



**INTEROFFICE MEMORANDUM
EMPLOYEE RECOGNITION FOR OUTSTANDING JOB PERFORMANCE**

DATE: July 29, 2026
TO: Odis Jones, City Manager
THROUGH: Kenneth Powell, Fire Chief
FROM: David Rindels, Battalion Chief
SUBJECT: Employee Recognition for Outstanding Job Performance – **Nicholas Mendes**

BACKGROUND

It would be appropriate to recognize Captain Nick Mendes as an outstanding department member. Nick has displayed constant positive leadership over the years and has participated in programs that are essential to the success of the department. He is a member of the Leadership Culver City group, the department's TLO, and extremely active as the A shift paramedic coordinator. Nick never looks for recognition, but I feel that he deserves it.

AUTHORITY

According to Civil Service Rule 15.2 and 15.3, employees exemplifying outstanding job performance criteria may be recognized for their performance through the Outstanding Job Performance Recognition program. The program allows for single awards or a combination of any of the outlined recognition awards.

RECOMMENDATION TO APPROVE

That the City Manager approve the Outstanding Job Performance Recognition award pursuant to Civil Service Rule 15.4 for Nicholas Mendes, Fire Captain, to receive an award of one (1) working day off with pay.

Approved By

Odis Jones

Odis Jones, City Manager

07/21/2026

Date