



THE CITY OF SAN DIEGO

M E M O R A N D U M

DATE: January 24, 2025  
TO: Parks and Recreation Department Employees  
FROM: Andy Field, Director, Parks and Recreation Department  
SUBJECT: Fiscal Year 2025 Second 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 Second Quarter of Fiscal Year 2025.

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 second quarter of Fiscal Year 2025:

- **Claudia Alvarez Mancillas**, Recreation Leader I, who works at Montgomery Waller Recreation Center is an exemplary employee, with a positive attitude, takes the initiative to keep the park looking clean and is always ready to help others. Patrons of all ages line up 30 minutes before her fitness class to grab a spot. She motivates her students to let go of their life stress and dance stress free. She teaches several classes such as Zumba, and Craft Friends. She finds ways to encourage the special needs students to participate and have a great time when they visit. Claudia is part of the team, and always puts the patrons' needs first;
- **John Arce**, Park Utility Supervisor, who for many years has been an invaluable asset to the Department and has significantly contributed to every turf renovation bringing a wealth of talent and expertise. John arrives to work at the Citywide Maintenance Division with enthusiasm and motivation. John's commitment to tree planting initiatives and his strong, positive standing within the department further highlight his dedication. John can always be counted on to assist in any first-response urgencies that arise. During the King-tide waves at Mission Bay Boardwalk, he helped coordinate heavy equipment and schedule street closures to execute the task safely and efficiently. His dedication to public service is truly commendable;

- **Juan Banuelos Angulo**, Grounds Maintenance Worker 2, who with his quick thinking, initiative, and dedication to improving the community's well-being addressed an accessibility concern at Linda Vista Community Park to help a TRACE student and TRACE staff better able to maneuver a wheelchair between the sidewalk and the asphalt. Juan reported the issue to his supervisor, proposed and moved forward with cold patch asphalt to fill the gaps. Juan also took the initiative to create a transition ramp for a section of the sidewalk that was more than an inch higher than the asphalt. The TRACE student and staff expressed their gratitude for his efforts;
- **Alvaro Carillo**, Pool Guard 2, who serves at City Heights Pool as the assistant instructor for the popular Sunday Adult Learn to Swim Program, and as the lead instructor for the weekday program. Alvaro does an excellent job teaching lessons, and his students have high praise for him, even going so far as to approach the front office to ask when he would be teaching adult lessons again. In addition, Alvaro often has a full slate of three to four child lessons. Alvaro exhibits signs of leadership as he is often placed in charge of groups of guards to perform unusual or uncommon facility maintenance tasks. When placed in this role, Alvaro excels, and the tasks are always completed with expertise;
- **George Cordova**, Custodian 2 who volunteered to dress up as Santa for the annual "Breakfast with Santa" at the Balboa Park Municipal Gym. He arrived early to assist staff with set up, and when the doors opened, he came down the stairs in full costume bringing joy to all. George took pictures with attendees, interacted with all the kids, and handed out presents. This activity is something George looks forward to every year. His enthusiasm and joy are contagious, and it really shined through on this day. George is a very dependable person and is willing to assist when needed, but this was above and beyond his normal duties;
- **Belinda Fimbres**, Recreation Center Director 3, whose leadership and dedication to the community and department goes above and beyond. Belinda ran and supervised the Teen Nite Program which ran for six weeks and had over 400 participants. Belinda planned, organized, and supervised all the themed weekly Teen Nites. She had a great weekly following and the teens enjoyed kicking off their weekends at the South Bay Recreation Center. She also ran a summer camp for six weeks, where 88 participants had field trips to the bay, the movies, and bowling. She was also able to direct and run a youth Futsal league that had multiple 10u, 12u and Pee Wee teams participating with eight teams per division;
- **Eno Linsky**, Pool Guard 2, who is the City Heights Pool primary water fitness instructor and whose classes he tailors to what his participants find enjoyable and challenging. He places a lot of time and effort into researching new workout techniques and crafting new workouts even with a full course load of swim lessons teaching three to five lessons daily. He is an experienced and enthusiastic instructor, and he is often paired with newer instructors so he can demonstrate skills and assist with class structure. He enjoys serving as a mentor to the newer guards and will often teach them how to do maintenance tasks and inspections;
- **Paloma Maldonado**, Pool Guard 2, who is a diligent worker, serves as a leader among the staff, and is often placed in charge of teams of guards for maintenance tasks, during skills practices, and during emergency drills. Paloma is City Height's best and most experienced instructor for tot classes. The tot lessons are typically the most difficult to teach due to the age of the children, but Paloma enjoys teaching the youngest children, and excels when teaching these classes. New swim lesson instructors are often paired with Paloma to teach the tot classes. She also filled in as an emergency swim team coach for several weeks.

Parks and Recreation Department Employees – Employee of the Quarter Selections

- **Miguel Mateo**, Grounds Maintenance Worker 2 who since day one has been a blessing to the department and area. He has great knowledge of his profession and a tremendous work ethic. His professionalism and knowledge with irrigation diagnosis/troubleshooting, and programming of controllers is impressive. His parks are in tremendous shape, and he helps others in their parks with irrigation, horticulture, tree maintenance, small turf renovations, and identifying plant material and trees. He has led many special projects within and outside the division. His supervisor receives kudos about his work and professionalism. He is courteous to all and always willing to help with suggestions to improve the parks;
- **Nicole Otjens**, Recreation Center Director 3, who showed exemplary performance when faced with a medical emergency when a patron suffered a cardiac episode, and she followed all proper procedures with initiative. Within 30 seconds, Nicole had deployed the AED and began CPR, all while maintaining a commanding presence to staff and park patrons. Nicole continued CPR until EMS arrived, communicated effectively when transferring the patron's care to EMS, and remained available at the scene to assist other patrons, staff, and EMS. Nicole was instrumental in the medical emergency and set a tone for what city staff can be capable of during an emergency. Nicole debriefed staff involved in the emergency, ensuring staff had access to EAP, and communicated staff requests up the chain of command.

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. My congratulations to all!

Sincerely,



Andy Field  
Director  
Parks and Recreation Department

Attachment: Fiscal Year 2025 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 Specialists