

# Slammin' Salmon Skins Employee Recognition

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The goal of this employee recognition program is to promote and encourage tribal employees to think and act outside of their class description, thus benefitting the Tribe by creating employees who are willing and happy to provide great service to the Nez Perce Tribe. With the small gift of a reward, the Tribe hopes to produce a healthy work environment and strengthen working relationships.

Each month, the department managers are allocated Slammin' Salmon Skins to hand out to staff. Each certificate has a potential point value between 5-50 points. Staff who do not have a department manager may submit a nomination form to the Executive Director's Office for consideration. The types of outgoing behaviors that we are promoting include:

- Excellent customer service
- Going above and beyond regular job duties
- Staying late or working days off to complete a project (beyond daily tasks)
- Taking on additional duties (without compensation) to help benefit the program
- Actively promoting a healthy work environment
- Being an excellent team player/collaborator
- Completing an education goal
- Accomplishing a personal Career Development Plan
- Being involved with employee or community benefitting committees
- Innovative or creative ideas that save time, money or increase productivity
- Promote or improve the image of the Nez Perce Tribe
- Volunteerism
- Securing additional competitive funding
- General recognition for being an outstanding employee

**If you see an employee going above and beyond the call of duty, make sure their department manager is aware of their awesomeness.**

