

CHC Wellness Program

- Uniform agreement that it needs an overhaul (tracking and documenting every step in wellness is cumbersome, doesn't necessarily encourage actual wellness, and intrusive; accessibility is a huge issue--even the exceptions require a great deal of effort)
- Alternatives:
 - \$/stipend designated for each person's own wellness routine;
 - bringing in consultant for a day to discuss wellness and work with staff;
 - potentially have slate of interactive wellness sessions that people can pick from each year;
 - an institution/community partner where we can volunteer (sounds more like a replacement for outings than the wellness program)

Focus Group Generated Suggestion - Commuting Benefits

- Look at changing our commuter benefit, since right now it only rewards people who use Metro or drive.
- Provided Arlington's commuting benefits as a possible model to work from
 - Commuting Benefits for Arlington County Employees
 - Metro/Mass Transit. Provides a 80% pre-tax subsidy up to \$180 per month for an employee's mass transit commuting expenses.
 - Walk or Bike to Work. Pays \$35/month to employees who use a non-motorized form of transportation to get to work.
 - Parking.

Winter Outing

- Found it difficult to plan an activity in order to meet everyone's needs and expectations, perhaps a tradition that the association can stick to is better than planning something new every year
- May do volunteer work instead; as mentioned earlier, could identify community partner and spend a day/time helping and building connection
- Potluck or brown bag picnic; attend picnic and it's officially a half day, so people leave after meal

Social Hour

- Something once a quarter/season that starts before everyone's work day ends (so probably around 2:30?)
- Maybe an ice cream social

Spot Award

- Generally agreed that it's a great idea
- Needs more clarity, especially for new hires. Explanation of what it is, why you might nominate someone, and some indication of how many people you can possibly nominate in a given time span

AAA Fleece

- Having options would be better than current fleece; appreciate having it for when it's cold in the office or during the winter when we need to step outside
- Provide options that include both apparel and non-apparel (jackets, lap blankets, personalized notepads, etc)

Kitchen

- Current method can be hit-or-miss about who does it; easy to forget
- Like the idea of doing it as a group and the calendar reminders help, the issue is making sure there's someone "enforcing" it so to speak, either within or outside of the group saying that it needs to be done and the group should pitch in
- Instructions and multiple permanent markers should be kept on the fridge so that people can easily label their foods

New Staff Welcome

- Positive reaction to the idea of a new staff breakfast (see it as a way to really get to know the staff and foster connections rather than the quick tour around the office)
- Noted that there's some consistency problems with the info for new staff so it should be revised to ensure no conflicting information
- Make sure new staff get information like list of extensions and some explanation of what staff do so they know who to forward calls to, etc

Anniversary Gifts

- Noted a general theme of usable gifts, not something that just hangs up on a wall or sits on a desk
- Party to recognize staff anniversary milestones rather than a quick mention @ all staff meeting
- Generally agreed with suggestions for years 1 & 5
- 1 Year
 - Current: Certificate
 - Proposed Ideas:
 - Certificate and usable logo gift (like a cup or mug)
 - Highlights year the staff member joined (Est. XXX)
- 5 Year
 - Current: Wood clock OR \$50
 - Proposed Ideas
 - Logo usable gift (blanket, leather messenger bag)
 - Highlight year the staff member joined (est. XXX)
 - party to recognize you?
- 10 Year
 - Current: Pen with inscription OR \$100
 - Proposed Ideas:
 - Silver/gold plated pens or \$250 Gift Card
 - Highlights year the staff member joined
- 15 Year

- Current: Crystal Vase w/ Flowers or Plant OR \$150
- Proposed Working Group Ideas:
 - Engraved Silver Award (Framed Coin, Statue, Plaque) or \$300 Gift Card
- Proposed Focus Group Ideas
 - maybe every other friday off
 - \$1,000
- 20 Year
 - Current: Dinner for two at The Inn at Little Washington OR \$250
 - Proposed Ideas:
 - Engraved Plaque
 - Bonus: \$500
 - Proposed Focus Group Ideas
 - \$1500
 - Tech gift?
- 25 Year
 - Current: Weekend trip to B&B OR \$500
 - Proposed Ideas:
 - Engraved Plaque
 - Bonus: \$1000
 - Proposed Focus Group Ideas
 - \$2000
 - maybe start getting every friday off @ 25 years
 - tech gift?