

Subject: Participative Management Program	Number: 6-8
	Date Issued: December 1, 1998 Date Revised:
Responsible Department: City Manager	Approved:

Purpose

To provide for participative management programs and activities in all departments.

Policy

It is the policy of the City of Fresno that there be a participative management philosophy, program and procedure that will allow for input by and inclusion of employees in all departments, at all levels (management and non-management), in the problem-solving and decision-making processes of the City of Fresno. Employees' time and participation, and use of resources in these programs, must be structured and have received prior department approval.

Procedures

1. All employee participants in participative management activities, i.e., Quality Circles, etc., be allowed a minimum of one hour per week to participate in such activities.
2. Sufficient management employee time be allotted for participation in such activities, i.e., management presentations, supervisor leader/facilitator training and participation, etc.
3. Where and when applicable, City equipment and resources may be used for participative management activities.
4. Within the elements of Quality Circles, the policies and procedures as established and administered by the steering committee shall be adhered to by all participants.