

STANDING OVATION AWARDS:

Each year, Pierce County celebrates the above and beyond performance of our staff and units in advancing the service to our community; as well as improving systems and work environments at Pierce County.

The Standing Ovation Awards have three categories of: 1) Effective Government, 2) Vibrant Communities, and 3) Entrepreneurial Climate; two with categories including Teams and Individuals. This year Pierce County has six (6) Standing Ovation Awards, which were recognized at an annual reception held October 23, 2019.

These are performance-based recognitions with results aligning with the County's vision, mission and values. Recipients demonstrate performance attributes and/or values that are essential to the success of our organization and strengthen our connection to the community we serve. I co-emceed the award reception and wanted to bring forward to the Council the merits of each award recipient, to recognize and thank them for their contributions to Pierce County and our service to the community.

VIBRANT COMMUNITIES:

This award recognizes employees who have made changes that led to safer communities, better behavioral health, a healthier environment, or improved access to housing in the County.

INDIVIDUAL: Benjamin Barrett, Parks and Recreation

PROJECT: Heritage Recreation Center Field Replacement. Heritage Field had the standard material for artificial turf which is crumb rubber (recycled tires). However, this substance had been cited for numerous health concerns and sustainability issues. After careful research Benjamin Barrett found that the product Envirofill provides a reduce in the spread of germs with Microban infusion in the material, a cooler playing surface to avoid the danger of players overheating, and a sustainable and toxin free product. The sustainability outcomes include a cost savings of approximately \$131,436 over the 40-year lifecycle of the Envirofill product.

- Ask that the staff stand to be recognized

11-5-2019 Council Mtg.
Other Business

TEAM: Members from Parks and Recreation, Pierce County Juvenile Court, Planning and Public Works and WSU Pierce County Extension

PROJECT: Pierce Outdoor LIFE (Leadership, Instruction, and Field Experience). This project highlights the partnership between Parks and Recreation, Juvenile Court, Planning and Public Works and the WSU Cooperative Extension to provide court associate youth living in unincorporated Pierce County access to outdoor adventures that provide positive risk-taking behaviors and build a healthy connection between the youth, nature and his or her community. This innovative solution provided “positive probation” experiences that inspire youth to complete their court-requirements in a manner that inspires on-going service and involvement in the community.

- Ask that the staff stand to be recognized

ENTREPRENURIAL CLIMATE:

This award recognizes employees who have made changes that led to lower cost of doing business, improve mobility and infrastructure, increase workforce readiness, and attract, grow and retain more business in Pierce County.

TEAM: Members from Economic Development, Planning and Public Works, and Department of Emergency Management

PROJECT: Executive Priority Project Streamlining. This project addressed delay factors new business may experience in locating to Pierce County. The Permit Streamlining Team partners with applicant consultants prior to any permits being submitted to identify costs, discuss options, staged release plans and troubleshoot design to eliminate permit delays and minimize construction costs. Utilization of cross organizational and department methods have eliminated silos and communication issues.

- Ask that the staff stand to be recognized

EFFECTIVE GOVERNMENT:

This award recognizes employees who have made changes that led to stronger regional leadership, greater accountability for results, continuous improvement of customer service, developed, led and engaged talented employees.

INDIVIDUAL: Mike Fitta, Finance

PROJECT: Personal Card Information Compliance Program. The Department of Licensing has issued more stringent personal card information standards, and Mr. Fitta instituted a PCI training program and compliance process for the Auditor's Office Recording and Licensing staff to safeguard customer debit/credit card information at 33 terminals and used by over 30 staff members. The Auditor's office now exceeds the more stringent compliance standards and is being used as a model for the Department.

- Ask that the staff stand to be recognized

(1) TEAM: Members from Auditor's Office

Project: Restrictive Covenant Modification. After the ban of property covenants discriminating in against race, color, religion, national origin, etc. in 1968, the chain of title for property could potentially still show discriminatory language. Passage of legislation in 2019 allows homeowners to record a Restrictive Covenant Modification document at no charge. The awardees participated in the state-wide work group to help create the document and instructions for customers to record a modification document that met RCW requirements; and resulted in the facilitation of recording 84 Restrictive Covenant Modification documents and assisting the West Slope Neighborhood council (covering 4 plats with over 300 homes) to meet 100% recorded participation. A web page was created and dedicated to customers inquiring about the process of document modification.

- Ask that the staff stand to be recognized

(2) TEAM: Members from Planning and Public Works

Project: Mobile Lactation Station for Field Employees. Federal wage and hour laws require the provision of a private and functional space for new mothers who return to work and need to express milk. This team was presented with the challenge of how to accommodate new mothers returning to work and needing a private space for lactation needs while working in the field. The nominees utilized the existing resource of a van not currently being used. The van was retrofitted with privacy curtains, a table, a cooler and appropriate electricity. This van is now used for new mothers working in the field and travels with the crew to work sites around the county.

- Ask that the staff stand to be recognized

Show video of Heritage Recreation Center Field Replacement

Note: A video has been developed on each project/awardee and all are on the Council website for ease of viewing.

Standing Ovation Award Recipients

AWARD RECIPIENTS				
CATEGORY	TITLE	RECIPIENT(S)		
Vibrant Communities (Individual)	Heritage Recreation Center Field Replacement	Benjamin Barrett		
Vibrant Communities (Team)	Pierce Outdoor LIFE (Leadership, Instruction and Field Experience)	Kyle Wintermute Steve Hill Brian Brandt Becca Boyle Stephanie Leisle	Mark Richards Payton Clements Gail Cook Mary Coleman Kari Ann Elling	Sangkros Lok Cody Jewell Jessica Stone Cindy Haverkamp Ryan Mисley
Entrepreneurial Climate (Team)	Executive Priority Project Permit Streamlining	Kevin Clegg Don Hill Larry Kelly Steve McClain Tricia Bennon Jaime Robinson Becky Garza	Marcia Lucero Cory Ragan Amy Wakefield Amanda Scott Debra Hunter Bill Peterson Lori Roosendaal	Seth Schade Gary Langevin Tami Sisco Jonathan Staats Jeff Kidston Dave Peterson
Effective Government (Individual)	Personal Card Information (PCI) Compliance Program	Mike Fitta		
Effective Government (Team)	Restrictive Covenant Modification	Casey Kaul Cathy Shearer Georgia Cookson	Libby Williams Ann Clark	Rosemary Johnson
Effective Government (Team)	Mobile Lactation Room for Field Employees	Bruce Wagner Bret Fisher Bill Brady		

CATEGORY: VIBRANT COMMUNITIES (Individual Award)

This award recognizes employees how have made changes that led to safer communities, better behavioral health, a healthier environment, or improved access to housing in the County.

Project: Heritage Recreation Center Field Replacement

RECIPIENTS:

First Name	Last Name	Department
Benjamin	Barrett	Parks and Recreation

Summary:

- Recreational fields utilize artificial turf to significantly increase recreation capacity by allowing fields to be used in all seasons and more teams to play.
- Previously, the Heritage Field had the standard material for artificial turf which is crumb rubber (recycled tires). However, this substance had been cited for numerous health concerns and sustainability issues.

- After careful research Benjamin Barrett found that the product Envirofill provides a reduce in the spread of germs with Microban infusion in the material, a cooler playing surface to avoid the danger of players overheating, and a sustainable and toxin free product.
- The underlayment of the field was made of 30% recycled content and is shock absorbent pad which reduces the risk of injury (specifically concussions). It also drains significantly better to ensure a cleaner and drier infill during the rainy season.
- The sustainability outcomes include a cost savings of approximately \$131,436 over the 40 year lifecycle of the Envirofill product.

CATEGORY: VIBRANT COMMUNITIES (Team Award)

This award recognizes employees how have made changes that led to safer communities, better behavioral health, a healthier environment, or improved access to housing in the County.

Project: Pierce Outdoor LIFE (Leadership, Instruction and Field Experience)

RECIPIENTS:

First Name	Last Name	Department
Kyle	Wintermute	Parks and Recreation
Becca	Boyle	Parks and Recreation
Mark	Richards	Parks and Recreation
Sangkros	Lok	Parks and Recreation
Jessica	Stone	Parks and Recreation
Cindy	Haverkamp	Parks and Recreation
Steve	Hill	Pierce County Juvenile Court
Payton	Clements	Pierce County Juvenile Court
Cody	Jewell	Pierce County Juvenile Court
Gail	Cook	Pierce County Juvenile Court
Ryan	Misley	Planning and Public Works
Stephanie	Leisle	Planning and Public Works
Karri Ann	Elling	Planning and Public Works
Mary	Coleman	Planning and Public Works
Brian	Brandt	WSU Pierce County Extension

Summary:

- This project highlights the partnership between Parks and Recreation, Juvenile Court, Planning and Public Works and the WSU Cooperative Extension to provide court associate youth living in unincorporated Pierce County access to outdoor adventures that provide positive risk-taking behaviors and build a healthy connection between the youth, nature and his or her community.
- The program responded to the call for social institutions to partner and create opportunities for urban youth to be freed from labels of being “at risk”.
- This innovative solution provided “positive probation” experiences that inspire youth to complete their court-requirements in a manner that inspires on-going service and involvement in the community.
- Nature based and recreational pursuits are introduced as a means for youth to build healthier, more productive lifestyles. Teens were taught communication skills, problem-solving techniques and positive methods to promote personal growth.

- This program also provided access to several service providers, adult coaches and opportunities to be accessed at the end of program to provide sustainability.
- Due to the success of the program, the partners are pursuing a 2 year extension that will incorporate a mentorship component and post-program activities for graduates.

CATEGORY: ENTREPRENEURIAL CLIMATE (Team)

This award recognizes employees who have made changes that led to lower cost of doing business, improve mobility and infrastructure, increase workforce readiness, and attract, grow and retain more business in Pierce County

Project: Executive Priority Project Permit Streamlining

RECIPIENTS:

First Name	Last Name	Department
Kevin	Clegg	Economic Development
Scott	Sissons	Planning and Public Works
Don	Hill	Planning and Public Works
Larry	Kelly	Planning and Public Works
Steve	McClain	Planning and Public Works
Tricia	Bennon	Planning and Public Works
Marcia	Lucero	Planning and Public Works
Cory	Ragan	Planning and Public Works
Seth	Schade	Planning and Public Works
Gary	Langevin	Planning and Public Works
Tami	Sisco	Planning and Public Works
Jonathan	Staats	Planning and Public Works
Jeff	Kidston	Planning and Public Works
Dave	Peterson	Planning and Public Works
Bill	Peterson	Planning and Public Works
Jaime	Robinson	Planning and Public Works
Amy	Wakefield	Planning and Public Works
Amanda	Scott	Planning and Public Works
Debra	Hunter	Planning and Public Works
Becky	Garza	Planning and Public Works
Jennifer	Frederickson	Planning and Public Works
Jennifer	Connors	Planning and Public Works
Helen	Parks	Planning and Public Works
Lori	Roosendaal	Dept of Emergency Management
Laurie	Bischof	Dept of Emergency Management
Rod	Lasher	Dept of Emergency Management
Dave	Dupille	Dept of Emergency Management

Summary:

- Permitting processes can be a delay factor for businesses locating to Pierce County.

- The Permit Streamlining Team partners with applicant consultants prior to any permits being submitted to identify costs, discuss options, staged release plans and troubleshoot design to eliminate permit delays and minimize construction costs.
- Utilization of cross organizational and department methods have eliminated silos and communication issues.
- This project allowed a streamlined and reliable process and enabled 3 large employers to build or expand their facilities in Pierce County. 220 new jobs were created, and 160 jobs were retained.
- The team also worked on the Best Buy Distribution Center to set a new record of issuing a temporary certificate of occupancy at ten months despite the site requiring infrastructure such as roads, storm drains and sewer. A normal project could have taken 2-3 years.

CATEGORY: EFFECTIVE GOVERNMENT (Individual Award)

This award recognizes employees who have made changes that led to stronger regional leadership, greater accountability for results, continuous improvement of customer service, developed, led and engaged talented employees.

Project: Personal Card Information (PCI) Compliance Program

RECIPIENTS:

First Name	Last Name	Department
Mike	Fitta	Finance

Summary:

- The Depart of Licensing has issued more stringent personal card information standards.
- Mike Fitta instituted a PCI training program and compliance process for the Auditor’s Office Recording and Licensing staff to safeguard customer debit/credit card information at 33 terminals and used by over 30 staff members.
- The result of Mike’s work is the Auditor’s office now exceeds the more stringent compliance standards and is being used as a model for the Department of Licensing requirements of other agencies moving forward.
- DOL stated, “...Mr. Fitta’s work has had a direct impact on how the entirety of DOL will operate going forward”. This work reaches 145 offices and 530 terminals set up to take credit and debit cards statewide.
- This project resulted in stronger leadership throughout the State, greater accountability for results and an improvement to the service we provide customers in Pierce County.

CATEGORY: EFFECTIVE GOVERNMENT (Team Award)

This award recognizes employees who have made changes that led to stronger regional leadership, greater accountability for results, continuous improvement of customer service, developed, led and engaged talented employees.

Project: Restrictive Covenant Modification

RECIPIENTS:

First Name	Last Name	Department
Casey	Kaul	Auditor’s Office
Cathy	Shearer	Auditor’s Office

Georgia	Cookson	Auditor's Office
Rosemary	Johnson	Auditor's Office
Libby	Williams	Auditor's Office
Ann	Clark	Auditor's Office

Summary:

- After the ban of property covenants discriminating in against race, color, religion, national origin, etc. in 1968, the chain of title for property could potentially still show discriminatory language.
- Passage of legislation in 2019 allows homeowners to record a Restrictive Covenant Modification document at no charge. This provides notice in the land title records that racially restrictive covenants are void and unenforceable under law.
- The nominees participated in the state-wide work group to help create the document and instructions for customers to record a modification document that met RCW requirements.
- Results include the facilitation of recording 84 Restrictive Covenant Modification documents and assisting the West Slope Neighborhood council (covering 4 plats with over 300 homes) to meet 100% recorded participation. During one workshop, a notary went to the home of a terminally ill homeowner to facilitate the signature needed to record the document.
- A web page was created and dedicated to customers inquiring about the process of document modification and created instructional brochures for customers. These efforts are an example of the dedication to customer service and exceeding the expectations of PC citizens.

CATEGORY: EFFECTIVE GOVERNMENT (Team Award)

This award recognizes employees who have made changes that led to stronger regional leadership, greater accountability for results, continuous improvement of customer service, developed, led and engaged talented employees.

Project: Mobile Lactation Room for Field Employees

RECIPIENTS:

First Name	Last Name	Department
Bruce	Wagner	Planning and Public Works
Bret	Fisher	Planning and Public Works
Bill	Brady	Planning and Public Works

Summary:

- This team was presented with the challenge of how to accommodate new mothers returning to work and needing a private space for lactation needs while working in the field. There was the problem of how to allow employees working in remote locations to return to a building for the purpose of expressing milk and the potential disruption of an entire work crew and loss of time.
- Federal wage and hour laws require the provision of a private and functional space for new mothers who return to work and need to express milk. Outside of the federal law requirement, this allows mothers to return to work sooner and provides an inclusive and equitable environment for female employees; in accordance with Pierce County's DEI Initiative.
- The nominees utilized the existing resource of a van not currently being used. The van was retrofitted with privacy curtains, a table, a cooler and appropriate electricity.

- This van is now used for new mothers working in the field and travels with the crew to work sites around the county.
- This team was able to keep Pierce County in compliance with law while keeping employees engaged in the workplace. From a DEI perspective, this problem being tackled by a group of male allies to assist their female counterparts demonstrated true equity and inclusion.