



THE CITY OF SAN DIEGO

M E M O R A N D U M

DATE: August 25, 2021
TO: Parks and Recreation Department Employees
FROM: Andy Field, Parks and Recreation Director
SUBJECT: Fiscal Year 2021 Parks and Recreation Department Employees of the Year

It is my pleasure to announce our Parks and Recreation Department Fiscal Year 2021 Employees of the Year.

The Parks and Recreation Department will choose FOUR Employees of the Year, annually: two in classifications represented by the Municipal Employees Association (MEA), or classified/unrepresented, and two represented by AFSCME Local 127. These four Department Employees of the Year (EOY) each receive a \$500 cash award and 24 hours of discretionary leave (prorated for employees in part-time and hourly positions, per Administrative Regulation 95.91, Employee Recognition and Award 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 four of our employees for Fiscal Year 2021 Department Employee of the Year was quite difficult, as always. 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 days 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 of you, and it gives me great pleasure to have a program that encourages all of 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 Rec the **Best Darned Department in the City!**

Please join me in congratulating our Parks and Recreation Department's Fiscal Year 2021 Employees of the Year:

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

Rodney Major, Grounds Maintenance Worker II:

Rodney has provided outstanding service to our parks and community. Working at Chollas Lake Park, Rodney takes on projects, large and small to the satisfaction of the public and park management. He is always proactive and takes the initiative to coordinate and complete complex projects. His projects not only contribute to the aesthetics of the area but also increases public safety, addresses homeless encampment issues, and contributes to regulation enforcement capabilities. Staff have received positive comments on his projects from members of the public, during Chollas Lake Community Recreation Group meetings and from members of the Oak Park Community Council. Rodney's work includes responding quickly and efficiently to Get It Done Reports. This includes graffiti removal, trail upkeep, hazards, tree, and fence work around the property. His knowledge of park resources, tools and maintenance tasks is exemplary, and he is always willing to assist park staff and city staff from other divisions. Rodney's dedication, work ethic, knowledge, skills, and personality make him the perfect person for Employee of the Year.

Ty Santineau, Grounds Maintenance Worker II:

Ty has worked with Mission Bay Park Support Crew for the past 9 years. Ty is the first person to work each morning. He is a very hard worker willing to take on any task and complete it in a timely and quality manner. Ty was a valuable asset during COVID-19 park shut down. Besides his regular duties he placed COVID pandemic related signs, assisted other sections with parking lot asphalt repairs and SDPD with parking lot closures. During this time, he also striped all the parking lots in Mission Bay, repaired fencing at playgrounds, sanitized facilities, and other crucial assignments to keep the public safe. His work ethic is above reproach and assisted Community Parks I, Community Parks II and Shoreline Parks. Ty is a well-respected employee and goes out of his way to make new staff feel at home. He has been a valuable asset to Mission Bay Park and the City of San Diego. He is a super hard worker, never complains, and always willing to help and/or answer questions regarding operational issues. Ty is very deserving of this nomination.

Parks and Recreation Employees of the Year represented by MEA or Classified/Unrepresented:

Crystal Nelson, Pesticide Supervisor:

Crystal Nelson is a dependable leader who is a consummate professional, always flexible, provides proactive and competent customer service, is tireless and organized in her overall work performance. Although this past year was incredibly challenging, it was Crystal's sensitive and committed leadership where she has proven to demonstrate all the qualities of an Employee of the Year. Because of the tremendous support and guidance she provides to her staff, she commands great respect and dedication from her crews. This has resulted in

her ability to complete work requests department wide, while still also working with other departments and outside agencies. Crystal works with each division and has communicated with almost every supervisor within the department regarding herbicide, weed abatement, pre-fungicide, and odor control work requests. She uses her deep technical understanding of her trade to address citizens' concerns about the chemical makeup of various herbicides, and the spraying of playgrounds, dog parks and schools. Crystal's extensive knowledge and research was key to the department transition from Glyphosate. Although the change in protocol requires more applications, she and her crew have now completely transitioned and continue to keep updated on new products that can benefit the department. Crystal's commitment to the City of San Diego and her ability to face challenges head on are why she is recommended for the Employee of the Year.

Victor Nava, Grounds Maintenance Manager:

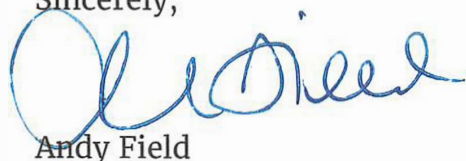
Victor exemplifies a heart of service in all he does. He is a team player who never hesitates to assist his fellow workers or meet personally with a homeowner to address their concerns. As one of only two managers who cover thousands of acres of Open Space Canyons and Park-lands City-wide, he has a huge area of responsibility. Due to his extensive knowledge he received over 1,000 Get it Done referrals this past year. Victor is known as the "go to guy" for any Purchase Req./Ariba difficulties. He has helped many staff this past year by creating step by step instructions for them to easily understand. Because of his efforts, Purchase Requisitions, Purchase Orders, and invoices have been processed and paid in a timely manner. Recently, he pitched in to assist with repairing severe erosion on the 2 mile plus CVREP dg equestrian path in Carmel Valley. He also supervises two Pesticide Applicators and successfully balances the need to address non-native invasive species for MSCP compliance, as well as required weed abatement throughout open space, streets, and sidewalks. He has worked with the PA's for required vernal pool habitat enhancement and non-native weed control in compliance with the City's Vernal Pool Habitat Conservation Plan.

Thank you, **Rodney Major, Ty Santineau, Crystal Nelson, and Victor Nava**, 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 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 darned department in the City.

The Parks and Recreation Department ROCKS!!

Sincerely,



Andy Field

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Parks and Recreation Department Employees
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cc: Kristina Peralta, Deputy Chief Operating Officer
Karen Dennison, Parks and Recreation Department Assistant Director
Louis Merlin, Administrative Services Deputy Director
Parks and Recreation Department Rewards and Recognition Committee Members
Jeremy Culuko, Human Resources Deputy Director
Sophia Williams, Supervising Human Resources Analyst