ECOS at 30: Bigger, Better, Boulder

Recruitment, Retention, & Leadership

• Retention Incentive: Voluntary Duty Station Changes – 123 employees
• Recruitment Incentive: Personal Time Off – 115 employees
• Educational and Training Leave Policy Incentive – 8 employees
• Retirement Notice Incentives – 3 employees
• Leadership Training – 35 employees
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Recruitment, Retention, & Leadership

• Employee Appreciation Days

• Employee Engagement Surveys

• Employee Association 501(c)(4)
Recruitment, Retention, & Leadership

1. What is a recruitment idea you have tried or want to try?

2. What is a retention idea you have tried or want to try?

3. Did you try something that did not work as expected?

Example: Federal grant indirect rate maximization/stabilization efforts may increase our indirect revenues by $2M.