

a newsletter for city employees to keep us on...
the same page

welcome our new city manager

Welcome City Manager John Fischbach. John says his management style is to “not ask more of anyone than he would ask of himself; to make sure staff knew what was expected of them and get them the resources to do it; and then to get out of the way and let staff do their jobs.”

John has worked in municipal administration for more than 30 years as city manager for Fort Collins, Colorado, Vancouver, Washington, Lake Forest, Illinois, Robbinsdale, Minnesota; and county administrator for Jefferson County, Washington.

John has a master’s degree in public administration from the University of Kansas; a bachelor of arts in political science from Pacific Lutheran University in Tacoma, Washington; and certification in public administration and urban affairs from Oregon State University.

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“As an employee, you are the most valuable asset of the City. Let’s all work together and celebrate our many successes and learn from our few mistakes,” John said.

meet john at the next ice cream social

The next City of Goodyear employee ice cream social will be held Tuesday, May 13 from 12 to 1:30 p.m. at the Water Resources Administrative Facility training room.

Goodies and raffle prizes!
Don’t miss it!

get the picture

Stop by Human Resources and see our Employee Walls photo exhibit. Is your picture there?



take the steps to be a leader with the professional development series



The Professional Development Series (PDS) is designed to meet several objectives:

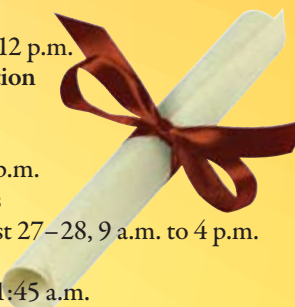
- Build knowledge and skills in 22 core competencies important for success as a City of Goodyear supervisor
- Provide essential tools and resources to be an effective leader in achieving organizational goals
- Promote excellence in the execution of City of Goodyear Human Resources policies, guidelines, and practices
- Establish partnerships and communications among supervisors across the organization.

Employees must attend at least 11 of 13 scheduled classes and Leadership Mirror to earn the PDS certificate at that series' graduation. If a participant misses two sessions and receives a certificate, make-up sessions are required. Graduation will be held on September 8. Four classes in the PDS fulfill annual employee training requirements: **Interviewing and Selection** and **Conflict Resolution** (ethics); and **Crucial Conversations** and **Employment Law** (harassment prevention).

- **FOCUS: Achieving Your Highest Priorities**
Suggested dates: June 9, 9 a.m. to 4 p.m.
- **7 Habits for Effective Managers**
Suggested dates: June 18–19, 9 a.m. to 4 p.m.
- **Strategic Planning**
June 25, 9 a.m. to 12 p.m.
- **Employment Law**
June 25, 1 to 2:15 p.m.

- **Interviewing and Selection**
June 25, 2:30 to 4 p.m.
- **Motivation and Retention**
July 16, 9 a.m. to 12 p.m.
- **The Individual, The Team, The Customer**
July 16, 1 to 3 p.m.
- **Performance Management**
July 30, 8:30 a.m. to 4:30 p.m.

- **Conflict Resolution**
August 6, 8:30 a.m. to 12 p.m.
- **Coaching and Delegation**
August 6, 1 to 4 p.m.
- **Change Management**
August 13, 9 a.m. to 4 p.m.
- **Crucial Conversations**
Suggested dates: August 27–28, 9 a.m. to 4 p.m.
- **Leadership**
September 8, 9:45 to 11:45 a.m.



Register for these classes on the LMS. A link to the LMS and access instructions can be found on eSite. Please call the Help Desk at ext. 7850 if you have problems logging in. Class dates, times, and locations are subject to change. Please use the LMS as the most current source for class times and locations.

university of the incarnate word and city employees

The University of the Incarnate Word (UIW) is committed to the City of Goodyear and its valued employees. Realizing the time and financial sacrifice you make to obtain your college degree, UIW will help ease both these burdens:

- No application fees for City employees
- Tuition deferment: you don't pay for a class until after you have received your tuition assistance/reimbursement.
- Tuition freeze. If you maintain full time status for five of your first six terms, you will never have a tuition increase.
- Accelerated eight-week terms
- Flexible evening, weekend, or online classes
- Classes held in Goodyear

Please contact UIW at 623-523-3226, swatzell@uiwtx.edu or www.arizona.uiw.edu



congratulations on your new opportunity

Lisa Carlin
Building Inspector II
Community Development



Lisa

Aaron Chavez
Fire Captain
Fire



Aaron

Wade Denny
Fire Captain
Fire



Wade

James Dougal
Detective
Police



James

Maureen Scott
Deputy City Clerk
City Clerk's Office



Maureen

Chris Virgo
Telecommunications
Supervisor, Police



Chris

Crystal Whelan
Court Clerk III
Municipal Court



Crystal

Paul Riccio
Police Officer
Police



Paul

Shelley Tarasewicz
Telecommunications Operator
Police



Shelley

employee referral program is a bonus for you



Since the inception of the employee referral program in July 2007, there have been 13 employees who have received referral bonuses for applicants they referred who were hired. As a result of the referrals made by current employees, we have EIGHT new Police Officers, a Recruitment Specialist, a Staff Assistant, a Parks Worker, a Building Permit Technician and a Mail and Copy Clerk. We even have one employee who has received two referral payments for his referrals of two Police Officers who were hired.

If you are referring an applicant, make sure that they select "Referred by a City of Goodyear Employee" under the "How did you hear about us?" section and that they list your name under "If you were referred by a City of Goodyear Employee, please list referring employee's name" section so that you will receive credit for the referral.

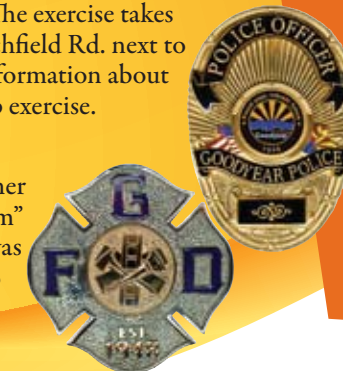
Check out the Employee Referral Program requirements in Guideline 315 of the policy manual (look on eSite under Policies) to find out how you can earn \$200 to \$400 by making a referral.

Thanks to all of you for your help in recruiting the best and the brightest!

fitness and fun!

Goodyear employees and their families can participate in the Crossfit Boot Camp Exercise program Saturday, May 3, from 8 a.m. to 10 a.m., conducted by Firefighter Tom Hofer. The exercise takes place at Goodyear Community Park, 3151 N. Litchfield Rd. next to Fire Station 3. The program will include fitness information about nutrition, proper form, etc., as well as a boot camp exercise. It's a great workout and it will be tons of fun!

Tom is a certified Level I Crossfit Instructor/Trainer and has extended his website "workoutarizona.com" to all City of Goodyear employees. This website was designed as a resource for Goodyear firefighters to inspire one another to get into top condition.



join the team

Have you ever wondered what it would be like to help save lives or make our community safer? Have you ever thought about becoming a police officer or firefighter? Join us Friday, May 16 from 11 a.m. to 12:30 p.m. in the City Hall HR Training Room to learn what it takes to join the Goodyear Police and Fire departments! Police and Fire representatives will present an overview of their departments and explain the process of becoming part of their team! If you would like to attend this meeting, please contact Sabrina Solie at ext. 7765 or Melani Neagle at ext. 7762.

what to do after an automobile accident

If you are ever involved in an automobile accident while on the job, here are some simple steps to follow.

1. Stop immediately, but do not obstruct traffic if possible.
2. Keep calm.
3. Call 9-1-1.
4. Help injured, but do not move anyone unless necessary.
5. Make no admission and take no blame.
6. Do not accept claim settlements on the spot.
7. Secure contact information of other drivers, witnesses, and injured persons.
8. Make a rough drawing of the scene, showing position of cars and other details.
9. Collect make, model, color, location and license numbers of all cars involved. Take pictures of the scene if you have a camera.
10. Call Risk Management at 623-882-7754 or 623-693-0018 any time of day.



1st annual health fair expo

May 28, 2008
City Hall, conference room 117
11 a.m. to 2 p.m.

FREE blood pressure check, body fat screening, antioxidant level screening, dental screening, flexibility testing, grip strength testing, skin cancer screening, vision screening, hearing tests, fitness evaluations, and chair massages.

Lots of information, goodie bags and free food. Don't miss out!

save these dates

May 26 - 30
Health Plan
Open Enrollment
There will be fun, goodies and lots of important healthcare information.

June 24 - 26
FREE Wellness Screenings
for employees and their spouses.



welcome, new employees

kudos korner



From a letter to Lili Schuett, Judi Switanek and Jane Gasch, Community Services, from Goodyear resident Linda Wyman

What a perfectly wonderful day January 17th was! You did a marvelous job and we were the BEST ORGANIZED neighborhood city at State Legislature Day. Goodyear residents have so much to be proud of, but I personally feel our Community Services staff is the best there is.

Thanks for a great day and hope we can do it again next year!

From a letter from Goodyear resident Bernadette Fain

Wow! I cannot believe how quickly you responded to the graffiti I reported. It has only taken one day each time I have reported seeing some, for it to disappear. I was feeling very down on my new neighborhood due to the recent graffiti, but now my spirits are lifted a bit knowing I have your clean-up crew to help manage it! I have spread the word to everyone I know about your easy website link. I'm so grateful for all you've done, and I'm sure, will do in the future. You've restored my hope in this community!

Please send letters and notes of praise you would like published to the Same Page editor Michael Leone.

on-the-spot recognition award

Colin



The On-the-Spot recognition award winner for March is **Colin McGrath, Firefighter, Fire Department**. The winner, drawn at random each month, receives a \$25 gift card.

If you would like to recognize a fellow employee for outstanding teamwork, service, integrity, citizenship, productivity, improvement, morale building, leadership, or innovation, you can now obtain a submittal form electronically.

Access the new electronic On-the-Spot form from **eSite/Forms**. Fill out the form electronically by typing in the blanks. You may print the form for your records by clicking on the **Print Form** button. Submit your completed form by selecting **Submit via email**. Select the Recipient, Recipient's Supervisor, and Liliana Schuett from the Goodyear Address Book.

march on-the-spot recognition recipients

Tony Addison	Jeff Fine	Celina Ramirez
Jamie Benker	Terri Gann	Patricia San Miguel
Josh Berry	Melissa Garcia	Amy Scott
Gail Bosgieter	Bryan Humphreys	Mike Sherman
Kevin Brake	Gary Jipner	Lucia Soto
Renee Brookshire	Mark Kimball	Millie Styles
Fernando Camacho	Bryon Mabery	Angela Tolliver
Debbie Christensen	Linda Maynard	David Villa
Kelly Comstock-Snell (3)	Colin McGrath	Noah Yeo
Eddie Cruz	Ron Musa	Sean Yohe
Jeff Daniels	Bonnie Preston	

may anniversaries

10 years

Dan Bridgeman (Public Works)

1 year

April Baranski (Building Safety)

Dianne Cripe (Community Services)

Philip Durbin (Public Works)

Tom Nash (Fire)

Celina Ramirez (Human Resources)



may birthdays

5/1	Darryl Ogawa	5/15	Andrew Goodwin
5/2	Gilbert Aguirre	5/15	Jessica Hovland
5/2	Tyler Keesler	5/15	Simeon Rogers
5/3	John Camarillo	5/16	Buddy Dudko
5/3	Marty Garbacz	5/16	Heather Grenyo
5/4	Jose Solis	5/17	Cindy Rogers
5/5	Matt Manzano	5/20	Peter Tomasovitch
5/5	Theresa Simms	5/21	Ken Heng
5/6	Darrin Green	5/21	Rudy Ramos
5/7	Eddie Cruz	5/21	Linda Shapcott
5/7	Joe Hernandez	5/22	April Baranski
5/8	Lori Ohrt	5/23	Priscilla Pina
5/8	John Randall	5/24	Gail Bosgieter
5/9	Joe Cornejo	5/24	Barbra Coffee
5/10	John Fischbach	5/24	Ron Lilley
5/11	Matt Hanson	5/25	David Ramirez
5/11	Leah Kiekbusch	5/27	Shawn Bradford
5/11	John Palmer	5/27	Dianne Cripe
5/12	Michael Bort	5/29	Hakim Benmoussa
5/12	Brian Dalke	5/30	Linda Beals
5/13	Robert Vargas	5/31	Robert Luevano
5/14	Nick Pringle		