

WOODBURY COUNTY BOARD OF SUPERVISORS AGENDA ITEM(S) RE

#139

Date: December 24, 2015

Weekly Agenda Date: January 4, 2016

DEPARTMENT HEAD / CITIZEN: <u>Supervisor Jeremy Taylor</u>		
SUBJECT: <b>Employee Recognition</b>		
<b>ACTION REQUIRED:</b>		
Approve Ordinance <input type="checkbox"/>	Approve Resolution <input type="checkbox"/>	Approve Motion <input type="checkbox"/>
Give Direction <input checked="" type="checkbox"/>	Other: Informational <input type="checkbox"/>	Attachments <input type="checkbox"/>

**WORDING FOR AGENDA ITEM:** Positive Employee Recognition

**EXECUTIVE SUMMARY:** In addition to evaluations and positive communication along with coaching, it is important to recognize outstanding employees.

**BACKGROUND:** The Board of Supervisors began recognizing with increasing regularity those in our community who gave back in terms of community service and contributions to the quality of life in Woodbury County. Likewise, we should have a means to recognizing our own hardworking employees who helped to provide outstanding customer service. We have done so intermittently, e.g. the Assessor working diligently to twice appeal the equalization order to mitigate a commercial tax increase; our County Engineer receiving a reward; a demonstration of gratitude toward the Veterans Affairs Commission and Department. It is critical to “catch people” doing the right thing, recognize them, incentivize them, and subsequently applaud the efforts of those who best serve our public.

**FINANCIAL IMPACT:** None

**RECOMMENDATION:** Give Direction

**ACTION REQUIRED:** Ideas include parking in a special spot for a length of time, being recognized at a Board meeting, receiving a one-time, 2 hour extended lunch, etc. I believe that gaining input from the HR Director, supervisors attending ISAC on what other counties do, and discussion at department head meetings could garner input for a subsequent approval at the January 26 meeting.