

November 2009 Employee of the Month
Janice Archer – HR Professional
Human Resources Solutions Department

Janice began her employment in HR 20 years ago. Her love of serving the employee population and external customers made her a natural for the duties associated with HR work. She is currently the District's resident expert on all employee recognition matters. She's championed the promotion, fostering and communication of the value employees bring to the organization and how their significant achievements align with the District's mission and goals. Our District Values are evident in many of the recognitions programs that have been created, like the peer-to-peer "Bravo! Award", the "Know Our Values Award", and the 14 other award programs currently in place.

Janice is a member of Recognition Professionals International (RPI), the only professional association at the forefront of workforce recognition through its sole focus on recognition innovations and education as a systematic method for improvements in the workplace. RPI, endorsed by top authorities in the industry, has an impressive membership of Fortune 500 organizations.

Through co-chairing District cross-functional teams, she assisted in the development of criteria to support new programs. She has made many presentations to educate and promote employee recognition throughout the District, successfully attributing to a marked increase in the number of awards delivered in fiscal year 2009, totaling 2,907, which is 700 more than in the previous fiscal year.

Janice was also instrumental in partnering with IT in the design and implementation of a web based exit interview questionnaire tool that collects data to suggest improvements that might aid in retention, and which also provides reinforcement on what makes the District the workplace of choice.