



# City of Venice Fire Dept.



EMPLOYER INFORMATION	
BRIEF DESCRIPTION OF EMPLOYER City of Venice, Florida Fire Department  401 WEST VENICE AVE VENICE FL	CATEGORY Public
	APPROX. NUMBER OF EMPLOYEES (if available)
	LOCATION Venice, FL
PREVIOUS ESGR AWARDS RECEIVED (ENTER 4 DIGIT YEAR IF KNOWN) 2008 Pro Patria, 2016 Patriot Award	CORPORATE HEADQUARTERS (IF DIFFERENT) Venice, FL

*LEADERSHIP COMES FROM THE TOP*

*MAYOR HOLIC - 3RD TERM, AIR TR. CO. UNITED WAY - Hx Florida Pen.  
KIT MCKEON - WEST POINT - INF 8 H20  
- AEC 50  
FRED FRAIZE - NAVY*

NOMINATION INFORMATION	
SERVICEMEMBER NOMINATOR (rank and name) SSG (E-6) Timothy Tramel	RESERVE COMPONENT: FLARNG
ESGR FIELD COMMITTEE FORWARDING NOMINATION TO NATIONAL REVIEW BOARD Florida	TOTAL NUMBER OF NOMINATIONS RECEIVED 1

NOMINATION SUMMARY
<p>NOTEWORTHY STRENGTHS OF NOMINATION/EMPLOYER</p> <p>The city of Venice provides training and information on USERRA and works towards solutions that benefit the reservist in any cases of dispute. The Mayor encourages military support, and actively participates in military related functions throughout the city and provides security and support services free of charge for these events.</p> <p>While deployed, SSG Tramel's Fire Chief and Battalion Chief both contacted him often and relayed information on his well-being to his co-workers at a monthly meeting. They also emailed information about department related changes and updates so he remained current with job related news until his return, reducing his adjustment time once he returned to work.</p> <p>They provided differential pay while deployed and maintained his insurance benefits, which exceeds standard practice. Although the service member is approaching the "5 year limit" rule under USERRA, they have assured him that it will not be an issue and they will not enforce it. They value his military service and choose to continue showing their support instead of using it against him.</p> <p>Employer allowed him to take a promotion test upon his return from deployment instead of making him wait until the next testing period the following year. This allowed him to remain competitive within his peer group rather than getting behind due to his military obligations.</p> <p>When hiring for openings, the employer puts anyone with military service ahead of other applicants. Military service is valued and rewarded instead of being a hindrance to employment. Supervisors often ask for military related recommendations when looking for job applicants.</p> <p>While on deployment, his wife was able to call his supervisor in the middle of the night for a busted water heater. Not only did he respond immediately, he enlisted help for coworkers to pay for and install a new water heater the next day. The service member was able to focus on his military assignment without the distraction of worrying about any issue that arose at home knowing that his employer was available to his family 24/7.</p> <p>When he received a year-long assignment to California, his employer and coworkers purchased plane tickets for his wife and daughter to join him, then drove her car across country and flew themselves home so they would not have to do that on their own. They did this twice - both when he temporarily moved to California and again when he returned to Florida, and refused reimbursement from him or his family.</p>

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prepare my house before a hurricane. A true blessing, beyond my ability to describe my thankfulness of the Federation and their employees' support.”

#### THEY CAN SAY A FEW WORDS IF THEY LIKE

Thank you Jewish Federation of South Palm Beach County for being the best Florida has to offer in the Small Business sector.

#### APPLAUSE

The Public Sector recipient of the Pro Patria Award is:

- City of Venice:

Nominated by: Staff Sergeant Timothy Tramel, Army National Guard. Accepting the award on behalf of the City is [Shawn Kirby](#).

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While group is coming to the podium, please read the following excerpt.

Staff Sergeant Tramel writes: “I currently have a previous supervisor nominated for an ESGR Patriot award for his assistance given to my family while I was across the country on military orders. My wife was able to call him when our water heater sprung a leak late at night. He personally came over in the middle of the night and controlled the water leak. The next day, he and a crew of volunteer co-workers replaced the water heater in my house. I never had to call him. He stayed in contact with my family the whole time and my wife knew he was available. Knowing that my supervisors and co-workers are there to assist my family when can't makes me realize how blessed I am to work for such a supportive City.

The Fire Department (where I work) currently proudly displays it ESGR Pro Patria award from 2008 in the waiting area of our administration building. The Pro Patria award was for their actions regarding another reservist, showing their continued support throughout the years for members of the Guard and Reserve.”

And because of this – we thank you City of Venice for being the best in Florida in the Public Sector

#### THEY CAN SAY A FEW WORDS IF THEY LIKE

Thank you, City of Venice for your support.



## 2017 Freedom Award Nomination Entry

### Nominator Information

<b>Salutation</b>	Mr.		
<b>First Name</b>	Timothy	<b>Last Name</b>	Tramel
<b>State</b>	Florida		
<b>Telephone</b>	941-232-6389	<b>Email</b>	ttramel@venicegov.com
<b>Status</b>	Guard or Reserve	<b>Service</b>	Army National Guard
<b>Pay Grade</b>	E-06		

### Employer Information

<b>Name</b>	City of Venice	<b>Category</b>	Public Sector
<b>Address</b>	401 W. Venice Ave	<b>City</b>	Venice
<b>State</b>	Florida	<b>Zip Code</b>	34285
<b>Website</b>	http://www.venicegov.com		
<b>Senior Official First Name</b>	John	<b>Senior Official Last Name</b>	Holic
<b>Senior Official Title</b>	Mayor	<b>Corporate HQ State</b>	Florida

### Employer Point of Contact Information (HR,Supervisor)

<b>Contact Person First Name</b>	Susie	<b>Contact Person Last Name</b>	Daniels
<b>State</b>	Florida		
<b>Telephone</b>	941-486-2626 ext7372	<b>Email</b>	sdaniels@venicegov.com
<b>Date Company POC Notified of Nomination</b>	2016-12-30		

### Nomination Form

#### 1 USERRA AWARENESS [0 POSSIBLE POINTS ]

Do company managers and supervisors effectively support your military obligations including drill, annual training, military schools and/or deployments? If yes, please explain.

- Yes  No

#### Nominator Comments

All of the supervisors in my chain of command fully support all of my military obligations. They have received training and information on USERRA and actively support me. The City has written policies that mirror USERRA and have worked with me anytime questions have come up, always preferring to work in my favor if there was any doubt.

#### State Committee Reviewer Comments

The City of Venice has written policies that mirror USERRA and fully supports their employees' military obligations.

**2 ESGR AWARDS [ 5 POSSIBLE POINTS ]**

Have you nominated your manager/supervisor for the Employer Support of the Guard and Reserve Patriot Award? Has your company received other ESGR awards? Please explain your employers' accomplishments recognizing their support for their Guard and Reserve Employees. [Choose the response which affords the greatest number of points] NOTE: Receipt of other ESGR awards is NOT a prerequisite for selection as a SecDef ESFA recipient

- Yes  No

**Nominator Comments**

My supervisor from 2015 is currently nominated for the ESGR Patriot Award for his actions while I was military orders and stationed in California, away from my home and family on Florida. The Fire Department (where I work) currently proudly displays it ESGR Pro Patria award from 2008 in the waiting area of our administration building. The Pro Patria award was for their actions regarding another reservist, showing their continued support throughout the years for members of the Guard and Reserve

- Employer has never received an ESGR Award.
- Employer has received an ESGR Patriot award, Above and Beyond Award, and/or an ESGR Pro Patria Award.

**State Committee Reviewer Comments**

The Patriot Award was presented in 2015 and the Pro Patria was awarded in 2008. The Pro Patria award is proudly on display in their Administration Building.

**3 SERVICE MEMBER RECOGNITION [ 20 POSSIBLE POINTS ]**

Has your employer honored you and/or other military service members either through company communication and/or community recognition? If so please explain and include in what ways you or others were recognized i.e. in organizational events, publications or in other ways?

- Yes  No

**Nominator Comments**

My department has regularly communicated my activities to others, leading many of my fellow employees to follow - up with me, asking if they could assist in any way, making me feel like I truly a part of a work family.

- Employer does not recognize its National Guard and Reserve employees.
- Employer frequently and publicly acknowledges National Guard and Reserve employees in a variety of ways (announcements, postings, publications).
- Employer accomplishes all of the above and has senior leadership that personally and publicly expresses support of its National Guard and Reserve employees and encourages other employers to do so.

**State Committee Reviewer Comments**

Direct communication with fellow employees offering assistance made the nominator feel like the City of Venice was truly a work family.

**4 SERVICE MEMBER SUPPORT [ 20 POSSIBLE POINTS ]**

Does your employer interact with and support you or other military members during times when you are away for military duty to include drill, annual training, military schools and/or deployments?

- Yes  No

**Nominator Comments**

I was recently across the country performing military duty for almost 16 months. About once a month I would receive a phone call from my Fire Chief, asking about me and my family. I also receive regular emails and text from my supervisors keeping e informed about department-related changes and updates. The City also does an excellent job of communicating with me regarding my City benefits and anything that may affect my employment. I have never been left wondering about anything regarding my employment. Communications have been consistent and effective and I have always been happy to know I was returning back to a job where I felt supported.



**State Committee Reviewer Comments**

Differential pay is offered in addition to 30 days of full-pay and continuation of benefits.

**6.2 COMPENSATION: BENEFITS POLICIES [10 POSSIBLE POINTS ]**

Does your employer provide a compensation package for pay during times when you are away for military duty to include drill, annual training, military schools and/or deployments?

Yes  No

**Nominator Comments**

The City provides me with full-pay for the first 30 days of my orders. After that they provide differential to cover the difference between my civilian and military income, for the duration of my term of active duty. The City also provides insurance benefits as though I was still actively working for the City.

*Benefits*

Employer provides no continuation of benefits during periods of military service, regardless of duration.

Employer provides continuation of one or two of the benefits above for:  
periods of military service of up to 12 months periods of military  
service greater than 12 months Employer provides continuation of ALL  
benefits for: periods of military service of up to 12 months periods of  
military service greater than 12 months

**State Committee Reviewer Comments**

Full pay is offered for the first 30 days of service. After 30 days, differential pay is provided to compensate for the gap in military and civilian pay. Insurance benefits are continued in full.

**7 HIRING PRACTICE [10 POSSIBLE POINTS ]**

Does your employer actively recruit/hire Guard and Reserve? If so, please explain what hiring practices are used and what efforts are in place?

Yes  Unaware

**Nominator Comments**

I am unaware of any active recruiting of Guard and Reserve personnel, however I do know that when applicants identify themselves as members of the Guard or Reserve, they are looked upon extremely favorably. At no time has membership in the Guard or Reserve ever been a deterrent to being hired.

Employer does NOT provide any hiring practices.

Employer actively recruits and hires members of the National Guard and Reserve.

**State Committee Reviewer Comments**

Guard and Reserve members are looked upon extremely favorably and their applications move to the front of the line. The nominator also mentioned that when openings are available, that the City is seeking out referrals amongst current employees for individuals with prior service or who are still currently serving.

**8 GENERAL MILITARY SUPPORT [5 POSSIBLE POINTS ]**

Does your employer establish policies or engage in activities which are generally supportive to the U.S. Armed Forces, such as discounts, services, donations, scholarships, employment programs, etc.

Yes  Unaware

**Nominator Comments**

The City of Venice actively participates in multiple events honoring our military and veterans. City units participate in and support many ceremonies held at Patriots Park such as Memorial Day, 9/11, and Veteran's Day ceremonies by providing Color Guards as well as other city services such as crowd and traffic control. The City does not charge and type of fees for these events and is always very happy to provide the support. Our large population of military retirees is very appreciative of their services.

No supporting details

Employer provides support directly to Service member employees.

Employer has contributed (financially or otherwise) to events or activities in the community in support of the Armed Forces.

Employer has initiated and is directly responsible for programs/events which directly support the Armed Forces, and seeks out other means of assisting local military establishments and employees.

Employer does all of the above and has senior leadership that personally and publicly encourages patriotic support of the Armed Forces, and encourage other employers to do the same, while supporting Service member employees.

#### **State Committee Reviewer Comments**

The City of Venice actively participates in military community events that honor veterans and service members by providing color guard and traffic control when the event requires.

**Where did you learn about Freedom Award or ESGR Website the Freedom Award?**

#### **Nomination Source**

#### **Additional Information**

Please explain, in detail, specific examples of the outstanding support your employer has provided. You may also include additional information elaborating on the questions above. Past examples include: closed business for a farewell; made personal visits to family while deployed; or used software to track information on all employee military members.

#### **Committee Chair Comments**

The City of Venice is deserving of this recognition after the support that they have provided to the nominator's spouse on such a personal level, meeting the needs of his family while he could not be there himself to handle a home crisis is above and beyond the expectations one has of their employer. This is an example of what a patriotic, concerned, involved, compassionate, employer does. The example set by this employer is an example of showing support to an employee the way you support any other member of your family, by being there and caring.

#### **National Committee Comments**

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**The Secretary of Defense Employer Support Freedom Award**

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