

2022-2023 Monthly Shining Star Awards

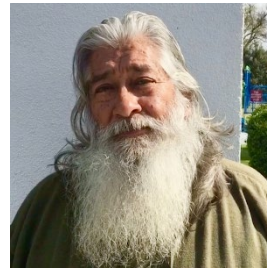
June 2023



Employee of the Month

Andy Mick

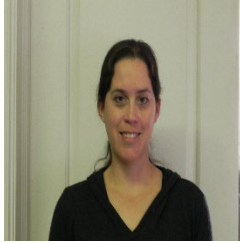
Andy Mick is a real team player and goes above and beyond his normal duties. He is often seen multi-tasking and handling intake of customers 2 or 3 at a time, helping Rangers stripe parking lots and has volunteered to come in on his days off do to scheduling issues. Never complains and works hard. Loves his job, shows up everyday. Really cares about the customers and representing Rivco Parks.



Volunteer of the Month

Nick & Earlene Marron

Nick and Earlene are the father and daughter team who handle all of the cabin cleaning and linen ordering at the park. Through their tireless efforts the parks guests get a premium experience each and every time they visit. Nick and Earlene take great pride in the cabins and they love their job so not only do they keep the cabins shining they go about it with a smile and upbeat attitude.



Employee of the Month

Anna Sawyer

Ana goes above and beyond her role in the natural resource division, lending out help whenever asked and even took the initiative to start a project on an endangered plant. She is a great park steward and role model in our NRM Division, and continues to do great things for our community.



Employee of the Month

Francisco Guzman

Francisco takes pride in his work, which for him means there must be A LOT of pride. Whether its weed abatement, trash clean up, or assisting with habitat restorations, Francisco is always willing to dive in head first and work hard until the job is completed. His love for all animals, his hard work ethic, habit of going above and beyond, and his abilities to learn new tasks and about species has made him a very valued member of the MSHCP team.



Camphost of the Month

Josh Hankerd

Josh is a camp host who works the kiosk at Rancho Jurupa Park but more than that he is always watching the park and assisting in whatever way he can. Need someone to close the park at the last minute, Josh is your man. Need someone to open the park at the last minute, it's very likely Josh will be able to. He sees something happening in the park and he says something, helping the Rangers stay on top of 14 day stay violations and keeping an eye on things. He's been key in helping Rangers catch a few squatters in the park in the past as well. In the kiosk he's excellent with customer service and is always willing to go above and beyond to get a guest into the park. He is a key player in the park and the kiosk.



Employee of the Month

Chris Sanchez

A-sets goals and meets deadlines! works very hard!

C-connects with homeless individuals and offers services, finds out what they need help with, and connects them with the help/programs they need.

T-a natural team leader who respects everyone's input and style of work.

I-couldn't find a vendor to pick up scrap metal so found a new vendor who could get the job done.

O- answers calls from homeless individuals seeking help on his days off. He is ready to help those in need 24/7.

N-when he doesn't know the answer, he calls his contacts to figure out a solution or advice on how to handle the situation.

S-no matter how rushed or busy we get Sanchez finds the time to make meaningful interactions with community members



Volunteer of the Month

Robert Dotta

Robert is the reliable, capable volunteer to support maintenance and trail patrol activities and assist new volunteers on these activities. He does this with a calm demeanor that inspires teamwork and quick learning. It is a joy to work with Robert and staff as we efficiently and intuitively get things done.

The Santa Rosa Plateau has nearly 40 miles of trails that have been closed for months due to wet conditions with overwhelming weed growth. SRP has one full time maintenance person, Blake Adam, to keep the trails clear of weeds and fallen or overgrown branches and trees, bridges repaired, and equipment repaired or replaced. Robert is the lead volunteer, with a few others, to aid all these activities.

The Santa Rosa Plateau has thousands of acres or off-limit research areas dedicated to restoring wildlife. Biologists and other staff visit these areas to evaluate conditions, identify and control invasive species, and manage trespassing humans. Robert is the leading volunteer to assist them, recording locations via GPS, photos, and incident reports. He helps dissuade trespassers and mitigates their impacts, e.g., camps, fires, new human trails.



Employee of the Month

Josh Knisbell

I'm nominating him because he helps out, even though he's a newer employee he helps out as much as he can and keeps the park safe. Always lets me know to reach to him if I need anything. Really happy he is part of the team.



Employee of the Month

Robert Powell

Robert was especially helpful on a recent trip to Kabian. He stepped up and was able to assist a visitor with questions they had. If he didn't know the answer, he used his resources to get the information they needed.

Robert also literally got his hands dirty recently when a visitor got their truck stuck leaving Kabian after all the recent rains. Robert called around to DMT and MSR to see if they could help, however it would have been over an hour for them to arrive. Robert found a tow chain in his vehicle and was able to safely maneuver his truck, latch onto the stuck truck, and pull it out. Robert was calm and focused throughout the whole situation. The visitor was grateful for Robert's assistance and willingness to go above and beyond. Instead of throwing in the towel and waiting, Robert took initiative.



Volunteer of the Month

Stephanie Wilson

Stephanie has been a volunteer at Rancho Jurupa for around a year and in that time has seen several personnel changes as well as a transition of the reservation software. She has done all of this with a great attitude. She's taken new staff under her wing and helped them learn how the park operates. She consistently remains positive when minor speed bumps arise with the new reservation system and has been outstanding at watching the park alongside the other hosts and rangers. She's helped create an atmosphere of teamwork and stability in the kiosk, through organizing potlucks with Lally and decorating the kiosk for Halloween and Christmas. She's an outstanding volunteer and a valued member of the kiosk team.



Employee of the Month

Paul Sanderson

Paul is great employee who is constantly looking to assist other staff across the park. In the past few months, Paul has been instrumental in getting several quotes/options for the repair of the Gopher Hole AC. He's been involved in troubleshooting the main breaker to the park, and worked with a contractor to get the parks irrigation pump repaired and re-installed. He's communicated with all of those involved and made sure everyone was up to speed on where his projects were at. He's a vital member of the RJU Maintenance Team.

February 2023



Employee of the Month

Bridget Lawlor

Bridget often faces challenging situations with guests and the public, however always finds a way to rise above and beyond of what is expected of her. Despite being in her role for a short amount of time, she has embraced the chaos and has stepped in where needed. There is rarely a Saturday when the nature centers, open space and interp sites don't see a lot of traffic. She is an exemplary employee and instantly responds to questions and problems. She will routinely connect her staff with people who have ideas, answers, and sees projects through to their completion. She has also been a positive change agent who always does whatever it takes to move activities forward and provide outstanding service with each interaction she makes. She is building a cooperative working system that's linking staff and departments together into a stronger, broader, and more supportive web of can-do successes. It's hard to believe that Bridget has only been with the Park District for around 6 months. She has jumped right in and shown herself to be a great fit on the RivCoParks team.



Employee of the Month

Jonathan Reinig

Putting it simply, Jonathan is a rockstar. He recently led several talks at the Wildlife Society Conference and is currently leading the District's poppy efforts at Walker Canyon. He is a great park steward and role model in our NRM Division, and continues to do great things for our community.

January 2023



Employee of the Month

Sonny Waldron

- **Connecting (They connect people to programs, services or places by reaching out.)**
- **Outstanding Service (They go ‘to infinity and beyond’ for customers – both outside and inside the organization!)**
- **Networking (They talk to people. Yes, that’s a good thing! They reach out to peers and colleagues to learn new stuff and help each other out.)**
- **Stewardship (They are good stewards of the County, RivCoParks, and the world! By this we mean they help protect resources and educate others.)**

Sonny is always taking the time to connect kids and adults to the park he loves. You can tell he has a real passion for educating the guests on all the wonderful wildlife the park has to offer.

Further when he gets questions, he doesn’t know the answer to he does research and reaches out to others that do know. I have seen guests recognize him and shout out that’s the guy that showed us the snake last time we were here. He is the face of the park; all the customers know him and have great things to say about him. He connects

on a personal level with the volunteers and guests.

Sonny, RivCoParks is delighted to have an employee like you! We appreciate your passion for our parks and for engaging families who visit us! Thank you for being our SHINING STAR!



Employee of the Month

Nori Gardner

- **Accomplishments (They get stuff done!)**
- **Connecting (They connect people to programs, services, or places by reaching out.)**
- **Teamwork (They help others and are RESPECTFUL!)**
- **Innovation (Dang, they are smart! They come up with new ideas all the time!)**
- **Outstanding Service (They go ‘to infinity and beyond’ for customers – both outside and inside the organization!)**
- **Networking (They talk to people. Yes, that’s a good thing! They reach out to peers and colleagues to learn new stuff and help each other out.)**
- **Stewardship (They are good stewards of the County, RivCoParks, and the world! By this we mean they help protect resources and educate others.)**

As Senior Ranger she is a shining example for me to follow. She is a great mentor and has helped me too continually better myself. She points out areas of improvement that I need and praises me for what I have accomplished.

Nori always does what is best for the Parks. Returning guests tell me to tell her hello and

how much they love the park. She is a wonderful person to work with and just as wonderful inside and out!

Nori, RivCoParks is very lucky to have an AMAZING employee/mentor like you! We appreciate your willingness to improve your staff and our parks. You truly shine inside and out! Thank you for being our SHINING STAR!



Employee of the Month

Annie Luciano

Accomplishments (They get stuff done!)
Connecting (They connect people to programs, services, or places by reaching out.)
Teamwork (They help others and are RESPECTFUL!)
Outstanding Service (They go ‘to infinity and beyond’ for customers – both outside and inside the organization!)

Annie is always helpful when posed with even the most inane questions or requests. If she doesn't immediately know the answer, then she dives in and finds someone who does. She works hard to connect the right individuals to get things done and does so without complaint. She is a vital part of keeping things running smoothly at Park District HQ.

Annie, RivCoParks is very fortunate to have an employee like you! We appreciate everything you do! Not only for Headquarters but for your RivCoParks team. Thank you for being our SHINING STAR!



Employee of the Month

Christina Sanchez

Accomplishments (They get stuff done!)
Teamwork (They help others and are RESPECTFUL!)
Outstanding Service (They go ‘to infinity and beyond’ for customers – both outside and inside the organization!)

Shout out to Chris at Finance for always being helpful with payroll questions. She is very sharp and knowledgeable with payroll. She is very patient with field staff in helping fix our timesheets and to train us whenever its needed.

- *Accomplishments - for getting our payroll done correctly and submitted on time
- *Teamwork - for all the payroll resources you provide to staff and training when its needed
- *Outstanding Service - for always being available for payroll questions and always have an awesome attitude with employees

Christina, RivCoParks is so excited to have an employee like you! We appreciate taking the time to ensure we get paid (Lol!) and taking the time to educate us on our timesheets! You are a true asset to the RivCoParks team. Thank you for being our SHINING STAR!



Volunteer of the Month

Kim Boyer

Accomplishments (They get stuff done!)

Teamwork (They help others and are RESPECTFUL!)

Outstanding Service (They go 'to infinity and beyond' for customers – both outside and inside the organization!)

Kimberly is a volunteer at Hurkey Creek, and she is one of our hardest workers! Her laughter brightens everyone's day, and her work ethic is above reproach. She always does more than is expected or required.

Kimberly has stepped up and taken ownership of keeping roads and debris clear from our park roads following recent storms, continued re-planting trees (nearly 150 trees in the ground this year), and maintains her routine tasks of greeting guests, returning phone calls, booking reservations, and helping keep fire pits clean and level.

Her peers have shared that they appreciate her hard work and the example she sets when helping onboard and train new hosts with the Rangers. For example, the roads and tree replanting are projects that are large volume projects that are a bit overwhelming when attacking on one's own, but she has held a positive attitude and maintained forward momentum on the jobs keeping us on track with her strong example and teamwork. She has done well working both

independently and with groups of hosts and has made a significant dent in our winter plans which has allowed staff to remain on track with regular routine maintenance, customer service, and Camp Host/Park Expansion projects that are ongoing

Kim, we are delighted to have a volunteer like you. You set the example on going above and beyond and making others day for RivCoParks! We appreciate everything you do! Thank you for being our SHINING STAR!



Employee of the Month

Loree Broderick

Accomplishments (They get stuff done!)

Connecting (They connect people to programs, services, or places by reaching out.)

Teamwork (They help others and are RESPECTFUL!)

Innovation (Dang, they are smart! They come up with new ideas all the time!)

Outstanding Service (They go 'to infinity and beyond' for customers – both outside and inside the organization!)

Networking (They talk to people. Yes, that's a good thing! They reach out to peers and colleagues to learn new stuff and help each other out.)

Stewardship (They are good stewards of the County, RivCoParks, and the world! By this we mean they help protect resources and educate others.)

Loree Broderick. What is there to say of how AMAZING She IS!!! Not only as our HR Rep yet also for helping to facilitate two cancer awareness events. She makes every effort to assist district staff and provide each staff member attentive time and resources to help them out in their best interests.

Not only that she always takes time to keep morale up. Her office is a prime example of keeping on theme with the seasons but always keeps a great welcoming attitude. She makes sure she talks business but

always leaves a smile on your face as you leave her office. You leave knowing she's going to help you and makes you feel as if you mattered. Her heart shows in this regard.

The two events she coordinated with Breast Cancer Awareness and Prostate Cancer Awareness (i.e., Movember). She brought games, food, prizes, and all-around great time for these events. Not only were they informational, but it was also a great way to get the RivCoParks team back together to bring awareness and morale back. I can even hear her bell as I write this saying "IT" S RAFFLE TIME!" Through these events she demonstrates her ability to multitask with deadlines, teamwork and by bringing us together and giving us another reason why she's more than deserved this nomination.

Loree Broderick, RivCoParks is delighted to have an employee like you! You are an Impeccable employee that RivCoParks has to offer. We appreciate everything you do! Not only for Headquarters but for others around you. Thank you for being our SHINING STAR!



Volunteer of the Month

Nola Columbaro

Connecting (They connect people to programs, services, or places by reaching out.)

Teamwork (They help others and are RESPECTFUL!)

Outstanding Service (They go 'to infinity and beyond' for customers – both outside and inside the organization!)

Networking (They talk to people. Yes, that's a good thing! They reach out to peers and colleagues to learn new stuff and help each other out.)

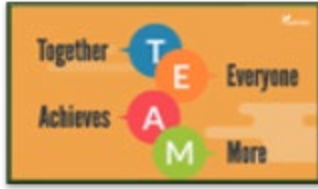
She is a volunteer at Gilman Ranch. She is a demonstration about how great she is.

Always showing up on every 2nd and 4th Saturday of each month regardless come rain or shine. Not only is she punctual but her utilization of social media such as the Next-Door app does wonders for the ranch.

The number of attendees at Gilman Ranch have increased dramatically. Sometimes more than they can handle. Nola has taken the responsibility of inviting various vendors at events. This is a large responsibility because of paperwork and working with the personalities that go along with it.

Finally, she's not only working these events, but she has also recruited her family members to come out and participate at these events too. And they are just as wonderful as she is!

Nola Columbaro, Gilman Ranch is delighted to have a volunteer like you. You are an exemplary volunteer for RivCoParks! We appreciate everything you do! Thank you for being our SHINING STAR!



Team of the Month

Archaeology Day Team

Accomplishments (They get stuff done!)

Teamwork (They help others and are RESPECTFUL!)

Outstanding Service (They go 'to infinity and beyond' for customers – both outside and inside the organization!)

My coworkers at Hidden Valley Nature Center and Park Headquarters are wonderful to work with, a big thank you goes to those who are always showing up to help.

Bridget Lawlor, Sue Afflerbaugh, Samantha Dempster, Leslie Cattern, Harmony Tehrani, Alonna Medina, Eric Boor & David Macamay. Some of these team members are great not only here at Parks HQ but lend their help from time to time at Hidden Valley Nature Center.

To Eric boor who helps load and unloads. To Bridget, Sue, Samantha, Leslie, Harmony, and Alonna who help set up and tear down the EZ-Up canopy shelter, the big 8ft tables and boxes of goodies to give out and display. For David Macamay who helps by making sure If someone needs help and getting the help they need. While making sure he takes great photos that best represents us and capturing the moments of each event.

Our staff went the extra mile to make sure I had the help needed for me to do my job. I was able to greet and talk to guests

throughout the day and offer information and goodwill to the public as planned.

This team really shows the parks spirit of getting down and dirty and making sure any event is a successful event. The saying goes "teamwork makes the dream work," this quote encapsulates what they do and for that we thank you for it. It's great to know there are staff who are willing to help, and they do so with a smile and a genuinely positive attitude.

We have awesome staff here at parks! Keep doing great work and thank you for helping your fellow workers too. These things you do are valued and appreciated!

Archaeology Day Team, RivCoParks is ecstatic to have a Team like all of you! You all are a wonderful team! We appreciate everything you do! Thank you for being our SHINING STARS!



Employee of the Month

Rebeca Pena

*Accomplishments (They get stuff done!)
Connecting (They connect people to programs, services or places by reaching out.)*

Teamwork (They help others and are RESPECTFUL!)

Innovation (Dang, they are smart! They come up with new ideas all the time!)

Outstanding Service (They go 'to infinity and beyond' for customers – both outside and inside the organization!)

Networking (They talk to people. Yes, that's a good thing! They reach out to peers and colleagues to learn new stuff and help each other out.)

Stewardship (They are good stewards of the County, RivCOParks, and the world! By this we mean they help protect resources and educate others.)

Rebeca was recently (very deservedly) promoted to our Recreation Coordinator and continues to excel in all the RivCoParks A.C.T.I.O.N.S.

Rebeca is dependable and can always be counted on to handle situations that arise during events, many of which are unexpected and require in the moment critical decision making. Not to mention, she is quite innovative and is always thinking outside the box when things don't go as planned- for example, a power outage during a wedding!

She is on top of her work and is diligent about reaching out to event holders to get all the information we need to make their event a success. She is committed to providing event holders with a professional and great experience, whether it's a bride on their wedding day or a corporate meeting.

Rebeca is willing to be flexible and adaptable, which was especially exemplified when she was asked to move from Guest Services to Events to fill staffing needs. She took on the assignment with a good attitude and without question. Since then, she has been instrumental in our Crestmore events team and has kept our busy calendar going even during shifting staff.

Everyone on the team appreciates her limitless knowledge of our park sites. There are quite literally very few questions she cannot answer about RivCoParks! Rebeca, we are soooo lucky to have such a dedicated and hard-working team member like you! You are so appreciated, thank you for all you do!!!!

Rebeca, Headquarters is lucky to have an exemplary employee like you. Thank you for stepping in where and when you are needed and your teamwork! You have stepped into your new role with gusto, and we appreciate everything you do! Not only for Headquarters but for your coworkers too! Thank you for being our SHINING STAR!



Employee of the Month

Josh Rivera

Accomplishments (They get stuff done!)

Connecting (They connect people to programs, services or places by reaching out.)

Teamwork (They help others and are RESPECTFUL!)

Innovation (Dang, they are smart! They come up with new ideas all the time!)

Outstanding Service (They go 'to infinity and beyond' for customers – both outside and inside the organization!)

Networking (They talk to people. Yes, that's a good thing! They reach out to peers and colleagues to learn new stuff and help each other out.)

Stewardship (They are good stewards of the County, RivCOParks, and the world! By this we mean they help protect resources and educate others.)

A little about Josh...

A while ago he was promoted to the new role of being a supervisor. Being a supervisor or any leadership role is not easy. Tackling current responsibilities as well as your own teams' responsibilities is a tough challenge for anyone. Josh on the other hand went into this position headfirst

like a champ. Like anything new, there will be tough times and mistakes. A good leader demonstrates an aptitude to learn from those mistakes. That's where Josh fits in. Learning from tough and stressful times has made him and his team great for it. Nothing exemplifies the park spirit like being a team player and getting into the thick of it with your fellow coworkers. For that we thank you!

Josh, Open-Space needs a supervisor like you! To be an exemplary example of what a quality of a supervisor here what Riverside Parks has to offer. We appreciate everything you do! Thank you for being our SHINING STAR!

September 2022



Employee of the Month

Mary Ruth Johnson

Accomplishments (They get stuff done!)

Teamwork (They help others and are RESPECTFUL!)

Outstanding Service (They go 'to infinity and beyond' for customers – Both outside and inside the organization)

She is an amazing employee!! She is always on duty to help with anything and anyone. When there is low volunteer work, she puts her foot forward to help cover. She has a lot to do! Including having to manage the alerts that need to have the latest version of what's going on.

On any particular day, week, or weekend there is a laundry list of what's going on in the ecological reserve. Her tenacity and never give up attitude is something to be admired. With this amount of responsibility of maintaining volunteers and school sign ups. Nothing got her down.

She rose to the occasion and met each challenge at every turn. Whether it was COVID-19, Fires, and other unknown conditions. She did it all with a smile and upbeat attitude. These are exemplary accomplishments of how she helps keep the Santa Rosa Plateau Ecological Reserve going. Mary exemplifies the saying when the going gets tough, the tough get going.

Mary Ruth, Santa Rosa Plateau (SRP) is very fortunate to have an Outstanding employee like you! You truly are an exemplary example of the quality of employee that RivCoParks has! We appreciate everything you do and your continuous passion for SRP! Thank you for being our SHINING STAR!



Employee of the Month

Paige Valdez

Accomplishments (They get stuff done!)

Teamwork (They help others and are RESPECTFUL!)

Outstanding Service (They go 'to infinity and beyond' for customers – Both outside and inside the organization)

She is an amazing worker. Paige always puts her foot forward in getting work done. She also demonstrates patience when training. While she juggles many responsibilities, she finds the time to help and make sure her new fellow coworkers are doing the job right and paying attention to detail.

She is very knowledgeable and takes pride in her work and the tasks at hand. She lends her talents to help Hurkey creek from time to time when needed.

Paige, Idyllwild Park appreciates a worker like you! You are an exemplary example of the quality of worker the RivCoParks has to offer. We appreciate you lending a helping hand. Not only for the park but for others around you. Thank you for being our SHINING STAR!



Volunteer of the Month

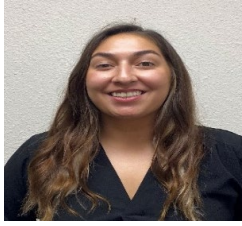
Sandra Rowell

She is an amazing volunteer. She has an amazing personality. Keeping an upbeat attitude. Being delightful to work with others. She exemplifies how punctuality is important to work and has never missed a day of work. Her qualities do not stop there.

She is a team player. Checking in on her fellow coworkers and stepping up when her fellow workers are either sick or on vacation. Come rain or shine we can count on Sandra to always give quality service when tasks need to be done. Being a team player with any job she is given and making sure the team is doing the work. All while maintaining a great work attitude.

Sandra Rowell, Lake Skinner needs a volunteer like you! You are an exemplary example of the quality of a volunteer the RivCoParks has to offer. We appreciate everything you do! Not only for the park but for others around you. Thank you for being our SHINING STAR!

August 2022



Employee of the Month

Harmony Tehrani

Accomplishments (They get stuff done!)

Teamwork (They help others and are RESPECTFUL!)

Outstanding Service (They go 'to infinity and beyond' for customers – Both outside and inside the organization)

A little about Harmony Tehrani. She works at the Hidden Valley Nature center and Wildlife Area. She stepped up big time. The State Natural Resources Agency Reached out about touring and hosting a roundtable at Hidden Valley. At every step of the way made sure there was space available, helped set up/tear down tables and chairs. Showed our esteemed guest what Hidden Valley has to offer. Making an impression on the guests and how her passion for what she is doing is inspiring the next generation of Public Land Stewards. Being very attentive to the guests and all their needs and honestly being front and center and showing off that passion of hers. This goes to show and exemplifies about initiative of the importance of such an agency visiting and showing impeccable level of professionalism about What Riverside Parks has to offer including our Nature Centers.

Harmony, RivCoParks is so lucky to have a hard worker like you! Your teamwork, work

ethic, and Passion. All these qualities are what makes you AMAZING! Not only for the Reserve but for others around you. Thank you for being our SHINING STAR!



Volunteer of the Month

Maureen McFarland

Teamwork (They help others and are RESPECTFUL!)

Outstanding Service (They go 'to infinity and beyond' for customers – Both outside and inside the organization)

Recently there was a summer camp called "Fun in the Sun summer camp" this past year. Her exemplary work was noted by those who seen her. She was very friendly and helpful to those who needed her assistance. Her attitude was tremendous showing of what we have to offer and how the level of customer service. Even with the little campers making sure everyone is having a great time with each activity that was done. Helping to provide an excellent space for the campers to make memories and to show the level of service that we demonstrate here at Riverside County Parks.

Maureen, RivCoParks is so lucky to have a hard worker like you! Your teamwork, work ethic, and service. All these qualities are what makes you AMAZING! Not only for Hidden Valley but for others around you. Thank you for being our SHINING STAR!



Employee of the Month

Josh Spoon

Accomplishments (They get stuff done!)

Teamwork (They help others and are RESPECTFUL!)

Outstanding Service (They go 'to infinity and beyond' for customers – Both outside and inside the organization)

Innovation (Dang, they are smart! They come up with new ideas all the time!)

Networking (They talk to people. Yes, that's a good thing! They reach out to peers and colleagues to learn new stuff and help each other out.)

Stewardship (They are good stewards of the County, RivCoParks, and the world! By this we mean they help protect resources and educate others.)

A little background on why Josh Spoon is deserved of this nomination. Covid as we know is still out here and rampant. With Covid putting a damper on everyone including staffing because of the risk of the exposure to catching the disease. Which has impacted our agency as most of everyone is aware. Including staffing for parks. Now where josh begins that he had to take up multiple jobs. For instance how he not only assisted in Hurkey Creek in their time of need while also maintaining his responsibilities at McCall. He exemplifies

that no matter what befalls our park he is an exemplary part of the work force. For doing assignments that are not part of his job description and getting to the nitty gritty of job at these parks. For example where he was shoveling human excrement and going into the main sewer line not once, but twice! In the rain nonetheless. Another one would be chipping branches from downed trees, even a hazardous downed tree by a camp host site. Not only does he work hard he also comes in his day off to help, because he understands the need for work and working with a team. All with a can do attitude, even working in human excrement his attitude did not falter. Always keeping a high smile while doing tough jobs goes to show the character of individual especially in tough times as stated above.

Josh, RivCoParks is so lucky to have a hard worker like you! Your teamwork, work ethic, and ingenuity. All these qualities are what makes you AMAZING! Not only for Hurkey Creek but for others around you. Thank you for being our SHINING STAR!



Employee of the Month

Mike Herman

Accomplishments (He gets stuff done!)

Connecting (He connects people to programs, services, or places by reaching out.)

Teamwork (He help others and is RESPECTFUL!)

Innovation (Dang, he is smart! He comes up with new ideas all the time!)

Outstanding Service (He will go 'to infinity and beyond' for customers – Both outside and inside the organization)

Networking (He talks to people. Yes, that's a good thing! He reaches out to peers and colleagues to learn new stuff and help each other out.)

Stewardship (He is a good steward of the County, RivCoParks, and the world! By this we mean he helps protect resources and educate others.)

Mike Herman has been an AMAZING supervisor! His leadership skills continue to grow as he is challenged with multiple issues, customer complaints, COIVD guidelines, etc. He can communicate organizational needs and walks the talk

himself to ensure they are being met and setting the example of a leader!

He can oversee employee's by providing guidance, and support. He is innovated by being able to take the time to identify development needs for his park and staff. He has managed to reciprocal relationships between himself and his staff. His stewardship shines by making sure every day the organization is successful!

He has had his hands full since being promoted to this position and he does it all by remaining professional and has a smile on his face. Mike is a team player by offering his assistance even while he has much work to do. He isn't afraid to offer a lending hand.

I appreciate his knowledge, influence and how he stays motivated and positive and does his best to do the same with his staff.

Mike you are shining BRIGHT as one of our most valuable stars!

Mike, RivCoParks is so lucky to have a hard and dedicated worker like you! Your teamwork, leadership and work ethic are qualities that makes you AMAZING! Thank you for being our SHINING STAR!