



**City of Coral Gables  
CITY COMMISSION MEETING**

**ITEM TITLE:**

Congratulations to Jose Rodriguez who holds the title Personnel Analyst/Public Safety, recipient of the "Employee of the Month Award," for the month of September, 2017.

**BRIEF HISTORY:**

The nomination was submitted by Karla Green and Kenneth Ingersoll who stated the following:

“Jose Rodriguez serves as the Public Safety Personnel Analyst for the Human Resources Department. His job is to oversee the vast responsibility of Public Safety Recruitment. This includes Police Officers, Firefighters and Public Safety Support Positions such as Communications Operators and Neighborhood Safety Aide positions.

Public Safety is a mission critical assignment. If anyone is aware of the recruitment situation that Jose inherited when he started, they may begin to understand how great a job he has done since he has been here. The City had over 15 Police Officer vacancies in addition to the Firefighter vacancies which averaged over 5. In addition, the City has been short staffed in the Communications section as well.

Jose was tasked with filling all of these vacancies as quickly as possible. Since January of 2017, Jose has overseen the processing of over 986 applications for Police Officers to give the average person an idea of what it takes to recruit a Police Officer to the City of Coral Gables:

For every 75 applications received, only 49% meet the minimum standards. That leaves 37 that remain. Of the 37 that remain, only 22% turn in application packets. That leaves 7 candidates left of the 75. Of the 7 that remain, only 50% pass the pre-screening and testing requirement standards. Only 3 candidates of the 75 make it to background investigation. Only 37% of the candidates that make it to background screening are hired. Leaving the City with 1 hire.

And yet despite have the numbers and odds stacked against him, along with an ever increasing mountain of applications to process, Jose has courageously moved forward as a complete professional, refusing to become overwhelmed or defeated. He has tirelessly moved forward, attending numerous job fairs held all over Miami Dade and Broward County, including City sponsored job fairs held on-site. He has stayed late often, even working weekends on occasion to move toward his goal.

Jose is the consummate professional. His smile and warm inviting personality has had an immense and unmeasured positive effect on Public Safety recruitment. I truly believe that when a candidate meets Jose, they are excited to apply to work for the City of Coral Gables.

Today, due to the efforts of Jose, the City is near its goal of 0 vacancies for Police Officers. I have no doubts that Jose will soon see it through to the goal.

It is for this any many other reasons that I am proud to nominate Jose Rodriguez for Employee of the Month for September 2017.”

**ATTACHMENT(S):**

- 1. Employee of the Month Notification Letter**