



CITY OF MINNEAPOLIS

STAR Awards

Enterprise Employee Recognition Program

Committee of the Whole

May 13, 2015



Minneapolis
City of Lakes

Why is recognition important?

- City employees identified employee recognition as an opportunity in employee engagement surveys. Additional support was found in a 2013 employee recognition survey.
- The 2013 survey found that:
 - More than 90 percent of City employees want their work to be valued and recognized.
 - More than half felt their contributions are not recognized in a meaningful way.
- The 2014 MyMinneapolis survey identified employee recognition as a key priority item for the City to raise employee engagement.

What is the STAR Awards Program?

- STAR stands for **S**pecial **T**hanks **A**nd **R**ecognition.
- Approved nominees receive a custom designed recognition coin and certificate.
- Program is designed to provide enterprise recognition options. Program does not replace departmental employee recognition efforts.

What is the STAR Awards Program?

Minneapolis STAR Award

Presented to

Click here and type name(s) of honoree(s)

Click here and type reason for award

*Presented this "Click here and type day" day of
"Click here and type month and year"*



What is the STAR Awards Program?

- Award categories:
 - **City STAR:** Awarded to employees who made a significant impact to the City.
 - **North STAR:** Awarded to outstanding leaders.
 - **Shining STAR:** Awarded to employees for their positive influence.
 - **Service STAR:** Awarded to employees who reach significant milestone anniversaries working for the City: 15, 25 or 30 years of service.

Who is eligible and involved?

- All City employees are eligible for the STAR Award program.
- Any employee may nominate another City employee for an award.
- The Employee Recognition Review Committee made up of representatives from multiple City departments reviews and approves the nominations for STAR Awards.

When?

- **Quarterly:** After being approved, award winners are recognized at department-sponsored events.
- **Annually:** One individual from each STAR Awards category (City, North and Shining) is designated as the “Super STAR” in each category and is being recognized here today.

Results of 2014 Pilot Program

- Since the pilot program was launched on July 1, 34 employees have received STAR Awards

- City STAR - 7

- North STAR - 8

- Shining STAR - 19

- Department breakdown

Department	#
911	1
Assessor	5
Attorney	1
City Clerk	2
CPED	5
Convention Center	2
Finance & Property Services	3
HR	1
IT	1
NCR	1
Police	1
Public Works	9
Regulatory Services	2

Results of 2014 Pilot Program

- Service STARs awarded for 2014

- 15 Years of Service = 176

- 25 Years of Service = 126

- 30 Years of Service = 16

- Department breakdown

Department	#
911	3
ASSESSOR	1
ATTORNEY	10
CITY CLERK	1
COMMUNICATIONS	1
CONVENTION CENTER	14
CPED	16
FINANCE & PROPERTY SERVICES	22
FIRE	95
HUMAN RESOURCES	2
INFORMATION TECHNOLOGY	3
MAYOR	1
HEALTH	3
POLICE	66
PUBLIC WORKS	65
REGULATORY SERVICES	15

Total 318

STAR Awards – Round II

- Evaluation of pilot program begins May 27.
- Will likely add a fourth recognition category focused on the contributions and impacts of teams and work groups.
- Nominations will be accepted through September 18, 2015.

Employee Recognition Review Committee

1. Muhim Abdi (Human Resources)
2. Charles J. Bernardy (Human Resources)
3. Alyssa Browne (Assessor)
4. Chris Carlson (Finance & Property Services)
5. Jennifer Gabbard (Human Resources)
6. Janelle Harris (911)
7. Mehgan Lee (Communications)
8. Nancy Nyberg (Convention Center)
9. Randy Mikkelson (Information Technology)
10. Jolanta Sears (Human Resources)
11. Bryan Seboe (Public Works)
12. Julie Sikora (Police)
13. Bryan Tyner (Fire)



Super STAR Award Presentation

Minneapolis  Star Awards