

RESOLUTION 17-12

**A RESOLUTION OF THE BOARD OF DIRECTORS
OF THE TWENTYNINE PALMS WATER DISTRICT
ESTABLISHING A LENGTH OF SERVICE RECOGNITION POLICY**

WHEREAS, the Twentynine Palms Board of Directors desire to establish a length of service recognition policy; and

WHEREAS, the Twentynine Palms Water District does not currently have a length of service recognition policy; and

WHEREAS, the Twentynine Palms Water District values its employees and desires to recognize them when length of service milestones are achieved; and

WHEREAS, the Twentynine Palms Water District encourages all staff to acknowledge and celebrate the achievement of milestones and successes obtained by their fellow employees.

NOW, THEREFORE, BE IT RESOLVED by the Board of Directors of the Twentynine Palms Water District as follows:

1. It is a practice of the District to recognize the length of service of its employees. Length of service acknowledgements are presented to individuals for milestone anniversaries in five year increments beginning with their fifth year (e.g., 5, 10, 15, etc.).
2. Best efforts will be made to present length of service certificates and or plaques at a staff meeting as close as possible to the anniversary date. The employee, and his/her family will be encouraged to attend a Board of Director's meeting where their accomplishment will also be recognized.
3. At discretion of the General Manager a District sponsored luncheon or dinner will be provided annually for staff to recognize the milestone achievements that have occurred during the calendar year.
4. Employees eligible for a service acknowledgement and who are on leave of absence will receive the acknowledgement upon return to active employment.
5. Employees who terminate employment prior to their anniversary date are not eligible for the service acknowledgement.

PASSED, APPROVED AND ADOPTED this 23rd day of August 2017 by the following vote:

Ayes:	Directors Coghill, Giannini, Horn, Shinaver, and Moore
Noes:	None
Abstain:	None
Absent:	None



Kerron E. Moore, President
Board of Directors

Attest:



Ray Kolisz, Board Secretary
Twentynine Palms Water District