



THE CITY OF SAN DIEGO

M E M O R A N D U M

DATE: July 16, 2026

TO: Parks and Recreation Department Employees

FROM: Andy Field, Director, Parks and Recreation Department

SUBJECT: Fiscal Year 2026 Fourth 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 Fourth Quarter of Fiscal Year 2026.

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 fourth quarter of Fiscal Year 2026:

- **Adriana Arias**, Payroll Specialist 2, who with her outstanding performance, dedication, strong work ethic, and exceptional service, consistently delivers accurate, reliable payroll support for Golf, Admin Services, and CRS Management/Recreation Programming Divisions. Her attention to detail, ability to manage tight deadlines, and skill with complex transactions ensure employees are paid correctly and on time while maintaining confidence in payroll operations. Adriana goes above and beyond by traveling to multiple work locations to provide personalized assistance. Her behind-the-scenes contributions, approachable manner, patience, and clear communication make her a trusted resource for resolving concerns. Her professionalism and discretion strengthen efficiencies and employee satisfaction;
- **Frank Carriedo**, Grounds Maintenance Manager, who consistently demonstrates exceptional dedication, initiative, and professionalism. He is a true workhorse, always seeking new challenges and improving operations across units. As supervisor of the Equipment Repair Shop, he mastered complex components, repair procedures, and manufacturer coordination, then expanded his support to the Irrigation Unit, conducting site walks and assisting with special projects. Despite staff reductions, Frank managed the workload with a positive, solutions-oriented attitude. He also serves as a primary administrator for the Manager Plus Cloud system, supporting CMS with asset management. His versatility includes facility

management, where he recently oversaw response and repairs for a hidden water leak. Frank's reliability, adaptability, and drive make him an invaluable asset to the department;

- **Cody Dilloway**, Pool Guard 2, who as a new Pool Guard has quickly exceeded expectations by learning his role with minimal guidance and demonstrating strong initiative, adaptability, and a genuine passion for aquatics and public service. He confidently took on the large Bud Kearns water fitness program, teaching classes twice a week and attending additional trainings on his own time to build his skills. Cody consistently seeks new challenges, performing duties often reserved for senior guards and pursuing further certifications to better serve patrons, including responding as an Emergency Medical Responder when needed. He leads by example, taking on landscaping, pest removal, building maintenance, and creating engaging, high-quality workouts. Cody's enthusiasm for learning and helping others is evident in every task he undertakes, making him a valuable asset to the team;
- **Tyler Harris**, Recreation Leader 2, who has consistently shown initiative, professionalism, creativity, and a strong commitment to improving the quality of life for seniors. She planned and led two 4-week Senior Cooking Class series at Park de la Cruz Community Center and expanded programming by organizing an Intergenerational Cooking Class that fostered meaningful connections. Tyler supported senior dances at the Balboa Park Club, assisted with refreshments, and coordinated the Groovy 70's-themed dance for more than 120 participants. She also provided reliable support across multiple sites by preparing café services and facilitating BINGO programs. Her standout achievement was planning Celebrate Your Dog Day and securing community sponsors. Tyler's leadership, organization, and positive attitude exemplify department values and make her highly deserved recognition;
- **Miles Johnson**, Custodian II, who stands out for his exceptional reliability and commitment to operational excellence. He consistently demonstrates a strong work ethic, arriving each day ready to take on demanding tasks, manage time efficiently, and respond to emergencies or spills with urgency and a positive attitude. Miles doesn't just clean—he inspects each area, often identifying maintenance and safety issues others might overlook, preventing future problems and ensuring the building remains safe and functional. His vigilance in reporting facility needs, dedication to quality, and consistent follow-through make him an ideal candidate for Employee of the Quarter. Miles consistently goes beyond the scope of his job, and recognizing him with this award is a meaningful way to acknowledge his invaluable contributions to our team;
- **Cristian Navarro**, Park Ranger, who while on patrol near Cowles Mountain, demonstrated exceptional professionalism and quick decision-making when he encountered a vehicle that had crashed into a tree with four occupants. He immediately secured the scene by activating emergency lights to protect oncoming traffic. Cristian then located an individual on the sidewalk suffering from significant arm bleeding after being struck by the vehicle. He quickly assessed the injury and applied a tourniquet, providing a potentially lifesaving intervention before emergency personnel arrived. He remained with them, monitoring their condition until fire crews took over. Cristian's swift, composed response went far beyond expectations and played a critical role in reducing the severity of a serious situation;
- **Robert Pino**, Irrigation Specialist, who has been essential in keeping Tecolote Canyon Golf Course alive during its closure for sewer system upgrades. His prior experience at the course gave him valuable insight into the property, allowing him to guide staff through difficult-to-access areas during construction. With an irrigation system over 40 years old, Robert's irrigation expertise has been critical in maintaining water flow across the course. He has excelled at troubleshooting water shutoffs, ensuring greens and tees stay irrigated even when options seemed limited. Robert repaired numerous lateral line breaks, replaced leaking

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heads, and learned a new irrigation control system to properly set satellites and protect turf. His willingness to tackle any problem and find solutions has been indispensable, making him highly deserving of recognition for his outstanding work and impact;

- **Michael Saldivar**, Grounds Maintenance Worker 2, who has consistently shown exceptional dedication, professionalism, and commitment to the Parks and Recreation Department. This quarter, he went above and beyond, especially during the extended absence of another staff member. Michael took on additional responsibilities, ensuring parks, athletic fields, and facilities remained safe, clean, and well-maintained for the thousands who rely on them daily. He takes initiative, identifies maintenance issues before they escalate, and completes tasks efficiently without sacrificing quality. His reliability, adaptability, and readiness to support coworkers and respond to urgent needs have kept operations running smoothly. Michael's strong work ethic, positive attitude, and commitment to excellence make him highly deserving of recognition and exemplify the values the City strives to uphold;
- **Francisco Velasquez**, Grounds Maintenance Worker 2, who with his exceptional dedication, professionalism, and outstanding service, consistently goes above and beyond and takes great pride in his work. Recently, he played a key role in renovating the irrigation system at the Morley Field Sports Complex and has spent extensive time repairing irrigation along the Pershing Bike Path, keeping trees and landscape healthy. Regardless of the assignment, Francisco approaches every task with a positive attitude and prioritizes safety, setting a strong example for his team. Known for his flexibility and willingness to help, he readily supports coworkers, assists with projects, and provides courteous service to the public. His dependability and strong work ethic make him an invaluable member of our team.

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,



Andy Field
Director, Parks and Recreation Department

Attachment: Fiscal Year 2026 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
Payroll Specialists