

Statement from the Development Services Department:

*"The Development Services Department's holiday luncheon is in compliance with the City's Awards and Recognition (A&R) Program, which was created to recognize and show appreciation to the City's workforce. Each year the department allocates funding for the event based on the number of employees in the department, which is consistent with the methodology used by other city departments. In Fiscal Year 2018-19, the department had 414 employees.*

*In 2015, an independent analysis of the department noted that employee morale was at an all-time low. In response, A&R activities now include employee-to-employee recognition, recognizes tenured (5+ years) employees, and allows office personnel to meet and bond with field personnel. We believe these A&R events have contributed to increased morale, performance, and productivity, They also provide an opportunity for executive management to express their appreciation to employees, and to reinforce the value in serving the Austin community."*