

2025 Employee of the Year Nominations

Stephanie Kandt

We are submitting this application to enthusiastically nominate Stephanie Kandt for City Employee of the Year.

Stephanie exemplifies leadership and dedication through her commitment to creating an engaging and positive workplace environment for her team. Her thoughtful approach to employee engagement shines through in the small but meaningful gestures she brings to the office, from surprising her staff with homemade treats and snacks to incorporating interactive games into meetings. What truly sets Stephanie apart is her consistently upbeat attitude and genuine investment in her employees' experience, fostering a creative workplace. Her ability to blend professionalism with creativity and care demonstrates a level of dedication that goes far beyond simply completing assigned tasks.

Stephanie's customer service direction builds trust and solves problems with empathy and efficiency. This dedication extends to her unwavering commitment to her role, where she consistently goes above and beyond expectations, treating each challenge as a chance to excel rather than simply a task to complete. When faced with the intricate web of complex Solid Waste fees and billing issues that often stump others, Stephanie navigates these challenges with skill and patience, breaking down complicated processes into manageable solutions that both staff and customers can understand. Perhaps most importantly, she has cultivated a collaborative environment where employees feel valued and heard.

Stephanie demonstrated innovative leadership and organizational skills by restructuring the customer service department into specialized billing and internal services units, resulting in enhanced service delivery for both external and internal customers. Her innovation became further evident when she developed custom spreadsheets to systematically organize FEMA debris flow data from the La Tuna fire, later adapting these tools to efficiently manage information from the January windstorm event. This meticulous attention to detail earned recognition from the state FEMA representative, who commended her systematic approach. Stephanie's regularly collaborates with team members at their workstations to identify and implement process enhancements, fostering a culture of innovation and professional development. Her effectiveness as a communicator shines through her ability to listen actively, articulate vision clearly, and facilitate productive dialogue among both internal and external groups.

Stephanie was, and still is, a dedicated member of the 2025 Burbank Leadership team, she consistently demonstrates the qualities that earned her this position, bringing structure and enthusiasm to every project she undertakes. Her initiative in

organizing afterwork get-togethers has significantly strengthened team bonds and created a more collaborative work environment, showing her natural ability to foster connections among colleagues. Whether coordinating complex projects or managing day-to-day responsibilities, Stephanie maintains an impressively organized approach while radiating the kind of positive energy that motivates everyone around her to perform at their best.

Thank you for your consideration in recognizing what an amazing person Stephanie is and what valuable contributions she makes to the City of Burbank.