

# Culver CITY

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## INTEROFFICE MEMORANDUM EMPLOYEE RECOGNITION FOR OUTSTANDING JOB PERFORMANCE

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**DATE:** May 21, 2025  
**TO:** John Nachbar, City Manager  
**FROM:** J.R. Wright, Chief Information Officer  
**THROUGH:** Johnnie Griffing, Systems Support Manager  
**SUBJECT:** Employee Recognition for Outstanding Job Performance - **JUSTIN NUNEZ**

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### **BACKGROUND**

Justin has consistently demonstrated a deep sense of responsibility, empathy, and technical proficiency that sets him apart. His ability to resolve complex issues quickly and efficiently, while maintaining a calm and reassuring demeanor, has earned the trust and gratitude of countless users across the city. What distinguishes Justin is not just his technical acumen, but his people-first approach. Justin treats every interaction as an opportunity to create a positive experience—listening patiently, communicating clearly, and ensuring that each person feels supported and respected. When addressing the high-priority, VPN security incident & subsequent outage Justin consistently brought professionalism, kindness, and attention to detail to quickly migrate users to the alternate solution. In every sense, Justin exemplifies the values of excellence, service, and humanity. His performance is not only outstanding in technical terms, but also in the positive impact he has on people each and every day.

### **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**

For the City Manager to approve the Outstanding Job Performance Recognition award pursuant to Civil Service Rule 15.4 for Justin Nunez to receive one (1) working day off with pay and a cash award of \$500.00

Approved By



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John Nachbar, City Manager

05/23/2025

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Date