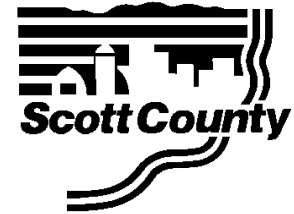


HUMAN RESOURCES DEPARTMENT

600 West Fourth Street
Davenport, Iowa 52801

Ph: (563) 326-8767 Fax: (563) 328-3285
HR@scottcountyiowa.gov



Date: June 15, 2022
To: Mahesh Sharma, County Administrator
From: Mary J. Thee, Human Resources Director/Asst. County Administrator
Subject: Policy V Update

This spring Human Resources conducted an employee survey on recognition. We last conducted a similar survey 10 years ago and wanted to see how the workforce may have changed. We were pleased to get 138 responses. As a result of the survey we are recommending modifications to Policy V "Employee Recognition", but a lot will stay the same. There does not seem to be a strong desire to maintain the years of service pins, but if an employee reaches a milestone and we still have some in stock they're welcome to one. Instead we're recommending increases to the years of service gift cards, along with replacing the padfolios with a gift card.

Additional exciting news from the survey was that over half of employees said, if quizzed, they are confident that they know what the letters of PRIDE stand for. Additionally over half report that PRIDE is discussed and demonstrated in their departments! Also interesting was that more than half of the respondents have worked at the County less than 10 years, yet 72% expect to retire with 20+ years of service!

THE COUNTY AUDITOR'S SIGNATURE CERTIFIES
THAT THIS RESOLUTION HAS BEEN FORMALLY
APPROVED BY THE BOARD OF SUPERVISORS ON

DATE

SCOTT COUNTY AUDITOR

R E S O L U T I O N

SCOTT COUNTY BOARD OF SUPERVISORS

June 23, 2022

APPROVING CHANGES TO HUMAN RESOURCES POLICY V

BE IT RESOLVED BY the Scott County Board of Supervisors as follows:

Section 1. Human Resources Policy V "Employee Recognition" updates the policy in response to employee recognition survey.

Section 2. This resolution shall take effect immediately.