

Address low staff morale by creating system and local benefits for staff members.

Create a benefit for employees who have worked for the system for one year to have their birthday off as paid leave. This will provide a benefit to employees system wide and address the low staff morale of some employees.

Create an incentive for employee participation in campaigns such as United Way which we participate in each year. Employees are incentivized to contribute to a worthy organization and experience real direct benefits that boost morale. For example, donating a certain percentage of their salary or a set amount for a year will allow them to receive a half day or a full day of paid leave.

Locally recognize birthdays of direct reports or staff (depending on library size) by bringing dessert of choice and/or a card signed by staff. This helps staff feel valued and appreciated.

>> Note: Heather did not attend, but completed this based on conversations with other supervisors who did attend.