

Employee and Retiree Benefits

LOB #322:

EMPLOYEE AWARDS

Purpose

Employee awards recognize outstanding employee, manager, and team performance.

Description

Employees that are recognized with Outstanding Performance, Team Excellence, and Managerial Excellence Awards receive a net \$300 cash award, a certificate, and one day of administrative leave. Additional countywide award programs include the A. Heath Onthank Award, the Employee Advisory Council's Don Smith Award, and length of service awards.

Benefits

Award programs boost employee morale and motivation.

Mandates

This Line of Business is not mandated.

Trends and Challenges

Cash awards were reinstated in FY 2014 after being eliminated in FY 2010 as part of reductions necessary to balance the budget.

Employee and Retiree Benefits

Resources

Category	FY 2014 Actual	FY 2015 Actual	FY 2016 Adopted
LOB #322: Employee Awards			
FUNDING			
General Fund Expenditures	\$40,415	\$206,910	\$215,000
Total Revenue	\$0	\$0	\$0
POSITIONS			
Authorized Positions/Full-Time Equivalents (FTEs)			
<u>Positions:</u>			
Regular	0 / 0	0 / 0	0 / 0
Total Positions	0 / 0	0 / 0	0 / 0

Metrics

Metric Indicator	FY 2013 Actual	FY 2014 Actual	FY 2015 Actual	FY 2016 Estimate	FY 2017 Estimate
Number of countywide awards given	NA	1,620	1,820	2,004	2,250

The number of countywide awards given has trended upward in response to increased managerial attention to incentivizing and rewarding employees through the award program.