

**RESOLUTION 2025-10**

WHEREAS, it is appropriate for the City Council, for purposes of encouraging exemplary work performance and to establish a policy for guidance for such rewards; and

WHEREAS, the City Administration has prepared the City of Gothenburg Employee Rewards Policy, attached hereto; and

WHEREAS, the City Council of Gothenburg has reviewed the City of Gothenburg Employee Rewards Policy:

NOW, THEREFORE, BE IT RESOLVED BY THE MAYOR AND CITY COUNCIL OF THE CITY OF GOTHENBURG, DAWSON COUNTY, NEBRASKA AS FOLLOWS:

Section 1. The City of Gothenburg Employee Rewards Policy, attached hereto and incorporated herein by reference, is approved and is hereby adopted to provide guidance for the Employee Rewards Policy.

Passed and approved this 3<sup>rd</sup> day of June, 2025.



ATTEST:

Misty Bussinger  
Misty Bussinger, City Clerk

CITY OF GOTHENBURG,  
DAWSON COUNTY, NEBRASKA

Verlin Janssen  
Verlin Janssen, Mayor

APPROVED AS TO FORM:

Michael L. Bacon  
Michael L. Bacon, City Attorney

# City of Gothenburg

## Employee Rewards Policy

### Purpose

The Employee Rewards Policy aims to recognize and reward employees for their exceptional performance, dedication, and contributions to the city. The policy is designed to motivate employees, enhance job satisfaction and encourage continued excellence.

### Scope

The policy applies to all full-time employees for the City of Gothenburg.

### Eligibility

The policy is for anyone who's employed full-time by the organization during the calendar year.

### Types of Rewards

***Employee of the Year:*** Recognizes employees who consistently perform at a high level. This award process is shown on Exhibit A and will be given at the employee dinner.

***Safety Award:*** Recognizes employees who consistently perform in a safe manner. The safety award program has been established by the Safety Committee and is attached as Exhibit B and will be given at the employee dinner and processed through payroll.

***Years of Service:*** Recognized employees for their contribution and dedication to the city. This award is 2 times the years of service starting at 5 years and continuing in 5-year increments. Below is an example of and will be given at the employee dinner and processed through payroll.

Years of Service	Award
5	\$10.00
10	\$20.00
15	\$30.00
20	\$40.00

## **EMPLOYEE OF THE YEAR**

The process will be 2 steps:

#1- nomination

#2 - the top 3 vote-getters in the nomination process will be placed on a ballot. The ballot will be distributed for all employees to vote.

The same criteria apply as in past years:

- All employees except winners from the prior 5 years are eligible for nomination.
- Who do you think was especially:

Competent

Courteous to the public and co-workers,

Possesses / demonstrates outstanding job knowledge,

Dependable – in word and deed,

Cheerful in crisis,

Loyal – in good and bad times,

Prompt and thorough in assigned job duties,

Whatever other reasons you might have to feel a specific employee deserves special recognition i.e. a specific incident or event that warrants nomination.

Employee of the Year will be awarded a shelf with name plate on it with a maximum value of \$200.00.

## **City of Gothenburg Safety Award Program**

### **Purpose:**

The purpose of the program is to promote safety for all employees

### **Definition:**

"Accident Free" shall mean the absence of any reportable accident/injury under Worker's Compensation and/or damage to equipment or property in excess of \$500.00, regardless of fault or lack of fault by the employee. Lack of fault shall not apply if the employee is found not to be at fault by law enforcement; or upon determination by the Safety Committee the accident was beyond the control or actions of the employee.

### **Annualized Basis:**

The award basis shall be run from January 1 to December 31 of each year.

### **One Year Award:**

All full-time employees who remain accident-free for one year shall receive \$10.00 to be paid through payroll and a safety award will be presented at the Annual Recognition Dinner. Employees receiving the Hazardous Duty or Non-Hazardous Duty Awards shall not be eligible for the one-year award

### **Hazardous Duty Award:**

Hazardous Duty Awards are awarded to all full-time street/utility employees and police (excluding any office personnel) for those employees who remain accident free. If an employee remains accident free, they shall receive the following to be paid through payroll, and a safety award will be presented at the Annual Recognition Dinner.

3 Year Award: \$50.00	20 Year Award: \$150.00
6 Year Award: \$75.00	25 Year Award: \$175.00
10 Year Award: \$100.00	30 Year Award: \$200.00
15 Year Award: \$125.00	35 Year Award: \$225.00

### **Non-Hazardous Duty Award:**

The Non-Hazardous Duty Awards are awarded to all full-time office personnel and library personnel who remain accident free. If an employee remains accident free, they shall receive the following to be paid through payroll, and a safety award will be presented at the Annual Recognition Dinner.

5 Year Award: \$50.00	25 Year Award: \$90.00
10 Year Award: \$60.00	30 Year Award: \$100.00
15 Year Award: \$70.00	35 Year Award: \$200.00
20 Year Award: \$80.00	