



# City of Culver City

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## Staff Report Details (With Text)

**File #:** 23-677      **Version:** 1      **Name:** Presentation: Outstanding Job Performance Award for James Pledger  
**Type:** Minute Order      **Status:** Presentation to City Council  
**File created:** 2/15/2023      **In control:** CIVIL SERVICE COMMISSION  
**On agenda:** 3/1/2023      **Final action:**  
**Title:** Outstanding Job Performance Recognition: James Pledger, Assistant Environmental Programs & Operations Manager for Environmental Programs & Operations Division, Public Works Department.  
**Sponsors:**  
**Indexes:**  
**Code sections:**  
**Attachments:** 1. 2023-03-01 - ATT Merit Award James Pledger

Date	Ver.	Action By	Action	Result
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**Outstanding Job Performance Recognition: James Pledger, Assistant Environmental Programs & Operations Manager for Environmental Programs & Operations Division, Public Works Department.**

**Meeting Date:** March 1, 2023

**Contact Person/Dept:** Amy Webber / Human Resources

**Phone Number:** 310-253-5640

**Fiscal Impact:** Yes ☐ No ☒      **General Fund:** Yes ☐ No ☐

**Public Hearing:** ☐      **Action Item:** ☐      **Attachments:** ☒

**Public Notification:** (Email) Meeting Agenda (02/23/23); (Email) All City Staff (02/23/23)

**Department Approval:** Dana Anderson, Director of Human Resources (02/22/23)

### RECOMMENDATION

The attached memo details a recommendation from the Public Works Department, which was approved by the City Manager, awarding James Pledger, Assistant Environmental Programs & Operations Manager, three (3) days off with pay and \$1,000 in recognition of outstanding job performance. The award is before you tonight for public acknowledgement in accordance with Civil Service Rule 15.4.

### AUTHORITY

15.3(e) Outstanding Job Performance Recognition Program:

- a. Oral recognition by the appointing authority.
- b. Written recognition by the appointing authority with copies to the employee and the Human Resources Department for placement in the employee's personnel file.
- c. City Council resolution commending the employee, i.e., City Council commendation.
- d. Granting of up to three (3) working days off with pay.
- e. Increase in compensation (step advancement within range prior to scheduled date or additional step beyond that scheduled).
- f. Cash award, up to \$1,000. Cash award will be taxable, non-PERSable and subject to available funds within the awarding department's budget.
- g. A combination of any of the recognition awards set forth above.

15.4 Procedures:

The appointing authority may recommend an employee for an outstanding job performance which meets the criteria of the program. The appointing authority shall prepare written recommendations and shall forward them to the City Manager for approval, disapproval or modification. The recognition award and/or commendation (excluding oral and written recognition by the appointing authority) shall be forwarded to the Commission for public acknowledgment.

**ATTACHMENTS**

1. 2023-03-01 - ATT Merit Award James Pledger