



THE CITY OF SAN DIEGO

M E M O R A N D U M

DATE: November 22, 2024

TO: Parks and Recreation Department Employees

FROM: Andy Field, Director, Parks and Recreation Department

SUBJECT: Fiscal Year 2025 First Quarter Employee of the Quarter Selections

It is my pleasure to announce the winners of the Parks and Recreation Department's Employee of the Quarter (EOQ) winners for the First Quarter of Fiscal Year 2025.

As you know, winners are nominated by their peers, supervisors, and managers each quarter. Then, each Deputy Director reviews their division's nominations for eligibility, and chooses up to six nominations to forward to the Parks and Recreation Department Rewards and Recognition Selection Committee. Winners are selected by the Rewards and Recognition Selection Committee (see attached roster of committee members) based on some or all the following criteria: exceptional work performance, customer service, professionalism, cooperativeness, work schedule availability and attendance, and dedication.

Each selectee receives one day (8 hours) of Discretionary Leave and a \$300 cash award. Please note that all Discretionary Leave and monetary awards are prorated for part-time and hourly employees, per City policy.

I am excited to recognize the following **Parks and Recreation Department Employees of the Quarter** for the first quarter of Fiscal Year 2025:

- **Kimberly Carroll**, Administrative Aide II, who with her exemplary work performance as a new Associate Analyst, exceedingly goes above and beyond her normal duties. She juggled the timely submittal of new fiscal year procurement documents and invoice payments, while learning everything about the Rec Center Fund budgets. Her vast knowledge and expertise with procurement processes, SAP and ARIBA was instrumental in CRS getting through the new fiscal year. She is happy to share her vast knowledge and train other staff. She has an ability to identify errors and turn them into learning opportunities. We are so grateful to have her in the CRS division, and she is a tremendous asset to the City of San Diego;
- **Leigh Dabler**, Carpenter, who this past quarter's repair work includes playground equipment, dock, signs, wooden kiosks, stairways, posts, chain barriers, safety rails and barricades. He assisted with shoreline erosion control, and shelf and storage installation. Leigh painted and refurbished the blue monument signs throughout Mission Bay Park (MBP). Leigh's skillset and knowledge is vast, versatile, and he has tremendously improved many assets in Mission Bay/Shoreline Parks. Leigh also assisted the MBP Support crew with navigation buoy maintenance/replacement and mooring inspections;

- **Ernesto Figueroa**, Grounds Maintenance Worker II, who is always willing to spread the wealth of his extensive grounds maintenance knowledge with his fellow crewmates. Helping train over half of the newest employees in equipment and plant matter maintenance, and irrigation replacement and learning operation of the irrigation controllers. During Comic Con he stepped up to fill in at Children's Park, taking the initiative to help prepare the park for the event by identifying issues and addressing them. He led crew projects to hedge at the Harbor Club, weed abate and mulch planter beds in the same area. He also identified a leak on the MLK Promenade and isolated the area ensuring the guests were standing on dry ground while enjoying the events festivities;
- **Sally Gonzalez**, Recreation Leader I, who has taken on the role of mentor for both the new hires and the children in the community. She has trained two new Rec Aides on how to lead classes because she was eager to create more classes geared toward different ages and hobbies. Sally had been hosting Lego, Baking, Toddler and Kids Fun Fridays, while doing monthly S-hour day camps with 5+ children. She has helped mentor those who come to her classes after school and because of her warm and friendly personality, has attracted many to her classes. With the help of the Rec Aides, she was able to double her class sizes to accommodate those who had heard wonderful things about her and her fun classes;
- **Mario Rositas**, Grounds Maintenance Worker II, who is dependable and motivated and whose efforts have led to numerous improvements at Calumet and Hermosa Parks. He has a personality of gold and is always ready to assist others. He recently and without hesitation assisted a patron who locked his keys in his car. After the ordeal, the patron stated that Mario "Is what the City is all about" and "there are still good people out there." During the summer months, Mario was instrumental to the Shoreline staff, helping and assisting in any situation that occurred. Mario is the perfect example of what the City strives to be in terms of excellence, hard work, and dedication;
- **Albert Sais, Jr.**, District Manager, who as the overseer of multiple teams, including Park Forestry, Pest Management, Facility Repair, and Playground Repair, has consistently demonstrated outstanding leadership and dedication to his work. His ability to communicate effectively with his team and City staff is one of his greatest assets. He fosters an environment of collaboration and transparency, ensuring that everyone is on the same page and that tasks are completed efficiently. His approachable nature encourages open dialogue, allowing his team to share ideas and concerns freely. His hard work, leadership, and commitment to excellence have had nothing but positive impacts to the Department;
- **Juliette Suleiman.**, Recreation Specialist, who played a key role in the 111 Parks After Dark Events hosted by five Rec Centers, and in collaboration with her co-workers, maintained constant communication with the vendors and Center Directors to identify potential issues and resolve problems. She also contributed to the success of 77 Movies in the Park events where she was the lead point of contact between the City, County, and contractor. Already having a full workload, Juliette also covered a vacant Account Clerk position. She has received multiple compliments from the public and vendors on her customer service and genuine eagerness to help. She is an outstanding employee whose work ethic, dedication, and commitment far exceed the standards required to perform her job duties;

Parks and Recreation Department Employees - Employee of the Quarter Selections

My heartfelt appreciation and congratulations to all these employees who are some of our many, many wonderful employees who exemplify the Parks and Recreation "Heart of Service." I'm proud to say that's why we're the best darned department in the City of San Diego!

A huge thank you, as always, to all of you who took the time to recognize and nominate some of our many exceptional employees, and my sincere appreciation goes out to all of you who work so hard, whether nominated and/or selected this time around or not. Our department is truly fortunate to have so many hard-working and dedicated employees with a true Parks and Recreation "Heart of Service"!

Thanks to everyone who was involved in this process: Nominators, nominees, the Rewards and Recognition Selection Committee, and, last, but not least, those who were selected as this quarter's Employees of the Quarter. My congratulations to all!

Sincerely,

A handwritten signature in blue ink, appearing to read "Andy Field". The signature is fluid and cursive, with the first name "Andy" and last name "Field" clearly distinguishable.

Andy Field
Director
Parks and Recreation Department

Attachment: Fiscal Year 2025 Parks and Recreation Rewards and Recognition Committee Members

cc Parks and Recreation Department Unclassified Leadership Team
Parks and Recreation Department Rewards and Recognition Committee Members
Division Payroll Specialists