

Employee Recognition and Service Award Program

Building a Culture of Appreciation

February 14, 2017

Employee Recognition Team



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Recognition Goals

Improve how we recognize and acknowledge employees

- ★ Create a culture of appreciation
- ★ Celebrate accomplishments
- ★ Acknowledge achievements



Updated Recognition Approach



- ★ **Longevity / Retirement Awards:** Update structure and awards available
- ★ **Peer Recognition:** District-wide, easily recognize any person or team for a job well done
- ★ **Local Recognition:** Departments determine their own awards and recognition events
- ★ **Employee Appreciation Month:** Local events and an appreciation celebration that involves the Board

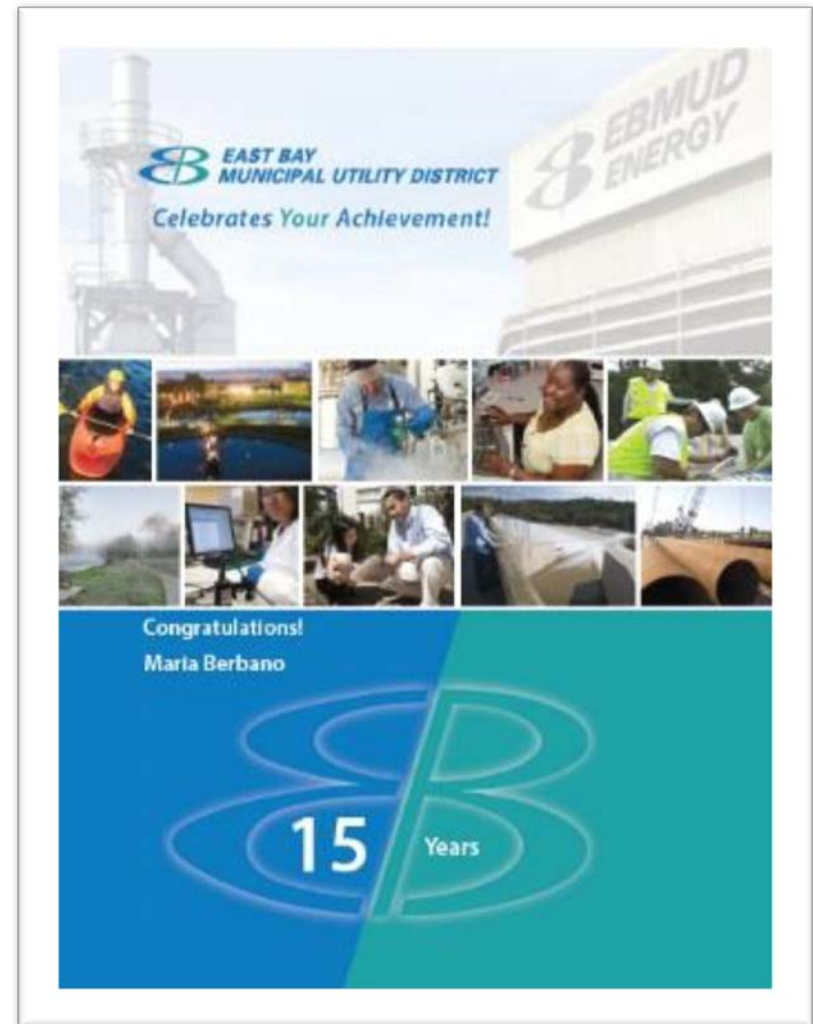


Longevity / Retirement Awards



Employees will receive:

- ★ A District Pin,
- ★ A Certificate of Appreciation, and
- ★ Their choice of one of two equally-valued options:
 - EBMUD branded items, or
 - Merchandise from a vendor catalog



Return of the Water Drop

- ★ Employees achieving the 20 years of service milestone will be awarded the Water Drop
- ★ The award is being manufactured by the District's Carpenter Shop



Peer Recognition



Allows any District employee or team to be recognized for one or more of the following six performance / contribution behaviors


Performance/Contribution

1. Going Above and Beyond
2. Environmental Stewardship
3. Living the Values
4. Mentorship
5. Safety
6. Service to Others

Peer Recognition



Recognition Cards



To: From:

You won the PENNANT!

Given to: _____ Date: _____ For: ☐ Living the Values
☐ Safety
☐ Stewardship
☐ Above and Beyond
☐ Mentorship

From: _____

Tell your story on the back, tear off, place stub in box or mail to HR (MS 202).



To: From:

That was SUPER!

Given to: _____ Date: _____ For: ☐ Living the Values
☐ Safety
☐ Stewardship
☐ Above and Beyond
☐ Mentorship

From: _____

Tell your story on the back, tear off, place stub in box or mail to HR (MS 202).



To: From:

Gold Medal Performance!

Given to: _____ Date: _____ For: ☐ Living the Values
☐ Safety
☐ Stewardship
☐ Above and Beyond
☐ Mentorship
☐ Service to Others

From: _____

Tell your story on the back, tear off, place stub in box or mail to HR (MS 202).



To: From:

AWESOME JOB!

Given to: _____ Date: _____ For: ☐ Living the Values
☐ Safety
☐ Stewardship
☐ Above and Beyond
☐ Mentorship
☐ Service to Others

From: _____

Tell your story on the back, tear off, place stub in box or mail to HR (MS 202).



To: From:

You made a SPLASH!

Given to: _____ Date: _____ For: ☐ Living the Values
☐ Safety
☐ Stewardship
☐ Above and Beyond
☐ Mentorship
☐ Service to Others

From: _____

Tell your story on the back, tear off, place stub in box or mail to HR (MS 202).

Local Recognition & Awards

Departments will:

- ★ Design local award and/or recognition events and morale-building activities
- ★ Funds towards the program are budgeted on a per FTE amount



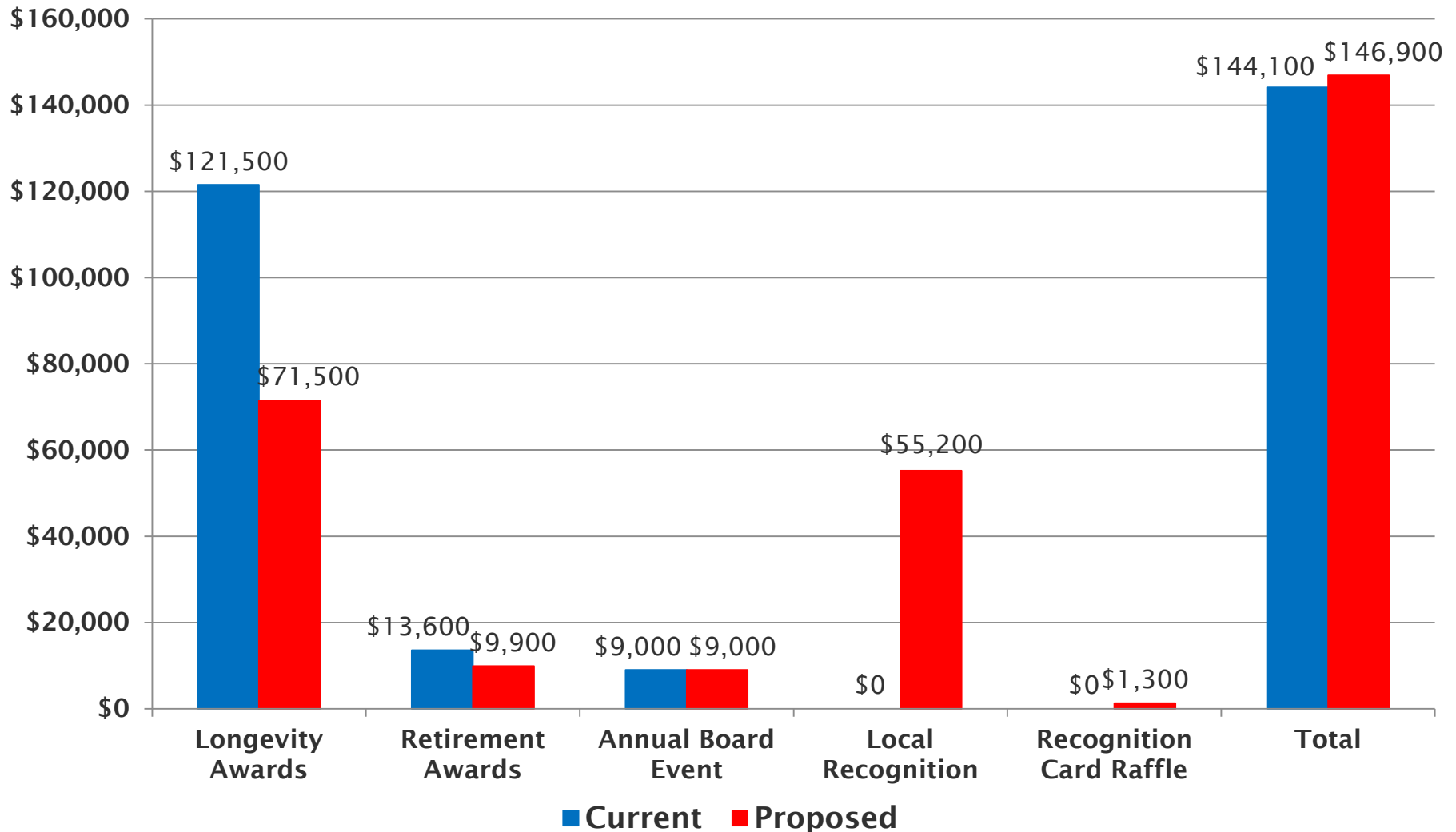
Employee Appreciation Month



- ★ July designated as Employee Appreciation Month
- ★ Local events throughout the District
- ★ Board employee appreciation event following a Board meeting to highlight the various local awardees and events



Longevity, Retirement & Recognition Current vs. Proposed Expenses



How Do We Compare?



	EBMUD	CCWD	ACWD	CCCSD
Certificate of Appreciation	✓	✓	✓	✓
Organizational Pin / Emblem	✓	✓	✓	✓
Catalog Item / Branded Item	✓		✓	✓
Meal with Management			✓	✓
Peer Recognition	✓			
Appreciation / Excellence Event	✓			
Employee of the Year		✓		

Next Steps



- ★ Requesting that the Board approve the program
- ★ Upon Board approval, the program will launch in March 2017