



THE CITY OF SAN DIEGO

M E M O R A N D U M

DATE: July 16, 2021
TO: Parks and Recreation Department Employees
FROM: Andy Field, Director, Parks and Recreation Department
SUBJECT: Fiscal Year 2021 Fourth Quarter Employee of the Quarter Selections

As we are re-opening our facilities and getting back to some normalcy in our parks, I am proud to recognize our amazing department staff and the wonderful service they continue to provide during this time. 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 2021.

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 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 of 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 2021:

- **Crystal Nelson**, Pest Management Supervisor, who completed citywide work orders for the department and coordinated additional work for Transportation and Storm Water's right of way weed abatement due to their limited staffing.
- **Vincent Paniagua**, Grounds Maintenance Manager, who during COVID-19 and the overcrowding of Shoreline Parks, developed late afternoon trash routes which has greatly reduced litter in the parks.
- **Felipe Delgado**, Recreation Leader I, who during COVID-19 has worked alternative assignments at the Balboa Park Administration Building, Vaccination Center, and the Golf Division.
- **Julie Aeilts**, Park Ranger, who implemented virtual educational experiences and worked with SD Fire Chiefs with coordinating a wild-land fire training which resulted in a total of 900 firefighters receiving the training.
- **Sarai Aguilar**, Grounds Maintenance Worker II, who completed numerous beautification projects in the parking lots at Kearny Mesa and participated in other projects outside of her area.

July 16, 2021

- **Heather Woods**, Payroll Specialist, who worked in an OCA capacity as an Administrative Aide II while continuing her payroll responsibilities through six weeks in the quarter.
- **Charles Glenn "CG" Fredrickson**, Aquatics Technician, who maintains eleven city pools and serves as an important liaison between aquatic maintenance and aquatic programming operations, all while short staffed.
- **Scott Chouinard**, Grounds Maintenance Worker II, who volunteered to assist with projects in four different parks that were outside of his area and believes that how a park looks is a direct correlation to all City Parks and Recreation employees.
- **Moises Torres**, Grounds Maintenance Worker II, who worked on several projects and demonstrated that he needs little supervision to execute high quality work without hesitance.

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. You all do AMAZING work!

My congratulations to all!

Sincerely,



Andy Field
Director
Parks and Recreation Department

cc: Parks and Recreation Department Unclassified Leadership Team
Parks and Recreation Department Rewards and Recognition Committee Members