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CITY OF GERMANTOWN

Date: September 17, 2010

To: SPIRIT Review Committee

From: Kinney Spray

Nominated Employee: Bethany German

I would like to nominate Bethany German for the SPIRIT Award this quarter. In the rest of this letter I am going to give you the reasons that I think she deserves the City of Germantown SPIRIT Award.

Service Excellence

Beth is always respectful to all whether it is other employees or citizens and in the Animal Shelter you deal with different opinions and views on regular basis. No matter what the opinion or view maybe Beth is always polite and courteous and answers people in a respectful friendly manner.

Beth is always flexible and trying to help everyone if possible and if she don't know the answer immediately she takes the initiative to find out the right answer and respond in a timely yet accurate manner trying to please everyone.

Several times I have caught loose dogs running loose in the city or see one in danger of being injured and Bethany is very quick to respond. When I have animals and have brought them to the shelter the staff is very quick to find and address if it has collar and gets right in touch with the resident and make sure the animal is returned safely but if it is an animal that is a problem she follows the proper protocol.

Producing a+ Results

Beth and the crew at the Animal Shelter use their money and resources very effectively by attempting to make repairs in house if there is damage to the cages or pens. Under Bethany's direction, they look to have the work performed by Public Works staff if possible, but are careful not to interfere with Public Works performing their routine tasks.

The department at the shelter looks at problems they have had in the past and evaluates them to find solutions. The Animal Shelter has A+ result because they go above and beyond to please all citizens and a lot of animal lovers. One of the other reasons I feel she produces A+ results is because she goes around to all the schools in Germantown and teaches thousands of kids how to properly and humanely care for pets. By doing this the Germantown Animal Shelter is really making a difference in the community and as a result, receives donations from some of the schools and residents in the city.

Initiative

I believe Beth has more initiative than any other City of Germantown employee. When Beth has animals in the shelter that require special attention she will take them home on her days off and give them the special care they need to get back on their feet. Then the animal can be healthy fun loving pet for

someone in the City of Germantown to adopt. Beth has also helped me find homes for pets that people have to get rid of because of the economy or job transfers. She always goes above and beyond to help find good homes even if it is not in Germantown.

4 **Responsible**

Beth always takes on new tasks or jobs with a great attitude. She is straight forward and honest the way all employees should be. She makes sound decisions while acting with integrity and fairness in every way possible.

5 **Innovative**

Beth is very innovative. She finds a way to keep making the Weenie Race a success, and as a result, it seems to get and better every year. The most innovative thing I believe she has done is using her artistic talent to paint the mural on the inner office wall of the Animal Shelter. This gives the area a friendly atmosphere.

6 **Teamwork**

Beth is real team player and actively supports decisions made by Administration. She has an outstanding staff that respects her because she never asks any employee to do anything that she wouldn't do herself. If she asks for help from other departments she is right in middle helping. For example, we have helped her catch stray dogs that were hard to catch and the entire time he was right in the middle making sure that it was done humanely and properly.

I hope the reasons I have stated in this letter are enough to help Beth German receive the SPIRIT AWARD in the City of Germantown.