



THE CITY OF SAN DIEGO

M E M O R A N D U M

DATE: August 25, 2026

TO: Parks and Recreation Department Employees

FROM: Andy Field, Parks and Recreation Director, Parks and Recreation Department

SUBJECT: Fiscal Year 2026 Parks and Recreation Department Employees of the Year

It is my pleasure to announce our Parks and Recreation Department Fiscal Year 2026 Employees of the Year.

The Parks and Recreation Department selected five Employees of the Year: two in classifications represented by AFSCME Local 127, and three represented by the Municipal Employees Association (MEA). These five Department Employees of the Year (EOY) each receive a \$500 cash award and 24 hours of discretionary leave (cash award and discretionary leave are prorated for employees in part-time and hourly positions, per Administrative Regulation 95.91, Employee Recognition and Rewards Programs). Like the Employees of the Quarter, the Employees of the Year are nominated by the employees' peers. Nominations are approved by each Division's Deputy Director and forwarded to the department's Rewards and Recognition Committee for selection. All Mayoral Department Employees of the year are automatically considered for Citywide Employee of the Year. The Citywide Employees of the Year have not yet been selected.

With so many outstanding and richly deserving employees, the selection of just five of our employees for Fiscal Year 2026 Department Employee of the Year was quite difficult. I am well aware that the Parks and Recreation Department is fortunate to have more than its share of hard-working, caring, dedicated and talented employees who ALL deserve recognition and thanks, and not all of these employees are chosen or nominated for this recognition.

I sincerely appreciate those of you who take the time out of your busy schedule to nominate deserving employees, both for Employee of the Quarter and Employee of the Year, and I encourage you to keep it up. Showing our appreciation and recognizing each other for hard work and accomplishments is key to forging a strong and effective department, one where we all feel appreciated and valued for our efforts and contributions.

I certainly value all Parks and Recreation employees. It gives me great pleasure to have a program that encourages you to recognize and value each other. So please keep those wonderful EOQ and EOY nominations coming—they are greatly appreciated not just by me, but by those who are working so hard to keep **Parks and Recreation the Best Department in the City!**

Please join me in congratulating our Parks and Recreation Department's Fiscal Year 2026 Employees of the Year:

Parks and Recreation Employees of the Year represented by AFSCME Local 127:

Eddie Aguiluz Meza, Equipment Operator 2, Citywide Maintenance Services:

Eddie is an exceptional employee whose dedication, leadership, and character have made a profound impact on Parks and Recreation. He consistently goes above and beyond his duties as an Equipment Operator 2, bringing strong work ethic, technical skills, and a team-focused mindset to every assignment. Eddie's extensive experience with heavy equipment and his attention to detail are invaluable in supporting more than 400 parks and high-profile sites citywide. He assesses situations thoroughly, provides reliable guidance, and ensures safety and productivity in all projects. Beyond his technical strengths, Eddie's humility, patience, and supportive nature have shaped workplace culture. He welcomes new staff, mentors coworkers, and creates an environment where everyone feels valued. His encouragement played a crucial role in helping a new employee adapt, grow professionally, and pursue a Class A CDL permit. Eddie's positive attitude, integrity, and willingness to help others reflect true leadership. Even as he transfers departments due to budget changes, his impact remains deeply felt. Eddie exemplifies the qualities of an Employee of the Year through his dedication, professionalism, and genuine commitment to serving others.

Estela Contreras, Grounds Maintenance Worker 2, Community Parks I:

Estela is assigned to the Cathy Hopper Friendship Center and consistently goes above and beyond her responsibilities. She takes exceptional pride in maintaining a clean, safe, and welcoming facility, and her commitment is recognized daily by patrons—many of whom greet her by name. Estela's warm, respectful demeanor has built strong connections within the senior community, reflecting her genuine care for the people she serves. She regularly volunteers for group projects and special events, stepping in wherever needed and ensuring tasks are completed with quality and dedication. Her reliability is especially evident during critical moments; in a recent medical emergency, Estela calmly provided essential assistance when no other female staff were available, demonstrating professionalism and grace under pressure. Estela embodies what a City employee should be—dependable, community-minded, and consistently willing to step up. Her exemplary work performance, outstanding customer service, and positive impact on staff and patrons make her highly deserving of Employee of the Year.

Parks and Recreation Employees of the Year represented by MEA:

Kimberly Carroll, Associate Management Analyst, Citywide Recreation Services:

Kimberly delivers exemplary performance across all areas and is an invaluable asset to the Parks and Recreation Department. She demonstrates exceptional professionalism, technical expertise, and a strong commitment to excellence. Kimberly expertly manages all 62 Recreation Center Fund budgets, developing a comprehensive FY27 budgeting tool, streamlining processes, and monitoring accounts throughout the year to ensure fiscal responsibility. Through proactive collaboration with recreation specialists, site supervisors, and management, she prevented negative fund balances and strengthened accountability. She also develops and manages several service contracts, showing initiative, accuracy, and technical skill. Kimberly communicates clearly and professionally in presentations, meetings, and written correspondence, consistently asking thoughtful questions and evaluating processes thoroughly. She anticipates challenges, considers departmental impacts, and implements effective solutions. Her work enhances financial compliance, improves operational efficiency, and fosters a culture of collaboration. Kimberly exemplifies the department's core values through her consistent high-quality performance, leadership, and dedication.

Cody Dilloway, Pool Guard 2, Aquatics:

Cody joined the City as a Pool Guard I last fall and has consistently performed far beyond the expectations of his position. His strong work ethic, initiative, leadership, and dedication to serving patrons and coworkers have quickly made him an invaluable member of the Parks and Recreation Department. Cody took on significant responsibilities early, learning quickly, requiring minimal supervision, and consistently seeking opportunities to expand his skills. He assumed leadership of the Bud Kearns Water Fitness Program—one of the City's busiest—confidently teaching classes, pursuing additional training on his own time, and providing high-quality instruction to more than 85 participants per class. Cody continually strives for growth, earning his Emergency Medical Responder certification and actively preparing for future supervisory roles. He leads by example, mentors staff, takes on maintenance tasks, supports youth programs, and ensures continuity of services during facility closures. His professionalism, initiative, and exceptional customer service have had a profound impact on patrons, staff, and overall operations. Cody embodies the qualities of an Employee of the Year through his dedication, leadership, and consistent excellence.

Noah Johnson, Trainer, Administrative Services, Safety and Training Office:

Noah has demonstrated exceptional dedication and made a significant positive impact on the Parks and Recreation Department. As the department's sole Trainer, he ensured more than 1,600 employees stayed current, prepared, and confident in required trainings. He delivers key courses—including First Aid, CPR/AED, EEO, supervisor development, cash handling, and ActiveNet enrollment—with instruction consistently praised as clear, friendly, patient, and engaging. This year, Noah led a committee of 24 to coordinate the Annual two-day Department Meeting for more than 700 employees and organized quarterly supervisor meetings serving over 300 supervisors, strengthening leadership and communication across the department. He also supported district-wide trainings such as All City In-Service and Aquatics recertification, efficiently coordinating more than 300 Aquatics staff to meet required skill standards. Noah's approachable style, strong communication, and consistent professionalism make him a trusted resource. His reliability, leadership, and commitment to staff development reinforces safety, service quality, and overall departmental excellence.

Thank you, Eddie Aguiluz Meza, Estela Contreras, Kimberly Carroll, Cody Dilloway, and Noah Johnson. You make the Parks and Recreation Department and me very proud!

Our department is truly fortunate to have so many talented and caring employees with a true heart of service, and a passion for giving back to the community. I am proud to head a department with SO many excellent, dedicated employees, and my appreciation goes out to all of you for making Parks and Recreation the best department in the City.

The Parks and Recreation Department ROCKS!!

Sincerely,



Andy Field
Parks and Recreation Director

cc: Rania Amen, Chief Community Services Officer & City Engineer
Karen Dennison, Parks and Recreation Department Assistant Director
Parks and Recreation Department Rewards and Recognition Committee Members
Sophia Williams, Senior Human Resources Officer, Human Resources Department
Yvette Davis-Duckett, Human Resources Officer, Human Resources Department
Employee Personnel File