

CELEBRATING SOLID WASTE EMPLOYEES

SUKI JANSSEN

ATHENS-CLARKE COUNTY
SOLID WASTE DEPARTMENT



PRESENTATION PURPOSE

- STRATEGIES FROM ATHENS-CLARKE COUNTY SOLID WASTE DEPARTMENT
 - COMPENSATION
 - TIME
 - EVENTS
 - RECOGNITION
 - BUSINESS/ORGANIZATION PERKS
- STRATEGIES FROM OTHER ORGANIZATIONS



WHY DO EMPLOYEES LEAVE?

- COMPENSATION
- BENEFITS
- RECOGNITION
- MEANINGFULNESS OF JOB
- BORED AND UNCHALLENGED
- BUT THE TOP REASON – *RELATIONSHIPS OF ALL KINDS HAVE A MAJOR IMPACT ON RETENTION: RELATIONSHIPS WITH MANAGERS, WITH CO-WORKERS, AND WITH THE BROADER COMPANY/ORGANIZATION CULTURE.*

LIPMAN, VICTOR. (2015, OCTOBER). WHY DO EMPLOYEES LEAVE THEIR JOBS?, *FORBES*, ONLINE.

MONEY

- CAREER LADDER – FORMAL PROCESS DESIGNED TO PROGRESS A STAFF MEMBER TO A HIGHER LEVEL OF JOB RESPONSIBILITY AND/OR EQUIPMENT TYPES (DRIVER I-IV)
- PAY FOR PERFORMANCE
- SICK LEAVE BUY BACK
- SIGN ON BONUS



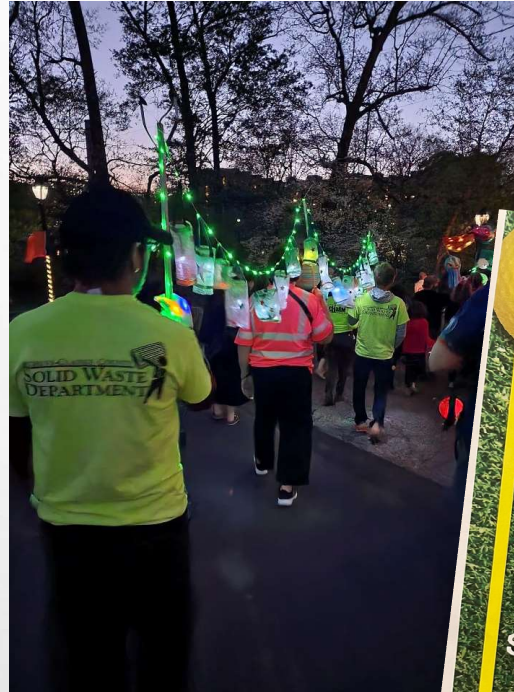
TIME

- FLEXIBLE SCHEDULES (COMPRESSED WORK WEEK, STAGGERED COLLECTIONS START TIME, ETC)
- “REWARD” TIME (BLOOD DRIVE, EMPLOYEE OF THE YEAR)
- OVERTIME OR COMP TIME



EVENTS

- FAMILY FUN
- WORK DAY EVENTS
- VOLUNTEER EVENTS/PROGRAMS
(TUG OF LOVE, AAH, PARADES)
- TEAM SPORTS
- HOLIDAY CELEBRATIONS
- BIRTHDAY RECOGNITION
- EVENT COMMITTEE (EMPLOYEE PARTICIPATION)



VOLUNTEER & SPORTING EVENTS



Tug of Love



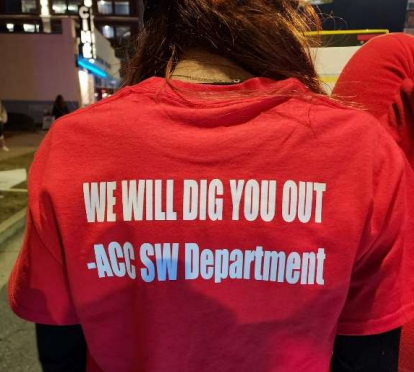
Golden Pin

Adopt-A-Highway Clean-Up



ACC League Volleyball

EXAMPLES FROM THE ACC GARBAGE CAN



**Holiday Parade of Lights
– Most Original**

WORK DAY FUNCTIONS



Fall & Spring Picnic Lunch

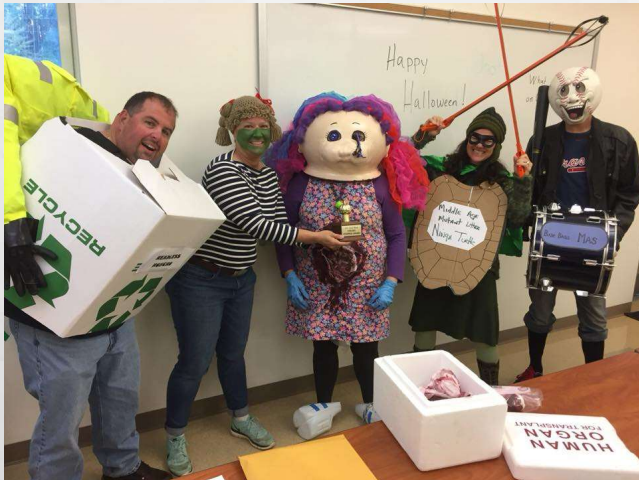


MORE GOOD STUFF



PEOPLE FIRST

HALLOWEEN COSTUME CONTEST



Theme – Garbage Pail Kids



Good Morning America



Women of ACC Solid Waste

FAMILY FUN



ACCSW Family Skate Night



Fall Picnic at Sandy Creek Park

OUT OF THIS WORLD EVENTS



Eclipse 2017



RECOGNITION

- EMPLOYEE OF THE YEAR, QUARTER, MONTH, WEEK OR MOMENT
- SERVICE PINS
- HAND WRITTEN TY CARDS
- EMPLOYEE NEWSLETTER
- AWARDS – SWANA HAS “SOLID WASTE WORKER OF THE YEAR” AWARD ANNUALLY – CASH AWARD



**I am Essential,
and I am a Veteran.**



Isaiah Locklear – Army John Mincemoyer – Navy Joshua Greene – Marines



Antonio Hull – Marines Melissa Bishop – Air Force Christopher Griffin – Navy

Thank You to these Solid Waste employees who served their country and now serve their community.

Happy Veteran's Day.



www.accgov.com/solidwaste ACC Solid Waste: 706 - 613 - 3501

CELEBRATE EMPLOYEES



SWANA – Georgia Chapter Frontline Staff Award



AWARDS



2017 Georgia Downtown Association Award



BUSINESS PERKS

- BUSINESS CARDS
- STAFF “BASEBALL” CARDS
- EXTRA SHIRTS OR JACKETS
- CONTINUING EDUCATION , CONFERENCES AND/OR TRADE ORGANIZATION EVENTS (ROAD-E-O)
- OFFICE PETS
- CAREER DAYS/TOUCH A TRUCK EVENTS
- INTERACTIVE, FUN SAFETY TRAINING



Merfi the Office Cat

CHRISTOPHER GRIFFIN
 Hazardous Household Waste (HHW) Supervisor
 Home Town: Chicago, IL High School: St. Michael's Central
 Birthdate: Current City: Athens, GA

Chris Griffin has been with Athens-Clarke County for 18 years. He presently manages all HHW. Chris supervises the Center for Hard to Recycle Materials (CHaRM) where they collect various materials that are deemed "hard to recycle".

Family	Hobbies
Wife - Cheryl	Black & White Movies, Comic Books
Children - Christiana Stephanie Jennifer	Favorite Sports Team Chicago Bears, Bulls, White Sox, Cubs
Favorite Book The Great Gatsby	Favorite TV Show
Favorite Movie Lord of the Rings	Childhood Career Dream Fighter Pilot

Summer 2010 Employee of the Quarter

Printed by The Georgian Press in Athens, Georgia

CHRISTOPHER GRIFFIN

iameco
attaching green

CLEVELAND "BOO" LAWRENCE
 Customer Service Rep - Utility Flyer
 Home Town: Athens, GA High School: Cedar Shoals
 Birthdate: College: Pitts College, AL

Cleveland "Boo" Lawrence has been with Athens-Clarke County for 16 years. He serves as a customer service representative, working face-to-face with the Athens community each and every day.

Family	Hobbies
Wife - Marge	Basketball, Football, Baseball
Children - Meka (37) Adrienne (36)	Favorite Sports Team Chicago Bulls
Xavier (34) Sergio (33) Bryan (29)	Favorite TV Show Sanford and Son
Favorite Book Maya Angelou, I know why the Caged Bird Sings	

Fall 2010 Employee of the Quarter

Printed by The Georgian Press in Athens, Georgia

CLEVELAND "BOO" LAWRENCE

ATHENS-CLARKE COUNTY SOLID WASTE DEPARTMENT

WASTE & RECYCLING WORKERS WEEK

Idea Agenda for Waste & Recycling Workers Week June 14 – 20, 2020



Monday, June 15, 2020

1. Share National SWANA Safety Monday information distributed in partnership with NWRA.
2. Send press release to local media.
3. Post information on social media using #Essential2020.
4. Provide a box lunch to sanitation/solid waste staff. *IDEA: secure a sponsor ahead of time (local restaurant, consultant, business owner, interested resident, truck/equipment manufacturer, waste equipment salesman).*
5. Send SWANA-Georgia Chapter a picture and paragraph about your outstanding Essential Worker.
6. SWANA Georgia Chapter will chose a member municipal Facebook Live Event of their department reporting to waste MRFs, etc. This will be like an essential sanitation/solid waste worker.

Tuesday, June 16, 2020

1. Provide a cookie to sanitation/solid waste staff with the Essentials for the Essential card from SWANA-Georgia Chapter (in toolkit). Don't have a local baker? Provide a bag of snacks (chips, granola bar, candy, nuts, fruit) and a drink to the workers.
2. Put ad in the local newspaper or other print media with the picture of all or one of the essential sanitation/solid waste employees in your community. Thank them for their service during the pandemic and every day to keep our communities safe and healthy.
3. Update social media feed using #Essential 2020.



I am Essential, not Invisible.



Celebrate Waste and Recycling Workers Week
JUNE 14 – 20, 2020
Visit gaswana.org for more information



GEORGIA CHAPTER
SWANA
SOLID WASTE ASSOCIATION OF NORTH AMERICA

Solid Waste Workers are SUPERHEROES

WASTE & RECYCLING WORKERS WEEK
June 12 – 18, 2022



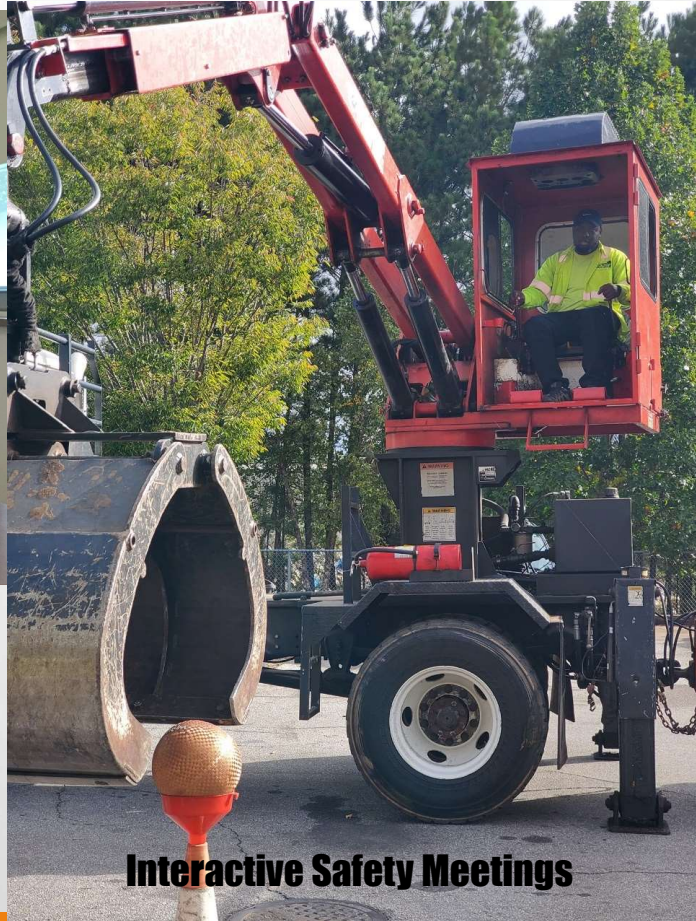
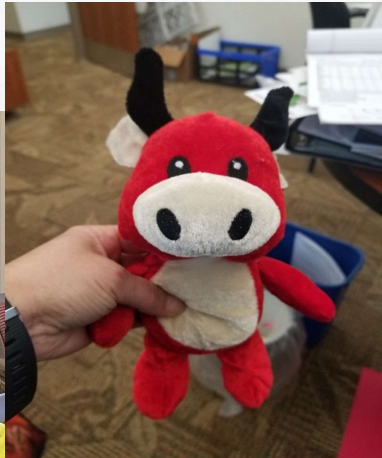
SWANA ROAD-E-O



2022 SWANA Road-E-O Winner



STAFF RECESS & MORE



Interactive Safety Meetings

WE ARE JUST MORE FUN



Check Your Cans Run

Unique Events

PAWS FOR RECYCLING WEEK

WHO?

ACC Solid Waste Department and ACC Animal Control

WHAT?

Help shelter pets get some recycled assistance by providing your gently used towels and small blankets (less than 4x6 feet) and new dog or cat food!

WHEN?

October 7-13, 2019
M-F 8am – 5pm

WHERE?

ACC Solid Waste Department
725 Hancock Industrial Way
Athens, GA 30605



WHY?

This week is meant to encourage adoption of shelter pets, provide assistance to ACC Animal Control, bring awareness to the volunteer needs of the shelter, reuse materials, and champion recycling.

For more information, please visit accgov.com/solidwaste



On 1/3/2017, we received a great thank you form Axel, our biggest fan!



Dear ACC solid waste Dept.,
Thank You for making
The best day ever
IN MY life! Thank
You for letting me ride
in the Truck's, all the
cool stuff and the awesome
tour.

Your friends
Axel



SHOW & TELL

TIME TO GIVE US YOUR GOOD IDEAS.

QUESTIONS?

SUKI JANSSEN

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