



# County of San Mateo

## Inter-Departmental Correspondence

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**Department:** HUMAN RESOURCES

**File #:** 19-1284

Board Meeting Date: 1/28/2020

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**Special Notice / Hearing:** None  
**Vote Required:** Majority

**To:** Honorable Board of Supervisors  
**From:** Michael P. Callagy, County Manager  
**Subject:** Employee of the Month for January 2020

**RECOMMENDATION:**

Honor Nancy Poss as Employee of the Month for January 2020 and authorize the President of the Board to sign the commendation.

**BACKGROUND:**

The Employee of the Month program was established in December 1984 to recognize and honor County employees who consistently demonstrate an outstanding level of performance.

Our Employee of the Month for January 2020 is Nancy Poss, a Biologist / Standards Specialist IV in the Department of Agriculture/Weights and Measures.

**DISCUSSION:**

Nancy is a dedicated employee whose work ethic inspires and challenges staff around her to do better. Her commitment and hard work not only serve as an example for the department, but she also mentors new staff by generously sharing her knowledge and experience. Nancy is also passionate regarding agriculture and regulatory compliance and understands their interrelationship to protect health and the environment. Though it appears to be “just-another-thing” in her work day, Nancy is always going the extra mile.

In this spirit, Nancy recently managed to find time in her busy and very full schedule and met with a local grower at an agricultural supply company to review scores of pesticide labels to help the grower identify pest management materials that might lawfully be used on his crop. Nancy not only helped the grower lawfully address pest management issues, but also educated the grower and the agricultural supply company on how to interpret pesticide label language. Though not a usual regulatory activity, the effort will help increase pesticide regulatory compliance as the agricultural supply company is better equipped to advise growers on purchases, thereby facilitating an appreciation of those regulations allowing growers to make better, and lawful, pest management

decisions.

Nancy also met with the Santa Cruz Resource Conservation District and Santa Cruz Agricultural Commissioner's Office to help them understand State guidelines in establishing a local Weed Management Area Group that they might be able to establish their own WMA and become eligible to receive State funds for controlling noxious weeds. Nancy understood that the benefits from professional collaboration and building networks would not only facilitate collaboration on weed projects straddling the county border but also open the door to networking beyond county borders on shared challenges and greater returns that can be derived through regional project collaboration.

These are only two examples of many that Nancy regularly takes on to help staff, growers and the agricultural community. She is dedicated, committed and is an outstanding example for others.

Our County is fortunate to have Nancy Poss as an outstanding employee.