


AGENDA
EMPLOYEE RECOGNITION COMMITTEE MEETING
LEUCADIA WASTEWATER DISTRICT
September 29, 2015 – 9:30AM
1960 La Costa Avenue, Carlsbad, CA 92009

1. **Call to Order**
2. **Roll Call**
3. **Public Comment**
4. **New Business**
 - A. Review Employee Recognition Committee Status. (Pages 2-3)
5. **Information Items**

None.
6. **Director's Comments**
7. **General Manager's Comments**
8. **Adjournment**

MEMORANDUM

DATE: September 24, 2015
TO: Employee Recognition Committee
FROM: Paul J. Bushee, General Manager 
SUBJECT: Review of Employee Recognition Committee Status

RECOMMENDATION:

1. Discuss and provide direction, as appropriate.

Tactical Goal: People/Review Employee Recognition Committee (ERC) Status

BACKGROUND:

This is a follow-up to the discussion at the November 6, 2014 ERC meeting. It was subsequently placed on the Fiscal Year 2016 (FY 16) Tactics & Action Plan for discussion this year.

The ERC has been a long-time standing committee for the District. The ERC has typically met one time per year in November to review the District's Employee of the Year (EOY) nominations and recommend approval of the award to the Board of Directors. This process has included meeting with the staff nomination review team, which includes the management team and the previous year's EOY, to discuss the nominations prior to recommending approval to the Board. The recommendation for the monetary award has been presented to the Board in December with the winner announced at the annual holiday luncheon.

DISCUSSION:

In addition to selecting the recipient, last year's meeting included a discussion as to whether the ERC selected the EOY or whether the staff nomination review team made the selection. The discussion centered on the fact that the ERC members do not work on a daily basis with the nominated employees, which makes it very difficult to determine who is the most deserving of the award. On the other hand, the staff nomination review team does work closely with nominees over the course of the year and, as such, has a better perspective of who might be most deserving.

There was no clear resolution on this issue last year and it was agreed that the discussion be tabled for the future. Staff subsequently included this issue in the FY 16 Tactics & Action Plan as a follow-up.

The issue at hand is whether the ERC should continue functioning as a District standing committee or whether staff should recommend the EOY recipient to directly to the Board and the ERC be discontinued.

Staff's recommendation on this matter is that the ERC discuss the issue and provide direction to staff as to the future status of the ERC.

PJB