

DATE: May 11, 2011

SPIRIT Nomination

Employee's Name: Kinney Spray, Assistant Superintendent of Public Services Operations

Nominator's Name: Bo Mills

Service to the City of Germantown: Kinney has served the residents of Germantown for 24 years.

Service Excellence: Kinney is such a hard worker in service to his fellow department members and to the residents of Germantown. He takes care of things immediately when he learns of an issue or a need. He automatically picks up the ball and runs with it until the point of satisfaction is reached. He has an amazing mind being able to remember names, details of the past and quite often remembers the exact date. When a citizen has a need he listens, understands and acts. He never loses sight of the City's policies and procedures but uses every available strategy to address the request. He is creative, but more than that he is smart. He figures out alternatives to problems to reach the desired outcome. He is flexible in that he can adjust to any situation even frequent emergency situations to cost effectively and with efficiency address the problem.

Producing "A+" Results: Kinney assist the Superintendent of Public Services Operations in directing the work of five crews. These crews are responsible asphalt, concrete, storm water, street signs and pavement markings. As is normal in Public Services, his crews are called upon to do many non-traditional functions such as moving furniture, assisting other departments and providing equipment and labor for any of a number of activities. Kinney helps to guide these efforts. His depth of understanding of Public Works issues, through his 24 years of experience, gives him a great foundation upon which to evaluate programs, outcomes and expectations. He has personally performed all of the jobs he is directing others to accomplish now. He understands what is needed and puts into motion the people, material and processes to get the job done. The citizens appreciate his proactive approach.

Initiative: Kinney will get the job done! He is especially savvy during emergency situations and often thinks of resolutions others have overlooked. He has a knack for planning and is a future thinker.

Responsible: Responsibility is something Kinney has never shied away from. He truly looks to put the people and equipment in the right place to accomplish what is desired. He will even do it himself if it seems trivial to others. Kinney has taken on the responsibility of preparing his division's SOP's and PAT's even serving on committees to facilitate these practices. Mr. Lawton commented to me once that, "Kinney actually gets it"; meaning that Kinney buys into the triple bottom line concept of managing the resources and responsibilities of this City.

Innovative: Kinney constantly thinks outside the box designing methods or procedures to accomplish the work in a most cost effective manner. He always keeps the customer's needs and desires up front as he makes decisions. He is always polite and cooperative with our customers.

Teamwork: Kinney is certainly an integral part of our Public Services team. We are fairly small and divided into many different work groups; however, any team leader or team member for that matter is able to go to Kinney for help to accomplish the task. Often a certain material or a special tool is needed. The guys go to Kinney to facilitate this need. Kinney is respected by all of our vendors. Often he helps them understand our needs via telephone or email interaction. He will not let things float. He takes care of things immediately. This is ingrained into his being. He keeps his superiors informed of his actions.

In Summary: The key to Kinney's success is his dedication, hard work, intelligence and his knowledge. I appreciate him because he makes the Superintendent of Public Services Operations, me and this Department look good. Not just occasionally, but every day. For this reason in particular, I am proud to nominate him for the Germantown SPIRIT award. Maybe if he wins it will say thank you to him for his part in making this a GREAT City and the Street Department one of the most productive groups in the City. The Germantown Vision 2020 document has as the City's Mission the following statement:

"Germantown City Government is financially sound and well governed. The City provides exceptional services, responsive to citizen's needs and top-quality facilities, parks and infrastructure."

Kinney exemplifies this statement!

Respectfully submitted: Bo Mills, Director of Public Services