

Manatee County Government Administration Building
Honorable Patricia M. Glass Chambers, First Floor
9:00 a.m. - February 9, 2021

February 9, 2021 - Regular Meeting
Agenda Item #4

Subject

Presentation of the February Employee of the Month Award to Jeff Bowman

Briefings

None

Contact and/or Presenter Information

Contact: Tamie Langman, Human Resources, Ext. 3861

Presenter: John Barnott, Building and Development Services Director

Action Requested

Presentation of the February Employee of the Month awarded to Jeff Bowman, Code Enforcement Chief, Building and Development Services 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 \$300.00 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

\$325.00 0010003700-549001-Awards, Ad Valorem Tax

Amount and Frequency of Recurring Costs

None

Attachment: [bowman_EOM.pdf](#)

**MANATEE COUNTY GOVERNMENT
"EMPLOYEE RECOGNITION PROGRAM"
NOMINATION FORM**



(PLEASE PRINT)

DATE: 10/15/2020

EMPLOYEE OF THE MONTH NOMINATION

NAME: JEFF Bowman

DEPARTMENT: BADS DIVISION: CODE ENFORCEMENT

JOB TITLE: Code ENFORCEMENT CHIEF DATE OF HIRE: _____

NOMINATED BY: JOHN HOWARD PHONE#: Ext 3833

Expiration (if applicable): _____ Review _____ ed
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: _____

Nominated Employee(s): _____
Type of Nomination: _____

EMPLOYEE OF THE MONTH NOMINATION

1. **BRIEFLY DESCRIBE THE JOB DUTIES OF THE NOMINEE:** JEFF OVERSEE DAILY ACTIVITIES OF THE CODE ENFORCEMENT DIVISION, HE PLANS AHEAD, UPDATES OFFICERS ON CODE CHANGES, BUDGETING, AND EQUIPS THE DIVISION WITH THE TOOL REQUIRED TO BE EFFECTIVE.
2. **DESCRIBE IN DETAIL (INCLUDE EXAMPLES) OF EXEMPLARY CUSTOMER SERVICE GIVEN BY THIS NOMINEE.** THERE IS NO ONE EXAMPLE, JEFFS CUSTOMER SERVICE IS AN EXAMPLE FOR THE ENTIRE COUNTY. HE APPROACHES ALL SITUATIONS WITH ENERGY & VIGOR.
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?** JEFF HAS TAKEN A DIVISION FLOODED WITH STRESS & CONCERN AND TURNED IT INTO A WORK ENVIRONMENT THAT WE ENJOY & LOOK FORWARD TO BEING A PART OF. THERE HAS BEEN A FEW OF US THAT HAVE CUT OUR VACATIONS SHORT DUE TO THE LOVE OF THE JOB
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.** JEFF HAS ALWAYS ENCOURAGED GROWTH, HIS VISION IS SEEN & RESPECTED BY ALL. INTEGRITY & DEDICATION IS GIVEN IN EVERY ASPECT OF JEFF'S LIFE. MANATEE COUNTY'S CITIZENS & EMPLOYEES ARE LUCKY TO HAVE HIM. HE IS ONE OF A KIND AND HE IS OURS!!
ADDITIONAL EXAMPLES/JUSTIFICATION: SPECIFIC ACCOMPLISHMENTS, COMPLETED PROJECTS, ETC. (EXAMPLE: PROFESSIONAL DEVELOPMENT, VOLUNTEERISM, ETC.)
JEFF'S SELFLESSNESS, BOTH PROFESSIONALLY & PERSONALLY IS EXTRAORDINARY. AND SHOULD BE RECOGNIZED.

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): _____
Type of Nomination: _____

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): _____
Type of Nomination: _____

ADDITIONAL COMMENTS:

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

EMPLOYEE'S SUPERVISOR Approved/Disapproved <i>John Bunt</i>	Date: <i>10-20-20</i>
Supervisor's Comments:	
DEPARTMENT DIRECTOR Approved/Disapproved <i>John Bunt</i>	Date: <i>10-20-20</i>
Department Director's Comments: <i>See attached memo.</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.**



MEMORANDUM

To: Selection Committee
From: John R. Barnott, Director BADS 
Date: October 19, 2020
Subject: Jeff Bowman for Employee of the Month

In August 2014, Manatee County had the great fortune to hire Jeff Bowman as our Chief over the Code Enforcement Division. Since that time, Jeff has created one of the best code enforcement teams in the State of Florida.

Why one of the best? As we continue to go through this COVID19 pandemic, Jeff has transformed his team into a go to group for the County Administrator. Any task that was unusual was handed to Jeff without explanation and told, go do this. Put the program together and make it happen. Over 18 special missions have been completed or are currently taking place. Each one was a huge success.

Before Jeff, the code enforcement team was in major disarray, with no special bond or direction. Jeff transformed that team into a cohesive unit of people who want to come to work, love their community, foster compassion with their customers and like working and socializing together.

Jeff will not be out worked by his team or anyone else. He commits whatever is necessary to make sure his team is taken care of and the task at hand is done with perfection. He has a calming way of defusing a tense situation with his sincere approach to the job.

I am proud and honored to recommend Jeff Bowman as Manatee County's Employee of the month. He will bring honor to the meaning. Feel free to contact me to learn more about my friend and colleague Jeff Bowman.

John

John R. Barnott
Director, Building and Development Services
Manatee County Government
941-748-4501 x-3887

From: John Howard <john.howard@mymanatee.org>
Sent: Wednesday, October 14, 2020 3:07 PM
To: John Barnott <john.barnott@mymanatee.org>
Subject: Jeff Bowman

To whom it may concern;

My subject today is my Chief Jeff Bowman,

Jeff is my boss, Many of us would say that he is a good friend. Many would consider this a weakness, not with Code Enforcement, it has created a higher standard , striving for excellence and achieving perfection. This all started with Chief assuming lead with this group and expanding and fine tuning our role with the community, obtaining the tool we need to perform, and truly caring about us.

This isn't why I am writing this, I believe Jeff deserves recognition not because of the stellar performance at work nor because he's one of the best men I know. Its due to what he does outside of usual working hours.

Yesterday, Jeff asked me to arrange getting a couple of charity totes for a holiday event that the county or BADS is sponsoring for him. He asked me if I would sponsor a family and I agreed and also Signed Tom up for one as well, We are happy to do it. just a small part for the citizens in need.

With that being said, Jeff's daughter has a couple of friends at school that are less fortunate, she explained the story to her Dad and without hesitation he has been assisting these kids. He makes them full, warm and feel cared for. They know that the Bowman household is a safe haven. I find this kind of selflessness unique and appealing.

Jeff is a tough boss, Jeff is a kind boss, Jeff is a boss that cares. He is also a tough, kind Man that cares.

He deserves every good thin that comes to him and more, I also believe he deserves Employee of the Month.

Sincerely, John

John S Howard
Code Enforcement Supervisor
Manatee County Code Enforcement Division
Building and Development Services Department
North River Annex
5030 US Highway 301 N
Ellenton, FL 34222

Untitled

Jeff Bowman is a firm but fair leader whose positive contributions to the Code Enforcement division in his brief 5 years with us can only be described as astounding. Code Enforcement has undergone a major face-lift under Jeff's leadership. Our procedures have been streamlined and modernized. Staff training has been greatly improved. Equipment has been updated and improved. Put simply, if we need it, Jeff makes sure we get it. It has been such a pleasure learning and improving in my position as a Code Enforcement Officer under Jeff's tutelage and guidance. I feel that being observed and celebrated as the Manatee County Employee of the Month is an accolade that Jeff is quite deserving of, and one that is long overdue.

Ben Dornon

Code Enforcement Officer II

Manatee County Code Enforcement Division

Building and Development Services Department

North River Annex

5030 US Highway 301 N

Ellenton, FL 34222

(941) 748-2071

(941) (737-0214) (cell)

(941)749-3094 (fax)

Unlicensed Contractor Hotline

941-749-3084

John Howard

From: Daniela Cotrutaplton
Sent: Thursday, October 15, 2020 12:05 PM
To: John Howard
Subject: RE: Jeff

- 1.) He genuinely cares about and believes in his people. As a great boss he will take the time to ask about an employee's personal life and what we do when we are not at work. We feel valued because he shows an interest in our hobbies, family, and other interests.
- 2.) He shows appreciation. Even a simple thank-you.
- 3.) He communicates a clear vision for the division which helps to engage employees by making us understand why we do what we do. This gets us involved and interested in helping the division achieve its objectives.

(Daniela)

From: John Howard <john.howard@mymanatee.org>
Sent: Thursday, October 15, 2020 9:36 AM
To: Ben Dornon <ben.dornon@mymanatee.org>; Brad Szink <brad.szink@mymanatee.org>; Chet Brown <chet.brown@mymanatee.org>; Cory Hayden <cory.hayden@mymanatee.org>; Ervan White <ervan.white@mymanatee.org>; Kelvin Albritton <kelvin.albritton@mymanatee.org>; Michael Thompson <michael.thompson@mymanatee.org>; Pete Chadziewicz <pete.chadziewicz@mymanatee.org>; Tami Howard <tami.howard@mymanatee.org>; Tanya Shaw <tanya.shaw@mymanatee.org>; Tom Wooten <tom.wooten@mymanatee.org>; Vicki DiOrazio <vicki.diorazio@mymanatee.org>; Zach Stiscak <zach.stiscak@mymanatee.org>; Moira Horgan <moira.horgan@mymanatee.org>; Daniela Cotrutaplton <daniela.cotrutaplton@mymanatee.org>; Robin Dyer <robin.dyer@mymanatee.org>
Subject: Jeff

If any of you could, could you please send me a line or 2 on how Jeff Bowman has impressed you professionally or personally and **please keep it on the Down low**.

Sincerely, John

John S Howard
Code Enforcement Supervisor
Manatee County Code Enforcement Division
Building and Development Services Department
North River Annex
5030 US Highway 301 N
Ellenton, FL 34222
Lobby Hours: 8:00 AM – 4:00 PM

John Howard

From: Zach Stiscak
Sent: Thursday, October 15, 2020 10:48 AM
To: John Howard
Subject: RE: Jeff

John,

Since Jeff Bowman has started in code enforcement, I was not sure what it would be like with him being the new manager. We had several meetings, talks, and lunches. I started to trust him, I was given certain tasks to accomplish, then was given classes to go to, then he allowed me to go through the manatee county leadership program. He showed me how to become a good leader in this community. We don't always know what Jeff is working on, but he is always doing it to better Manatee County. Jeff has brought this division from 5 officers to 17 within 5 years. That is an impressive accomplishment Jeff. I am proud to work with you and call you my Chief. Please keep working for our community and officers. You deserve this.

Zach Stiscak

From: John Howard <john.howard@mymanatee.org>
Sent: Thursday, October 15, 2020 9:36 AM
To: Ben Dornon <ben.dornon@mymanatee.org>; Brad Szink <brad.szink@mymanatee.org>; Chet Brown <chet.brown@mymanatee.org>; Cory Hayden <cory.hayden@mymanatee.org>; Ervan White <ervan.white@mymanatee.org>; Kelvin Albritton <kelvin.albritton@mymanatee.org>; Michael Thompson <michael.thompson@mymanatee.org>; Pete Chadziewicz <pete.chadziewicz@mymanatee.org>; Tami Howard <tami.howard@mymanatee.org>; Tanya Shaw <tanya.shaw@mymanatee.org>; Tom Wooten

John Howard

From: Tami Howard
Sent: Thursday, October 15, 2020 10:09 AM
To: John Howard
Subject: RE: Jeff

Jeff has always impressed me with his knowledge. He is very good at what he does and takes it very seriously.

From: John Howard <john.howard@mymanatee.org>
Sent: Thursday, October 15, 2020 9:36 AM
To: Ben Dornon <ben.dornon@mymanatee.org>; Brad Szink <brad.szink@mymanatee.org>; Chet Brown <chet.brown@mymanatee.org>; Cory Hayden <cory.hayden@mymanatee.org>; Ervan White <ervan.white@mymanatee.org>; Kelvin Albritton <kelvin.albritton@mymanatee.org>; Michael Thompson <michael.thompson@mymanatee.org>; Pete Chadziewicz <pete.chadziewicz@mymanatee.org>; Tami Howard <tami.howard@mymanatee.org>; Tanya Shaw <tanya.shaw@mymanatee.org>; Tom Wooten <tom.wooten@mymanatee.org>; Vicki DiOrazio <vicki.diorazio@mymanatee.org>; Zach Stiscak <zach.stiscak@mymanatee.org>; Moira Horgan <moira.horgan@mymanatee.org>; Daniela Cotrutaplton <daniela.cotrutaplton@mymanatee.org>; Robin Dyer <robin.dyer@mymanatee.org>
Subject: Jeff

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Sincerely, John

John S Howard
Code Enforcement Supervisor
Manatee County Code Enforcement Division
Building and Development Services Department
North River Annex
5030 US Highway 301 N
Ellenton, FL 34222
Lobby Hours: 8:00 AM – 4:00 PM
(941) 748-2071 Ext.3833
(941) (737-0119) (cell)
(941)-721-2054 (fax)

*******Unlicensed Contractor Hotline 941-749-3084*******

John Howard

From: Robin Dyer
Sent: Thursday, October 15, 2020 10:02 AM
To: John Howard
Subject: RE: Jeff

Jeff has taught me not to worry if something is wrong as it can always be fixed!(Don't beat myself up over it) He also encourages me to continue to learn new things.
I admire his extensive knowledge of Code Enforcement

Sincerely

Ms. Robin J. Dyer, Administrative Specialist
Code Enforcement Division
Building and Development Services Department
North River Annex
5030 US Highway 301 N.
Ellenton, FL 34222

(941) 748-2071 Ext 6910
Robin.dyer@mymanatee.org

**Never look down on anyone unless you are helping them up!*

From: John Howard
Sent: Thursday, October 15, 2020 9:36 AM
To: Ben Dornon <ben.dornon@mymanatee.org>; Brad Szink <brad.szink@mymanatee.org>; Chet Brown <chet.brown@mymanatee.org>; Cory Hayden <cory.hayden@mymanatee.org>; Ervan White <ervan.white@mymanatee.org>; Kelvin Albritton <kelvin.albritton@mymanatee.org>; Michael Thompson <michael.thompson@mymanatee.org>; Pete Chadziewicz <pete.chadziewicz@mymanatee.org>; Tami Howard <tami.howard@mymanatee.org>; Tanya Shaw <tanya.shaw@mymanatee.org>; Tom Wooten <tom.wooten@mymanatee.org>; Vicki DiOrazio <vicki.diorazio@mymanatee.org>; Zach Stiscak <zach.stiscak@mymanatee.org>; Moira Horgan <moira.horgan@mymanatee.org>; Daniela Cotrutaplton <daniela.cotrutaplton@mymanatee.org>; Robin Dyer <robin.dyer@mymanatee.org>
Subject: Jeff

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Sincerely, John

John S Howard
Code Enforcement Supervisor
Manatee County Code Enforcement Division
Building and Development Services Department
North River Annex

John Howard

From: Tanya Shaw
Sent: Thursday, October 15, 2020 9:44 AM
To: John Howard
Subject: RE: Jeff

Chief Bowman is always willing to make time to help us with difficult cases even with his busy schedule. He goes out of his way to accommodate you and your schedule to help with personal matters, he blows me away with the amount of information and knowledge he has. Chief, is light hearted, down to earth and funny. He makes it a priority that we are the best officers and representing not only Code Enforcement but Manatee County to the very best and that really matters to me. He is a working Chief not sitting behind a desk all day, he is out there along side of us. He is easy to talk to and when you mess up he does not shame, belittle you. He brings to attention what was done wrong and how it should have been handled. He is extremely professional.

Tanya

From: John Howard <john.howard@mymanatee.org>
Sent: Thursday, October 15, 2020 9:36 AM
To: Ben Dornon <ben.dornon@mymanatee.org>; Brad Szink <brad.szink@mymanatee.org>; Chet Brown <chet.brown@mymanatee.org>; Cory Hayden <cory.hayden@mymanatee.org>; Ervan White <ervan.white@mymanatee.org>; Kelvin Albritton <kelvin.albritton@mymanatee.org>; Michael Thompson <michael.thompson@mymanatee.org>; Pete Chadziewicz <pete.chadziewicz@mymanatee.org>; Tami Howard <tami.howard@mymanatee.org>; Tanya Shaw <tanya.shaw@mymanatee.org>; Tom Wooten <tom.wooten@mymanatee.org>; Vicki DiOrazio <vicki.diorazio@mymanatee.org>; Zach Stiscak <zach.stiscak@mymanatee.org>; Moira Horgan <moira.horgan@mymanatee.org>; Daniela Cotrutaplton <daniela.cotrutaplton@mymanatee.org>; Robin Dyer <robin.dyer@mymanatee.org>
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Sincerely, John

John S Howard
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Manatee County Code Enforcement Division
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5030 US Highway 301 N
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Lobby Hours: 8:00 AM – 4:00 PM
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(941) (737-0119) (cell)
(941)-721-2054 (fax)

*******Unlicensed Contractor Hotline 941-749-3084*******

John Howard

From: Tom Wooten
Sent: Thursday, October 15, 2020 9:36 AM
To: John Howard
Subject: RE: Jeff Bowman

John,

I feel that Jeff has made a world of difference in Code Enforcement not only in our daily operations but in our comradery. Jeff treats us with respect and pushes us to be the best. I admire his work ethic, knowledge and the way he conducts himself. It is a pleasure to come to work everyday and learn from him and know that he supports us in every way.

From: John Howard
Sent: Thursday, October 15, 2020 9:11 AM
To: Tom Wooten <tom.wooten@mymanatee.org>
Subject: FW: Jeff Bowman

FYI

Sincerely, John

John S Howard
Code Enforcement Supervisor
Manatee County Code Enforcement Division
Building and Development Services Department
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*****Unlicensed Contractor Hotline 941-749-3084*****

From: John Barnott <john.barnott@mymanatee.org>
Sent: Thursday, October 15, 2020 9:06 AM
To: John Howard <john.howard@mymanatee.org>
Subject: RE: Jeff Bowman

This is good. Please fill out the employee of the month form and send it to me. I will add further comment and also send emails from others in CE supporting the position.

John Howard

From: Kelvin Albritton
Sent: Friday, October 16, 2020 7:26 AM
To: John Howard
Subject: RE: Jeff

Jeff has been more than just a boss to me. He has also been a great mentor. Seeing him how confident he is give me something to strive for. Me and Jeff have a joke when I tell him " Im going to be Chief one day!" His response is " Yes you will" He never does or say anything negative. My favorite think about him is he is always positive and always so uplifting!

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*******Unlicensed Contractor Hotline 941-749-3084*******

In my tenure as a Code Enforcement Officer, I have had the pleasure of weekly interaction with the man we call Chief. From our first interactions back in December 2019 through current day he has led with both fairness and a sense of humor. He knowledge of our profession seems bottomless yet is willing to share insight and effective protocols with members junior to him in position, never making anyone feel inferior. He enjoys watching each team member grow with knowledge and will be the first to lend support if requested. Some wonder if they have made a difference for the county...Chief Bowman does not need to concern himself with this thought process as he has made a lasting impression on everyone from concerned citizens to fellow members of the BADS team.

PETE CHADZIEWICZ

John Howard

From: Michael Thompson
Sent: Monday, October 19, 2020 9:13 AM
To: John Howard
Subject: RE: Jeff

His knowledge of the expansive LDC and Ordinances is sometimes frightening....

From: John Howard <john.howard@mymanatee.org>
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Subject: Jeff

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Sincerely, John

John S Howard
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