

Kern County HR

County Administrative Office

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Devin Brown
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February 27, 2018

Board of Supervisors
Kern County Administrative Center
1115 Truxtun Avenue
Bakersfield, CA 93301

PRESENTATION OF 2017 EMPLOYEE RECOGNITION AWARDS **Fiscal Impact: None**

Every year, the Human Resources Division facilitates the County's Employee Recognition Awards Program. This program intends to show our employees not only how much they are appreciated but also highlights the incredible, and often hidden, work that our County family performs every day. Nominations are solicited County-wide from all employees and a Review Committee of five management and five non-management employees from various departments then evaluates all submitted nominations in order to select the final candidates. Awards are given in five distinct categories, designed to recognize a variety of exceptional work, with an occasional tie providing multiple winners. The awards listed below were nominated by County employees and selected by the Review Committee as the most deserving of recognition for their exceptional work this past year, among our many, many deserving employees.

The winners of the 2017 Employee Recognition Awards are:

DOMINIC BROWN – OUTSTANDING LEADERSHIP

Mr. Brown was nominated for his exceptional leadership as Acting Director of the Kern County Employees' Retirement Association (KCERA). Mr. Brown is credited with improving morale at the department through various initiatives. Upon assuming his role, Mr. Brown held individual meetings with all staff members, made efforts to improve overall communication throughout the organization, provided a clear vision for improvement to operations, and encouraged and participated in events for staff. Mr. Brown also has successfully navigated organizational changes leading to a reclassification and addition of positions without material budget impact. Mr. Brown has found new ways to do business and has implemented several Lean Six Sigma "quick wins" that have saved KCERA staff time and money. Mr. Brown is credited with leading KCERA to numerous internal and external improvements.

KERN LEGACY ADMIN TEAM – CUSTOMER SERVICE EXCELLENCE

The Kern Legacy Admin Team—Joslyn Reyes, Ana Carmichael, Michelle Venegas, and Angelica Bernal—were nominated for their exceptional service in helping their members navigate the often confusing and difficult world of health care services. Kern Legacy is a unique health plan offered by the County, in that it features a dedicated team of County employees serving our larger family of County employees and retirees. This allows the Plan to always go above and beyond in addressing member needs. Every time a call is answered or a customer walks through the door, that person is treated as a priority. The additional care and compassion that the Kern Legacy team is able to provide can make a real and meaningful impact for our employees, often in some of the most difficult times of their lives. Employees dealing with serious diagnoses of cancer and potentially terminal illness have credited the compassion of the Kern Legacy team as a major contributor to substantially improving their quality of life. This is all while also creating a significant cost savings for the County, through administering the County's independent provider network.

One member even commented that while he wasn't sure how many members were on the Plan, he has always felt he was treated as if he were the only one.

(TIE) BRAD ARAGON AND ELAINE SALGADO – WORKFORCE EXCELLENCE

Brad Aragon was nominated for his work as the County's Safety Officer at Risk Management. Since assuming his role in 2012, Mr. Aragon has revolutionized the position from a first-aid trainer to now being the leading resource for Safety and Loss Control. Mr. Aragon is the only Certified Safety Professional for the County and works on safety concerns and provides ergonomic evaluations at every department. Mr. Aragon has built positive and productive relationships at every County department to help build a "culture of safety." He coordinates quarterly meetings of a County-wide Safety Committee, manages the County's driver pull-notice program to monitor the driver licenses of anyone operating a County vehicle, and has been instrumental in capturing data for Risk Management's use in indentifying injury trends in order to focus on loss prevention and control. Mr. Aragon's work has helps save the County money in insurance loses, leads to lower insurance costs for departments, and helps our employees work safer.

Elaine Salgado was nominated for her work as a Social Service Worker V at the Department of Human Services. Ms. Salgado works in the Emergency Response Division and is responsible for completing investigations, assessing the safety of children, and determining potential of risk and abuse. Ms. Salgado is an exceptional social service worker who has participated in CASA training after hours on short notice and is an active participant in the after-hours on-call program, which is vital to keeping Kern's children safe at all hours. Ms. Salgado also recently applied for and received a partial grant to attend week long training to become a Child Forensic Interviewer. It is difficult and delicate work to discuss with children such serious topics as sexual abuse. Even while tackling these difficult issues, Ms. Salgado goes above and beyond in conducting her investigations and referrals. She is the first to volunteer to help out a coworker and always puts the safety of Kern County's children first. Ms. Salgado is an asset to Child Protective Services and the children and families of Kern County.

SUSTAINED EFFORT – LAMAR KERLEY

Mr. Kerley was nominated for his long-time work at Kern Behavioral Health and Recovery Services (BHRS). Mr. Kerley has been part of the BHRS team for over 30 years. He has worked across all divisions including Forensics, Adult Services, Children's Services, the Crisis Evaluation Center, ITS, and the Finance Division. Mr. Kerley was the first clinical staff in the state to become part of an IT division and ensured successful implementation of the Electronic Health Record for BHRS. Mr. Kerley has supervised many teams and provides popular training on cultural competence. Mr. Kerley has been a leader, mentor, and champion for many people at BHRS. His mentorship and encouragement has led to the successful promotion of many working under him. He is known for his sense of humor, for being compassionate while also being direct and honest, and as a trusted leader.

EXCEPTIONAL TEAMWORK – HART PARK AFTER DARK

The nomination for the Hart Park After Dark focuses on the monumental effort by a large number of individuals across nine County departments over a period of months to make this event a reality. With the help of an additional seven community partners, County staff were able to hold a successful event that drew 2,000 attendees from the community. The event was a major success, with attendees providing positive feedback requesting more events like Hart Park After Dark in the future. Achieving this success required cooperation and collaboration between employees that had different work styles, different department focuses, and had not worked together before. Although many individuals contributed (all shown in Attachment A), the project was led by Library Director Andie Sullivan (Apple) and staff Jasmin LoBasso, along with Amanda Ruiz from the County Administrative Office, and Bret Haney from General Services/Parks. Other contributing departments included Veterans' Service, Animal Services,

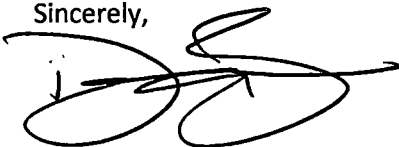
Kern County Fire, Department of Human Services, Public Works/Roads, and the Human Resources Division. The event encouraged use of our Kern County parks and highlighted the vital role our parks can play in residents' quality of life and clearly illustrated the impact our departments can have working together and using their resources jointly.

HONORABLE MENTIONS

Although the above winners were selected as the most exceptional stand-outs from this year's nominees, many more deserving nominations were also received. The list in Attachment B shows all of this year's "Honorable Mentions," whose incredible stories are still just a sampling the many hours of hard work and dedication that our employees put forth daily all across Kern County.

Therefore, IT IS RECOMMENDED that your Board hear presentation of the 2017 Employee Recognition Awards.

Sincerely,

A handwritten signature in black ink, appearing to read "Devin W. Brown", written over a horizontal line.

Devin W. Brown
Chief Human Resources Officer

Attachments

cc: Kern County Employees' Retirement Association
Behavioral Health and Recovery Services
County Counsel
Department of Human Services
Library
Veterans' Service
Animal Services
Public Works
Fire Department
County Administrative Office
General Services
Public Health

EXCEPTIONAL TEAMWORK AWARD RECIPIENTS

Hart Park After Dark

Library

Andie Sullivan (Apple)
Jasmin LoBasso
Kathy Yantis
Sherry Wade
Ariel Dyer
Megan Nelson
Vanessa Turnham
Victor Pichardo
Rafael Moreno
Kristie Pratt
Teresa Becker

Veterans' Service

Kahana Gonzales
Kevyn Tinoco
Shellie Billings
Dick Taylor
Katrina Tinoco (Fire)
Cheryl Taylor (District 3)

Animal Services

Karina Gonzales
Gloria Meza-Fonseca
David Sanchez
Sally Breyer
Nick Cullen
Liz Keogh (Volunteer)

Fire Department

Victor Cruz
Keith Elliot
Dan Lauerman
Patrick Largo
Tyler Moyer

Department of Human Services

Heidi Carter-Escudero
Sarah Ross
Rachel Calzo

Public Works / Roads

Pat Ebel
Andrew Salazar

General Services

Bret Haney
Larry Curtis
Darin Mead
Fabian Rodriguez
Joe Torres
Dan Shugart
Michael Aguilar
Julian Sanchez
Daniel Nolan
Ken Swift
Geoffrey Hill

County Administrative Office

Amanda Ruiz
Alex Alva
Elsa Martinez

Human Resources

Anaiza Prado
Julio Torres
Britni Leuty
Rosy Cota

HONORABLE MENTIONS

Outstanding Leadership

Carrie Lee
Elizabeth Giesick
Heather Hornibrook
Jennie Sill
Michael Winslow
Mohammed Molla
Shannon Ashburn
Sherry Wade
Tony Pallitto
Veronique Hayes

Customer Service Excellence

Angee Esparza
Frank Domingo
Jennifer Rodriguez
Kelley Scott
Michelle Goodie
Tina Downing
Valarie Caban
Public Health Foster Care & Emergency Response

Workforce Excellence

Angela Bivins
Heather Saporetti
Linda Lopez
Norma Loeza
Sunya Barton

Sustained Effort

Bradley Cloud
DHS JobFest Team
DHS Marketing Outreach Team
Shelly Hayes

Exceptional Teamwork

DHS JobFest Team
DHS Marketing Outreach Team
DHS Winter Recess Staff
Kern BHRS & DHS CalWORKS
Krystallyn Rodriguez