T.O.M.

Than S

October 2019

Strategic Plan Focus Area

Progress and Innovation- Foster an open atmosphere that embraces change, creativity, innovation and calculated risk.

Principle Statement 1- We will explore bold ideas and incorporate best practices to create a foundation for visionary community leadership.

Encourage, reward and facilitate innovative ideas



Encourage and Reward

The Town has created a rewards and recognition program called **T.O.M. Awards** to encourage, reward and facilitate innovative ideas.

- Encourages and rewards attitudes and actions that embrace our Cultural Values- what we value, expect and reward
 - Dedicated Service, Team Work, Respect,
 Engaged Innovation
- Multiple avenues to reward and recognize



Cultural Value Award

Cultural Value Award

Recognizes a single event or situation demonstrating excellence through one of the Cultural Values.

- On the spot moments of recognition
- Nominations submitted via seamless doc form
- Nominations reviewed bi-weekly
- Recipients choose one of four reward options



Cultural Value Award

Cultural Value Award Choices

- Town Merchandise (items with the Town logo)
- \$30 Voucher for Town apparel (shirts/jackets)
- Cultural Value Coin
- Cultural Value Wooden Cube



Cultural Value Coins





















Innovation and Exemplary Performance Award

Innovation and Exemplary Performance Award

Recognizes continuous above and beyond performance or innovative ideas that embody an organization of excellence.

- Nominations submitted by department via seamless doc form
 - Due by last day of each quarter- March, June, September, December



Innovation and Exemplary Performance Award

- Nominations reviewed and approved by committee and Town Manager quarterly
- Recipient chooses one of two reward choices
- Recipients will be recognized at their staff meeting



Innovation and Exemplary Performance Award

Innovation and Exemplary Performance Award Choices

- Monetary award of \$250
- Time off award of 8 hours MTO



TOM Awards Nomination

Choose one:	
Cultural Value Award	
Innovation and Exemplary Performance Award	
I would like to nominate:	
First Name	Last Name
Department	



First Name		Last Name	
		J [
Employee excellence contributed demonstrated excellence from		mission of the Town. Please indicate the	
demonstrated excellence from	the following car	tegories.	
		y produces work of high quality and	
		vests oneself in the job and exhibits a high crifices in order to get the job done or to	
handle a temporary increase	e in workload.		
RESPECT - Nominee treats	everyone in our co	ommunity like family with respect and	
dignity. Nominees exemplifi			
TEAMWORK - Nominee en	hances cooperation	n, morale, and teamwork; displays courtesy,	
diplomacy, and flexibility; ar			
INNOVATION & LEADERS	HIP - Nominee disc	plays a willingness to try and to offer new	
		nctions or enhances our services. Nominee s a good steward of Town resources.	
Nominee consistently provide	des effective and se	ensitive leadership through knowledge,	
example, and attitude and v	orks well under pre	essure.	
Please describe the event of	r situation to be	recognized by the Cultural Value Award or	
describe examples of "abov	e and beyond ca	all of duty" and/or innovative behaviors, action	ons
and processes for the and li	novation and Ex	xemplary Performance Award.	



Cheers for Peers

Cheers for Peers

Peers recognize each other for attitudes and behaviors which exemplify the Cultural Values.

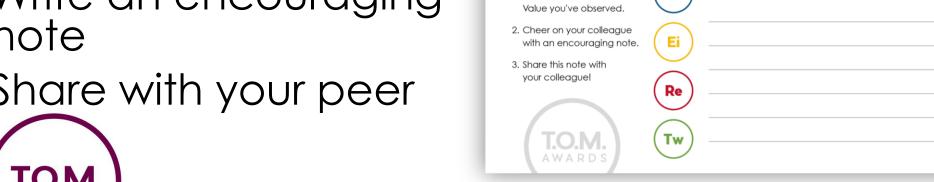
- On the spot recognition
- Peer to peer
- No nomination form



Cheers for Peers

Observe behaviors and actions which embrace the Cultural Values.

- 1. Indicate Cultural Value observed
- 2. Write an encouraging note
- 3. Share with your peer









An employee's tenure at the Town of Marana is important to the culture and vision we are building.



Each year employees with 5 year service milestones will be recognized.

- Recognition breakfast hosted annually in Sept/Oct
- Employee and department head invited
- 5 year milestone Service Pins awarded



Service Years Milestone Pins



First Year Rollout

- All employees with a 5 year milestone in 2019 will be invited to this year's breakfast
- Appropriate five year milestone pin for 2019 will be presented

Note: All active employees will be caught up with missed service year pins for milestones achieved prior to program rollout.



Rewards and Recognition

T.O.M Awards is a rewards and recognition program; it does not replace our employee appreciation events/program.

We are always open to feedback and ideas to engage in innovative ways of rewarding and recognizing employees.



QUESTIONS?

