

**BOCC Human Resources Proposal:
BOCC Longevity Program**

To foster a culture of appreciation and increase employee retention, we propose the implementation of a structured Longevity Program. By celebration milestones (5, 10, 15, 20+ years), we appreciate institutional knowledge and loyalty that drives Oklahoma County's success.

Why this matters?

- Retention and Morale: Employees who feel valued are less likely to seek outside opportunities.
- Culture: Public recognition reinforces that Oklahoma County is a place where people can build long-term careers.

Our recommendation is to provide a printed certificate along with a one-time stipend. We propose a tiered approach where the significance of the reward corresponds with the length of service:

5 years	\$50.00	30 years	\$300.00
10 years	\$100.00	35 years	\$350.00
15 years	\$150.00	40 years	\$400.00
20 years	\$200.00	45 years	\$450.00
25 years	\$250.00	50+ years	\$500.00

Employees will have the choice to be recognized publicly in a BOCC meeting or have their award presented to them at their worksite by their direct manager and an HR representative.

We also propose a one-time “catch-up” event for those who just passed a milestone.

This program will be funded and managed by the BOCC Human Resources & Safety Department.

Estimated Annual Cost for FY25-26: Approximately \$5,750.00 including supplies and retirement plaques (one-time catch-up event).

Estimated Annual Cost for FY26-27: Approximately \$5,300.00 including supplies and retirement plaques.

We hope to get your support on this employee engagement initiative.