



# CITY OF DELRAY BEACH

## EMPLOYEE OF THE MONTH NOMINATION FORM



(MUST BE SUBMITTED TO THE NOMINEE'S DEPARTMENT HEAD BY THE LAST FRIDAY OF THE MONTH)

Name of nominated  
employee:

Michelle Geiger

Job Classification: Police Officer

Dept./Division: Police

Please select one or more of the following guidelines applicable to the nomination:

- ☐ Action, service, idea or method that resulted in organizational improvements (saved the City time or money by streamlining a process such as eliminating waste, significantly decreasing expenses or increasing efficiency), and/or;
- ☒ Outstanding action that brought public recognition to the City or enhanced the city or department's professional image (returned a citizen's personal property; recognized in the media for "going above and beyond" routine job responsibilities), and/or;
- ☐ Displaying overall excellent cooperation toward City goals and objectives (effectively communicating or sharing information/knowledge to other departments/co-workers to achieve a common goal), and/or;
- ☐ Going "above and beyond the call of duty" that exceeds nominee's job description (exemplary action outside of work routine that prevented a citizen or co-worker from serious injury or death), and/or;
- ☐ Other action warranting city wide recognition.

Please justify the nomination by providing **specific** details (use additional sheets if necessary):

On December 10, 2018, Officer Michelle Geiger responded to a DFC call regarding 9 year old girl who had a broken arm. After speaking to the family of eight, it was apparent that they were in desperate need of help. The two-month-old baby did not have a crib and some of the children did not have a bed and were sleeping on the floor. The mother and father spoke limited Spanish since they are originally from a remote tribe in Guatemala. The father works in construction and stated he is often exploited due to his immigration status and not paid. The mother stays home to care for the children, ages two months to twelve years old.

The living conditions and the family's struggle impacted both Officer Geiger and the supervisor on scene. Officer Geiger left the address and immediately went and purchased an air mattress, pillows, bed sheets, blankets and covers, a crib for the baby, cases of water and a Christmas Tree. The children told Sergeant Danny Pacheco grew up fearing police. They also said they have nightmares of the day police will knock on the door and that they will be deported. Officer Geiger's actions changed the children's fear of and view of the police. She showed them kindness, compassion and a sense of protection. Officer Geiger changed the negative narrative often painted across the policing profession and positively impacted a family once fearful of police.

Rachel Saunders

Submitted by : (Print Name)

*Capt. Rachel Saunders*

Signature

12-11-18

Date

Police / Community Patrol

Department / Division

saunders@mydelraybeach.com

Email Address

Anonymous or self-nominations will not be accepted



# CITY OF DELRAY BEACH EMPLOYEE OF THE MONTH NOMINATION FORM



(THIS SECTION TO BE COMPLETED BY DEPARTMENT HEAD)

**Instructions:** Select yes or no after each question and provide an explanation or comment. The Department Head is responsible to ensure the form is returned to the Human Resources Department by **5:00pm on the first business day of the month.**

DESCRIPTION	YES	NO
Has the employee completed all regular and special duties as required including adherence to the City's Rules and Regulations?	X	
Has the employee maintained a positive attitude and overall excellent spirit of cooperation toward City goals and objectives?	X	
Has the employee been involved in any safety incident during this nomination year in which she/he was at fault?		X
Are there any disciplinary action pending involving this employee?		X

**Department Head Comments:** (use additional sheets if necessary)

*This was an amazing act of kindness by Officer Michelle Geiger. As interim Police Chief, I am proud to have officers that practice servant leadership by putting others before self. Officer Geiger should be recognized for her selfless act of kindness.*

*Javarro Sims*

Department Head

Signature

Date

*12/11/18*

## This Area To Be Completed By Human Resources

Human Resources will reviewed the employee's file to verify eligibility

☒ Approved

☐ Disapproved

Human Resources Director

Signature

Date

*12/13/18*