



MEMORANDUM

Date: November 5, 2025

To: Honorable Mayor and Commissioners

Via: Brian L. Barroso
City Manager

From: Bridget J. Flores
Director of Human Resources

Subject: **25-4631 – November 2025 Employee Service Awards**

Introduction

City Manager and Department Head recognition of employees' years of service at monthly City Commission meetings.

Background

Studies show that organizations providing special recognition of service anniversaries experience increase employee morale, engagement, productivity, and commitment. In recognition of dedicated service, full time employees receive awards for their years of service beginning in their fifth year of employment and at each 5-year interval.

Each month Human Resources will provide a list of recipients celebrating milestones and send an invitation to the employee and department head to attend the Commission meeting. Presentations will be made to employees during the morning session of the City Commission meeting. The City Service Award program is maintained by the Human Resources Director; service awards include a certificate and incentive award.

Procurement

Procurement for FY26 was secured with the Human Resources Funding (0011302 5134800) for projected milestone anniversary employees.

Recommendation

The City Manager's Office recommends approval of the following City Employees Service Award:

5 Years Service

Officer Jennifer Young	Key West Police Department
Driver/ Engineer Brandon Kocis	Key West Fire Department

10 Years Service

David Hoot	Parking
Anissa Balbi	Key West Fire Department
Lt. Korey Rodriguez	Key West Fire Department
Kervins Pierre	Port & Marine Services