

# Memorandum



**Date:** July 18, 2014

**To:** Honorable Chairwoman Rebeca Sosa  
and Members, Board of County Commissioners

**From:** Carlos A. Gimenez  
Mayor 

**Subject:** Salary and Benefits for Employees Under the Mayor's Purview

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This memorandum is in response to a request made by Commissioner Sally A. Heyman at the June 25, 2014 Finance Committee meeting for an analysis of the salaries and benefits for non-bargaining unit employees under my purview. It should be noted that non-bargaining unit employees who are not under my purview may have different benefits granted or suspended during these same periods of time.

There have been eliminations, reductions and freezes of varying kinds impacting non-bargaining unit employees differently dating back to FY 2007-08. All non-bargaining employees have had merit increases frozen and gone without longevity bonus payments for the last four years. These employees also made contributions of ten percent of base salary toward the cost of group health for fourteen months, and continue to contribute five percent of base salary toward the cost of group health (Deputy Mayors continue to make a ten percent contribution). Additionally, these employees did not receive the three percent cost of living adjustment in July 2011.

Furthermore, in July 2007, my predecessor froze merit increases for executives that are part of the non-bargaining unit beginning in FY2007-08. Since I have been Mayor, merit increases and longevity payments have remained frozen for executives that are part of the non-bargaining unit. Executive benefits were eliminated as well in FY 2012-13.

If you have any questions, please contact Edward Marquez, Deputy Mayor, at 305-375-1451.

c: Robert A. Cuevas, County Attorney  
Office of the Mayor Senior Staff  
Department Directors  
Charles Anderson, Commission Auditor

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