

**EMPLOYEE OF THE MONTH**  
**Nomination Form**

*The City of Coral Gables, "The City Beautiful," wishes to recognize those employees who best reflect our Mission: Dedicated people, providing exceptional services, to residents, businesses and visitors, while preserving our historic heritage. If selected, the Employee of the Month receives \$400 cash along with a plaque. The Employee of the month has the option to be recognized at the Commission Meeting corresponding to the month they were selected or be recognized in their respective department. A photo of the employee is also displayed in City Hall for the duration of that month, as well throughout City departments. In addition, the Rotary Club of Coral Gables honors the chosen employee with a plaque presented during their monthly luncheon. Additionally, Employees of the Month become eligible for Employee of the Year.*

***Eligibility***

*All regular, full-time employees except for temporary, seasonal or employees on probation, employee's eligible for Police Officer or Firefighter of the Month programs, Directors, Assistant Directors and those who have been previous Employees of the Year. In addition, employees selected as employee of the month in the last five (5) years are ineligible.*

***Procedures***

*Nominations may be submitted by any Coral Gables Director, employee or residents.*

***Directors/Employee***

*Should complete the form and e-mail it to [jrodriguez4@coralgables.com](mailto:jrodriguez4@coralgables.com) or send it via inter-office, confidential envelope to Jose Rodriguez, Recruitment Manager.*

***Residents***

*Should complete the form and deliver, or mail it to: City of Coral Gables, Employee of the Month Coordinator, 2151 Salzedo Street, 5 Floor • Coral Gables, FL 33134. This form can also be emailed to [jrodriguez4@coralgables.com](mailto:jrodriguez4@coralgables.com).*

I am nominating **CRIME ANALYST JULIAN POZO** of the **POLICE** Department to be Employee of The Month, because she/he exemplifies the following Values:

**Integrity, Dedication, Competency, Loyalty, Innovation and Accessibility**

**In Your Own Words please provide reason for nomination and/or examples of why employee deserves recognition. Please describe in detail (Attach separate sheet if additional space is needed):**

**Julian Pozo's work ethic and dedication has been instrumental in enhancing police resource deployment and his commitment has made a significant impact on the Police Department's mission to ensure public safety and improve the quality of life in our City. His work supports our officers, detectives, and leadership in making informed, effective decisions. He has a unwavering willingness to go above and beyond and is always willing to tackle new tasks and assist in new initiatives.**

Print Name: **Nestor J. Carbonell**

Digitally signed by Nestor J. Carbonell  
Date: 2025.06.12 10:36:17 -04'00'

Date: **6/12/25**

## **Employee of the Month Nomination Form Continuation**

Re: Crime Analyst JULIAN POZO

On any given day Julian Pozo is coordinating with federal, state, and local law enforcement partners – sharing intelligence. He is instrumental in gathering data from a multitude of investigative resources, all to assist investigative units and patrol units.

He has identified trends, forecasted crime, and detected criminal patterns strengthening the Police department's crime prevention efforts.

He has even utilized his skill set to locate at-large offenders on behalf of the Investigative Division. A prime example occurred recently when Julian was able to determine the whereabouts of an offender in real-time by leveraging license plate reader database/technology, which resulted in offender's quick apprehension. It is important to note that the Offender was suffering from mental crisis and was armed with a rifle at the time of apprehension.

Julian is a civilian member of the department's Crisis Negotiation team, he is a certified civilian law enforcement drone pilot, and is at the forefront of the creation of the Department's Real Time Crime Initiative.

The Investigative Section and the Police Department proudly recommend Julian for the Nomination of Employee of the Month.