



REQUEST FOR COUNCIL ACTION

Title: Request for Council Action – City of Sweet Home Safety Incentive Program Revision

Preferred Agenda: July 14, 2020

Submitted By: Julie Fisher, Admin Assistant

Reviewed By: Ray Towry, City Manager

Type of Action: Resolution Motion Roll Call Other

Relevant Code/Policy: City of Sweet Home Safety Incentive Program

Towards Council Goal: 2.1: Update & streamline process
2.3: Invest in long term staff stability & training

Attachments: Resolution No. 20 for 2020, 2020 City of Sweet Home Safety Incentive Program Track Changes, City of Sweet Home Safety Incentive Program Final.

Purpose of this RCA:

Revisions to the City of Sweet Home Safety Incentive Program

Background/Context:

The City of Sweet Home Safety Incentive Program was last updated in 2011. The Safety Incentive Program is funded by dividends from the SAIF, our Workers Compensation Policy carrier. Past policy provided the employee with the ability to choose a local business to receive a \$25 gift certificate as a reward for working safely over the previous six (6) month period. The Administrative Assistant would then go and pick up the certificates from various locations throughout Sweet Home, sometimes as many as 60 certificates from up to 11 different locations. The time spent could be reduced if the incentive was a cash incentive. Both the cash incentive and gift certificates are taxed equally, so there is no benefit or loss to the employee either way. Staff is also proposing a change to the policy to allow the safety incentive to still be provided to an employee when they are injured through an unavoidable accident while performing their duties and following all safety protocols. An example of this would be a police officer injured by a combative person while trying to make an arrest.

The Challenge/Problem:

How do we continue to reward employees for safe operations, which save taxpayers money on the city's insurance premiums and keep good employees productively working?

Stakeholders:

- City of Sweet Home Staff – These changes aim to improve safety by providing incentives. Updates are advantageous to recruit, train, and retain skilled employees.
- City of Sweet Home City Council – Charter, SHMC 2.48.030, past policies, and past practice dictates that the Council is responsible for personnel rules including salary administration.

Issues and Financial Impacts:

None Known

Elements of a Stable Solution:

Sweet Home must have up to date policies and training to recruit and retain employees and to maintain a safe workplace.

Options:

1. Do Nothing. There would be no revisions to the Safety Incentive Program.
2. Approve Resolution 20 for 2020 as presented.
3. Recommend additional revisions. Council could review these proposed changes and recommend additional revisions. Staff would take these recommendations and revise the proposed program for review at a future Council meeting.

Recommendation:

Recommendation is option #2 Approve Resolution 20 for 2020 as presented