

NEWSLETTER

MAY 2018

Welcome to the First Issue!

This newsletter has been put together by employees, for employees. So, it seems only fitting that it should also be named by employees. Please read this first issue and then send your name ideas to a member of the employee newsletter team: **Aaron Beanan, Doug Bilse, Maria Callander, Sheila Cobian, Scott Donnell, Andrea Dykes, Morgen Fry, Kevin Granse, Ligeia Heagy, Debbie Jo McCool, Paula Melikian, and Kim Stankavich.** Who knows, there could be a prize involved, and you will definitely forever have bragging rights. Article ideas are welcome, too!



#teamcarlsbad

was more than 50 people strong at the Carlsbad 5000 on March 25. City employees and their families, including some kiddos in strollers, went the extra mile at this family-friendly 5K in the Village and beach area. Missed it this year? We'll send an email when the city team is forming for 2019. We'd love to have more city employees (and their families) join us!



Save the Dates



Employee Summer Barbecue
Thursday, June 28, Aviara
Community Park



Employee Holiday Breakfast
& Service Award Recognition
Thursday, December 13,
Omni La Costa Resort & Spa





Carlsbad Academy Spring 2018

Sign up today for one of the many great trainings being offered this spring!

- City bus tour May 17
- Effective presentations May 15 and 23
- Happiness May 24 and 29
- Business writing June 19
- And much more!

Check in with your supervisor for approval, and then register from the Lawson Portal on your desktop.

City Manager's Corner

It's an honor to be included in the first issue of our new employee newsletter. Since I returned to serve as city manager more than two years ago, I have seen so many examples of city staff reaching out to support one another and foster the sense of family we all enjoy. This has and continues to be what makes Carlsbad such a special place to work.

Of course, when we come to work, we don't check all the other parts of our lives at the door. We bring our hopes and dreams. We bring our past experiences and our current challenges. And although we come from so many different backgrounds and support the city mission in so many different ways, what we share in common is profound. That's because we are all here to serve our community, which, to quote one of my mentors, truly is the most noble of motives.

The year ahead of us will be an exciting one – we are definitely in an era where constant change is the new normal, not just here in Carlsbad, but around the world. Rapidly evolving service delivery models, new expectations from the public and constant scrutiny bring added pressure to those of us in the public sector.

Yet, however things swirl around us, one thing is constant and unyielding: that's our humanity. We all see the world through filters, worry about the perceptions of others and let ourselves be defined by false narratives. But we also have the power to wake up every day and reconnect with what's real – with our authentic selves. We all have the choice to be leaders.

My greatest aspiration is to support each of you on your leadership journey, to create an environment here where you are empowered not just to do your best work, but to be your best selves.

And that brings me back to this newsletter. It's about the people who work alongside you. Getting to know each other as people is one of the most valuable contributions we can make to this organization. The more we find those connections among each other, the stronger our organization becomes. Creating a culture where people are first doesn't come from the top. It comes from each of us, every day.

Thank you for everything you do to make this organization great. Most of all, thank you for being you.

Kevin Crawford
City Manager



"Babies first!"



My "authentic self" is somewhere under this pile of grand kids.

Department News

Scott Chadwick, COO

1. Where were you born? **San Diego**
2. What was your first job? **SeaWorld, working in the Information Booth**
3. What was your first car? **A brown 1983 T-top Mustang. The t-tops leaked and it popped out of 2nd all the time**
4. What was your first job out of college? **Technician at University Mechanical, spot welding duct work**
5. What was your job in the Army? **Signals Intelligence Analyst, decoding information**
6. What high school did you attend? **Valhalla High School**
7. What is your favorite TV series? **Seinfeld**
8. What is your favorite book or author? **Kurt Vonnegut**
9. What is your favorite movie? **Jaws**
10. What is your favorite music genre, artist, etc.? **INXS, Beautiful South, Rolling Stones**
11. How did you meet your wife? **We were both working for the City of San Diego. She was a press advisor for Mayor Jerry Sanders and I was the HR Director**
12. What baby names are you and your wife considering? **Not allowed to disclose**
13. What do you like to do in your down-time? Or hobbies? **Spending time with my wife Christina and our dog. I'm also a golf junkie.**
14. Do you have a personal mantra? If so, what is it? **"Slay everyday"**
15. What is something about you that would surprise your new coworkers? **When I was 3 years old I loved to sing the National Anthem and so my parents carted me EVERYWHERE to perform it!!**



HR New Hires & Promotions

New Hire:

Sandra Roth is excited to be the newest member of the HR Team! She is looking forward to a successful career with the City of Carlsbad!

Promotions:

Paul Ho, Silvano Rodriguez, Sarah Reiswig and Kim Stankavich

Community & Economic Development Promotion

Congrats to **Debbie Fountain** for her promotion to director of Community & Economic Development. Debbie has served in an interim capacity since late last year following the retirement of **Glen Van Peski**. Part of the City of Carlsbad team for more than 25 years, Debbie oversaw the city's redevelopment agency for many years and, more recently, has been the head of our Housing & Neighborhood Services Division. She has distinguished herself as a collaborative leader and earned the respect of residents and members of the business community!

Communications and Library & Cultural Arts

Community Relations Manager **Jessica Padilla Bowen** recently left the City Manager's Office to take on a new role at the Library & Cultural Arts Department. Former Community Arts Coordinator **Tonya Rodzach** filled the community relations manager vacancy on the city communications team. Tonya's 18 years of city experience, reputation for getting things done and collaborative style gave her the edge over nearly 400 candidates vying for that position.

Department News



Public Works - Utilities

New Hires:

John Elliott recently joined the Utilities Department as an engineering technician. He will assist the asset management group with entering data into the City's GIS system. Welcome John!

Giovanni Garcia also recently started as a utility worker I in the Utilities Construction Maintenance Division. Welcome Giovanni!

Promotions:

Stephanie Harrison was recently promoted to utilities asset manager. She is now located full-time at CMWD. Congratulations Stephanie!

Achievements:

Ela Karczewski was selected as the WaterReuse California - Staff Person of the Year! The announcement was made at the March 2018 CA WaterReuse Conference. The WaterReuse Association is a professional organization dedicated to the advancement of the recycled water industry, with a focus on desalination and recycling of wastewater.

The City of Carlsbad's Wastewater Division won two awards at the end of calendar year 2017. The division won the CWEA "Collection System of the Year" award, and **Brian Alcalá** won the CWEA "Collection Person of the Year" award. CWEA is the California Water Environment Association - a professional organization dedicated to protecting the water (and wastewater) environment through education and certification.



IT New Hires & Promotions



Congrats to **Maria Callander** on her appointment to IT director. Maria had been serving in an interim capacity since November, during which time she's demonstrated steady, thoughtful leadership and a highly collaborative approach to problem solving. Not only does Maria bring 30 years of technology experience to this position, her 22 year tenure with our organization gives her an in depth understanding of our systems and culture.

The IT department is pleased to have **Ruthann Pearlman** as the City's new client services manager. She was selected from a pool of highly qualified candidates. Many of you already know Ruthann. She was hired in January 2017 as a provisional employee and was instrumental in implementing our new in-house Service Desk. Ruthann will be the "face" of the IT department in resolving technology incidents and will work with all city departments in creating cooperative relationships for the successful implementation of new technology.



The IT department is also pleased to have **Greg Maclellan** join the team. Greg is transitioning from the Utilities Division of Public Works into his new role with the IT department as an application analyst where he will be focusing on Public Works applications as well as HPRM. He has been with the city for 18 years. He has a wife who works for the Carlsbad Unified School District. They have 4 kids; two in college and twin 8-year old boys.

After many years of dedicated service to the City of Carlsbad, **Doug Kappel** has been promoted to the position of IT applications manager. Doug has been with the city for almost 19 years and has had a hand in the implementation of just about every software application in the city. He was originally hired as an applications specialist to support the opening of the new Dove Library. Outside the city, Doug is approaching 30 years as an officer in the Navy Reserve. He enjoys keeping busy with his family which includes his wife Tiffany, sons Dylan (15) and Brendan (10), both competitive soccer players, and their Schnauzer mix, Max. Also, if it wasn't obvious from visiting his desk, he is an avid/ lifelong Green Bay Packers fan.

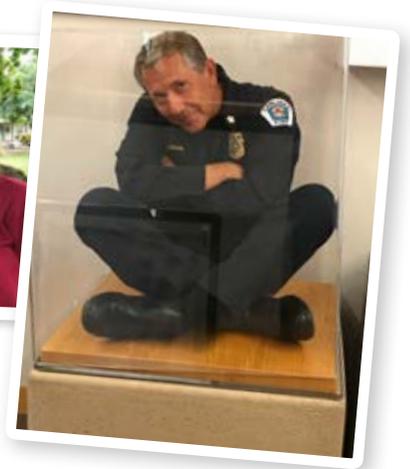


Fire Department Happenings

Fire Chief Davis trades his helmet for a wetsuit! **After 28 years of service and dedication to the Carlsbad community,**



Chief Davis will retire on July 10, 2018. For almost three decades, Chief Davis has offered leadership, guidance, knowledge, experience and friendship to so many people in our organization. To say farewell is bittersweet indeed. Instead we'll just say "Aloha," and enjoy retirement with your beautiful family!



Division Chief **Michael D. Calderwood** will be our next fire chief. Mike brings more than 20 years of experience across every rank in the fire service to this new role. He began his career in the City of Pismo Beach as a firefighter/EMT and gained increasing levels of experience and responsibility before joining the City of Carlsbad Fire Department in 2003. Congrats, Mike C.!

The Fire Department recently held its annual Badge and Promotions Ceremony to recognize significant department events.

Congratulations to paramedic/firefighters **Nick Piccirillo** and **Dylan Delgado** for passing probation after 12 months of training, dedication and extremely hard work.

The department also recognized six new probationary paramedic/firefighters. Congratulations and welcome aboard to **Logan Mezan, Vanessa Murphy, Brandon Willis, Jordan Garcia, Roumayne Spiering** and **Ryan Hicks**.

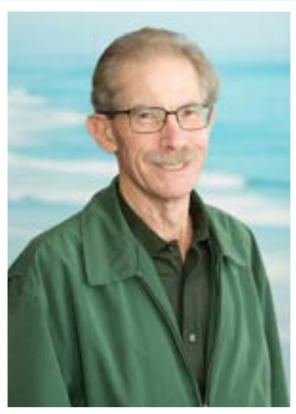


Police News: Promotion

Lt. Steve Thomas has been a sworn Police Officer for 25 years—the last 17 with Carlsbad PD. He promoted to the rank of corporal in 2004 and sergeant in 2008. During Steve's 17 years with the CPD he has been assigned to the COPPS team, FTO program, FET, SWAT team, EVOC instructor, bicycle instructor, canine officer, canine sergeant, the Family Services Unit sergeant and PSSD sergeant. He was named 2013's Supervisor of the Year.



He graduated from the eight-month Sherman Block Leadership Institute in 2016. He has also been the Captain for the department's Baker to Vegas Relay team for several years.



Employee Spotlight

Meet **Robert Ferris** • Public Works Supervisor

Robert has worked for the City of Carlsbad for 28 years and has held the positions of Building Maintenance Worker I, II and Senior. Robert, his wife Diana and their two dogs, Murphy & Oscar currently live in Oceanside. Robert and Diana have been married for 33 years.

Hobbies: Keeping his wife happy!

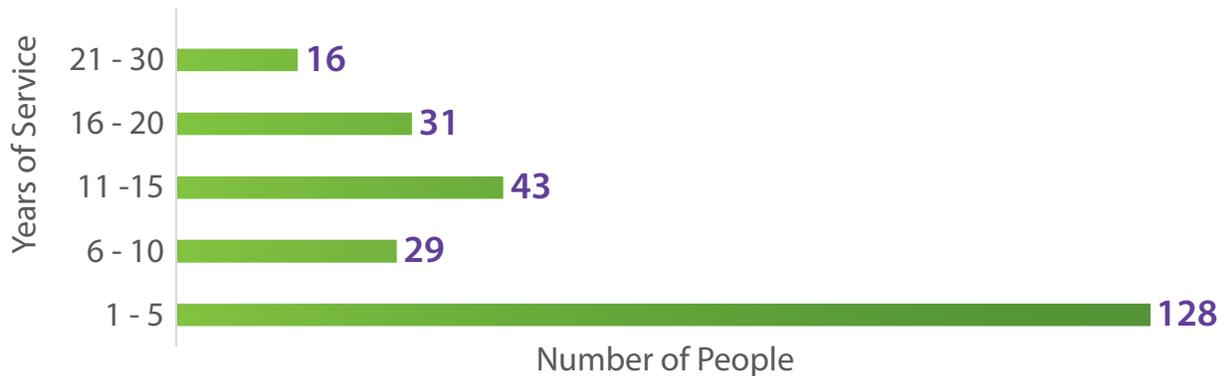
Last Movie Seen: Star Wars the Last Jedi

Most Memorable Vacation: Jedidiah Smith in the Redwoods.

Carlsbad Employee Anniversary Statistics



Total Anniversaries during January - March: **250**



The longest employed individual having an anniversary between January and March is **Scott Rudinger** from Housing & Neighborhood Services at over **36 years!**



The most recently employed individual having an anniversary between January and March is **Kristine Librojo** from Parks & Recreation at **1 year!**



I'm proud that I help make our community better for my family, friends and neighbors every day. And I'm grateful and proud for the opportunity to work with bright, capable, dedicated coworkers who feel the same way.

— **Terry Bradshaw** (29 years)

I love working with an organized city that has reaped the benefits of having an impressive program to trigger important infrastructure as properties develop or redevelop.

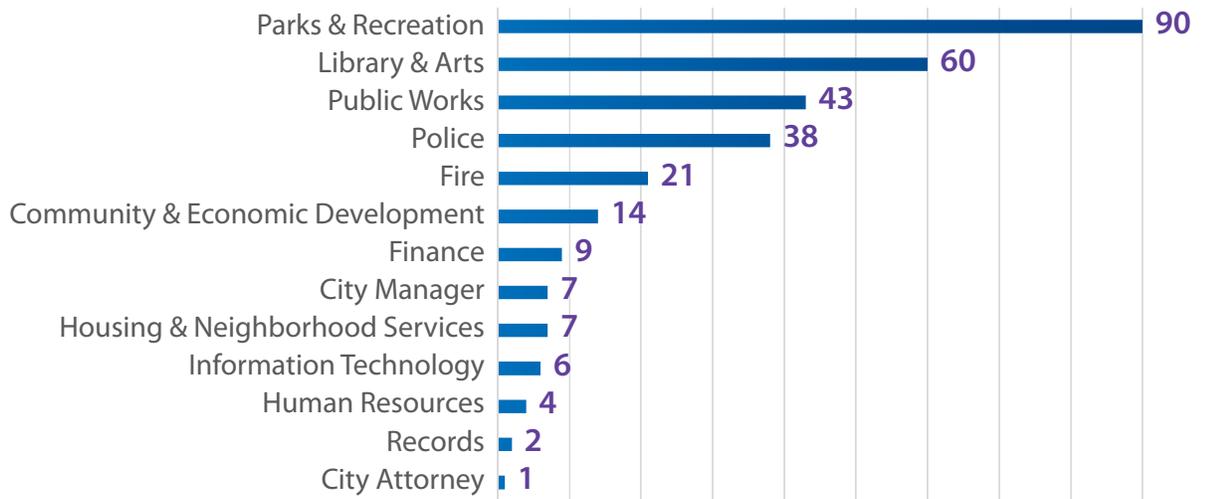
— **Jeremy Riddle** (18 years)

Carlsbad Employee Birthday Statistics



Total Birthdays during January - March: **302**

Birthdays by Department



Percentage of Days in a Month with at Least One Birthday



January



February



March



Date having the **most birthdays** on a single day between January and March is
February 11 with **10 birthdays!**



Number of **Valentine's Day** Birthdays

3



Number of **Leap Year** Birthdays

1



Number of **St. Patrick's Day** Birthdays

5



My favorite thing to do on my birthday is take the day off and have a nice day to myself. I can't always pull this off...the down side of a birthday during budget season! But when I do, I love going for a morning swim, heading to a café for a good cup of coffee and a fresh pastry, settling in on the sofa with a good book, taking a nap and finally, a fun birthday dinner with my family! Heaven! Happy birthday to me.

— **Fiona Everett** (March 7)



My favorite thing to do for my birthday is put myself on both sides of the “interaction spectrum” (I think I just made that up). I like to be intentionally quiet and alone – to think, read, reminisce on the last year, and escape from the busyness of life. But, I also like to spend the evening surrounded by good friends, good food, and drinks.

I also love reminding my mom that she still owes me an ice skating trip – since she forgot to take me for my 8th birthday...

— **Ian Gerhart** (January 8)



Charleigh Rae born March 2 to **Molly** and **Chris** in the Police Department.



Jon and **Vanessa Aasted** welcomed **James Aasted** to the world on 12/23/2017. He is already a master manipulator... which has lead Jon to wonder if this is all a practical joke. If it is a joke, Jon and Vanessa request that it be stopped so they can get some sleep. Regardless, here is a picture of the cutie.



Welcome to the world **Delancey Giorgia Kawecki**, born to **Marissa Kawecki** (City Attorney's Office) and her family on Dec. 11, 2017.



Retail Therapy



Do you like **free clothes**? Since 2010, **Andi Dykes** has hosted a Retail Therapy Luncheon twice a year. It's an excuse to clean out your closets and bring your gently used items in to share with coworkers. There is no cost; if you like what you see, you take it. They order pizza, play some music and enjoy the fun of “thrift store” shopping at City Hall.



Besides clothes, people also bring purses, jewelry and even perfume. Anything that is in good shape and not too dated is welcome. Whatever is left, Andi donates to Goodwill.

If you are interested in participating in the next Retail Therapy, just send Andi an email (andrea.dykes@carlsbadca.gov) and she will be happy to include you. It's the ultimate example of one person's trash being another person's treasure!

Walk this way! Exploring Carlsbad's (sometimes) wild side

By Hy King, guest columnist



Veteran's Memorial Park Loop Trail

Joggers, dog walkers and sunset lovers take note. About a mile from the Faraday Center is a loop trail that explores the future Veteran's Memorial Park. The paths are easy to follow and uncrowded. Your reward is generous views and quiet.

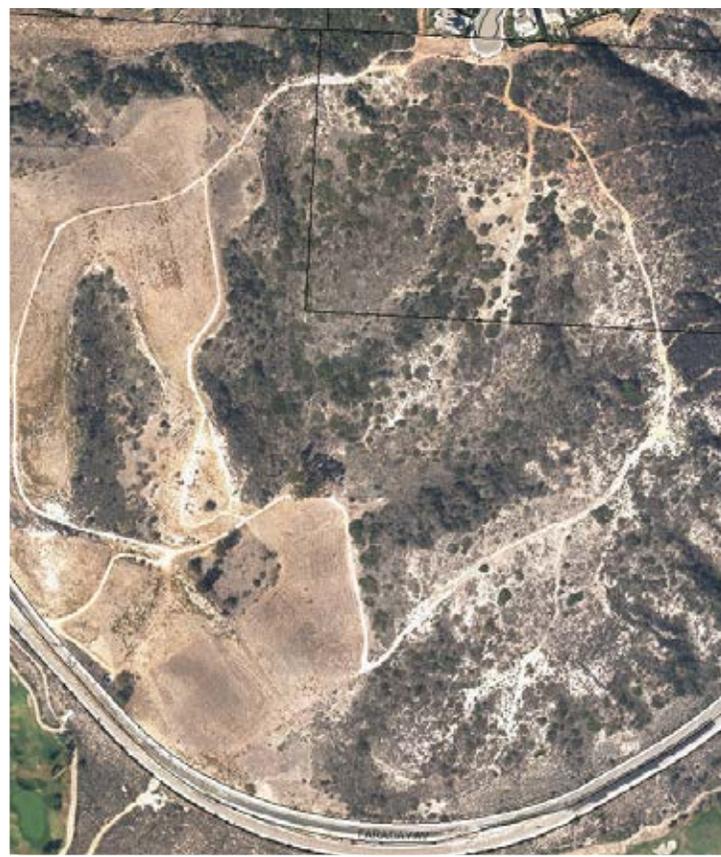
To get there, walk or drive to a mid-point along Faraday Avenue between the Faraday Center and Cannon Road and stop at the trail kiosk on the road's north side. Parking along the road is fine. The hike starts across the sidewalk and heads north along an obvious path toward a small canyon and hillsides. (Just past the sidewalk, you'll see a "Golf Course Trail" sign that points to a path descending along Faraday to a tunnel. More on that one in a future column.)

Soon after starting, the path intersects a dirt road along the base of the hillside. Turn left and start your moderate climb. The trail flattens to a broad area with expansive views and even a bench. Enjoy views to the ocean, power plant (only standing a few more years!), lagoon, and golf course. Homes are nearby, but never too close to intrude.

Continuing on the trail toward the northeast and a higher hill, you'll come to another trail intersection marked by a post and fence. Go right to finish the loop and descend to rejoin Faraday Avenue. So far, vegetation along much of the trail has been stubble due to regularly mowing by the city. On this descent, you'll enjoy views of the park's wilder, unmaintained side.

As an option to turning right, journey straight and steeply up the hill, passing what appears to be a former pond (now dry) on the right. You'll top out near Twain Avenue, fenced to preclude access.

If you continue, you'll head southeasterly, enjoying native plants and far-reaching views. Look for the Faraday Center too. Your trail descends, sometimes steeply, and passes a distant, leaning century plant. The trail then turns sharply and heads back to the start. While a good chunk of this optional route is on private property, plenty of people use it, and "no trespassing" signs are non-existent.



By the numbers (Walking, from the Faraday Avenue trailhead):



Distance: **0.7 mile** (to complete the loop); the option adds .75 mile



Elevation gain: About **120 feet**; the option adds another 100 feet



Time: **15-30 minutes**; the option adds another 15-30 minutes

Did you Know...

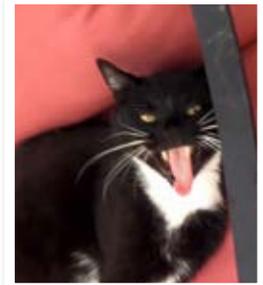
April 11 was National Pet Day? We're happy to highlight employees and their faithful friends. Share your photos with us in the next newsletter by emailing sheila.cobian@carlsbadca.gov.



Aaron Beanan, Finance,
Koda & Neva



Allison Greene, L&CA,
Cat & Hombre



Allison Greene, L&CA,
Fish



Andi Dykes, City
Council, Chloe



Brenda Shea, L&CA,
Gracie



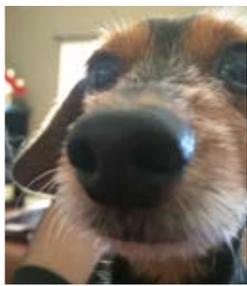
Carrie Scott, L&CA,
S'more



Cecelia Fernandez,
CED, Koopa



Cheryl Gerhardt,
Finance, Sadie



Christina Rodriguez,
CED, Chip



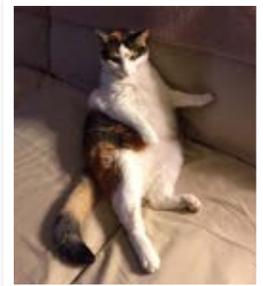
Courtney Pene, CED,
Luna



Curtis Jackson, City
Manager, Grizzly



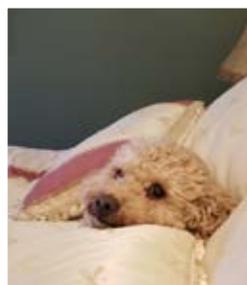
Dan Rosales, Finance,
Gryphyn



Debbie Jo McCool,
L&CA, Cameron



Debbie Jo McCool,
L&CA, Little One



Dulce Gangani, L&CA,
Sparky



Edwin Mendoza, L&CA,
Potato Chip Rock
Brownie



Era Crenshaw, L&CA,
Switch



Erin Peak, L&CA,
Sookie and Animal



Felila Moreno, Clerk,
Rocky



Heather Stroud, City
Attorney, Lily



Hollianne Holmes, CED,
Calypso



Hollianne Holmes, CED,
Cassie & Caramella



James Jones, L&CA,
Ziggy



Jason Goff, CED,
Rollie



Julie Lopez, Finance,
Cy



Jennifer Jesser, CED,
Lilly



Jennifer Johnson,
L&CA, Kitters



Jennifer Johnson,
L&CA, Manchita



Julie Clark, HR, Duke



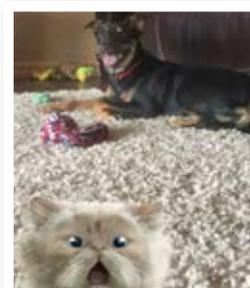
Julie Lopez, Finance,
Cy



Kelly Demille, Finance,
Blue & Charlotte



Kim Stankavich, HR,
Brutis



Kim Stankavich, HR,
Leo & Hello Kitty



Laurel Matais, L&CA,
Holly



Marie Lundquist, L&CA,
Christal



Marie Lundquist, L&CA,
Freckles



Marina Amaral, HR,
Inigo Montoya



Marsha Weeks, L&CA,
Tasha



Megan VanZandt,
L&CA, Murley



Michele Tacket,
Finance, Lily



Mimi Kim, L&CA,
Benji



Molly, Anonymous



Nikole Slagal, L&CA,
Penney Annie Dot



Pam Drew, CED,
Kali Kat



Pam Drew, CED,
Kaweah



Pam Drew, CED,
Kealani



Pam Drew, CED, Maki



Sandra Roth, HR,
Chase



Scott Chadwick, COO,
Truman



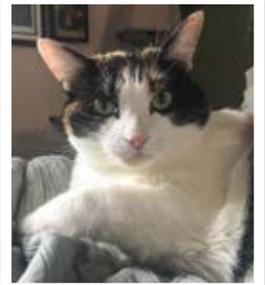
Scott Donnell, CED,
Leia



Sheila Cobian, Clerk,
Rachel



Sheila Cobian, Clerk,
Sleeper



Shelby Beauregard,
L&CA, Irene



Sheri Hanlon L&CA,
Leila, Buddy



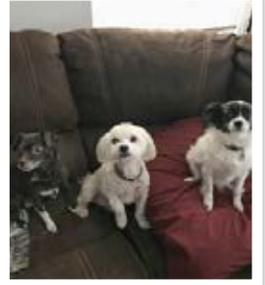
Sheri Hanlon L&CA,
Rocco



Tammy McMinn, Clerk,
Buddy and Brindle



Tammy McMinn, Clerk,
Darla



Tammy McMinn, Clerk,
Izzy, Oakley and Abby



Tim Carroll, CED,
Charlie and Blackjack



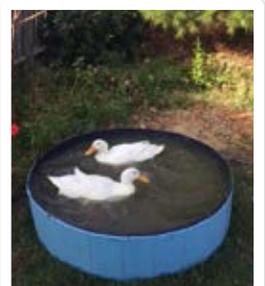
Tracy Harrison,
Finance, Brandy



Tracy Harrison,
Finance, Loki



Viktor Sjoeborg, L&CA,
Albert



Wendy Wiegand, L&CA,
Daisy & Dolly



Wendy Wiegand, L&CA,
Foster baby - Bean



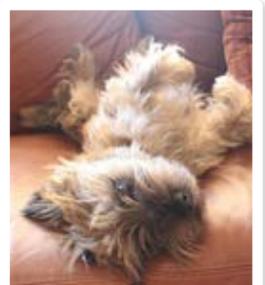
Wendy Wiegand, L&CA,
Jake



Wendy Wiegand, L&CA,
Marcus



Wendy Wiegand, L&CA,
Monarchs out to dry
before flight



Zachary Moore, L&CA,
Tuck

