

SUBMITTAL TO THE BOARD OF SUPERVISORS
COUNTY OF RIVERSIDE, STATE OF CALIFORNIA



ITEM: 3.3
(ID # 17723)

MEETING DATE:
Tuesday, December 07, 2021

FROM : SUPERVISOR CHUCK WASHINGTON:

SUBJECT: SUPERVISOR CHUCK WASHINGTON: Direct the Department of Human Resources to create a countywide employee recognition program that honors innovation and creativity, exceptional customer service and performance improvements.

RECOMMENDED MOTION: That the Board of Supervisors direct the Department of Human Resources to create within 60 days a countywide employee recognition program that honors innovation and creativity, exceptional customer service and performance improvements.

ACTION:Policy


Supervisor Chuck Washington, Supervisor 3rd District 12/2/2021

MINUTES OF THE BOARD OF SUPERVISORS

On motion of Supervisor Perez, seconded by Supervisor Hewitt and duly carried by unanimous vote, IT WAS ORDERED that the above matter is approved as recommended.

Ayes: Jeffries, Spiegel, Washington, Perez and Hewitt
Nays: None
Absent: None
Date: December 7, 2021
xc: BOS – District 3, HR

Kecia R. Harper
Clerk of the Board

By: 
Deputy

**SUBMITTAL TO THE BOARD OF SUPERVISORS COUNTY OF RIVERSIDE,
STATE OF CALIFORNIA**

BACKGROUND:

Summary

The County of Riverside currently has an employee recognition program that acknowledges years of service but does not have a countywide program honoring achievements made through innovation, excellence and creativity. The Board is inspired by the work County employees accomplish daily serving those living, working and enjoying life in Riverside County and therefore would like to implement a program that recognizes and incentivizes employees' truly exceptional work. This selective program will publicly recognize how special contributions of innovators can have an inspiring effect organization-wide and help orient the organization toward positive change and improvement.

Recognizing excellence not only can boost trust and strengthen the organization's supportive culture but it also can incentivize employees to explore creativity and be proactive. This can encourage change and improvement in the organization, thus better aligning the County of Riverside's strengths and resources. The leading strength of our county government has always been the dedicated people working for it. Regardless of work fulfilled in direct contact of our constituents or in support of each other, the commitment and resilience from county employees justifies recognition.

This countywide employee recognition program will allow managers as well as peers to nominate employees at all levels of the organization for innovation, productivity, stellar customer service and performance system improvements. This program will encourage employees to collaborate and support one another to establish and achieve goals and drive success. We share the same principle – improving the quality of life for our constituents and communities. Riverside County is committed to helping create a countywide culture piloted by these values. With our priorities as a county in mind, and a strong focus on our future, we must work effectively and efficiently in order to reach our full potential.

If approved, this item would direct the Department of Human Resources to create an annual countywide employee recognition program honoring employees at all levels of the organization for innovation, productivity, stellar customer service or performance system improvements. The program will be separately discussed and voted upon at a future Board meeting within 60 days.