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Clackamas County
www.clackamas.us



Evelyn Minor-Lawrence

Director

PUBLIC SERVICES BUILDING

2051 Kaen Road | Oregon City, OR 97045

10/1/2026

BCC Agenda Date/Item: _____

Board of County Commissioners
Clackamas County

Recognition of the FY 2025/2026 Clackamas County SPIRIT of Excellence Award Recipients

Previous Board Action/Review	To bring an increased level of recognition for employees and to our daily actions that contribute to excellent public service		
Performance Clackamas	1. How does this item align with your department's Strategic Business Plan goals? Employee Recognition - Recognizing employees for their successes, exceptional customer service to employees and the public as well as year of dedicated service help retain quality employees, keep employee's satisfaction in the workplace high, and help employees feel valued in the work they bring to Clackamas County. 2. How does this item align with the County's Performance Clackamas goals? Building public trust through good governance – recognizing staff for their efforts to provide excellent public service increases employee satisfaction which creates good working environments that motivate employees to provide exceptional customer service to the public.		
Counsel Review	No	Procurement Review	No
Contact Person	Natalie Loehr	Contact Phone	503-742-5492

EXECUTIVE SUMMARY: The County's SPIRIT Award recognition program is currently being coordinated and administered by Human Resources Administration. This program aims to strengthen employee engagement, connection, and recognition across departments with a goal of bringing an increased level of recognition for employees and to our daily actions that contribute to excellent public service.

As part of this initiative, Human Resources, in partnership with the Leadership Academy Team members, selected the 10 most exemplary employee recognitions from over a hundred SPIRIT Award submissions received in the past fiscal year. These awards, based on peer nominations, highlight individuals whose actions best represent the County's Core Values and contribute to excellent public service.

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Awardee Name	Director
Tica-Arnold, Alheli	Mary Rumbaugh
Oliver, Estella	Dan Johnson
Afonin, Anfisa	Mary Rumbaugh
Amend, Michelle	Dan Johnson
McNiece, Kristina	Mary Rumbaugh
Bowen, Kelsey	Mary Rumbaugh
Phelps, Cathy	Daniel Nibouar
Sediq, Qudsia	Mary Rumbaugh
Kelley, Katie	Robert Tintle
Peterson, Rick	Dan Johnson

RECOMMENDATION: Staff recommends Staff requests that the Board recognize the identified individuals for their contributions to public service.

Respectfully submitted,

Evelyn Minor-Lawrence
Director Human Resources

SPIRIT of Excellence Awards Script

❖ October 1, 2026 10:00 am

****Welcome to the SPIRIT of Excellence Awards Presentation****

The County's SPIRIT Award recognition program, with the sponsorship of County Administration, is currently being coordinated and administered by Human Resources Administration. The SPIRIT program aims to strengthen employee engagement, connection, and recognition across departments with a goal of bringing an increased level of recognition for employees and to our daily actions that contribute to excellent public service.

We are excited to celebrate the fourteenth year of presenting the SPIRIT of Excellence Awards. This year, over 100 nominations were submitted by county employees, recognizing their colleagues for exemplary service and dedication.

Today, we honor ten outstanding individuals selected from these nominations. These awardees embody the County's Core Values—SPIRIT—which stands for **S**ervice, **P**rofessionalism, **I**ntegrity, **R**espect, **I**ndividual **A**ccountability, and **T**rust. The exceptional efforts of these individuals not only enhance our community but also reflect the high standards of Clackamas County.

As I call out each awardee's name and department, please come forward to receive your certificate. Once all the awards have been presented, the Board will join us for a commemorative photo with our honorees.

Awardee Name	Department	Summary
1. Anfisa Afonin	H3S	Anfisa demonstrated exceptional dedication by rapidly translating and formatting nine pages of critical SNAP resource information into Russian during a federal shutdown, saving the county significant costs. Her flexibility, thoroughness, and collaboration ensured vulnerable residents received timely support, reflecting her strong commitment to the community.
2. Michelle Amend	Transportation and Development	Michelle took time to listen to a customer seeking guidance on public sleeping rules and ultimately identified their need for housing and social services support. She coordinated immediate assistance through County contacts, leaving the customer feeling respected and supported, and exemplifying true SPIRIT in her compassionate response.
3. Kelsey Bowen	H3S	Kelsey led a months-long effort to relocate an individual with a developmental disability from an out-of-state institution to Oregon, navigating an unsupported interstate transfer process with creativity, professionalism, and constant collaboration. Her exceptional dedication made the move possible and will help shape a future ODDS interstate transfer process based on her work.

4. Katie Kelley	Finance	Katie proactively supported the short-staffed DTD Finance team after transitioning to County Finance, handling reconciliations, creating training materials, and onboarding new staff to maintain continuity. Her commitment, collaboration, and strong relationships across departments ensured a smooth transition, and her efforts were deeply appreciated by the entire team.
5. Kristina McNiece	H3S	Kristina stepped in unprompted during an escalating lobby interaction, using calm communication and empathy to help the individual disengage when de-escalation attempts had failed. Her willingness to support both the public and her colleagues exemplified exceptional respect, kindness, and the highest standards of public service.
6. Estella Oliver	Transportation and Development	Estella took on the challenging task of enforcing dog license compliance during a critical revenue period and consistently carried out the difficult work without complaint. Thanks to her efforts, licensed dogs in Clackamas County increased by nearly 20% in the past year, a significant achievement she led.
7. Rick Peterson	Transportation and Development	Rick immediately offered his team's support to help another manager resolve a major issue, leveraging their experience to provide quick and effective solutions. His proactive, always-willing-to-help mindset will save the other program significant time, money, and logistical challenges.
8. Cathy Phelps	Disaster Management	Cathy managed a 24/7 operation while organizing a multi-agency training that included federal partners and provided her team with hands-on experience using the Disaster Portable Morgue Unit. Her dedication, accessibility, and commitment to public service set a strong example and greatly benefit the citizens of Clackamas County.
9. Qudsia Sediq	H3S	Qudsia devoted significant time and collaboration to developing a comprehensive Change Champions SharePoint site that captures the team's work and supports consistent, compassionate change management. Her inclusive approach, attention to detail, and dedication to representing everyone's contributions make her work exemplary and worthy of recognition.
10. Alheli Tica-Arnold	H3S	Alheli consistently goes above and beyond in supporting youth and families, improving Wraparound accessibility in Clackamas County, and empowering participants through advocacy and goal-setting. She also strengthens workplace culture and regional collaboration by leading resource groups, co-facilitating Tri-County initiatives, and training others on working with marginalized communities.

****Only read highlighted if someone does not show.**

As we celebrate the achievements of our winners this morning, we also want to extend a special acknowledgment to those who, unfortunately, could not join us today.

This year's SPIRIT of Excellence Awardees will be featured in the County's staff weekly update. We extend our deepest gratitude to all of our award winners for their outstanding contributions. We also want to acknowledge and thank everyone who submitted nominations, your engagement and initiative make it possible for us to recognize the exceptional achievements of our Colleagues.

Thank you, and let's celebrate their remarkable achievements of service!