

Revised Program Start 10-1-2021

**ACCIDENT-FREE PIN AND AWARD PROGRAM**

**PURPOSE**

The Authority recognizes the efforts of employees who demonstrate daily attention and conscious effort towards safety at the Naples Airport. The **Accident-Free Pin and Award Program** is designed to provide an incentive for employees who maintain an accident and incident free record annually.

1. An Accident-Free pin will be awarded every year an employee has remained accident and incident free. The table below lists additional awards that may be earned.
2. Employees accrue years consecutively. If an employee has an accident or incident in a fiscal year **attributed to unsafe behavior**, they do not get a pin or award for that year, consequently, the next year, they start again with a year-one pin.
3. Seasonal Employees also get pins and awards after 3 months service, regardless of how many months they work per fiscal year.
4. All employees may participate in the program after 3 (three) months service. If an employee has worked 3 months, they get recognized with a year-one pin. (Must start before July-1).
5. The program uses the fiscal calendar, Oct 1 thru Sept 30.
6. Pins and awards for the previous fiscal year will be distributed in November or December.
7. Safety Action Team members will decide upon gift card selections annually and may offer choices.
8. Personal hours may be used at the employee's discretion but must be used within the fiscal year they are awarded.

Year	Award Selection
<b>3</b>	\$25.00 gift card
<b>5</b>	\$50.00 gift card
<b>10</b>	1. \$75.00 gift card <b>AND</b> 2. 4 hours personal time paid
<b>15</b>	1. \$100.00 gift card <b>AND</b> 2. 4 hours personal time paid
<b>20</b>	1. \$100.00 gift card <b>AND</b> 2. 6 hours personal time paid
<b>25 + every five years</b>	1. \$100.00 gift card <b>AND</b> 2. 8 hours personal time paid