



THE CITY OF SAN DIEGO

M E M O R A N D U M

DATE: May 20, 2024  
TO: Parks and Recreation Department Employees  
FROM: Andy Field, Director, Parks and Recreation Department  
SUBJECT: Fiscal Year 2024 Third Quarter Employee of the Quarter Selections

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It is my pleasure to announce the winners of the Parks and Recreation Department's Employee of the Quarter (EOQ) winners for the Third Quarter of Fiscal Year 2024.

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 third quarter of Fiscal Year 2024:

- **Adolfo Herrera**, Recreation Center Director III, whose customer service skills are incredible, to the point where patrons who go to him with complaints, later reach out to his supervisor with accolades. During the January storms, he immediately volunteered to help, landing at the local assistance center, and giving up his days off. He also worked at both Cabrillo and Doyle Rec Centers where he assisted to beautify the landscaping near the entrance;
- **Anthony Hicks**, Grounds Maintenance Worker II, who not only maintains the 34-acre Martin Luther King Park but has taken on parks outside his area. He continually receives kudos from the community with "this is the best this park has looked in years, Anthony is doing a great job maintaining our park", and from Council District 4 staff for his commitment and dedication. He also takes on special projects, and does so with a positive attitude;
- **Joseph Johnson**, Grounds Maintenance Worker II, who never turns down an opportunity to help others. He takes a leading role in teaching irrigation maintenance to other staff, has led group projects in the Clairemont area addressing long-standing issues and making

Parks and Recreation Department Employees – Employee of the Quarter Selections

improvements. He is quick to diagnose an issue and even quicker to address it. He provides excellent customer service and has developed a strong relationship with the community;

- **Luis Ochoa Goff**, Pool Guard II, at the Martin Luther King, Jr. pool who is a great role model for other staff and brings a fun energy into the worksite while maintaining a solid work ethic. He teaches multiple swim lessons a day to kids, adults, and to those with disabilities. He creates a welcoming environment and connects with his students exceptionally well. His supervisor receives multiple compliments on Luis' teaching skills and even has had some parents request him outside of work to teach private lessons;
- **Ricardo Rodriguez Santiago**, Grounds Maintenance Worker I, who ensured 55 irrigation heads were replaced/adjusted at Kate Sessions, Soledad NP, and Laureate MP within four weeks. Brought the turf at Kate Sessions from brown patches to green turf and worked to control the gopher population. He also painted the comfort station floors with anti-skid paint. His heart of service dedication to serving the park patrons, and high level of pride is commended;
- **Robert Tamayo**, Assistant Rec Center Director, who was instrumental in the organizing and direction of the 14<sup>th</sup> Annual MLK, Jr Sportsfest and Community Celebration and the 3<sup>rd</sup> Annual MLK Day Neighborhood parade. He assumed primary responsibilities for the event including registering and organizing over 70 vendors, and dozens of community representative organizations. His exceptional work performance was a key factor for this highly successful event attended by 4,000+ local community members;
- **Alexander Uribe Valenzuela**, Pool Manager I, who during the City Heights pool closure traveled to multiple facilities to perform a variety of job duties. He taught beginner swimming lessons, which is a difficult task, taking extra care to make sure all the classes were safe, and made swimmers comfortable which allowed them to focus on learning. He serves as a mentor to newer staff and sets a good example with his actions and is always willing to lend a hand. He is great at teaching and helping staff to improve their rescue and first aid techniques;
- **Ronald Valenzuela**, Recreation Leader I, who constantly goes above and beyond the typical tasks of a Recreation Leader. He is the ultimate team player and adjusts his availability when asked to work a shift outside of his normal schedule. In the past three months he has turned a previously underutilized area into a fully functioning woodshop to support his class. He also took the initiative to clean out a cargo container full of old equipment;
- **Latricia Williams**, Recreation Center Director II, who introduced new and diverse programs such as Toddler Art, Robotics and Engineering. Hosted a youth basketball league that consisted of three age divisions, and 16 teams, and officiated four nights a week. Also designed and implemented basketball practices for the Skyline pee-wee team. Trained new recreation staff on officiating basketball games; her willingness to share her vast basketball knowledge is a testament of her heart of service.

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!

Parks and Recreation Department Employees - Employee of the Quarter Selections

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 that reads "Andy Field". The signature is written in a cursive, flowing style.

Andy Field  
Director  
Parks and Recreation Department

Attachment: Fiscal Year 2024 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 Specialist



# FY24 Rewards and Recognition Committee Members

As of September 19, 2023

- CP I Division: Anna Sonnenburg, District Manager  
Adolfo Herrera, Recreation Center Director III
- CP II Division: Sinthya Carranza, Supervising Recreation Specialist  
Marcelino Reyes, Grounds Maintenance Worker II  
(\*Supv. Raul Contreras, Scott Chouinard\*)
- Open Space Div: Richard Trisby, Grounds Maintenance Manager  
Jon Paetow, Park Ranger
- Golf Division: David Lanni, Golf Course Manager  
Lamont Pargo, Irrigation Specialist (Supv. Wayne Carpenter\*)
- DRP Division: Zadok Othniel, Park Ranger  
Kimberly Stemmermann, Ground Maintenance Manager
- CMS Division: Matthew Benoit, Grounds Maintenance Manager  
Cristian Arroyo, Park Utility Supervisor
- CRS Division: Zack McVey, Recreation Specialist
- Admin Svs Div: Jon Richards, Asst. Deputy Director  
Sofia Bengel, Office Support Specialist

\* Supervisors of members who do regularly check City email are listed so they may print out Rewards and Recognition Committee-related communications and appointments to give to their employees who are Committee members.