

**BEFORE THE BOARD OF COUNTY COMMISSIONERS
FOR MULTNOMAH COUNTY, OREGON**

In the matter of Amending Resolution 91-80)
establishing an Employee Suggestion System)

RESOLUTION
92-110

(Language underlined is new)

WHEREAS, the policy of the County should be to encourage constructive suggestions from its employees by making cash awards or paid leave to those who submit cost saving suggestions; and

WHEREAS, suggestions should clearly state the problem, how the problem might be solved and the benefit that would be realized if the suggestion was adopted; and

WHEREAS, an Employee Suggestion System is morale-building and improves productivity; and

NOW THEREFORE BE IT RESOLVED that the Board of County Commissioners establishes an Employee Suggestion Committee by July 1, 1991. The Committee will be composed of two members from Local 88, one member from the Oregon Nurses Association, one member from the Deputy Sheriff's Association, one member from the Corrections Officer's Association, one member from the Prosecuting Attorney's Association, one member from Planning and Budget, one member from Board Staff and one member from the Chair's office; and

IT IS FURTHER RESOLVED that the committee will establish criteria for selection of suggestion that are submitted for consideration by the Board of County commissioners. Suggestions supported by a majority of the Committee will be forwarded to the Board of County commissioners for consideration. The Committee will meet bimonthly (or when deemed necessary) to review suggestions submitted by any employees; and

IT IS FURTHER RESOLVED THAT any implemented suggestion will result in an award by the Board to a maximum of 1% of the first year's financial savings to the County, not to exceed \$1,000. A choice of paid leave may be substituted for a comparable cash award. The award will be made as soon as is practicable, but not to exceed one year following implementation of the suggestion to the extent that the tangible direct savings or increase in revenue occur; and

BE IT FURTHER RESOLVED THAT the terms of the above resolution shall be applicable to any bargaining unit only upon execution of a memorandum of exception in accordance with the terms of the applicable collective bargaining agreement. Any such memorandum of exception agreement may be terminated upon thirty (30) days notice by the Board or the applicable bargaining agent; and

BE IT FURTHER RESOLVED THAT the results and actions by the Committee will be reviewed annually by the Board of County Commissioners.

Adopted this 18th day of June, 1992.



BOARD OF COUNTY
COMMISSIONERS
MULTNOMAH COUNTY, OREGON

By: Gladys McCoy
Gladys McCoy, County Chair

APPROVED AS TO FORM

LAWRENCE KRESSEL, COUNTY COUNSEL
OF MULTNOMAH COUNTY, OREGON

By: Lawrence Kressel

Lawrence Kressel
County Counsel