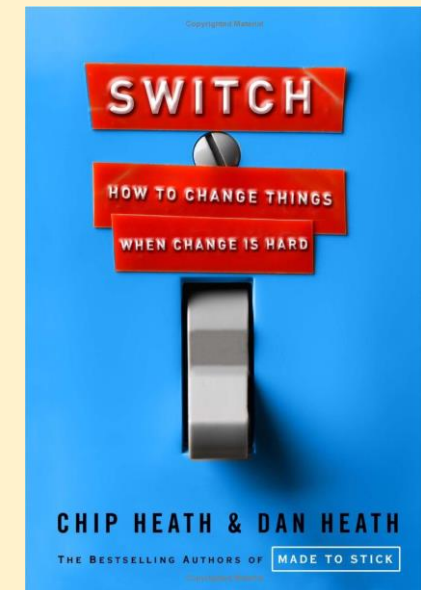


ECOS at 30: Bigger, Better, Boulder



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)



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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.