

RESOLUTION NO. 551

EMPLOYEE RECOGNITION POLICY

WHEREAS, the District has determined that a policy should be established for procedures and guidelines of District funds to be utilized for the purpose of Employee Recognition; and

WHEREAS, RCW 41.60.150 authorizes the use of District Funds for Employee Recognition; and

WHEREAS, the District has determined this policy should be established, now, therefore,

BE IT HEREBY RESOLVED BY THE BOARD OF COMMISSIONERS of the East Wenatchee Water District as follows:

Section 1. For the purposes of this policy, Employee Recognition means any award, token of appreciation, prize, meal, entertainment or event that is intended specifically to promote good will, foster a sense of pride in affiliation with the District, promote safety, productivity, reliability, efficiency, dedication, commitment to the community and/or cost savings for the District among District Employees.

Section 2. The Board of Commissioners or the District Manager may, subject to budgetary authority, expend funds for the purpose of Employee Recognition.

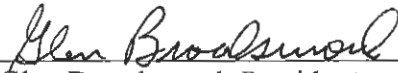
The expenditure of funds for a token of appreciation, prize, plaque, award or similar item is limited to no more than \$150.00 total per Employee per year and the number of awards given must be limited to no more than the total number of Employees within the District.

In no event shall the total of all awards/gifts received by an Employee exceed the non-taxable limit as set by the Internal Revenue Service.

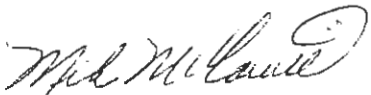
The expenditure of funds for meals related to an Employee Recognition event must be authorized by the District Manager in advance and may not exceed the per employee cost of meals covered under the District Resolution governing travel status meals.

Section 3. The District Manager must approve the expenditure of funds for use of facilities or similar costs for the purpose of Employee Recognition in advance.

ADOPTED, by the BOARD OF COMMISSIONERS of the EAST WENATCHEE WATER DISTRICT, Douglas County, Washington at a regular meeting thereof, this 1st day of December, 2004


Glen Broadsword, President

ATTEST:


Mike McCourt, Secretary