



CITY OF MINNEAPOLIS

STAR Awards

Enterprise Employee Recognition Program

Committee of the Whole

May 11, 2016



Minneapolis
City of Lakes



Why is recognition important?

- Employee recognition has been identified as a key opportunity in multiple 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 employee engagement survey identified employee recognition as a key priority item for the City to increase employee engagement across the enterprise.

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?

Award categories:

1. **City STAR:** Awarded to employees who make a significant impact to the City.
2. **Co-STAR:** Awarded to a team who make a significant impact to the City.
3. **North STAR:** Awarded to outstanding leaders.
4. **Shining STAR:** Awarded to employees for their positive influence.
5. **Service STARS:** Awarded to employees who reach significant milestone anniversaries working for the City: 15, 25 or 30 years of service.

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"

"Click here and type name"



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 STAR Award Committee, made up of representatives from 11 City departments, reviews and approves the nominations for STAR Awards.

When are STAR Awards provided?

- **Quarterly:** After being approved, award winners are recognized at department-sponsored events.
- **Annually:**
 - One individual employee from the City, North, and Shining STAR categories is designated as a “Super STAR.”
 - One team of employees is designated as the Super STAR in the Co-STAR category.
 - Seven employees will be recognized here today.

2015-2016 Program Enhancements

- Added Co-STAR Award category to recognize teams of employees who make a significant impact on the City enterprise.
- Collaborated with IT to develop an online nomination system.

Recognition Results – 2015 to 2016

- During year 2 of the program, 73 employees were approved for 76 STAR Awards.

❖ City STAR – 3

❖ Co-STAR – 63

❖ North STAR – 1

❖ Shining STAR – 9

- Department breakdown

Department	# of Awards
911	1
CPED	9
Finance & Property Services	20
Health	1
Human Resources	8
IT	10
Police	16
Public Works	11

Grand Total 76

Recognition Results – 2015 to 2016

- Service STARs awarded for 2015 = 322

- 15 Years of Service = 157

- 25 Years of Service = 125

- 30 Years of Service = 40

- Department breakdown

City Department	#
311	1
911	5
Assessor	5
Attorney	8
City Clerk	3
Communications	2
Convention Center	12
Community Planning & Economic Development	17
Finance & Property Services	29
Fire	27
Health	3
Human Resources	2
Information Technology	2
Intergovernmental Relations	1
Police	55
Public Works	142
Regulatory Services	8
Grand Total	322

STAR Awards – Next Steps

- Evaluate year two of the program.
- Continue to encourage City leaders to promote the program in their respective departments.
- Nominations for year 3 of the program will be accepted into March of 2017.



STAR Awards Committee

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



Super STAR Award Presentation

Minneapolis  Star Awards