



Tom Day  
Human Resources Manager  
Tom.Day@GoodhueCountyMN.gov  
509 W 5<sup>th</sup> Street  
Red Wing, MN 55066

TO: Honorable County Commissioners  
FROM: Tom Day  
DATE: 10/15/2024  
RE: Approve Changes to Employee Service Awards & Funding of Employee Committee

The Goodhue County Retention Committee is recommending the following changes to the Employee Service Awards as presented at the September 17, 2024 Committee of the Whole [PowerPoint Presentation \(goodhuecountymn.gov\)](http://goodhuecountymn.gov). These award amounts have not changed in over 25 years:

Years if Service	Current	Proposed
40	\$200	\$500
35	\$200	\$400
30	\$175	\$350
25	\$150	\$300
20	\$125	\$250
15	\$100	\$200
10	\$75	\$150
5	-	\$100

This would

- Double the current award amounts
- Add a tier for 5 years of service
- Change the awards to monetary rewards instead of Wild Wings or Chamber Bucks

In addition, recipients would be awarded 8 hours of vacation time that would be use it or lose it for the year it was awarded.

These awards changes would be retroactive for all 2024 recipients with special accommodations being made for the 8 hours of use it or lose it vacation.

In addition to these changes, we would request \$10,000 in permanent annual funding, with a recommendation that this amount is reviewed periodically, for the Employees' Committee. This is the committee that has been responsible for:

- hosting the Holiday Luncheon and Summer Picnic
- providing cakes for county employment retirement open houses

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- providing flowers from Goodhue County for an employee's family death

In the past years the committee was self-funded by recycling pop cans, selling Red Wing crocks and GC clothing, as well as profits from the vending machines in county buildings. Unfortunately, these revenue streams have dried up and the committee is only receiving funding from the vending machines, which is minimal.

The total cost of this proposal with the increase in awards and funding of the Employee Committee efforts would be \$16,435.00 for 2024. Subsequent yearly totals would fluctuate slightly based on the number of employees reaching the different milestone anniversaries. The "value" of awarding 8 hours of vacation to the recipients would be \$15,533.28 for 2024.

**Recommendation from the Goodhue County Retention Committee:**

For the Goodhue County Board to pass a resolution supporting these changes to the Employee service awards as well as funding the Employee Committee's efforts.