



**Title of Agenda Item:** Council Discussion and Adoption of the Point System Policy for Public Works Employees – Executive Office

**Submitted By:** Pauline Warrior

**Date Submitted:** August 26, 2024

**Work Session Date:** September 3, 2024

**Council Meeting Date:** September 3, 2024

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**Background/History:**

The Public Works Department has long been a cornerstone of the City's operations, responsible for maintaining and improving essential services that impact the daily lives of residents. Historically, the department has faced challenges related to absenteeism, punctuality, and varying levels of employee engagement. In response to these challenges, previous efforts to address these issues have included informal recognition programs and periodic performance reviews.

Despite these efforts, a more systematic approach to managing attendance, performance, and professional development has been deemed necessary to ensure consistent and equitable treatment of employees. The introduction of a formalized Point System Policy is designed to address these needs by providing a clear and transparent framework for recognizing positive behaviors and addressing performance issues.

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**Action Requested from Council:** Approval to adopt the Policy (see attached for operational guidelines, implementation and practice).

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**Cost: \$** 0.00

**Budgeted for:** \_\_\_\_\_ **Yes** \_\_\_\_\_ **No**

**Financial Impact:**

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