



Memorandum

TO: HONORABLE MAYOR AND CITY COUNCIL

FROM: Mark Danaj

SUBJECT: E-Ideas: Proposal for Pilot Employee Suggestion Program

DATE: May 15, 2009

Approved

Christine J. Shippy

Date

5/21/09

BACKGROUND

The Employee Suggestion Program is being resurrected after being out of commission for several years. The Employee Empowerment Team, as part of the Beyond Budget Cuts effort, has revamped the program design and is proposing implementation during 2009-2010. The Mayor's Budget Message has supported the re-establishment of the Employee Suggestion Program.

ANALYSIS

Staff will return to Council in August 2009 with an update on the implementation of the Employee Suggestion Program. As part of the program redesign, the Employee Empowerment Team has begun some initial stakeholder outreach with employees on the new program outline; the outreach process will continue through June and July and employee feedback will be factored into the program redesign. A status report on the program structure and implementation, which will be phased in and could begin as early as July 2009, will be presented to Council in August.

COORDINATION

The E-ideas program has been coordinated with the Mayor's Office, the Budget Office, the City Manager's Office, the Human Resources Department, and the City Labor Alliance.

Mark A. Danaj

Mark Danaj
Director of Human Resources