

ORDINANCE NUMBER O-16087 (New Series)

Adopted on DEC 5 1983

AN ORDINANCE AMENDING CHAPTER II, ARTICLE 2, DIVISION 10 OF THE SAN DIEGO MUNICIPAL CODE BY AMENDING SECTIONS 22.1016 and 22.1017, RELATING TO SUGGESTION AWARDS PROGRAM.

BE IT ORDAINED, by the Council of The City of San Diego, as follows:

Section 1. That Chapter II, Article 2, Division 10 of the San Diego Municipal Code be and it is hereby amended by amending Sections 22.1016 and 22.1017 to read as follows:

SEC. 22.1016 SUGGESTIONS ELIGIBLE FOR AWARDS

All suggestions must either be submitted prior to implementation or within sixty (60) days after implementation date.

All suggestions submitted by employees of the City are eligible for an award with the following exceptions:

1. Suggestions concerning items contained in a Memorandum of Understanding.
2. Suggestions concerning compensation and benefits.
3. Requests for standard items.
4. Solutions to problems that fall within the specific scope of an officially assigned task or responsibility.
5. Ideas which duplicate previous suggestions.

6. Ideas that were already under active and continuous consideration prior to the receipt of the suggestion.

7. Increases in fees or charges.

8. Ideas that are the result of a problem-solving group formed by management.

Any eligible employee submitting a suggestion which is not placed into effect shall retain award eligibility for three years from the date of Committee action. Once the three-year period has elapsed, no obligation exists to award the suggestion, unless the eligible employee resubmits the suggestion in accordance with Committee rules.

Any eligible employee submitting a suggestion which is placed into effect shall not lose his or her eligibility for an award by reason of termination of employment or by becoming ineligible subsequent to submission of the suggestion.

SEC. 22.1017 AWARDS

Upon a finding by the Committee that a net savings or net increase in revenue will accrue to the City through adopting and placing the suggestion into operation, the Committee may recommend to the Council that an award be made appropriate to the category of eligibility of the suggester. Three categories of eligibility are established, as follows:

1. Category I: Employees who are expected to develop cost savings ideas in all areas of City operations as a natural extension of their normal job duties. Category I employees shall be eligible for a recognition award.

2. Category II: Employees who are expected to develop cost savings ideas within their area of professional expertise and career development. Category II employees shall be eligible for an award not to exceed \$1,000 or ten percent (10%) of the estimated first year's net savings or net increase in revenue, whichever is less.

3. Category III: Employees who are not normally expected to develop cost savings ideas outside the area of their specific job assignment. Category III employees shall be eligible for an award not to exceed \$5,000 or thirty percent (30%) of the estimated first year's net savings or net increase in revenue, whichever is less.

The City Manager shall determine the Category of Eligibility for each job classification, and shall publish and distribute this information for guidance of all employees.

Where the Committee finds that it is impracticable or uneconomical to estimate the amount of such savings or increase in revenue, the Committee may nevertheless recommend that the Category I suggester receive a recognition award, the Category II suggester be paid a monetary award not to exceed \$50, and the Category III

suggester be paid a monetary award not to exceed \$500 for any one suggestion.

Where the Committee finds that the suggestion cannot be adopted or placed in operation but that the suggestion has led directly to the adoption of improvement or changes that result in a savings or increase in revenue to the City, the Committee may recommend to the Council that the Category I suggester receive a recognition award, the Category II suggester be paid a monetary award not to exceed \$50, and the Category III suggester be paid a monetary award not to exceed \$500 for any one suggestion.

At the end of the first twelve (12) months following the granting of any monetary award of less than \$5,000 to a Category III employee, or any monetary award of less than \$1,000 to a Category II employee, the Committee shall reinvestigate such suggestion and shall determine or estimate the extent to which said suggestion has resulted in a net savings or a net increase in revenue to the City.

For a Category III employee, if the Committee concludes that a net savings or net increase in revenue for such twelve-month period has been realized and that the previous award was less than thirty percent (30%) of such savings, then the Committee may recommend that the suggester be paid an additional award not to exceed thirty percent (30%) of the difference between the original award and the reevaluated first year's net savings or net increase in revenue.

For a Category II employee, if the Committee concludes that a net savings or net increase in revenue for such twelve-month period has been realized and that the value of the previous award was less than ten percent (10%) of such savings, then the Committee may recommend that the suggester be paid an additional award not to exceed ten percent (10%) of the difference between the original award and the reevaluated first year's net savings or net increase in revenue. In no event, however, shall the aggregate total monetary award for any one Category III suggestion exceed \$5,000 or the aggregate total monetary award for any one Category II suggestion exceed \$1,000.

Section 2. This ordinance shall take effect and be in force on the thirtieth day from and after its passage.

APPROVED: John W. Witt, City Attorney

By Stuart H. Swett
Stuart H. Swett
Chief Deputy City Attorney

SHS:rc:361
10/13/83 REV.10/27/83
Or.Dept:Risk Mgmt.
O-84-76 REV.
Form=r.none

Passed and adopted by the Council of The City of San Diego on DEC 5 1983,
by the following vote:

Councilmen	Yeas	Nays	Not Present	Ineligible
Bill Mitchell	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Bill Cleator	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Gloria McColl	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
William Jones	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Ed Struiksmas	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Mike Gotch	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Dick Murphy	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Uvaldo Martinez	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Mayor Roger Hedgecock	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

AUTHENTICATED BY:

ROGER HEDGECOCK
Mayor of The City of San Diego, California.

CHARLES G. ABDELNOUR
City Clerk of The City of San Diego, California.

(Seal)

By Ellen Board, Deputy.

I HEREBY CERTIFY that the foregoing ordinance was not finally passed until twelve calendar days had elapsed between the day of its introduction and the day of its final passage, to wit, on

NOV 14 1983, and on DEC 5 1983.

~~I FURTHER CERTIFY that said ordinance was read in full prior to its final passage.~~

I FURTHER CERTIFY that the reading of said ordinance in full was dispensed with by a vote of not less than a majority of the members elected to the Council, and that there was available for the consideration of each member of the Council and the public prior to the day of its passage a written or printed copy of said ordinance.

CHARLES G. ABDELNOUR
City Clerk of The City of San Diego, California.

(Seal)

By Ellen Board, Deputy.

Office of the City Clerk, San Diego, California

Ordinance Number 046087 Adopted DEC 5 1983
01383

CERTIFICATE OF PUBLICATION

CITY OF SAN DIEGO
ATTN: ELLEN BOVARD
202 C St., 12th Floor
SAN DIEGO, CA 92101

RECEIVED
CITY CLERK'S OFFICE
1983 DEC 21 PM 2:01
SAN DIEGO, CALIF.

IN THE MATTER OF

NO.

ORDINANCE NO. O-16087

ORDINANCE NO. O-16087
(New Series)
Adopted on DEC 6, 1983
AN ORDINANCE AMENDING CHAPTER II, ARTICLE 2, DIVISION 10 OF THE SAN DIEGO MUNICIPAL CODE BY AMENDING SECTIONS 22.1016 and 22.1017, RELATING TO SUGGESTION AWARDS PROGRAM.
This ordinance makes changes to the City's Suggestion Awards Program by changing merchandise awards to monetary awards and requiring suggestions to be submitted no later than sixty (60) days after implementation to be eligible for an award.
A complete copy of the Ordinance is available for inspection in the Office of the City Clerk of the City of San Diego, 12th Floor, City Administration Building, 202 "C" Street, San Diego, CA 92101.
Introduced on NOVEMBER 14, 1983.
Passed and adopted by the Council of The City of San Diego on DECEMBER 6, 1983.
AUTHENTICATED BY:
ROGER HEDGECOCK,
Mayor of The City of San Diego, California.
CHARLES G. ABDELNOUR,
City Clerk of The City of San Diego, California.
(SEAL)
By ELLEN BOVARD, Deputy.
Publish Dec. 19, 1983

I, Carrie Gedeon, am a citizen of the United States and a resident of the County aforesaid; I am over the age of eighteen years, and not a party to or interested in the above-entitled matter. I am the principal clerk of the San Diego Daily Transcript, a newspaper of general circulation, printed and published daily, except Saturdays and Sundays, in the City of San Diego, County of San Diego, and which newspaper has been adjudged a newspaper of general circulation by the Superior Court of the County of San Diego, State of California, under the date of January 23, 1909, Decree No. 14894; and the

ORDINANCE NO. O-16087
(New Series)

4 1/2" x 8.87 = 39.92

is a true and correct copy of which the annexed is a printed copy and was published in said newspaper on the following date(s), to wit:

December 19, 1983

I certify under penalty of perjury that the foregoing is true and correct.

Dated at San Diego, California this 19th day of Dec., 19 83.

Carrie Gedeon
(Signature)

01384