

Memorandum



Date: October 13, 2020

Supplement
Agenda Item No. 11(A)(11) Substitute
October 20, 2020

To: Honorable Chairwoman Audrey M. Edmonson
and Members, Board of County Commissioners

From: Arleene Cuellar 
Director, Human Resources

Subject: Employment Contract Inspector General Felix Jimenez - Revised

On July 7, 2020, an Ad-Hoc Inspector General Selection Committee was convened for the purpose of selecting the next Inspector General. On Monday, August 31, 2020, the Chairman of the Committee, Mr. Nelson Bellido, presented to the Board of County Commissioners the Selection Committee's recommendation to appoint Mr. Felix Jimenez as the next Inspector General, and the Board approved the appointment of Mr. Jimenez.

Section 2-1076 of the Code requires the Inspector General's employment contract to be negotiated by the Director of the Human Resources Department, in consultation with the County Attorney, and then brought to the Board for consideration and approval. The Human Resources Director consulted and sought guidance from the Chairwoman of the Board regarding the terms of the contract. Upon completion of the negotiation, the proposed contract was brought to the Board for approval on October 6, 2020.

At the October 6, 2020 Board meeting, the proposed contract for the Inspector General was pulled for discussion. The issue in question was the inclusion of an annual five percent merit increase. No other provisions were discussed. The Board deferred the item and requested that the contract be reviewed, renegotiated if applicable, and brought back to the Board.

The original contract for Mr. Jimenez was modeled after the contracts approved for his predecessor which included the same provision providing for an annual merit increase of five percent. In the revised contract before you today, Mr. Jimenez has agreed to remove the five percent merit increase provision from his four-year employment contract given the County's financial situation related to the current COVID-19 pandemic and the fiscal uncertainty which lies ahead. Instead, the proposed contract provides that if County employees receive a cost of living adjustment in the future, Mr. Jimenez will receive the same standard cost of living adjustment received by other County employees.

The current annual savings that Mr. Jimenez's revised contract provides over the preceding contract with the former Inspector General is approximately \$32,066. This difference is attributable to: (1) the former Inspector General's salary at the end of her tenure which was \$267,451, not the \$240,000 that Mr. Jimenez has agreed to accept; and (2) Mr. Jimenez's contract does not grant him an additional week of vacation time afforded to his predecessor, which was valued at \$4,615 per year. Taken together, Mr. Jimenez has agreed to accept compensation that is approximately 13 percent lower than his predecessor.

Attachment

C: Carlos A. Gimenez, Mayor
Abigail Price-Williams, County Attorney
Geri Bonzon-Keenan, First Assistant County Attorney
Edward Marquez, Deputy Mayor