

6.4.1 Employee Recognition Program

The Employee Recognition Program is divided into two categories: retirement and length of service. Periods of legally protected leave will not be deducted from time of service. Cost of these programs will be paid by the honoree's department.

Retirement recognition – To be eligible for retirement recognition, the employee must have reached the retirement age recognized by the South Dakota Retirement System (SDRS). They must also have been employed by the City for a minimum of 10 years for a normal retirement. The cost for this recognition will be \$25 per completed years of service, up to a maximum of \$500.00 per employee. A sworn police officer will receive, in lieu of the monetary recognition, their badge and firearm used during City employment.

Length of service award – All regular full-time employees of the City with specified years of service will be eligible to receive a length of service award. Eligibility is determined by length of service computed from the date of the beginning of their last continuous employment. Service awards recognizing five years of service and continuing in five-year intervals will be formally presented to the employee by the mayor at a regularly-scheduled meeting of the City council. Awards are as follows:

- 5 years of consecutive service: \$ 50.00 - Deadwood branded apparel
- 10 years of consecutive service: \$100.00 - Deadwood branded apparel
- 15 years of consecutive service: \$150.00 - Deadwood branded apparel
- 20 years of consecutive service: \$200.00 - Non-Cash Gift
- 25 years of consecutive service: \$250.00 – Non-Cash Gift
- 30 years of consecutive service: \$300.00 - Non-Cash Gift
- 35 years of consecutive service: \$350.00 – Non-Cash Gift
- 40 years of consecutive service: \$400.00 – Non-Cash Gift
- 45 years of consecutive service: \$450.00 – Non-Cash Gift
- 50 years of consecutive service: \$500.00 – Non-Cash Gift

Years of Service keychain will also be given for each 5-year increment