

I first met Justin Brown in late summer of 2020. My name is Jason Vincent and I work for City of Longview Parks Maintenance. I've been with the city since 2018. During the summer of 2020 we had lost our manager and lead person to other jobs. Justin is the Recreation Manager on the Parks and Recreation side of our department. He was asked to take on the responsibility of over-seeing the Maintenance Department as well as the hiring process that took place in search of our next manager. He took on the task in addition to his regular assignments. I don't think he had a lot of experience dealing with the maintenance side of the parks system but he quickly came in and introduced himself to our crew and started to learn what we did and the daily tasks as well as the emergent tasks within our department. Justin came over to our shop every morning for an hour or two and got to know each of us, our titles, and the responsibilities that came with them. It is a lot to learn. He also made the time to be there as we all came in at the end of our shifts to see how things went and if we needed anything from him for the next day. He engaged with us as more than just a temporary person that already had a job and just wanted to show his face. Justin got to know all of us on a more personal level and seemed interested to do so. Justin did all this with no ego like some put in such a position may have. He was honest when he didn't know, helped when he could, and trusted in the experience and talent of the people in our department. Justin would get us answers to questions we had and made sure we had available the things we needed to do our best work. Until all this took place, I'm not sure I'd ever met Justin. I'm glad he was asked to take on that extra responsibility because he's certainly someone I now call a friend. During the first round of hiring for our new manager Justin had become so well liked and had proved himself as someone you want managing, some of us in our department tried to throw his name in the hat as a potential candidate. Justin continued to manage both his own and our department for close to a year until our current manager was hired. I've also worked a few days outside of the city with Justin and I can honestly say he's the same guy outside work as well as at work. He's down to earth, unbiased, has a good moral sense, is community and family oriented at work and outside work, and is who he says he is. Justin doesn't show a big ego when he's in charge and certainly goes beyond being "just a boss". I'm glad I get to work with Justin at times and on projects. Justin is definitely someone you can count on to learn what needs done, who to put together to get results, and puts in as much as he expects to get out of the people he's working with.

Sincerely,

Jason Vincent