



THE CITY OF SAN DIEGO

M E M O R A N D U M

DATE: September 13, 2024

TO: Parks and Recreation Department Employees

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

SUBJECT: Fiscal Year 2024 Parks and Recreation Department Employees of the Year

It is my pleasure to announce our Parks and Recreation Department Fiscal Year 2024 Employees of the Year.

The Parks and Recreation Department selected seven Employees of the Year: five in classifications represented by the Municipal Employees Association (MEA), or classified/unrepresented, and two represented by AFSCME Local 127. These seven 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 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 seven of our employees for Fiscal Year 2024 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 2024 Employees of the Year:

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

Ulises Alvarez, Tree Trimmer:

Ulises is a member of the Citywide Park Forestry Unit. He consistently demonstrates a positive attitude, completes his assignments and is willing to take on additional projects, even beyond his designated responsibilities, which in the past year has included storm cleanups, addressing flood issues, removing fallen trees, planting trees and clearing debris to ensure the safety and cleanliness of the City. Ulises is an absolute asset with his arboriculture abilities and tree worker certification skills. He is cool, calm and collected while trimming trees even in skeptical areas and towering heights. He is proven in his skill set in challenging situations, such as in the recent storms when very large trees fell over in various parks and were safely removed. Ulises encourages and motivates others to maintain a positive mindset, even when the workload becomes overwhelming.

Tan Nguyen, Utility Worker II:

Tan is a member of the Citywide Playground Repair Unit. He possesses great knowledge of the duties and responsibilities of the unit, and he recently obtained a Commercial Driver's License to provide additional support to other work units in order to distribute the workload. He demonstrates humility and understanding to prioritize others' needs over his own. Tan is a veteran employee with a young and vibrant heart and soul, always going beyond his regular duties and keeping the Pershing Operations Yard free of debris and trash. He takes the initiative to train newly appointed staff on repairing the pour-in-place surfacing on playgrounds. Tan encourages others to maintain a positive attitude and has volunteered on overtime to help enhance the tree canopy by planting trees in various parks.

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

Fabian Alvarez, Swimming Pool Manager I:

Fabian is assigned to Bud Kearns Pool, which this past year recorded 32,651 patrons, the highest served across all City pools. Throughout the year, Fabian has had countless interactions with the community, consistently serving with pride and setting a gold standard as a City employee. His commitment to excellence has not gone unnoticed, as several commendations are received from the public praising his stellar performance. One patron, an older gentleman, recently expressed his gratitude stating, "Fabian is friendly, knowledgeable, and professional." Fabian prioritizes safety in every aspect of his work. He can frequently be found on the pool deck during peak times, supporting the pool guard staff and ensuring all operations are conducted safely. His dedication to training and mentoring his team has fostered a culture of safety and professionalism that is evident to all. Fabian's work ethic is unparalleled; he is constantly on his feet, navigating multiple demands while always maintaining a high level of customer service.

Adolfo Herrera, Recreation Center Director III:

Adolfo is assigned to Cabrillo Recreation Center, and he thrives on taking on additional tasks while providing excellent customer service. He is eager to learn and loyal, serving on the Registrar of Voters and Employee Rewards and Recognition committees. He took on an assignment for a lateral OCA to help another Rec Center. During the January storms, he signed up to help at the Local Assistance Center, giving up his days off. He does not tire and gives everyone his full attention and time. Adolfo always has a positive can-do attitude. During challenging situations where multiple large events are vying for a key date and location, Adolfo has a system for prioritizing those who were

first with their paperwork and a knack for communicating to find dates that work for everyone. Adolfo goes above and beyond to help his area by checking his neighboring parks regularly and working closely with the Grounds Maintenance Workers. Adolfo is the unique and stellar employee everyone loves to work with.

Rosa Moore, Senior Management Analyst:

Rosa is a member of the budget team in the Golf Division and has been instrumental in the continuity of payroll operations for not one, but three Parks and Recreation Department Divisions throughout FY2024. Rosa stepped in to process payroll due to the absence of the Payroll Specialist and Administrative Aide positions. In addition, Rosa continued to go above and beyond by volunteering to work out of the Torrey Pines Golf Course Maintenance Building during payroll processing weeks to directly assist staff with timecard, overtime, and other payroll-related questions which is extremely valuable for both the employees and their supervisors. This was even more critical during the 2024 Farmers Insurance Open, where she worked alongside maintenance staff during both the advance and tournament weeks to assist with payroll processing. Rosa is a valuable asset to the Department and continues to offer assistance with payroll processing and hiring support to all three Divisions as well as to her supervisor on various budget related tasks. She is the epitome of a team player.

Steven Smith, Senior Park Ranger:

Steven is assigned to the Tri Canyons and has a long list of accomplishments leading to the betterment of the open space parks he oversees, some of which include continuing and expanding on a volunteer driven habitat restoration program in Tecolote Canyon; managed trail projects to make hiking trails more accessible for users; pursuing partnerships with a local nonprofit to support habitat restoration, sensitive species monitoring, and funding for the maintenance of older restoration sites. Steve exemplifies integrity, honesty, and approachability and is an excellent leader and mentor as he fosters a positive work environment where open communication, collaboration, and creativity is encouraged. He prioritizes getting out into the field as often as possible to support his staff and to be a presence in the canyons where community members can get to know him. Steve has a remarkable ability to advocate for these open space areas and bring people together under a common goal of their betterment and preservation due to their intrinsic value to the City.

Maria Villegas, Senior Clerk Typist:

Maria oversees the very busy Permit Center which issues a variety of permits for Balboa, Mission Bay, and Shoreline Parks. Her customer service skills are exceptional, and she has developed a great rapport with ongoing permit holders. Maria always arrives to work ready to take on the workday the minute she steps into the office. She oversees all Citywide Special Events for Mission Bay/Shoreline areas; works closely with the Office of Special Events and Lifeguards; and schedules and distributes the use of the Balboa Park facilities for the 40 Special Use Permit Holders in Balboa Park. During the past year, Maria worked OCA in the Area Manager position for six months while still managing her regular responsibilities; managed and distributed the monthly Balboa Park six-month calendar to all the park stakeholders; conducted the Weekly Supervisor's Project/Events Meetings for both Balboa Park and Mission Bay/Shoreline; and assisted the District Manager with implementing new permitting policies and revamping outdated operational standards.

Thank you **Ulises Alvarez, Tan Nguyen, Fabian Alvarez, Adolfo Herrera, Rosa Moore, Steven Smith, and Maria Villegas.** 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.

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The Parks and Recreation Department ROCKS!!

Sincerely,

A handwritten signature in blue ink that reads "Andy Field". The signature is cursive and fluid.

Andy Field
Parks and Recreation Director

AF/ra

cc: Kristina Peralta, Deputy Chief Operating Officer
Karen Dennison, Parks and Recreation Department Assistant Director
Tom Tomlinson, Parks and Recreation Department Assistant Director
Parks and Recreation Department Rewards and Recognition Committee Members
Sophia Williams, Senior Human Resources Officer, Human Resources Department
Tracie J. Woolslayer, Human Resources Officer, Human Resources Department
Employee Personnel File