

Eligibility:**DEAR Outstanding Service Award:**

Outstanding Service Award: DEAR employees (CS, SES, or OPS) who are in good standing and have served over 24 months in the division.

Rising Star Award: DEAR employees (CS, SES, or OPS) who are in good standing and have been with DEAR between 12 and 24 months by the end of the nomination period (10/20/2020). This is based on cumulative time in any positions in DEAR.

DEAR staff are eligible to receive an award every 2 years. Supporting information for at least one of the criteria below is required.

Criterion 1: Professional Service

Employee demonstrates exceptional professionalism, integrity, or high-quality service to the state as an individual and displays clear and effective communication of the department's goals and values internally and/or externally. Shows leadership within a specific program or within the division, initiates/completes a notable project, or masters a training requirement or project milestone with exceptional results.

Criterion 2: Reliable Support

Employee may not be in the spotlight but is an outstanding team player. He/she is instrumental in keeping morale up, supporting group spirit, and motivating employees, or is a reliable person to get the job done to meet client or program expectations.

Criterion 3: Innovation

Employee enhances work environment and improves efficiency by suggesting and/or implementing innovative solutions to problems that arise in the day-to-day work process