



## Judge Rex Hartley Volunteer of the Year Award

### 2024 Award Nomination Criteria

Recognizing an individual volunteer for their outstanding service to the County and community. Nominees for this award have exhibited outstanding LEADERSHIP qualities, have prioritized COUNTY OVER SELF, and have had a significant or long-term IMPACT.

**Nominees must adequately meet the award criteria to be considered for this award. Your nomination must show evidence of meeting at least 8 of the 16 award criteria.**

#### **Criteria: Service with Care**

#### **COUNTY VALUE: CUSTOMER SERVICE & PROFESSIONALISM**

Volunteer has demonstrated an outstanding dedication and concern for others, making an extraordinary commitment to meet the needs of the County, or meet the needs of Marion County residents.

1. The nominee shows a deep sense of understanding of the issue, and has contributed an extraordinary amount of time, energy, or expertise going above and beyond what might have been expected of others in the same role.
2. The nominee’s volunteer work enhanced or expanded a county program, investment, or priority.
3. The nominee is an active listener, paying attention to the needs of their peers, staff and the people served by the county. They can adapt their actions and communication style to best suit the needs of the situation and setting.
4. Nominee volunteers in a role that requires a high level of training or risk. To be successful, nominee has made a significant investment of time and effort to complete training, develop specialized skills, or participate in other skill building activities.

#### **Criteria: Doing the Right Thing**

#### **COUNTY VALUE: INTEGRITY**

Volunteer has gone “above and beyond” the call of duty, demonstrating an outstanding commitment and selflessness. The nominee acts with honesty and integrity at all times.

1. The nominee took the work and their role as volunteers seriously, going above and beyond to meet any commitments they have made.
2. The nominee demonstrated their commitment to Marion County as a whole, putting the overall wellbeing of the county above their own personal/professional interest. The nominee acted with honesty and transparency, even when it was not convenient or easy.
3. The nominee goes out of their way to help their peers or staff, sharing knowledge and expertise so that the entire team is successful.
4. The nominee demonstrates high standards in their personal conduct, working and communicating with a high level of integrity and respect in every interaction. The nominee was highly ethical in their approach to the work, including protecting sensitive or confidential information. The nominee is open about their motivations and actions.



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<p><b>Criteria: Driving Change and Innovation</b></p> <p>Nominee acts as a champion for change, readily embracing new ideas or adapting to change to better serve the program.</p>	<p><b>COUNTY VALUE: STEWARDSHIP</b></p>
<p>1. Nominee developed or assisted with a new process, strategy or program, making a significant impact on the county’s ability to do its work and/or further acting in the best interests of the work or a specific program. The nominee had a positive impact on the bottom line, either decreasing cost/resources needed or by bringing additional resources to the effort.</p>	
<p>2. Nominee managed or championed change effectively through formal and informal leadership.</p>	
<p>3. Nominee worked toward an immediate goal, while recognizing the need to build sustainability into the work.</p>	
<p>4. The nominee took ownership of an issue or problem and stepped forward rather than waiting for someone else to act.</p>	
<p><b>Criteria: Collaboration</b></p> <p>Nominee exemplifies cooperation and collaboration while performing their volunteer duties.</p>	<p><b>COUNTY VALUE: STEWARDSHIP</b></p>
<p>1. Nominee modeled and encouraged cooperation and collaboration in their work, partnering with others to achieve a shared goal – sharing knowledge, learning and building consensus.</p>	
<p>2. Nominee exhibits a community centered approach – focused on understanding the county and/or community’s needs, not just imposing their own ideas or agenda.</p>	
<p>3. Nominee is adaptable and has been flexible and willing to adjust their approach based on the situation.</p>	
<p>4. Nominee recognized and capitalized on the strengths in others, be that staff or other volunteers. Nominee publicly acknowledges the efforts of others.</p>	