

City of Germantown

SPIRIT Nomination Form

Employee's Name: James Andrew Griffith Dept: Police

Nominator's Name: Allyson Janelli Date: 9-15-15

Describe how the nominee demonstrates the core values of service excellence, producing A+ results, initiative, responsibility, innovation and teamwork. Statement should include detailed examples and can be no longer than 2 pages in length.

I would like to nominate Officer James Andrew "Andy" Griffith for the City of Germantown SPIRIT Award. Andy is a one-of-a-kind (in a great way) man who deserves proper recognition for all he does to make the City, its citizens, and the people he works with.

1. Service Excellence- Officer Griffith is the model for Service Excellence. As a school resource officer, he has the daunting task of balancing the needs and wants of the students, faculty, staff, and parents of the school with maintaining their safety and upholding the law, and meeting the needs of the Department. Officer Griffith is constantly meeting with parents and staff to make sure that he is doing everything he can to maintain order in the school and provide counseling and mediation whenever necessary. He also takes on the jobs at the Police Department that most other officers dread. Officer Griffith goes out and directs school traffic whenever asked, or whenever he sees the need for extra assistance; he does prisoner transports for court multiple times on Wednesdays and even stays late to do the post-court prisoner transports, because, let's face it, who ACTUALLY likes going to 201 Poplar? If another officer asks him for help, Officer Griffith is right there. If his supervisor, or another supervisor asks him to do a task he is not regularly assigned to do, he does it, with a smile, and NEVER complains. And, when Officer Griffith is not working at the Police Department, he is serving as a reserve Firefighter with the Germantown Fire Department, answering citizen's calls for fire assistance as well.
2. Producing "A+" Results- Officer Griffith does his best everyday to ensure that he is at the top of his game. He is careful with City equipment so as not to damage any City property and cause funds to be spent on repairs when they could be spent on much more lucrative and important needs for the City and its citizens. He is constantly looking for and applying for low-cost training that will better his skills as a school resource officer, and a patrol officer, so he can best serve and protect the students at Houston Middle School and the citizens of Germantown. If he makes a mistake, he learns from it and takes what he learns and applies it in future endeavors so he can effectively, and correctly, handle anything that comes his way.
3. Initiative- Officer Griffith is constantly going above and beyond the call of duty. When he is not actively patrolling his school, he is helping uniformed patrol. He regularly volunteers to work court positions, in addition to prisoner transports. He is constantly working at special events to make sure there is proper staffing so the event runs smoothly and that the participants and citizens are safe. As he is the only officer in his school and makes every effort to handle any situation that comes up without tying up patrol officers, who could be needed elsewhere. When school is not in session, Officer Griffith is right back on the streets of Germantown, patrolling neighborhoods, answering calls for service, and doing everything he can to actively enforce the

laws, protect the citizens, and help anyone in need. Officer Griffith rarely takes a day off, and all but never calls in sick. He does what he loves, and he always steps up when needed.

4. Responsible- It is not often that Officer Griffith makes a mistake, but when he does, he owns up to his actions, even if it means facing a disciplinary action. (For example, if he hit a curb and busted the tire of his squad car, he would admit to it, even if it means receiving a written reprimand.) Officer Griffith is much like the television character of the same name (Andy Griffith Show); I have never known him to tell a lie and he is a model of integrity. He is one of the most honest people I have ever had the pleasure and opportunity to know. In the incredibly rare instance he cannot do something asked of him, he will explain why he cannot do it. He actively tries, within the scope of law and policy, to do anything asked of him. The word “no” is sparsely heard when it comes to Andy. Officer Griffith is almost all smiles all the time. He is caring and compassionate and never displays a negative attitude. He treats citizens the way he would want his family treated in the same situation. He is fair in his enforcement of the laws and ordinances of the City and state. If I had to have an officer stop me in traffic, or come to my house, I would want them to be like Officer Griffith.
5. Innovative- Officer Griffith is constantly trying to streamline the way he does things to promote efficiency. Whether it is improving traffic direction for the car pool lanes or set-up for school events, he is always trying to find a way to make it safer for the students and easier on the teachers and parents. Whenever something new comes along, Officer Griffith does not complain about the change, but rather he embraces it and does his best to ensure he fully understands the entirety of what the changes mean and require of him. When a situation arises where an issue could have been handled differently, Officer Griffith takes the time to evaluate the situation, evaluate the outcome of the actions taken, and reassess what, if anything could have been done differently so as to improve the outcome in the future.
6. Teamwork- Officer Griffith is the ultimate team player. He easily moves from role to role, post to post, taking care of his part and making sure it fits in with everyone else’s work. He always shows up when needed and actively engages in activities that require a group effort. At any special event hosted by the City or the school Officer Griffith is working side-by-side with fellow officers, citizens, and school faculty. As a volunteer firefighter, Officer Griffith has to work as a team with the other firefighters so they can perform their life-saving tasks to their full potential. He is one of the most dependable employees in the City of Germantown and would do anything (legal) for the City, the Police Department, the Fire Department, the students, and the citizens.

Officer Griffith is a genuinely amazing person and phenomenal City employee. There is nothing he would not do to help a person in need. He is caring, compassionate, hard working, and pulls more than his fair share of the weight of responsibility for his position within the City. I truly believe that Officer Griffith deserves to be recognized for all of his efforts, especially since he does them with no expectation of reward. He works hard because it is his way of showing how much he cares for and believes in the City of Germantown, the Germantown Police and Fire Departments, and the citizens of Germantown. Thank you for considering him as a candidate for the City of Germantown SPIRIT Award.