

July 24, 2018 - Regular Meeting
Agenda Item #3

Subject

Employee of the Month - David Fawcett

Briefings

None

Contact and/or Presenter Information

Contact: Tamie Langman, Human Resources, Ext. 3861

Presenter: Chad Butzow, Interim Director, Public Works

Action Requested

Presentation of the July Employee of the Month awarded to David Fawcett, Traffic Data Technician II, Public Works.

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: [fawcett.pdf](#)

Attachment: [Fawcett EOM.pdf](#)



Menatee County
Public Works
Traffic Engineering

TRANSPORTATION



MANATEE COUNTY GOVERNMENT
"EMPLOYEE RECOGNITION PROGRAM"
NOMINATION FORM

(PLEASE PRINT)

DATE: 03/16/2018

[X] EMPLOYEE OF THE MONTH NOMINATION

NAME: David Fawcett
DEPARTMENT: Public Works DIVISION: Traffic Design
JOB TITLE: Traffic Data Technician II DATE OF HIRE: 04/30/2008
NOMINATED BY: Jeff Bishop PHONE#: 7815

Expiration (If applicable):
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): David Fawcett
Type of Nomination: Employee of the Month

EMPLOYEE OF THE MONTH NOMINATION

1. BRIEFLY DESCRIBE THE JOB DUTIES OF THE NOMINEE:

David is an essential member of the Traffic Design Division. He has a variety of job duties. He conducts preliminary field investigations and traffic studies. He performs skilled technical work in the collection and analysis of traffic data. In addition, he deploys speed radar trailers used for traffic calming.

2. DESCRIBE IN DETAIL (INCLUDE EXAMPLES) OF EXEMPLARY CUSTOMER SERVICE GIVEN BY THIS NOMINEE.

Please consider David as a nominee for employee of the month. Over the years, David has been a pleasure to work with and has a great attitude. He consistently demonstrates excellent customer service. Earlier this month, a resident requested speed radar trailers in her neighborhood to slow traffic. As a result David deployed the speed radar trailers near her home; at which time she spoke with David about the traffic issues she observes. She was so impressed with David that she decided to call and let us know that he was so nice and very helpful. If approached by citizens in the field, David is polite, courteous and helpful.

3. GIVE EXAMPLES OF EXCEPTIONAL ACHIEVEMENTS. HOW DID THE EMPLOYEE'S ACCOMPLISHMENTS EXCEED THE NORMAL STANDARDS/EXPECTATIONS FOR THE JOB? HOW DID THE EMPLOYEE'S ACCOMPLISHMENTS RESULT IN A SPECIAL ACHIEVEMENT OF SIGNIFICANT IMPORTANCE TO THE COUNTY?

During Hurricane Irma, David worked hard to help prepare the community for the approaching storm. For example, he filled sand bags for citizens in the hot sun for many hours. Likewise, immediately after the storm, he returned to work to assist as needed. David fulfilled his duty and assisted with pre and post recovery operations.

4. ACCOUNTABILITY, CIVILITY, AND ETHICS: GIVE SPECIFIC EXAMPLES OF HOW THE EMPLOYEE DEMONSTRATES EXCEPTIONAL LEADERSHIP SKILLS; SERVES AS A ROLE MODEL FOR OTHERS, DISPLAYING DESIRABLE QUALITIES/TRAITS SUCH AS VISION, INTEGRITY, HONESTY, DEDICATION, HIGH LEVEL OF WORK ETHICS, FAIRNESS, ASSERTIVENESS, AND HARD WORKING.

On a daily basis, David serves as a role model for his coworkers. He leads by example and can be counted on to complete assignments and tasks in a timely manner and before the required due dates. In fact, he's willing to help coworkers finish and complete their tasks which isn't required. His hard working attitude and work ethic is an asset to his team and Manatee County Government.

ADDITIONAL EXAMPLES/JUSTIFICATION: SPECIFIC ACCOMPLISHMENTS, COMPLETED PROJECTS, ETC. (EXAMPLE: PROFESSIONAL DEVELOPMENT, VOLUNTEERISM, ETC.)

Regarding professional development, David recently completed the required certifications to become an IMSA Signs and Marking Specialist Level II. In addition, he successfully completed the FDOT Temporary Control Intermediate Course.

A few years ago he volunteered and joined the County's Millennial Team. He attended several Millennial Team committee meetings and helped with a couple of community events.

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.

- Safety meeting contribution
- Response in an emergency
- Coaching co-workers on safe work practices

- Demonstration safety consciousness & initiative
- Consistent maintenance of safe work environment
- Identifying, reporting and helping to correct a hazard

Nominated Employee(s): David Fawcett

Type of Nomination: Employee of the Month

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

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): David Fawcett
Type of Nomination: Employee of the Month

ADDITIONAL COMMENTS:

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

VH
DK

EMPLOYEE'S SUPERVISOR	
Approved/Disapproved <i>Jeffrey Bishop</i>	Date: <i>3-9-18</i>
Supervisor's Comments: David's hard work and dedication to Manatee County Government is exemplary.	
DEPARTMENT DIRECTOR	
Approved/Disapproved <i>Charles Bishop</i>	Date: <i>3-12-18</i>
Department Director's Comments: <i>Absolutely outstanding employee!!</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.**

Jeff Bishop

From: Aaron Burkett
Sent: Friday, March 16, 2018 2:39 PM
To: Jeff Bishop
Cc: Cory Miles; Mary Moeller; Michael M Kelly; Sage Kamiya; Vishal Kakkad
Subject: David Fawcett

Jeff,

On behalf of the Traffic Operations Division I would like to take a moment to recognize one of your staff, David Fawcett.

As you know, over the past several years our teams have worked closely together on many assignments and special projects, and I can honestly say that every time David has been assigned a task, which includes coordination with our staff, he has been nothing but a pleasure to work with. His upbeat attitude and positive demeanor makes every interaction enjoyable and pleasant. His efforts to provide good communication and rapport with our staff has gone a long way in making every project run smoothly.

David has also shown that he is a very mindful and considerate team member by always keeping an eye on traffic control devices and sharing observations back to Traffic Operations staff when appropriate.

David represents what it means to be a Team Player and his actions embody Civility in our ACE philosophy.

Please tell David on behalf of Traffic Operations, thank you! We appreciate his consistent cooperation and efforts to make both our teams a success!

Aaron Burkett
Manatee County Public Works
Traffic Operations Division Manager
2904 12 Street Court East
Bradenton, FL 34208
Phone: (941)-708-7509
Fax: (941)-708-7506
E-Mail: aaron.burkett@mymanatee.org

David Fawcett is a pleasure to work with. He has a very positive attitude which easily spreads to others. He's always willing to help and very often volunteers to help in small projects that are not a requirement in his field.

When I first started with Traffic Design he was very kind and helped me feel right at home. He was very patient and kind when teaching me knew procedures that pertained to some of our vendor account invoices for his field.

He exercises our A.C.E principals every day with a positive attitude and is a great asset to our community and the Public Works Department.

A handwritten signature in blue ink, appearing to read 'Francisca Backenstross', written in a cursive style.

Francisca Backenstross
Administrative Specialist