



STAFF REPORT

Report To: Board of Supervisors

Meeting Date: October 18, 2018

Staff Contact: Melanie Bruketta, HR Director

Agenda Title: Proclamation and presentation of the Employee-of-the-Quarter award. (Melanie Bruketta, HR Director, mbruketta@carson.org)

Staff Summary: The Employee-of-the-Quarter program recognizes outstanding employees whose efforts have helped the City achieve the strategic goals adopted by the Board of Supervisors and who have demonstrated an effort to fulfill the City's mission, values and vision.

Agenda Action: Other/Presentation

Time Requested: 10 minutes

Proposed Motion

No action-proclamation/presentation only

Board's Strategic Goal

Organizational Culture

Previous Action

On July 19, 2018 the Board of Supervisors presented the Employee-of-the-Quarter award to Jeff Bradshaw, Senior Wastewater Plant Mechanic.

Background/Issues & Analysis

This program recognizes employees whose efforts have helped the City achieve the strategic goals adopted by the Board of Supervisors and who have displayed proficiency at assigned duties, promoted a pleasant working environment, who are dependable, innovative and/or who provide excellent customer service.

An employee can nominate a co-worker who he/she believes is a deserving recipient. The nominations are reviewed by a committee comprised of five employee representatives selected by the City Manager. The composition of the committee includes bargaining unit employees, a Court employee and an Unclassified employee. The committee met on October 2, 2018 and selected Renay Lapaille, Detention Shift Supervisor, to receive the award this quarter.

Applicable Statute, Code, Policy, Rule or Regulation

Employee-of-the-Quarter policy

Financial Information

Is there a fiscal impact? Yes No

If yes, account name/number: 101-0600-413-14-22

Is it currently budgeted? Yes No

Explanation of Fiscal Impact: A \$200.00 award is given to the employee selected as Employee-of-the-Quarter and a \$50.00 award is given to the employee(s) who nominates the selected employee.

Alternatives

N/A

Board Action Taken:

Motion: _____

1) _____

2) _____

Aye/Nay

(Vote Recorded By)



PROCLAMATION

A PROCLAMATION OF THE BOARD OF SUPERVISORS RECOGNIZING RENAY LAPAILLE, DETENTION SHIFT SUPERVISOR, AS THE EMPLOYEE-OF-THE-QUARTER

WHEREAS, Carson City's quality of life attracts talented and loyal employees; and

WHEREAS, every day, Carson City employees put to use their broad array of skills and expertise with efficiency and integrity for the benefit of everyone in our City; and

WHEREAS, Carson City values its employees and acknowledges that recognizing employees for their hard work and dedication is critical to the future health and growth of our City; and

WHEREAS, we owe a substantial debt of gratitude to the Carson City employees and applaud those who go above and beyond in their loyalty and ability; and

WHEREAS, Renay Lapaille, Detention Shift Supervisor, worked with the detained youth in the Murphy-Bernardini Regional Juvenile Detention Center to bring an innovative and exciting plant program into the facility thereby contributing to the fulfillment of the City's mission, values and vision; and

WHEREAS, it is an honor to be selected for this award by your co-workers and it speaks highly of your work performance and how it is perceived by others.

NOW THEREFORE I, Robert L. Crowell, Mayor of Carson City, celebrate the special trust and confidence in the loyalty, integrity and ability of Renay Lapaille and do hereby proclaim Renay Lapaille to be **EMPLOYEE-OF-THE-QUARTER** for Carson City and encourage everyone to join me in this special recognition.

Mayor Robert L. Crowell

Carson City, Nevada



RECEIVED

SEP 06 2018

Carson City
Human Resources

EMPLOYEE-OF-THE-QUARTER NOMINATION FORM

Do you have a co-worker that has displayed: proficiency at assigned duties, promoted a pleasant working environment, dependability, innovation in assigned duties, and/or excellence in customer service? If so, please take the time to nominate the employee for the "Employee-of-the-Quarter" award.

Criteria

Nominations may be made for outstanding performance and/or contributions to the team for activities such as, but not limited to, internal/external customer service, costs savings, productivity/work processes.

Nominating a Co-Worker

To nominate a co-worker, complete this form and submit to Human Resources. Submission can be made in person or by e-mail to: cchr@carson.org.

**Please review the deadlines in the Employee-of-the-Quarter policy.*

Nominee's Name

Renay Lapaille

Nominee's significant contribution: (Please provide specific detailed example(s), please attach additional pages, if needed.)

Please see attachment

Your Name

Ryan Felix

Date

09/05/2018

Your Signature

Department Director/Elected Official Name

Date

Department Director/
Elected Official

Signature

To Whom It May Concern,

I would like to nominate Renay Lapaille for the employee of the quarter. Renay has been with Carson City Juvenile Services for over 5 years. She currently serves as a shift supervisor for the Murphy-Bernardini Regional Juvenile Detention Center. The reason, that I believe Renay should to be employee of the quarter is because of her innovation in her assigned duties, as well as her combined passion for our youth and plants.

On August 13th, Renay approached this writer, about the idea of bringing life into our building. At first, I was unclear as to what she was talking about so I asked her to explain herself. Renay replied “plants”! She continued to explain that bringing live plants into the detention facility could help relieve stress, increase productivity, they can have calming effect on staff and youth as well as help clean the air. Renay concluded by asking “what are your thoughts of purchasing plants for our detention center?” I thought for a moment and said absolutely.

On August 15th, Renay and this writer brainstormed ways that we could continue to impact the lives of our youth who are in our facility. We want to give them something valuable that they can carry with them when they leave our facility and return to their homes, families, communities that will allow them to become productive members of our society. As the conversation progressed, Renay talked about a book she was listening to entitled the Power of Moments by Dan Heath. In the book, the author writes about how humans have defining moments in their lives and meaningful memories that stand out to them. Furthermore, humans have the opportunity to be the authors of their or others defining moments and can rewrite their or others understanding of themselves or others.

On August 16th, Renay’s idea of bringing life (plants) into a rather depressing place (detention) collided with the opportunity to create a defining moment in the life of one of our youth. This youth, who we will call “Arbor” has been on probation for several years, is known to be a violent juvenile and has been in custody for over three months. If you are familiar with confinement, it can be a very depressing and negative environment that has a lot of structure and rules. In addition, confinement takes a heavy toll on the youth’s physical, emotional and mental state. When you interacted with Arbor, you could see that her long stay in detention was beginning to show the ill the negative effects. She started to lose focus, hope and was falling into a state of depression.

When Arbor was approached with the idea of starting a program about plants, she immediately lit up with enthusiasm and stated “I would love to”. For the next few hours, Renay and this youth spent time researching about plants, watering them, cleaning the leaves, coming up with nicknames and learning about the plants. The last thing that Arbor did was put all the information she knew about on 3 x 5 note cards. The note cards were colorful and contained information about the plant, their nicknames, watering times, full name of the plants.

When Arbor finished the note cards, she requested to speak with me so she could present what she learned. When I arrived in her living unit, I was welcomed with a flash of excitement, which was extremely uncommon for this youth. Arbor sprinted thru her door, ran over to the corner where the plants were located and began her presentation. Her presentation was amazing! She spoke with such enthusiasm, knowledge, confidence and concern for the plants it was truly amazing. This was the first time, since her confinement that I witnessed this youth so excited over something. From that day forward until her departure from our facility, Arbor was a different youth. She had purpose, she had hope and she had life.

When I look back on that day, and I reflect upon Arbor's excitement, her sense of hope and accomplishment, I cannot help but think that about the power of that moment. For a moment, Renay was able to create a defining moment in her life that will forever be engrained in her life forever.

Below is a paper that Arbor created and sits in Arbor Corner for all other youth to see and experience.

The benefits of plants are:

- Therapeutic
- Gives Responsibilities
- Gives off good vibe
- Gives more life to the room
- Filters the air
- Calming
- Coping Skills
- A chance to see new life
- A sense of accomplishment
- Sense of pride and purpose
- Sense of company (not lonely)
- Breath of fresh air
- THEY'RE BEAUTIFUL

Respectfully,



Ryan Felix

Carson City Juvenile Services Detention Manager.

