

# Culver CITY

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## INTEROFFICE MEMORANDUM EMPLOYEE RECOGNITION FOR OUTSTANDING JOB PERFORMANCE

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**DATE:** May 20, 2025  
**TO:** John Nachbar, City Manager  
**FROM:** Kenneth Powell, Fire Chief  
**THROUGH:** Roger Braum, Assistant Fire Chief  
**SUBJECT:** Employee Recognition for Outstanding Job Performance - **SPENCER HENRY**

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### **BACKGROUND**

On January 18th, 2025, Engineer Spencer Henry and his crew responded to a carbon monoxide alarm at a residential unit on the 3rd floor of an apartment building. Upon arrival, they detected low levels of carbon monoxide but were unable to immediately determine the source of the readings. While many would have considered the situation resolved based on these limited readings, these firefighters exhibited remarkable foresight and professional dedication by deciding to conduct an additional search on the 4th floor.

During their investigation, Engineer Spencer Henry and his crew discovered three unconscious victims suffering from severe carbon monoxide poisoning. The environment was already dangerously saturated with the toxic gas, putting the lives of everyone in the building at imminent risk. Despite the lethal conditions, these firefighters demonstrated unparalleled bravery as they carried each victim to safety, ensuring their survival in an atmosphere where the danger was both immediate and life-threatening.

### **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 Spencer Henry to receive one (1) working day off with pay.

Approved By



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John Nachbar, City Manager

05/23/2025

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Date