



BECAUSE OF
YOU!

STAFF RECOGNITION & RETENTION PROGRAM



RECOGNITION &
RETENTION

YMCA OF ORANGE COUNTY

Updated 10-17-22

YMCA of Orange County

Employee Recognition & Retention Program

Philosophy

The vision of the YMCA of Orange County is, "We will improve lives and strengthen character by fostering youth and family development, healthy living and social responsibility driven by passionate staff and volunteers." Within that statement is a key to our success as an organization, "driven by passionate staff". We recognize that Y programs and facilities are only as strong as the staff who deliver service. As an organization it is our intention not just to pay our employees fair wages and train them adequately for their positions, but to recognize them for the contributions they make and appreciate them for the impact they have in our communities. As a result, a program that focuses on recognition and retention has been developed.

The YMCA of Orange County Employee Recognition & Retention Program was designed for three unique purposes. First, the program sends a clear message about what we value in our employees. This program is centered on loyalty to the organization and promoting strong core values. Next, the program recognizes employees as valuable assets through sincere and meaningful recognition. Finally, the program will strengthen our organization through improvements in employee culture, identification of talent, retention of employees, improved recruitment of new employees, and more.

Through annual survey results and best practices from the field, the YMCA of Orange County Employee Recognition & Retention Program acknowledges employees in a variety of ways through four separate components: Birthdays, Years of Service, and an annual Staff Recognition Event.

The following information should provide clear details and transparency of processes related to the program. We are excited to be able to offer this program, invest further in our employees, and provide deserved recognition in a new exciting way.

Celebrating YOU

The YMCA of Orange County wants to be intentional and impactful in the ways in which recognition is given. In recent staff surveys an overwhelming number of employees told us they would like to be celebrated on their Birthday and Work Anniversary. Each month the Connect site will update to showcase our staff Work Anniversaries and Birthdays. Employee names will be displayed for those individuals who are celebrating an Anniversary or Birthday that month. Work Anniversaries and Birthdays will also be displayed and celebrated in the online Workplace community news feed and an electronic Anniversary or Birthday Badge will be displayed.

Birthdays

In an effort to celebrate employee birthdays on their special day and thank them for all the hard work and dedication they put in to serving our community we will distribute Birthday cards to be signed by their supervisor and team.

Years of Service

The YMCA of Orange County seeks to recognize employees for dedicated service. When successful employees stay within the Y our communities benefit from a stronger knowledge base, experience, and organizational stability. This component of the Employee Recognition & Retention Program was designed to offer public gratitude for years of service and a token of appreciation.

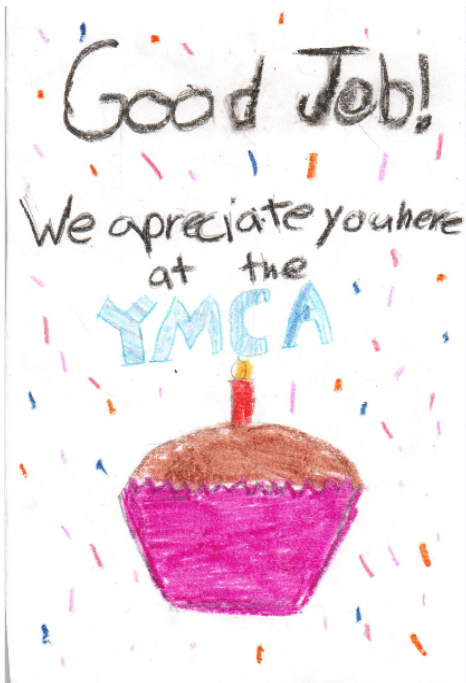
Anniversary Gift Selection

On each employees anniversary date staff will be given a Y branded "Because of You" card to be filled out by their supervisors/team with a congratulatory message. On milestone anniversary years, employees will receive the following awards:

- Employees celebrating a 1 year anniversary will receive a Y-branded sweatshirt.
- Employees celebrating 3, 5, 10, 15, 20, 25, 30, 35, 40, or 45 years will have a unique selection of gifts to choose from online.

Appendix

Anniversary Thank You Card



FRONT



INSIDE

Birthday Card



FRONT



INSIDE

Anniversary Award Selection Examples

Examples of 15, 20, 25, 30+ year gifts



#10510
SimpliSafe Home
Security System



#10511
DeWalt 1.1HP 4
Gallon Electric Air
Compressor



#10521
Chicco Performance
Jogging Stroller



#10527
Bulova Ladies'
Crystal Watch



#10530
Calphalon 10 Piece
Stainless Steel
Cookware Set



#10531
Firman 1500 Watt
Gas Generator

Examples of 10 year gifts



#80446
Carson Optics
Biological Microscope



#80450
American Tourister 3
Piece Spinner
Luggage Set



#80451
American Tourister 3
Piece Spinner
Luggage Set



#80493
Bose® SoundLink®
Revolve® Speaker



#80495
Honeywell Smart
Thermostat with Wi-Fi
Capability



#80501
Bissell Symphony Pet
Vac & Steam Mop

Examples of 5 year gifts



#60004
Skil 7.25" Circular
Saw Kit



#60012
Nautica Men's
Stainless Steel
Quartz Calendar
Watch



#60178
Comfort Products
Mid-Back Leather
Office Chair



#60217
Black & Decker 20V
Single Speed
Drill/Driver



#60282
1/2 CTTW Diamond
18K Sterling Silver
Earrings



#60314
Tumi Just in Case
Shopper

Examples of 3 year gifts



#40379
Insignia 10 Outlet/2
USB Surge Protector



#40386
Crock-Pot 6 Quart
Slow Cooker



#40387
Altec Lansing Mini
InMotion Bluetooth
Speaker



#40388
Plantronics Bluetooth
Headset



#40409
Targus Laptop
Backpack



#40413
Wagan Wet/Dry
Autovac with Air
Inflator