



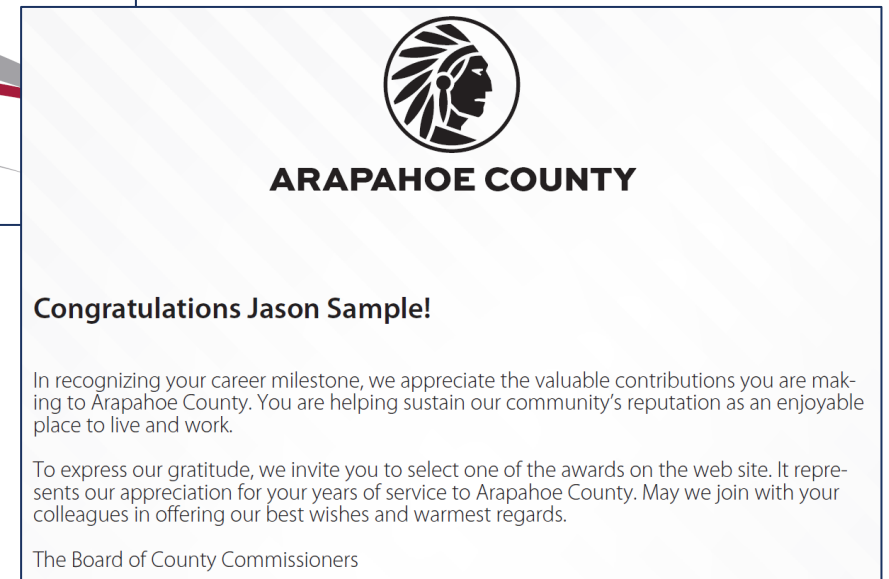
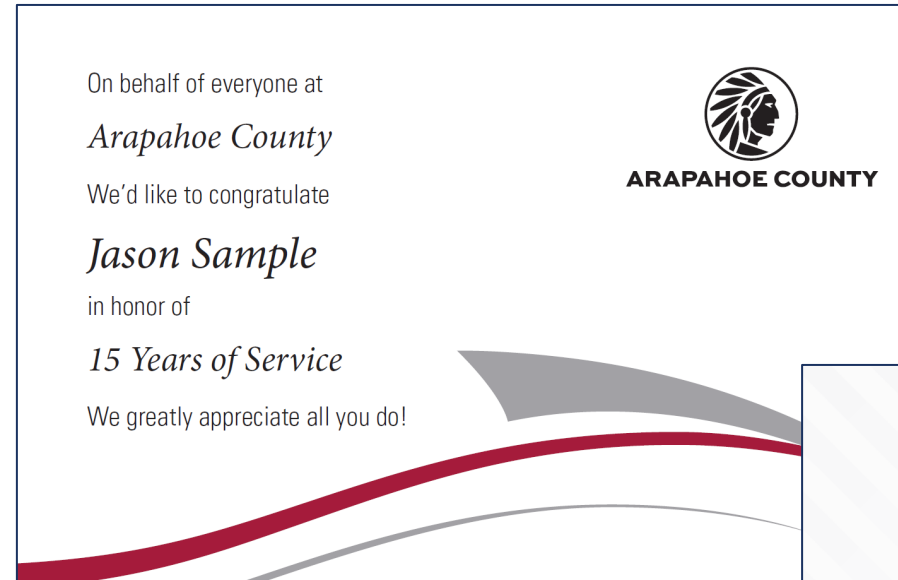
YEARS OF SERVICE PROGRAM PROPOSAL

RACHEL BECK-GARCIA, PHR, CWWS



CURRENT PROGRAM

- Plaque with employee name
- Link to purchase a gift –
 - 10 years – up to \$129
 - 15 years – up to \$177
 - 20 years – up to \$228
 - 25 years – up to \$300
 - 30 years – up to \$360
 - 35 years – up to \$420
 - 40 years – up to \$480
 - Retirees – up to \$220



CURRENT BUDGET

**\$75,000 budget
allocated out of
HR**

**No department
or office funds**



PROPOSAL



ENHANCEMENTS

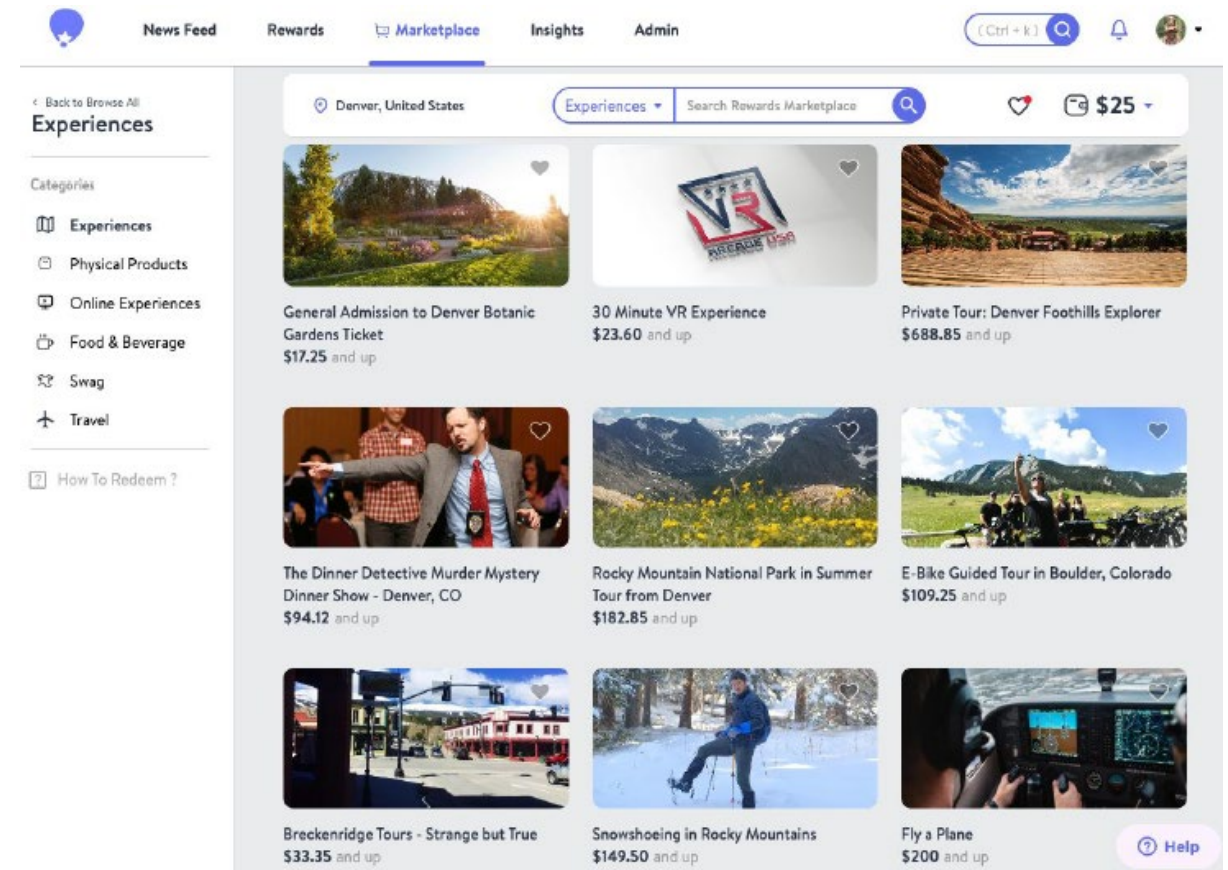
- Start recognizing employees at 5 years of service and continue in five-year increments
- Change from plaque to pin (more money for the employee gift)
- Automate process:
 - Timely delivery of recognition (day of anniversary) – using an automated system
 - Add rewards that are more personalized (experiences, gift cards, charitable donations, etc.)
- Incorporate the retirees
- Return ceremony to in-person

PROGRAM PROPOSAL

- Pin with number of years of service
- Link to purchase a gift/experience/donation –
 - 5 years – up to \$50
 - 10 years – up to \$100
 - 15 years – up to \$150
 - 20 years – up to \$200
 - 25 years – up to \$250
 - 30 years – up to \$300
 - 35 years – up to \$350
 - 40 years – up to \$400
 - Retirees – up to \$250



Example Only





AWARD PLATFORM OPTIONS



AWARD PLATFORM OPTIONS



- 1 for \$1 rewards
- Amazon Platform + experiences and charitable donations
- Implementation 6-8 weeks
- Cost \$44,000



- 10 points for \$1
- Amazon Platform + experiences and charitable donations
- Implementation 1-3 weeks
- Cost \$32,264



- 1 point for \$1
- Amazon Platform + experiences and charitable donations
- Implementation is 6-7 weeks
- Cost \$10,800



- 200 point for \$1
- In house rewards platform for retail + experiences and charitable donations
- Incumbent
- Cost \$26,588



OTHER COUNTIES



	Adams	Broomfield	Denver	Douglas	El Paso	Jefferson	Larimer
In-Person/Virtual?	In-Person	Does not host a ceremony.	In-Person	At discretion of department leader	In-Person, luncheon	In-Person	N/A
Time of Year for Ceremony?	Late Summer/Early Fall	N/A	Once/month	Once/month	Twice a year (1st/2nd quarters, 3rd/4th quarters)	September we acknowledge long term employees above 20 years during an employee excellence award ceremony outside	N/A
Amount of time recognized?	5 to 20 years in 5-year increments. Any over 20 years.	5 years then 5 year increments.	5 to 20 years in 5-year increments. Recognition ceremonies are held for employees who reach 20 or more years of service.	5 years to 40 years in 5-year increments.	Increments of 5, starting w/5years, 10, 15, etc.	5 and up	We recognize in 5-year increments, starting with 5 years.
Gift/Reward?	Custom Years of Service Lapel Pin, YOS Plaque. Culture In Action Points 5,000 per 5 years of service. Attendees get a small gift at event	Employee may choose a dollar amount or annual leave amount and a gift from our vendor.	Service Pins; and for those retiring, will also receive a certificate	5-15 is a certificate plus gift at value listed, at 20 year a crystal award is added to the certificate and gift at value listed, ~\$53.00 - \$400.	Catalogue	Gifts offered all year	We offer points through Nectar (our employee engagement tool), as well as an optional small 'bonus' that varies by department (can be up to \$500).
Vendor?	No	Lazer Designs	We do partner with a vendor, but at this time we are trying to put in place a vendor since the contract expired in January 2024.	MTM	MTM	Award Co.	Nectar
Budget?	\$29,000		~\$250,000	\$45,000	\$30,000	\$60,000	Department specific
RFP with Co-op Language?	Yes, for catering at ceremony		Yes – out to bid now	Yes, Nov 2023	Benefits Consultant	No	No

*Boulder County does not have a formal program and leaves it up to each individual department or office. Weld County did not respond.

CONFIRMATION / APPROVALS

- CONFIRMATION
 - Return ceremony to in person, during the month of September
 - Move from a plaque to a pin
 - Incorporate the retirees into this process/system for automation
- APPROVALS
 - Begin recognition at five years
 - Implement Wishlist (automated timely recognition)
 - \$7,800 + \$3,000 one-time implementation fee