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2019  
**HERMAN DRAKE AWARD NOMINATION**  
**NC-APWA SOLID WASTE DIVISION**

NOMINEE: MICHAEL PISANI, CREW LEADER  
CITY OF HICKORY

SUBMITTED BY: LEWIS BERRY  
CITY OF HICKORY  
SOLID WASTE SUPERVISOR  
PAST PRESIDENT NC-APWA SOLID WASTE

ENDORSED BY: STEVE MILLER  
CITY OF HICKORY  
ASST. PUBLIC SERVICES DIRECTOR  
PAST PRESIDENT NC-APWA STREETS

- 1) Michael started his full time employment with the City of Hickory Solid Waste Division on January 1, 2012 as a Laborer. Michael came to us from a temp agency as a leaf collector. He has received the highest rating the past 4 years on his performance review over the span of his employment. Only about 20% of our employees receive the highest rating in a given review cycle. Immediately upon his employment, Michael demonstrated a willingness to learn every task the Division conducts in order to better himself and to make himself more valuable to the City. Michael's normal daily duties are the Crew Leader for the Solid Waste Division. Michael has filled in for the Solid Waste Supervisor for sickness or vacation. He led our Leaf collection this year. He assigned the crews and keep the Leaf Maps updated along with keeping our administration updated on the progress. He has a personnel folder full of accolades from internal and external customers, some of which will be described further herein, and it is felt that this well-rounded, amiable, service-minded and extremely talented individual encompasses the character, dedication and intent of the Herman Drake Award.
- 2) Michael certainly took advantage of every training opportunity available to him. Michael now trains other employees on pre tripping various equipment. He receives no additional compensation for this, nor does he expect any. He does it to benefit the team. We know that providing a new man to Michael for training will ensure he knows equipment maintenance training and adherence to all City policy and procedure are done right. If Michael teaches an employee, the employee is taught the right way. Michael has taken a list of training classes offered by the City Examples are Supervisory Training, Blood Borne Pathogens, Stress Management, City Policies, Communication and Group Dynamics, CPR Training, Managing Conflicts, Preventing Harassment in the work place and Safety/OSHA Training.

- 3) Michael has worked every holiday for 7 years. He is always available to work Saturdays or to stay late on a normal workday to make sure the routes are done. He frequently will do more than one task on a workday. He will jump in a rear loader to take care of a "missed" collection. The volume and variety of work is not all that sets Michael apart from others, however, the quality of his work is indicative of the pride that Michael takes in each and every task. While it is rare that customers take the time to acknowledge quality work, Michael's personnel file has several such accolades. A customer called in to acknowledge Michael for the simple reason that he helped them by helping set up information table on Proper Solid Waste practices at a block party. He has other thank you notes in his file for his excellent work at community events such as Oktoberfest, Spring Fest, etc. The Division always gives Michael first shot at working these events because we know that he will represent the City in a professional and positive manner.
- 4) Michael and his family are active in their church. He also volunteers for a Memorial Scholarship Fund Raiser.
- 5) Michael is a quiet, reserved man who shuns the spotlight. His character is defined by his actions, however. He oversaw the daily operations of our leaf collections this year. He never complains about the extra duties and did a super job that made everyone at the city proud.
- 6) Enclosed supporting information.

If the City of Hickory Solid Waste Division could clone an employee, Michael Pisani would be the one we would select. His dedication, commitment and record make him an outstanding candidate for this prestigious award.