

2018

Survey Question: Employee Appreciation 18-14

Hello,

What does your organization do for staff who reach milestone anniversaries, i.e. 5 years, 10, 15 etc.? Do you use a third party to offer gift choices to staff? If so, who would you recommend?

Thank you,

Tanya

Tanya Rippeth, MBA, CHHR, SHRM-SCP, CEBS

Director, Human Resources

Vail Health | Human Resources

Responses:

1. We give recognition to our employees with Chamber Greenbacks, which they can use at Chamber area businesses, on their 5th anniversary and every 5 years thereafter. (i.e. 5, 10, 15, 20, 25, etc. years), \$10.00 for each year of service.

Employees working less than 20 hours per week will not be eligible to receive an award. Gini

Gini Adams Director, Employee & Public Relations Yuma District Hospital

2. We recognize staff for their years of service at 5 year milestones. We hold a celebratory banquet off campus where we provide a nice meal, crystalline award with their name and years of service and a bonus (\$50 for each 5 years of service). Hope this information helps!

Lindsay Meredith *HR Business Partner* San Luis Valley Health

3. We start recognizing at 5 years, and then 5 year intervals. We host parties to celebrate and financially recognize at 20+ yrs.

Thanks! Gretchen Anaya HR Generalist Mercy Regional Medical Center

4. AT UCHHealth, we use Incentive Services as our vendor. We recognize milestones in 5 year increments. The individual gets a pin specifying which year of service they are celebrating and these are presented by managers or directors to the individual. Then each person gets a catalog delivered to their house with specific gifts they can claim for their year of service. The higher the years of service the

Terry Huskins HR Shared Services UCHHealth

5. We have an annual luncheon (most recently at Del Frisco's) to honor individuals who hit one of these milestones the preceding calendar year. During the luncheon we give each level a different

engraved gifts in recognition of years of service. For those who are 15 years or more, we ask their manager to stand up and speak about them. We also have flowers sent to individuals who have an anniversary of 15, 20 or 25 years on the date of their anniversary. We have cards signed by the individual's boss as well as the COO for everyone as well to receive the month of their anniversary. We are a non-profit, so our gifts are not high in dollar value, but more tokens of appreciation and recognition.

Kate M. Bisping, PHR, CCP | Manager University of Colorado Medicine Human Resources

Total Responses: 5