

Oregon Parks and Recreation Commission

April 15, 2015

Agenda Item: 4a

(Action)

Topic: 2014 Employee Recognition Awards

Presented by: Lisa Van Laanen

BACKGROUND

The Oregon Parks and Recreation Department (OPRD) Employee Recognition Program supports a culture of continuous improvement by effectively recognizing employee contributions for exceptional teamwork, excellence in normal key tasks, superior performance in expected behaviors, and a high achievement in special projects. A committee with members from all directorates was established to run the program.

During the month of November, individuals are nominated by their peers and colleagues for up to 10 categories of awards. This year there were nominations in seven (7) of the categories, which includes the Director's Award for an Individual, the Director's Award for a Team, the Distinguished Service Award, and five (5) Centennial Horizon Awards. A total of 33 nominations were received. The committee reviewed all nominations, rating them based on the criteria for each award and how the nominations met those criteria. Members of the committee were certainly moved by the great descriptions, documentation, and thoughtfulness of the written nominations. There were many worthy nominations, but the committee was required to just choose one individual or team per category except for the Director's Award for an Individual, from which two can be awarded. The next two pages contain information of those nominated per category along with the seven individuals and one team awardees that were selected.

Committee Members

- John Mullen, ERC Committee Chairperson, Park Manager, Tryon Creek MU
- Dan Klug, Park Ranger, Champoeg State Heritage Site
- Dennis Comfort, Region Manager, Valley Region
- Scott Brown, Park Manager, Smith Rock
- Sarah Lorenzen, Information Services Specialist, CBS (RNW)
- Eric Timmons, Operations Support Coordinator, WMMU
- Taylor Beckley, Park Ranger, Tumalo MU
- Stephanie Miller, Park Ranger, Sunset Bay MU
- Kevin Beck, Park Manager, Carl Washburne MU
- Jaime English, Senior Planner, Salem HQ
- Dan Jones, Safety and Risk Manager, Salem HQ
- HR Representative: Jennifer Crane, HR Analyst (non-voting)

AWARDS

The **Director's Award for an Individual** recognizes those individuals who have demonstrated, by efforts and accomplishments, exemplary leadership to the Agency over a sustained period of time. Personal and organizational leadership characteristics and traits demonstrated by these individuals include: integrity, trustworthiness, initiative, innovation, common sense, the ability to effectively communicate, flexibility, a passion for the job, life and personal growth, the drive to get things done, sustained in the face of adversity, support of co-workers and positive team morale, building effective partnerships and relationships, and the ability to inspire and motivate others.

The nominees for this award are: Brandy Nichols, Claudia Ciobanu, Dane Osis, Dennis Lucas, Glenn Litrell, Ian Fawley, Janet Sobczak, Kim Grewell-Powell, Melissa "Mo" Czinger, and Scott Brown.

The two (2) individuals selected for this award are:

- **Dennis Lucas, Park Manager, Farewell Bend MU**
- **Dane Osis, Park Ranger, Fort Stevens State Park**

The **Director's Award: Team** seeks to recognize those individuals who have come together as a team to accomplish outstanding results to positively impact the Agency and its mission. Nominees in this category may be a team working a special project or assignment, or over a sustained period of time in a regular work setting as a regular work team, crew or section. Teams may have external partners or stakeholders as members, but the chartering, leadership and core purpose of the team shall be OPRD-based.

The teams nominated for this award are: West Columbia River Gorge MU, Harris Beach MU, Honeyman MU, IT Network & Support, and South Beach MU.

The team selected for this award is:

- **West Columbia River Gorge Management Unit**
Consisting of Mark Stevenson, Glenn Littrell, Lavern Watson, Dorothy Brown-Kwaiser, David Bjorge, John Cowan, Melissa "Mo" Czinger, Scott Geren, Andre Mombourquette, Monica Wilcox

The **Distinguished Service Award** recognizes an employee who has given at least 25 years of service to OPRD and has demonstrated significant efforts and accomplishments over their years of service.

The nominees for this award are: Perry Salvestrin and Jac Cowen.

The individual selected for this award is:

- **Perry Salvestrin, Park Manager, Rogue MU**

The four **Centennial Horizon Awards** seek to recognize those individuals who support the Agency and its mission through their commitment and dedication to the Centennial Horizons as shown in their contributions. Those submitting a nomination in this category could choose from one of the following areas: Safety and Wellness, Customer Service, Process Improvement, All Star Quality, New Employee, Unsung Hero, and Other.

The nominees for this award are: Gary Smith, Justin Helberg, Melissa “Mo” Czinger, Mary Green, Jim Sellers, Krista Fegley, Lori Young, Sarah Quick, Ben Cox, Dan Quigley, Gary Smith, Laura Rhodes, Randy Fisher, and Sherri Laier.

The **Centennial Horizon Customer Service Award** recognizes employees for their commitment to customer service.

- **Mary Green, Region Administrative Assistant, Coastal Region**

The **New Employee Award** recognizes an employee who has made significant contributions to the Department within their first eighteen months of permanent status service.

- **Lori Young, Office Coordinator, The Cove Management Unit**

The **Centennial Horizon All Star Quality Award** recognizes demonstrated excellence in more than one category under the Centennial Horizon Award category.

- **Justin Helberg, Park Ranger, Honeyman State Park**

The **Centennial Horizon Unsung Hero Award** recognizes an employee who quietly gets important things done behind-the-scenes.

- **Randy Fisher, Lead Network Analyst, Salem Headquarters**

Action Requested: present recipient awards

Attachments: None

Prepared by: John Mullen