

7.11.07 Disaster Deployment

Compensation

City personnel may be requested, under existing agreements (e.g. mutual aid agreement/memorandums of understanding, etc.), to deploy to assist outside agencies in responding to disaster or emergency. The City Manager's (or designee's) oral or written authorization is required for any personnel deployment lasting longer than twenty-four (24) hours. Such City personnel shall be compensated at a rate of one and a half time (1.5x) their base hourly rate for all hours worked during a deployment. Compensation begins upon official activation/deployment assignment. Travel time to deployment site is compensable.

Appendix: HR and Workplace Supplemental Documents

Program Document: Health and Safety Committee/Incentive Program

Safety Employee of the Year & Incentive

Employees are expected to proactively participate in safety initiatives and contribute to safety awareness across their department and the city as a whole. The City will recognize and reward a Safety Employee of the Year. ~~The Department Head will nominate an employee and the Safety Committee will be responsible for reviewing all nominations and making a final selection.~~ City employees may nominate an employee for the annual Safety Employee of the Year award during the designated nomination period. Department Heads will review the nominations submitted within their departments and forward one nominee to the Safety Committee. The Safety

Committee will be responsible for reviewing all department nominations and making the final selection. The recipient of the Safety of the Year award will receive an individual award and \$150.00 will be added to their annual safety incentive. The Department Head will base their nomination on the information below. The Committee will review all of the nominations and make their decision based upon the same criteria.

- Examples of "Proactive Participation" include, but are not limited to:
 - Teaching a departmental safety training
 - Reporting unsafe work hazards and proposing a solution by completing a SAFE form (Safety Awareness For Everyone Form) in order to make the work environment or work activities safer
 - Working with the Health & Safety Committee on special initiatives and actively contributing to the safety program
 - Participate in the preparation for special events such as National Night Out