

STAFF REPORT

BOARD MEETING DATE: February 4, 2025

CATEGORY: Board Matters 1

SUBJECT: Adopt a resolution which recognizes Josh Fugitt, Permit Center Manager of the Department of Resource Management as Shasta County's Employee of the Month for February 2025.

DEPARTMENT: County Administrative Office

SUPERVISORIAL DISTRICT #: All

DEPARTMENT CONTACT: Erin Bertain, Deputy County Executive Officer, (530) 225-5561

STAFF REPORT APPROVED BY: David J. Rickert, County Executive Officer

<u>Vote Required?</u>	<u>General Fund Impact?</u>
Simple Majority Vote	No Additional General Fund Impact

RECOMMENDATION

Adopt a resolution which recognizes Josh Fugitt, Permit Center Manager of the Department of Resource Management as Shasta County's Employee of the Month for February 2025

DISCUSSION

The Shasta County Employee Recognition Committee screens nominees for the Employee of the Month program. The Employee Recognition Committee recommends that the Board of Supervisors adopt a resolution recognizing Josh Fugitt, Permit Center Manager with the Resource Management Department, as the Shasta County Employee of the Month for February 2025.

Joshua "Josh" Fugitt started working for Shasta County in April 2012 as a Child Support Specialist before he transitioned over to Resource Management as an Assistant Permit Specialist in December 2014. Josh has since advanced in his career within the Department to his current position as the Permit Center Manager. Regardless of his title, Josh goes the extra mile to support his employees, coworkers, and customers, often putting the needs of others above his own and is always the first to volunteer to help. Josh frequently pitches in to cover needs as they arise including training new employees, mediating between divisions, and streamlining tasks, all while continuing to take on new duties of his own. While training, Josh makes sure that his employees and coworkers not only have the answers they need, but also understand how their assignment aligns with the bigger vision of Resource Management. Josh is well respected by those he works with, which is evident in his Employee of the Month nomination which was submitted by multiple Resource Management employees including his own staff, staff from other divisions, and even employees who no longer work in Resource Management.

Building permits play an essential role in the community, but the process can be confusing to those that do not know it. Josh is able lead the Building Permit Center with invaluable first-hand experience because he worked as both a permit specialist and a building inspector. This allows him to assist residents, contractors, the Resource Management team as well as other departments within Shasta County in a simplified and respectful way. Josh also continues to build and maintain relationships which facilitate a streamlined processes while maintaining outstanding customer service all while ensuring compliance with established protocols. Josh excels at problem-solving, no matter the size or the issue, he genuinely listens to frustrations and understand the importance of easing them to improve morale, productively and customer service.

The Building Permit Center is fast paced and often stressful environment. Josh's calm demeanor is an asset not only to those he works with, but also instrumental with assisting frustrated members of the public that often do not know who they need to speak to or what the next steps are to accomplish their goals. It is not uncommon for residents to ask for Josh by name at the Permit Center counter due to his fair, calm and logical problem-solving nature. The knowledge, dedication, and respect that Josh embodies is

instrumental to his team and inspiring to others, making him a vital member of the Resource Management team.

For the reasons stated above, the Employee Recognition Committee recommends Josh Fugitt, Permit Center Manager, in the Resource Management Department be selected as the Employee of the Month for February 2025.

ALTERNATIVES

No alternatives are recommended.

OTHER AGENCY INVOLVEMENT

The Employee Recognition Program was developed and operates with significant input from, and involvement by, County departments and employee bargaining units. The Employee of the Month nomination is submitted by the Employee Recognition Committee made up of Brittany Murphy, Assistant Director of Support Services; Rhonda Payne, Staff Services Manager; Captain Logan Stonehouse; Amber Macdonald, Administrative Analyst; and Sergeant Ken Koenen.

The Employee Recognition Program wishes to extend their thanks and appreciation to the following contributors: Shasta County Sheriff's Administrative Association (SAA), Teamsters Local #137, Board of Supervisors, and Department Head Forum.

FISCAL IMPACT

The cost of the Employee Recognition Program is nominal and is included in the Support Services Fiscal Year 2024-25 Adopted Budget.

ATTACHMENTS:

1: Resolution - EOM February 2025