

Tim O'Shea—2022 Outstanding Profession



Mr. O'Shea has been with the City of Folsom for over 25 years. He started out with the City of Folsom as a Senior Maintenance worker in 1996, became a Supervisor in 2011, and ultimately a Manager in 2014. After the recession, there was significant structural and organizational changes in the department, and he was asked to assume the additional responsibilities in the area of building/facility maintenance. This new responsibility was added to his current purview of parks maintenance, irrigation system management, park planning, trail planning, capital improvement projects, staff liaison to local athletic organization (Folsom Athletic Association), and volunteer project support.

Mr. O'Shea is a Certified Arborist, Playground Safety Inspector, Certified Pool Operator, Qualified Applicator-Category B and C, and recently held his Irrigation Auditor license. Tim holds an Associate degree in Environmental Horticulture and is in his final stages of completing his Bachelor of Science degree. As noted above, he has numerous certificates and licenses in the field of parks, irrigation, and management.

Tim O'Shea is extremely well-respected by the members of the Parks and Recreation Commission. His professional demeanor, experience and performance have earned him the complete confidence of Commission members. His knowledge and availability provide for easy access to an excellent staff resource, and he is always responsive and forthright with members. One of the many specialized skills and talents that Mr. O'Shea has, is his "can-do" attitude and willingness/readiness to support not only the department but the city, as well. Many of our 15 yearly department sponsored events require coordination with our recreation division and the parks division. Items such as ensuring sprinklers are off and the lawn not mowed too low for our yearly egg hunt event, preparing the zoo sanctuary property for our highly popular Wild Nights and Holiday Lights, and preparing the arena and getting ready for one of the cities partners to host the yearly July 4 Rodeo. Mr. O'Shea never said no when his help was needed and always found ways to accomplish needed tasks when called upon.

Tim was also a key member with our collaborative youth sports league groups called the Folsom Athletic Association. Because many of our youth sport groups such as soccer, baseball, softball, and Lacrosse utilize the City's 50 parks, open communication about scheduling, field conditions, and improvements must be coordinated. Tim was always prepared and available to discuss needs, desires, and details. Tim also prepared for and attended the monthly Parks and Recreation Commission meetings where he made several presentations on the status of renovation projects, budget items, and special interest items such as the effects of vandalism, graffiti, and homelessness.

Tim has a proven skill at effective communication with the Commission. His level of responsiveness extended to the public as well. He is very engaged in community organization activities and his participation, involvement, and availability is frequently cited by City residents. As part of the department management team, Tim attended the monthly Parks and Recreation Commission meetings as well as serving as a key staff member on three of the four standing subcommittees: Renovation Subcommittee, Budget Subcommittee, and Youth Sports. Of particular note, is his leadership with the Renovation Subcommittee's efforts to formalize the means and methods of prioritizing the renovation needs within the parks. With over 3 years of continuous data collection and collaboration with the subcommittee, a concise assessment tool was created that provided a defensible way to prioritize which park asset should be renovated, repaired, or reprioritized in the upcoming budget year. This

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methodology not only supported yearly budget requests but it also was used to communicate to the residents that a systematic approach to renovation was more efficient and fairer than randomly making decisions based on who and how a request for service is made. This approach is also in line with limited funding resources received each year.

What comes to mind for Mr. O'Shea is his thoroughness, anticipation of follow-up questions, complete preparation, and a combination of competence and confidence. Mr. O'Shea was always ready for meetings led by him and was always focused on the end-game of getting to resolution so that the next steps could be implemented.

Given the many different personalities and interests that make up any Commission or Committee, it takes an astute listener with a mild manner to listen, absorb, and arrive at consensus. One of Mr. O'Shea's skills was his ability to size up a discussion and then propose a solution or state an observation that was carefully worded to continue the conversation. Mr. O'Shea would often say, "We can do anything, but we just can't do it all at the same time." Statements like this projected his understanding of someone's passion while acknowledging they've been heard. Mr. O'Shea was eager to understand and even more invested on finding a way to build bridges between the community and the city.

While the traditional method of transmitting recommendations is via staff reports and scheduled presentations, Mr. O'Shea's method was more grassroots. Mr. O'Shea worked well with our local service clubs such as the Folsom Athletic Association, Rotary Club, and other service organizations. He found ways to harness their interest to assist with needed parks-related projects such as sign repairs and restoration, tree planting, bridge repairs, and park and trail clean-ups, to communicate the benefits of volunteerism. The Parks and Recreation Department's ability to fully leverage our community's interest to assist has been constrained by limited staffing and funding resources to support a more robust effort. With severe budget constraints, the formalization of a permanent volunteer operation has now become apparent and the message has begun to rise up from the community to the City Council. Mr. O'Shea's efforts over the last several years appear to be paying dividends now and we are hopeful that the City Council will also see the merits of supporting the need for a new staff person to take this to the next level.

Tim's position as "Facilities Manager" encompassed Parks Maintenance, Park Planning, Capital Improvement Projects, Trails Planning, and city Facility Maintenance. Tim was one of the four managers within the Department, the other managers are: Zoo Manager, Recreation/Community Services, and Municipal Landscape Services. The Department is responsible for about 15 events per year but the Department also supports many other community events that are hosted by others such as the Rodeo, Renaissance Faire, Veteran's Day Parade, several runs on City trails, and many yearly special events that occur in our parks such as tournaments, parties, and cultural celebrations. Tim's division does many behind the scenes efforts to ensure each event is successful. In 2022, the Parks and Recreation Department took on the responsibility of leading the City's Community Service Day event. The event has been hosted for 7 years out of a smaller department within the city. This is a 4-hour event that happens on one Saturday in September. It was Tim's team of park, facility, and trails staffing that provided the support needed to ensure this event was a success. The type of support he provided entailed the purchasing of supplies, the transportation of supplies such as bark/mulch to various locations, and the provision of staff resources to lead projects such as bridge repairs, tree planting, and mulch spreading. Related to innovation, it is Tim's team of facility gurus who manage to either fix/repair/rehabilitate extremely dated infrastructure and electrical devices within the Zoo Sanctuary to support the magical holiday event at the zoo each year, called Wild Nights and Holiday Lights. For 12 days during the holiday

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season, the zoo is transformed into a lighted array of trees, displays, and magic. Each time a repair is done, his staff strive to upgrade or update the infrastructure to support the event and ensure the safety of the participants, staff, and the animals.

The receipt of a 2019 award from CAPRCBM for the Folsom Parks Renovation Master Plan represented an exceptional accomplishment for the city. This award stands as one of the most significant contributions made by Mr. O'Shea in the conduct of his responsibilities as a manager for Folsom's Park and Recreation Department. The city has a substantial backlog of capital and renovation needs, and Tim developed a process for annually listing and tracking renovation needs and a priority system to aid decision-makers in determining the best allocation of limited resources for each budget cycle. As funds become available, it is easy to determine the most effective application of those dollars from a system that documents project priorities with consideration of safety, age, condition and cost. This system is among the best asset management tools that experienced users and observers have encountered, and the benefit of this approach to managing renovation needs was recognized in 2019 by the Association based on the merits of the process. It is appropriate that Tim be recognized as the Plan's architect as part of his many accomplishments as an outstanding professional. In addition, Mr. O'Shea has received numerous letters and acknowledgements from residents, service groups, and individuals recognizing Tim's efforts as a vital part of what has made Folsom, "Distinctive by Nature".

Tim is adept at distilling the "complicated and overwhelming" down to the "simple and manageable". One of the things he's done for the City that has set him apart from others, is that he is taken the entire parks division operation and structured it into separate programs such as Restroom Cleaning/Trash; Graffiti Abatement and Homeless Issues; Irrigation Management; Repairs/Renovation; Service Projects/Community Support; etc. He then defined what that program's purpose was and what the expected outcome was. This allowed him to structure a team that had the right mix of full-time and part-time staffing to support it. This approach also allowed him to communicate where the voids were should staffing be inadequate. While this seems simplistic, it provided the guidelines needed to ensure efficiencies and effectiveness of how we take care of 50 parks, 50 miles of trails, and over 1,000 acres of open space. It also allowed us to know what consequences there could be should any of the programs not be funded.

In addition to Tim's ability to organize operations as stated above, Mr. O'Shea had an amazing ability to:

- Make people feel important
- Involve the community in city projects
- Arrive at consensus when needed
- Facilitate wishes, dreams, and hopes of service clubs and community members
- Provide a comprehensive Park Renovation Plan that is a sustainable tool for future years
- Support the Parks and Recreation team on many levels
- Participate in a positive way.

Tim's ability to lead by example is motivational and inspiring. He does not lecture but lives by his own beacon of doing what is right for the City and the community.