision of the city's Code of Conduct and Ethics the time has come to formally sunset the program.

**Requested Action:** The city's Personnel Procedures and Rules set forth terms and conditions of employment for all city employees. Section 2.17 addresses employee recognition programs. We propose to delete reference to the 'BUS/PRIDE' program and replace it with a set of desired behaviors already embodied in what is known as the 'Presidents Program'. Please see attached for further detail.

**City Attorney Review/Approved:** Yes

**Risk Management Review:** N/A

**Finance Department Review/Approved:** Yes

**Funds Availability (account number):** 1601-513.48-00

**ORIGINAL(S) ATTACHED:** Presidents Program Details, Ordinance 2020-10

**Cc:** [Click or tap here to enter text.](#)