

September 14, 2017 - Regular Meeting
Agenda Item #3

Subject

Employee of the Month - Damon Moore

Briefings

None

Contact and/or Presenter Information

Contact: Tamie Langman, Human Resources, Ext. 3861

Presenter: Charlie Hunsicker, Parks & Natural Resources Director

Action Requested

Presentation of the September Employee of the Month awarded to Damon Moore, Environmental Program Manager, Parks & Natural Resources Department.

Enabling/Regulating Authority

Manatee County Code § 2-2-3 - Awards and Incentives to Employees

Resolution R-09-020 - Performance Compensation Programs

Background Discussion

This award is presented monthly.

A designated parking space will be available to the "Employee of the Month."

This employee will receive a \$100.00 cash award in addition to one paid day off.

County Attorney Review

Not Reviewed (No apparent legal issues)

Explanation of Other

Reviewing Attorney

N/A

Instructions to Board Records

None

Cost and Funds Source Account Number and Name

\$125.00 0010003700-549001-Awards, Ad Valorem Tax

Amount and Frequency of Recurring Costs

None

Attachment: [moore_eom.pdf](#)

Attachment: [Moore Nomination.pdf](#)





MANATEE COUNTY GOVERNMENT
"EMPLOYEE RECOGNITION PROGRAM"
NOMINATION FORM

(PLEASE PRINT)

DATE: August 11, 2016

[X] EMPLOYEE OF THE MONTH NOMINATION

NAME: Damon Moore

DEPARTMENT: Parks and Natural Resources

DIVISION: Ecological Resources

JOB TITLE: Environmental Program Manager

DATE OF HIRE:

NOMINATED BY: Charlie Hunsicker, Mike Elswick, Erin Struzziari [Signature] PHONE#: (941) 748-4501 x8062

SUBMITTED TO ERPC _____ ELIGIBLE FOR CONSIDERATION FROM _____ TO _____
Reviewed by Human Resources _____ Date: _____

[] TEAM NOMINATION

NAME: _____

DEPARTMENT: _____

NAME: _____

DEPARTMENT: _____

NAME: _____

DEPARTMENT: _____

NAME: _____

DEPARTMENT: _____

NOMINATED BY: _____

PHONE#: _____

Reviewed by Human Resources _____ Date: _____

[] SAFETY NOMINATION

NAME: _____

DEPARTMENT: _____

DIVISION: _____

JOB TITLE: _____

DATE OF HIRE: _____

NOMINATED BY: _____

PHONE#: _____

Reviewed by Human Resources _____ Date: _____

[] HEROISM NOMINATION

NAME: _____

DEPARTMENT: _____

DIVISION: _____

JOB TITLE: _____

DATE OF HIRE: _____

NOMINATED BY: _____

PHONE#: _____

Reviewed by Human Resources _____ Date: _____

Nominated Employee(s): Damon Moore
Type of Nomination: Employee of the Month Nomination

EMPLOYEE OF THE MONTH NOMINATION

1. BRIEFLY DESCRIBE THE JOB DUTIES OF THE NOMINEE:
Damon Moore is responsible for managing the Ecological Resources program in the Natural Resources Division. His work involves designing, funding, and implementing engaging environmental restoration/habitat creation projects while engaging community partners from school kids to University science professors, government agencies and non-profits.
2. DESCRIBE THE CHARACTERISTICS AND JOB COMMITMENT/PERFORMANCE THAT MAKES THIS NOMINEE EXCEL ABOVE AND BEYOND OTHER COUNTY EMPLOYEES.
Commitment: Damon's commitment to the job goes far beyond the normal 8am-5pm hours. He can often be found working in his office late in the evenings and on the weekends. He truly cares about the quality of our county's environment and strives to ensure Manatee County's preserves and Parks are some of the best around. He takes pride in his work and is always looking for ways to improve and become more efficient without sacrificing quality.
Passion: This is not just his job or career, this is his passion. When he is not working Damon can be found at Native Plant Society Events or volunteering with the Bay Estuary Programs. He is a both a scholar and a practitioner and his enthusiasm has permeated throughout the department and beyond.
3. SUBSTANTIATE WHY THOSE CHARACTERISTICS JUSTIFY THIS EMPLOYEE TO BE RECOGNIZED AS A MANATEE COUNTY "EMPLOYEE OF THE MONTH". (BE AS SPECIFIC AS POSSIBLE.)
It cannot be overstated how committed Damon is to his job. In addition to striving to maintain excellent preserves he maintains excellent relationships with key parties. Local, state, and federal government contacts and contractors have all expressed enthusiasm to work with Damon. He also maintains a good working relationship with other key parties such as the Tampa Bay and Sarasota Bay Estuary Programs. Recently Damon received state-wide recognition from the Florida Native Plant Society with an Excellence award for Landscape Design at Perico Preserve
4. HOW DOES THIS EMPLOYEE BEST EXEMPLIFY THE COUNTY'S MISSION STATEMENT: Manatee County Government is committed to providing quality service with an emphasis on Accountability, Civility and Ethics. Manatee County Government's mission is to provide efficient, effective, responsive government that is always mindful of our sensitive natural environment while achieving the Commission's vision for the County: a premier place in which to live and work and play.
Damon strongly exhibits accountability being trusted with multi-million dollar projects, as well as high stakes community and agency relationships where he is often in the public eye keeping detailed public records of his work. He does so while maintaining an awareness of how he is being perceived by the public, what our Commission is looking to accomplish on any given project, and what is in the county's and it's citizens best interest. He does all of this ethically and with the highest integrity.

SAFETY NOMINATION

Achievements considered may include, but are not limited to, the following suggestions. Check the category(ies) that best describe the safety accomplishments of the nominee.

- | | |
|---|---|
| <input type="checkbox"/> Safety meeting contribution | <input type="checkbox"/> Demonstration safety consciousness & initiative |
| <input type="checkbox"/> Response in an emergency | <input type="checkbox"/> Consistent maintenance of safe work environment |
| <input type="checkbox"/> Coaching co-workers on safe work practices | <input type="checkbox"/> Identifying, reporting and helping to correct a hazard |

1. Explain how employee(s) achieved, maintained or improved safe work environment. (BE AS SPECIFIC AS POSSIBLE. Use an additional sheet as necessary.)

Nominated Employee(s): Damon Moore
Type of Nomination: Employee of the Month

TEAM NOMINATION

Check the selected criteria that best describes the team's performance.

- | | | | | | |
|--------------------------|--------------------|--------------------------|----------------|--------------------------|-------------|
| <input type="checkbox"/> | Project | <input type="checkbox"/> | Committee Work | <input type="checkbox"/> | Emergency |
| <input type="checkbox"/> | Special Assignment | <input type="checkbox"/> | Cost Savings | <input type="checkbox"/> | Promotional |
| <input type="checkbox"/> | Community Work | <input type="checkbox"/> | Other | | |

1. Summarize the work efforts that justify this nomination.

2. How did the team of employees contribute to improving the quality of services to the County and its citizens? Explain how this effort was beyond the normal realm of duties and responsibilities of these individuals.

HEROISM NOMINATION Describe heroic act below or attach additional pages.

Nominated Employee(s): Damon Moore
Type of Nomination: Employee of the Month

ADDITIONAL COMMENTS:

NOTE: ADDITIONAL DOCUMENTATION AND/OR COMMENDATIONS MAY BE ATTACHED (UP TO 10 PAGES).

See attached letters of recommendation.

EMPLOYEE'S SUPERVISOR Approved/Disapproved <i>Michael Gluck</i>	Date: 08/11/2016
Supervisor's Comments: It is my honor and privilege to work with Damon Moore and to submit this application.	
DEPARTMENT DIRECTOR Approved/Disapproved <i>Charles Hruscica</i>	Date: 8/16/2016
Department Director's Comments: <i>Truly an outstanding candidate, I support his nomination</i>	
Reviewed by Risk Management (Safety Award):	Date:

DEPARTMENT DIRECTOR - NOTE:

Please notify Tamie Langman, Human Resources Department of any change in status regarding the nominated employee.

**PLEASE SUBMIT YOUR NOMINATION TO THE HUMAN RESOURCES DEPT.
ATTN: Tamie Langman, ERC Coordinator.**



111 S. Orange Avenue, Suite 200W, Sarasota, Florida 34236 | tel: 941.955.8085 | fax: 941.955.8081
www.sarasotabay.org

Michael Elswick
Natural Resources Division Manager
Manatee County Parks and Natural Resources Department
5502 33rd Ave Dr W
Bradenton, FL 34209

Dear Mr. Elswick,

We are writing in support of the nomination of Damon Moore as Manatee County Employee of the Month.

Damon has been a champion of the Sarasota Bay Estuary Program (SBEP) for years. From helping organize our Sarasota Bay Guardians volunteer days at Manatee County preserves to serving as a member on our Citizens Advisory Committee, Damon's love for Sarasota Bay shows through his service to our organization and others.

Damon has done a phenomenal job pulling together the expansion and restoration of Robinson Preserve, Perico Preserve, and Ungarelli Preserve. We truly appreciate his efforts to preserve these beautiful natural areas for the public.

Damon has been instrumental in working with the SBEP on many habitat restoration projects that we have collaborated on in Manatee County. His technical expertise on habitats, plant communities and other restoration elements is extraordinary. His passion and dedication to his work is a shining example of someone who genuinely loves what he does.

Sincerely,

Darcy Young
Public Outreach Manager

Jay Leverone, Ph.D.
Staff Scientist

Mark Alderson
Executive Director

Board of Directors

City of Sarasota | City of Bradenton | Sarasota County | Manatee County | Town of Longboat Key |
Southwest Florida Water Management District | Florida Department of Environmental Protection

Federal Partners

U.S. Fish and Wildlife Service | U.S. Environmental Protection Agency



August 4, 2016

Mike Elswick
Parks & Natural Resources Department
5502 33rd Avenue Drive West
Bradenton, FL 34209

Dear Mr. Elswick:

This letter is to support the nomination of Damon Moore for the County Employee of the Month.

The Tampa Bay Estuary Program has worked with Damon for many years, going as far back as 2009, when he spearheaded a restoration project funded in part through our Program's Bay Mini-Grants. The project was so successful that it was awarded the Golden Mangrove Award; an award for the most outstanding grant project.

More recently, TBEP has partnered with the County on several Give-A-Day for Bay workdays held at local county parks. The Give-A-Day program brings volunteers together with parks staff to provide an opportunity to improve a local park or preserve, while providing an avenue for the public to learn about the importance of the park and the reason for protecting the environment.

Damon, our contact for the workdays, is organized, efficient and is always looking for ways to get volunteers involved at the parks. He presents information about the importance of the workday to the volunteers in a fun and informative fashion. Damon has the scientific knowledge to understand the best way to get the work done, know what tools will be needed, and can figure out just how many plants will be needed for any size planting event that we do. Damon isn't afraid to try new techniques and refine them to use for future events.

The Tampa Bay Estuary Program enjoys our partnership with the County. Damon ensures that any event we partner together on gets completed efficiently and safely. Damon is a wonderful asset to the County, the TBEP and the community.

Sincerely,

Misty Cladas
Project Manager

T A M P A B A Y E S T U A R Y P R O G R A M

263 - 13th Avenue South • Suite 350 • St. Petersburg, FL 33701 • (727)893-2765 • FAX (727)893-2767 • www.TBEP.org
POLICY BOARD: HILLSBOROUGH COUNTY, MANATEE COUNTY, PINELLAS COUNTY, CITY OF CLEARWATER, CITY OF ST. PETERSBURG, CITY OF TAMPA
FLORIDA DEPARTMENT OF ENVIRONMENTAL PROTECTION, SOUTHWEST FLORIDA WATER MANAGEMENT DISTRICT, U.S. ENVIRONMENTAL PROTECTION AGENCY



Go Wild!
...and Learn the Florida Story



August 3, 2016

Mike Elswick, Natural Resources Division Mgr.
Manatee County Parks & Natural Resources Dept.
Bradenton, FL 34209

Re: Damon Moore

Dear Mike,

Around the Bend Nature Tours first met Damon Moore in 2008 when he and a young friend approached the Florida Native Plant Society to assist with a project they conceived while fishing in Terra Ceia Bay. That project, Mariposa Key, began a legacy of exemplary volunteer and paid restoration ventures that continue to this day.

Around the Bend Nature Tours coordinates the Bay Guardians program for the Sarasota Bay Estuary Program. We plan up to 8 projects each year in Manatee & Sarasota counties to facilitate volunteer families and youth in planting and cleanup activities. We have worked with Damon on no less than 12 events since he began at Manatee County in 2013. When we plan an event with Damon, he makes it effortless. His attention to detail and knowledge of the habitat provide seamless events that planners and participants alike appreciate and enjoy.

Jiggs Landing: In March 2013, February and May of 2014 he provided guidance for native plantings that have turned this small park into a beautiful destination.

Bowlees Island: This Audubon Bird Rookery was an abandoned, invasive plant-infested spoil island when Damon approached Florida Audubon with a plan to restore it. Since 2011 the Sarasota Bay Guardians have worked 6 events alongside Damon to clean trash and remove invasive plants alongside partner agencies including Manatee County, Sarasota Audubon and Florida Audubon.

Robinson Preserve: A planting in 2013, then three oyster bagging events in the last 2 years along with the Tampa Bay Estuary Program were facilitated by Damon.

Perico Preserve: Bay Guardians began their relationship here in October 2012 and have had a total of 4 native planting events as this award-winning preserve was developed.

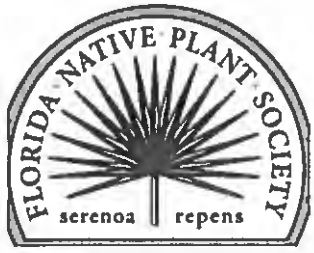
All of the above events were simplified by the presence and guidance of Damon Moore. Around the Bend Nature Tours wholeheartedly supports the accolades of this gentleman.

Sincerely,

Karen A. Willey, Owner

P.O. Box 1136 Bradenton, FL 34206-1136
www.aroundbend.com karen@aroundbend.com

(941) 794-8773
fax: (815) 366-8020



Florida Native Plant Society

Serenoa Chapter
P.O. Box 564
Sarasota, FL 34230
(941) 794-8773

Mr. Michael Elswick

August 11, 2016

Dear Mr. Elswick,

I would like to add the Serenoa Chapter of the Florida Native Plant Society among those who recommend that Damon Moore receive the honor of employee of the month. In all of his reclamation work he has promoted the use of native plants both because of their sustainability in the sites he is reclaiming and because he believes as we do that as Florida grows, the use of plants that are adapted to the environment without the use of extra water or fertilizers are the most cost efficient and most likely to succeed in disturbed areas. He has been recognized by the state Florida Native Plant Society for his work; most recently by winning the prestigious Excellence in Restoration Landscaping award for 2016 for the Perico Preserve restoration.

On a more personal note, Damon has never been too busy to help me out when I need a plant identified. I am constantly sending him pictures when I have a plant question. His knowledge base of both native and exotic plants is immense and I always get a prompt and accurate answer. He recently helped a great deal with identification of plants for a bioblitz that I was participating in that took place in Venice, Florida. Without Damon's help we could not have identified half of the plants that we encountered as many of them were exotics and so not listed in the books we had available.

I truly hope that Damon receives this honor and I can't think of a nicer or more worthy person.

Sincerely
Erica Timmerman, President
Serenoa Chapter, FNPS