

CITY OF APPLETON 2023 BUDGET PROGRAM ADDITIONS/DELETIONS

IDENTIFICATION	
Title of Request:	Citywide Employee Recognition
Budget:	14040
Program:	6307
Priority:	1

FUNDING					
Description	Revenue	Personnel	Supplies & Services	Fixed Assets	Net
Year 2023 Budget Increase			7,250		\$7,250
Year 2023 Budget Reduction					\$0
Future Years' Net Impact					\$0

DESCRIPTION/JUSTIFICATION

The "Great Resignation" of Baby Boomers leaving the workforce is causing talent wars, not only at a local and national level, but worldwide as well. The City of Appleton workforce is no exception. Despite substantial attrition in the past few years, there are still 45% of Citywide employees who are eligible to retire within the next 10 years. The average tenure of our current employees is 12 years. However, research shows that millennials now joining workplaces typically only stay on average 2.3 years with an organization. This creates a challenge for the City to not only find but retain top talent while competing across all industries for the same high performers.

Having a culture of employee appreciation and recognition is one way to attract and retain these coveted employees. It also helps avoid the costs of replacing and training new employees, including reduced work productivity.

This proposal includes efforts to provide employee recognition to recognize tenure and performance. A large portion of the proposed amount is allocated towards recognition for those employees who are celebrating longevity milestones of 30, 20, and 10 years. The other portion is allocated towards Citywide recognition such as an employee picnic to allow employees to celebrate their accomplishments and to connect across departments. It is meant as a small gesture to acknowledge the ongoing dedication City employees provide throughout the year. We believe this investment of \$11.51/FTE each year is reasonable and will ultimately help mitigate the cost of preventable employee turnover now and in the future.

Account/project string:	Add (Delete)
14040 6307	\$ 7,250
XXXXX.XXXXXX / XXXX	\$ -
XXXXX.XXXXXX / XXXX	\$ -
XXXXX.XXXXXX / XXXX	\$ -
XXXXX.XXXXXX / XXXX	\$ -

Account information for Finance to enter the change if the Mayor ultimately approves the supplemental request.