



Brent Blackaby  
Councilmember District 6

CONSENT CALENDAR  
January 20, 2026

To: Honorable Mayor and Members of the City Council  
 From: Councilmember Blackaby (Author), Mayor (Co-Sponsor), Councilmember Lunaparra (Co-Sponsor), Councilmember Kesarwani (Co-Sponsor)  
 Subject: City Council Employee Recognition Program

RECOMMENDATION

Adopt a Resolution to institute a City Council led Employee Recognition Program.

FINANCIAL IMPLICATIONS

None

CURRENT SITUATION AND ITS EFFECTS

The City of Berkeley is committed to delivering excellent, timely, and accessible services that help create a resilient, safe, and connected community. Achieving these goals depends on attracting and retaining a talented, dedicated, and diverse City workforce.

Berkeley's employees keep the City running every day with skill, commitment, and professionalism. While the City's annual Staff Appreciation Day recognizes all employees, formal recognition by the City Council would elevate that appreciation—honoring individuals publicly and highlighting the vital role City staff play in serving the community.

To shine a public spotlight on this extraordinary work, this item proposes a City Council–led Employee Recognition Program. The program would honor nine (9) employees each year during nine separate Council meetings, with each Council office and the Mayor sponsoring one recognition. Upon approval, Councilmember Blackaby's office will partner with the Mayor's office and City Manager to implement the program.

BACKGROUND

The City already celebrates its workforce through a well-loved annual Staff Appreciation Day with leadership from staff volunteers on Team Unity, a staff-led initiative that strengthens recognition, connection, and workplace culture.

This proposed Council-led program would complement those efforts by offering a visible, public form of recognition—demonstrating the City Council’s appreciation for staff excellence and sharing that appreciation with the broader Berkeley community during Council meetings.

ENVIRONMENTAL SUSTAINABILITY AND CLIMATE IMPACTS

No sustainability impacts.

CONTACT PERSON

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Attachments:

1: Resolution

RESOLUTION NO. ##,###-N.S.

CITY COUNCIL EMPLOYEE RECOGNITION PROGRAM

WHEREAS, Berkeley's city employees keep our city running—24 hours a day, 7 days a week—serving residents, businesses, students, workers, and visitors; and

WHEREAS, City staff protect public health and safety, keep our streets clean and lit, maintain parks and facilities, respond to emergencies, support businesses and nonprofits, care for our most vulnerable neighbors, and ensure access to knowledge, recreation, housing, and essential services; and

WHEREAS, from Zero Waste crews, librarians, arborists, recreation leaders, and maintenance workers, to public safety personnel, planners, engineers, health and housing staff, DEI professionals, accountants, attorneys and economic development teams, City employees bring skill, compassion, and dedication to their work every day; and

WHEREAS, much of this work happens seamlessly and behind the scenes, yet it profoundly improves the quality of life in Berkeley and strengthens our resilience as a community.

NOW THEREFORE, BE IT RESOLVED that the Berkeley City Council proudly recognizes and thanks all City employees for their extraordinary service and lasting contributions to our City.

BE IT FURTHER RESOLVED that the Berkeley City Council hereby establishes a Council-led Employee Recognition Program, through which nine (9) employees will be honored annually at nine separate City Council meetings, with each Councilmember and the Mayor recognizing one staff member.

BE IT FURTHER RESOLVED that Councilmember Blackaby's office, in collaboration with the Mayor's office and the City Manager, shall operationalize this Employee Recognition Program.

