

EMPLOYEE OF THE QUARTER

NOMINATION FORM

Instructions: Please complete each of the below fields to explain how the employee demonstrates the exemplary performance of both an Employee of the Quarter nominee and an Employee of the Year candidate. Additional information regarding the nomination may be attached to a *completed* nomination form, as needed.

Employee Name
George Gonzales

Department
Engineering

Field Service

Support Staff

Within each category, please explain how the nominee impacted this specific Quarter in which they are being nominated for:

Customer Service - Please explain how the nominee provides a high level of service to internal customers (employees) and/or citizens.

As the person that citizens see and address, George focuses on addressing their complaints, comments, and concerns when possible and relaying the information to the appropriate persons when needed. Whether it is cleaning inlets, clearing debris out of channels after the tornado, or giving a coworker a hand, George takes action and always in a timely manner. It is in his nature to help out where he can.

Responsibility - Please explain how the nominee takes responsibility for attitude, actions, resources, duties, communications and results.

George is responsible for communicating with contractors and superintendents so as to keep projects moving and plan inspections and meetings. These inspections are to be scheduled, done in a timely fashion as to keep the project moving, and done so to be the best of his ability. In this quarter, George has worked multiple projects and inspected them all himself after Wade Miller's retirement.

Innovation - Please explain how the nominee looks for opportunities to do the job better, learns from setbacks, thinks outside of the box, demonstrates willingness to try a new approach and shows openness to ideas from others.

Working out on the field with George, he will find ways to improve situations, offer advice, and listen to it as well. There are times when improvisations are needed on the spot and George carefully considers suggestions such as whether or not to redesign sidewalk, regrade swells for easy access, or how to improve drainage in a parking lot. For each of the city projects, it is certain that George will have suggestions and ideas for what could be done better and what could be changed so that city work could be done more efficiently.

Teamwork - Please explain how the nominee cooperates with others, focuses on common goals, understands his or her role and responsibilities, achieves end results over personal agendas and participates as part of a team.

George is continuously striving for positive communication with contractors and other employees. Inspections don't always go smoothly for contractors but George is always willing to provide advice and comments where applicable. Successfully closing out multiple projects during his time as engineering inspector and starting projects that will soon be able to be enjoyed by the residents of Deer Park such as Bayou Bend Detention Facility and DP Soccer Field Parking Lot. He has selflessly taken me under his wing and helped me gain the experience and confidence to be in the construction business.

Initiative - Please explain how the nominee takes the lead, goes above and beyond what is expected, takes calculated risks, pro-actively improves skills, and is a self-starter.

Engineering Construction Inspector may be his role, however, out in the field, George takes on complaints, comments, and concerns head-on and minimizes the work-load of others wherever he can. He comes in an hour early to respond to voicemails and emails left by residents. When supervisors are not in office, he takes the lead and picks up meetings, conversations, and control of daily tasks. When out in the field, George will be a one-man band carefully inspecting each project, noting things when wrong, and ultimately having to make decisions that could stall progress such as declining concrete trucks but what is best for the city.

Excellence / Quality - Please explain how the nominee strives to get duties right the first time, how pride is demonstrated in work product and service, gives citizens the impression their tax dollars are well spent, is not satisfied by being average, and evaluates the quality of their work product and the satisfaction of their customers.

Every day, George is met with residents whether through emails, phone calls, or out on the road. No matter how small the conversation, George strives for a positive interaction. Job sites he is inspector of are always met with a person that cares about quality control. Walking job sites multiple times to ensure not a single detail is missed and ultimately relaying that information to supervisors when necessary. His inspection reports present the times he had to enforce non-compliance notices for improper SWPPP, failed inspections, and corrected plans when needed. He is always proud of the work that he does and it is evident in his reports and progress meeting updates.

Please explain why the nominee should be considered for Employee of the Year.

When there is ever a city employee or resident that needs help, George is the person to call. These calls come daily for George and I believe George not only cares about his duty to the city but to his coworkers as well. Everyone at City Hall can count on George to be here early, be a team player, and be the helping hand. George may be the engineering inspector but ultimately, he can be a mentor and a friend to anyone that needs it. From Parks, to Engineering, to the streets of Deer Park, George is recognized as a hardworking and knowledgeable man. He gracefully took on legal battles and things above his control without complaints and focused on moving projects forward.

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| Submitted By Dorlee Vargas | Date 7/7/2023 | Supervisor Signature Vazquez | Digitally signed by Dilcia Jimenez Vazquez Date: 2023.07.10 08:19:22 -05'00 |
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Human Resources Use Only

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| Received "meets expectations" or higher for each category on last performance review? <input checked="" type="radio"/> Yes <input type="radio"/> No | Years of Service |
| Written discipline received in the past 12 months? <input type="radio"/> Yes <input checked="" type="radio"/> No | Won Employee of the Year last year? <input type="radio"/> Yes <input checked="" type="radio"/> No |