

TO: Honorable County Commissioners

DATE: 11/18/2025

RE: Approve Manager Training, Employee Recognition Credit

During recent budget meetings with the County Chair and Vice Chair a discussion was had to see if there was a desire to continue two initiatives brought forward by the retention committee in 2024. These initiatives supported supervisor training and Employee Recognition in the form of County branded apparel. There was a desire, and it was suggested to bring this matter forward to the County Board for approval. The 2024 initiatives were:

Support the allocation of \$15,000 from the Employee Retention budget to go toward increased manager/supervisor training. The Retention Committee recognizes the importance of managers in employment satisfaction. Poor management skills can lead to dissatisfied employees and negatively impacts retention. The Retention Committee recommends making an investment in managers to upskill their leadership competency and thereby bolster retention. Training topics could range from conflict management, effective communication, motivating employees, showing gratitude, team building, emotional intelligence, coaching and mentoring and leading change.

The total cost of this proposal would not exceed \$15,000 annually.

Support the allocation of an \$80 credit per employee for county logo-wear. This would be for the County store for employees. Staff in the Sheriff's Office could order logo items with the Sheriff's Office logo. This is a good faith gesture to thank all Goodhue County employees and promote the Goodhue County branding.

The total cost of this proposal would be approximately \$31,200 annually depending on the exact number of employees at the time of distribution.

Based on the original retention budget of \$428,500 there is still approximately \$351,605 remaining in the fund balance.

- \$27,895 was spent on employee recognition branded apparel in 2025
- \$34,000 for the 2024 and 2025 service awards (approximately \$17,000 per year; \$10k for the party, \$7k for recipients)
- 15,000 was spent on supervisor training in 2025

Recommendation: The County Board approve annual continuation of the supervisor training and employee recognition credit and build this into future annual budgets.