

EXHIBIT "A"
Summary of Requested Adjustments

INTERIM CITY MANAGER RAUL AGUILA

The Interim City Manager requests that the City Commission consider the following proposed changes to the terms of his employment contract:

- Contract amendment to formalize that Aguila will:
 - Serve as Interim City Manager and exercise all powers and duties of the City Manager under the City Charter and City Code function until June 1, 2021, or upon commencement of employment term of new City Manager, whichever is earlier;
 - divest himself, during his period of service as Interim City Manager, of all responsibility for the management, decision-making, powers and duties of the City Attorney under the City Charter and City Code;
 - automatically resume his position as City Attorney on June 2, 2021, or upon commencement of employment term of new City Manager, whichever is earlier, without any City Commission action necessary
- 2% salary adjustment, plus any COLA provided to unclassified employees in FY 20/21, if any
- Increase cap on accrued annual leave, from maximum of 500 hours to maximum of 650 hours
- Increase 401K and IRA contributions to the maximum allowable amount for 2020 (see attached resolution)

CITY CLERK RAFAEL E. GRANADO

The City Clerk requests that the City Commission consider the following proposed changes to the terms of his employment contract:

- Extension of term for a period of one year
- Change the retirement benefit multiplier from 3% to 4%, which is equivalent to what the other two Charter Officers who sit on the dais receive.
- Increase cap on accrued annual leave, from 500 hours to 650 hours
- Any cost of living adjustment for FY 20/21, if provided to general unclassified employees of the City

ACTING CITY ATTORNEY RAFAEL PAZ

The Acting City Attorney does not currently have an employment contract. For the last decade, if not longer, all the City's Charter officers have had employment contracts. In addition, the City

has previously extended an employment contract to Charter officers serving in an interim role (such as the last Interim City Manager, Kathie Brooks). Based on the above, Acting City Attorney Paz requests the following:

- An employment contract to cover Paz's period of service as Acting City Attorney, to formalize Paz's performance of all functions of the City Attorney under the City Charter and City Code. The contract, along with the amendment to Mr. Aguila's contract, will formalize the separation of Charter functions between the Interim City Manager and Acting City Attorney.
- The contract would provide that upon appointment of new City Manager, and Mr. Aguila's returning as City Attorney, Paz would automatically resume his role as Deputy City Attorney, without any City Commission action necessary
- Temporary "out-of-class" adjustment for period of service of 4%, plus any cost of living adjustment provided in FY20/21 to general unclassified employees, if any
 - By way of reference, employees promoted to interim Department Directors have received a 10% adjustment during period of service as interim department heads
 - With the proposed temporary 4% adjustment, the Acting City Attorney's salary would still be less than the salary for any Assistant City Manager.

INSPECTOR GENERAL JOSEPH CENTORINO

The Inspector General is not requesting any changes. If a cost of living adjustment for FY 20/21, is provided to general unclassified employees of the City, Mr. Centorino leaves it to the City Commission to determine whether to extend the COLA to him.