



September 1, 2026 - Regular Meeting

Subject

Presentation of the Team Member of the Month for September 2026

Category

AWARDS/PRESENTATIONS/PROCLAMATIONS

Briefings

None

Contact and/or Presenter Information

Cary Knight, Director of Property Management

Action Requested

No Action Required

Enabling/Regulating Authority

N/A

Applicable Advisory Board

N/A

Background Discussion

Present the Team Member of the Month for September 2026, Danny Swain. Danny is the County Surveyor with the Property Management Department.

Attorney Review

Not Reviewed (No apparent legal issues)

Instructions to Board Records**Cost and Funds Source Account Number and Name**

0010003700, \$380

Amount and Frequency of Recurring Costs

None

Team Member Recognition Nomination Form

Team Member Name(s): Danny Swain

Department: Surveying and Mapping Division

Job Title: County Surveyor

Nominated By: Timothy Johnston

Phone #: 941--748-4501,6223

Award Type: ☒ Team Member of the Month ☐ Team Award ☐ Heroism Award ☐ Safety Award

***** FOR HUMAN RESOURCES PURPOSES ONLY *****

Submission Date: 6/30/2026

☒ Approved ☐ Disapproved

Employee ID: M011723

Date of Hire: 2/15/2025

Certifying the nominated team member(s) are in good standing without any disciplinary actions in the last 12 months.

Please describe why you believe this individual, or team, deserves recognition for the selected award by detailing their actions, achievements, or contributions that go above and beyond their normal duties.

I am incredibly proud to nominate Danny for Team Member of the Month. In the brief time since he was hired—less than two years ago—Danny has completely transformed the direction of our Surveying and Mapping Division within Property Management. He stepped into his role as County Surveyor and immediately brought a level of technical expertise and strategic knowledge that has fundamentally elevated his division.

His expertise was demonstrated during the recent Bridge Pipe Crossing Project, by applying his specialized knowledge and restructuring the project workflow, Danny helped to guide the project to completion with a massive \$1,000,000 in savings for Manatee County. Using his ability to balance immediate fiscal responsibility with long-term growth, he successfully updated and invested in the core capabilities and equipment available to the County Survey Department. While expanding the projects being completed and investing in modern tools, under Danny's leadership the Surveying and Mapping Division has been able to save taxpayers over \$125,000.

Finally, Danny has become a cultural asset to our organization. He actively works to build bridges across local government, establishing proactive collaboration with multiple other county departments. His leadership, fiscal stewardship, and cooperative spirit make him the perfect embodiment of a Team Member of the Month.

Team Member Recognition Nomination Form

Additional Comments:

"Danny is a strong example of how leveraging technology can generate meaningful cost savings for the County. His extensive experience also enables many survey activities to be completed in-house, adding even more value to our operations."

- Charles Meador, Deputy Director, Property Management

I would like to offer my full support for Danny Swain's nomination for Team Member of the Month. While his technical accomplishments and measurable cost savings are impressive, I believe his greatest contribution has been his leadership and the transformation of the Surveying and Mapping Division.

When Danny joined the County, he inherited a team that lacked stability, morale, and direction. Staff turnover had become a significant concern, and the division had struggled to establish consistent leadership. Danny immediately changed the trajectory of the organization by creating a culture of accountability, professionalism, and continuous improvement.

He has invested significant time in developing his staff, providing mentorship, training, and clear expectations while holding everyone to a high standard of performance. Just as importantly, he has successfully recruited and retained high-quality talent, rebuilding the division into a cohesive and engaged team. Since Danny assumed leadership, the division has experienced remarkable stability, with no team members leaving the organization, a testament to the positive work environment he has created.

Danny also understands that exceptional leadership extends beyond managing day-to-day operations. He has embraced technology and innovation to expand the services provided by the Surveying and Mapping Division, improving operational efficiency, and reduce costs for taxpayers. His focus is not simply on completing today's work, but on building an organization that is stronger, more capable, and better positioned to serve the County for years to come.

The difference between a manager and a leader is that managers often allow the work to dictate their actions, while leaders establish a vision, inspire others, and build organizations that consistently perform at a higher level. Danny exemplifies this distinction. He leads with purpose, develops people, embraces innovation, and consistently demonstrates the qualities of a servant leader.

Danny has elevated not only the performance of his division but also the culture of the organization. His leadership has produced lasting improvements that will continue to benefit Manatee County and its residents well into the future. I wholeheartedly support his nomination and believe he is exceptionally deserving of this recognition.

- Cary Knight, Director of Property Management

Nominator Signature: Tim Johnston Date: 6/30/26

Team Member's Director Signature: Cary Knight Date: 06/30/2026

Submit this form to the Human Resources Department at employeerecognition@mymanatee.org.

*** FOR COUNTY ADMINISTRATION PURPOSES ONLY ***

Team Award/Heroism Award/Safety Award: ☒ Approved ☐ Disapproved

Signature: _____ Date: _____