



RISE TOGETHER - MARCH 19, 2024

SPOTLIGHT ON POLICY

PROMOTING SAFE DRIVING: VEHICLE USE POLICY

When operating a City-owned vehicle, remember that you're representing our department; the logo proudly displayed on the door makes our affiliation clear. Driving safely and courteously is paramount!

Our Vehicle Use Policy serves as a guide for the responsible use of City-owned vehicles. Its primary objective is to prevent injuries and property damage to employees and the public by emphasizing the safe operation of these vehicles. This policy outlines who is authorized to drive, provides guidelines for safe vehicle operation and offers procedures to follow in the event of a motor vehicle accident. Additionally, it explains the process for requesting a department vehicle.

Please take a moment to review this policy thoroughly to ensure you're well-prepared to operate a City-owned vehicle safely.

To access the full policy manual, go to the [intranet's CRPD page](#), click on the Administration box and click on "[O-Policies and Procedure Manual](#)."

NEWS AND INFORMATION

RIDE THE WAVES AT THE 2024 ALL STAFF MEETING

We are just over a month out from the 2024 All Staff Meeting!

English 

We're channeling beach vibes! Join your colleagues at [Lou Berliner Sports Park](#) on Wednesday, April 24, from 11:30 a.m. to 2:30 p.m. for an afternoon filled with collaboration, excitement and fun!

Here are a few things to know:

- **RSVP to let us know you're coming:** [When you RSVP](#), you can indicate if you have a dietary request and if you need accessible parking.
- **Park in designated spots:** [Refer to this map](#) to ensure everyone has a place to park,
- **Prepare for a fun day:** Join us for kickball, Super Pong, euchre, yard games, a 360-degree photo booth, bingo, music, and networking. Activities will be both indoors and outdoors, weather permitting.
- **Win exciting door prizes:** Stay until the end for your chance to win! Door prizes, valued between \$50 and \$250, are generously provided by the Columbus Recreation and Parks Foundation.* RSVP now for your shot at winning!

Watch for more information in the coming weeks.

**The prizes are funded through interest earned, not through donations.*

LET EVERYONE KNOW COLUMBUS HAS THE BEST RIVERWALK IN THE U.S.

We all know Columbus has the Best Riverwalk in the U.S., and now we can let the entire country know! The Scioto Mile is in the running for the [2024 USA Today 10 Best Readers' Choice Award for Best Riverwalk](#). Vote for the Scioto Mile, and encourage your friends and family to do so! [You can vote once per day now through noon on Monday, April 8.](#)

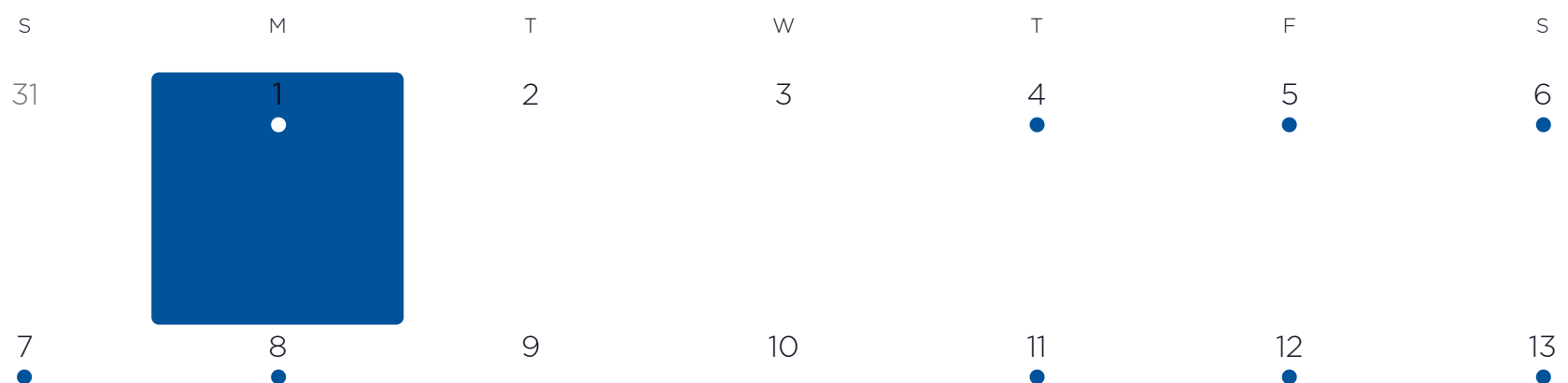
LAST CHANCE: CREATE CULTURE STAFF COOKOUT

Remember to RSVP for this week's staff lunch fundraiser! Stop by 1533 on Friday, March 22, from 11:30 a.m.-1 p.m. Enjoy grilled hot dogs, hamburgers or pulled pork with sides and a drink for just \$10. A vegan option is available. Socialize with your coworkers with some casual games. All proceeds will support future staff appreciation events hosted by the CREATE Culture Committee.

To ensure we have plenty for everyone, [RSVP to let us know you're coming!](#)

You can pay on-site with cash, check or credit card, or you can [pay in advance online](#) through the CRP Foundation; note "CREATE Culture" in the Gift Designation section. If you pay online, please be sure to also RSVP!

4/1/2024



14 ●

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1

2 ●

3 ●

4 ●

April 1

April 1 @ 10:00 am - 10:15 am

EGG HUNT

April 1 @ 12:00 pm

BIRTHDAY AND ANNIVERSARY CELEBRATION (50+)

STAFF SPOTLIGHT

RICHARD “DUSTIN” WARE

He/Him/His



Section

Recreation Administrative Coordinator-Sports, Recreation Services

What was your favorite job (before CRPD)?

Dad would be No. 1, but No. 1A would be sharing my background in combat sports (Jiu-jitsu, Kickboxing, MMA) and seeing people grow from their involvement. The reason I enjoy teaching so much is that not only am I passing along a skill set that they will physically see the benefits, more importantly, they will learn how to face, cope and overcome hard things! Life is full of hard things...so seeing people gain life skills is just as rewarding as the self-defense abilities they will learn.

What professional accomplishment or project are you most proud of?

I can break this into two parts:

- **Project:** Given my background in owning businesses in the martial arts and self-defense space, during the early stages of the pandemic, I was asked to serve on Governor DeWine's Advisory Group for creating a list of guidelines and best practices for gyms and fitness centers to follow here in Ohio. As someone who has always been proud to serve the community, this was just one more way for me to use my experiences to better equip & assist the community in a state-wide capacity.
- **Accomplishment:** Prior to joining the department, I worked for the Ohio High School Athletic Association (OHSAA). While there, one of the sports I provided oversight was Track & Field. With the amount of changes that were taking place in the sport during my tenure (technologically and leadership), it was clear that an overhaul was needed to the qualification process used for advancing middle school athletes in the OHSAA 7th & 8th Grade Track & Field State Championships. It was a large undertaking and one that was not without its challenges. But with a great team of people supporting this new state-wide implementation, we were able to install more equitable and streamlined qualification process for these young track athletes, while also enhancing the overall professionalism of the sport at the middle school level.

What's one fun fact about you?

Given my background in Brazilian Jiu-Jitsu, I have been given multiple opportunities to travel to Germany and Austria to teach both regular students and members of the Munich Police Department. Having the experience of seeing both the Neuschwanstein (a medieval castle in the German Alps) and Dachau (a concentration camp) on the same trip is something I will never forget.

What's one piece of advice you like to share?

"If opportunity doesn't knock, build a door." - Milton Berle

I found this quote when I was a senior in high school, and it has always resonated. I learned at a very young age that for most people, life's big opportunities are not linear or just handed to us, therefore we have to 'make' our own path to achieve where we want to be. This philosophy of ownership and accountability helped me understand that, even when there did not seem to be a way, I could make my own way. This mentality helped me figure out how I was going to pay for college, start my first business, carve out a path in the field of athletic administration and every other professional success I have experienced in my adult life.

Nominate A Coworker for the Staff Spotlight

[Fill out this form to nominate a coworker.](#) They will be notified that they were nominated in order to answer spotlight questions.