

**CITY OF CORAL GABLES, FLORIDA**

**RESOLUTION NO. 2024-44**

**A RESOLUTION OF THE CITY COMMISSION  
APPOINTING AMOS ROJAS, JR. AS CITY MANAGER  
OF THE CITY OF CORAL GABLES AND APPROVING  
A SALARY AND BENEFITS PACKAGE.**

**WHEREAS**, Amos Rojas, Jr. was appointed City Manager of the City of Coral Gables on February 27, 2024; and

**WHEREAS**, the City Commission also approved a compensation and benefits package as described herein;

**NOW, THEREFORE, BE IT RESOLVED BY THE COMMISSION OF  
THE CITY OF CORAL GABLES:**

**SECTION 1.** That the foregoing “**WHEREAS**” clauses are hereby ratified and confirmed as being true and correct and are hereby made a specific part of this Resolution upon adoption hereof.

**SECTION 2.** That Amos Rojas, Jr. is hereby appointed City Manager of the City of Coral Gables, Florida effective February 28, 2024.

**SECTION 3.** That the City shall pay Mr. Rojas, Jr. a starting salary of \$282,824.26 per annum, which salary shall increase each fiscal year per Ordinance No. 2003-53, as with other appointed officials.

**SECTION 4.** That in addition to Mr. Rojas, Jr.’s compensation and benefits stated herein, and in lieu of Mr. Rojas, Jr. joining the City’s retirement pension plan, the City will contribute an amount per annum equivalent to 25% of Mr. Rojas, Jr.’s yearly base salary, or up to the maximum amount permitted by law, whichever is less, to Mr. Rojas, Jr.’s 401(a) plan and/or a 457 plan (as determined by Mr. Rojas, Jr. and consistent with applicable law), in installments every two weeks consistent with the City’s payroll process.

**SECTION 5.** That Mr. Rojas, Jr. is employed at the will of the City Commission.

**SECTION 6.** That Mr. Rojas, Jr. shall be afforded severance compensation equal to twenty (20) weeks of salary if Mr. Rojas, Jr. is terminated for any reason other than misconduct as defined in Section 443.036, Florida Statutes.

**SECTION 7.** That Mr. Rojas, Jr. be provided a monthly car allowance in the amount of the highest car allowance paid to a City appointed official or employee.

**SECTION 8.** That Mr. Rojas, Jr. will be able to participate in any of the City's plans for health, dental, and vision insurance for himself and his family, which shall be paid for by the City.

**SECTION 9.** That Mr. Rojas, Jr. shall receive annual leave consistent with City policy, including the City's executive benefits program, but no less than 120 hours annually. As with other appointed officials, and consistent with prior interpretation, the amount of annual leave shall not be capped.

**SECTION 10.** That Mr. Rojas, Jr. shall be entitled to sell back a maximum of 120 hours of annual leave on an annual basis, or the highest amount allowed to any appointed official or employee, whichever is higher.

**SECTION 11.** That Mr. Rojas, Jr. shall receive sick leave consistent with the City policies, including the City's executive benefits program, with such balance being paid out in full upon completion of his service to the City.

**SECTION 12.** That, as with other appointed officials, as City Manager, Mr. Rojas, Jr. may teach, write, and actively participate in a reasonable amount of municipal, professional, and similar associations and shall receive support and funding to attend and participate in conferences and other matters related thereto that serve a City purpose, including training and professional development.

**SECTION 13.** That, as with other appointed officials, the City Manager may have outside employment on a reasonable basis as long as it does not interfere with his full-time employment with the City.

**SECTION 14.** That Mr. Rojas, Jr. may receive an annual physical examination which shall be paid for by the City.

**SECTION 15.** Mr. Rojas, Jr. shall receive unrestricted usage of a cellular/mobile or other personal communication device, which shall be paid for by the City, and the device may be retained by him upon completion of his service with the City.

**SECTION 16.** That the City shall pay Mr. Rojas, Jr.'s professional membership and professional development fees.

**SECTION 17.** That Mr. Rojas, Jr. shall be entitled to life insurance coverage equivalent to two (2) year's base salary, which shall be paid by the City.

**SECTION 18.** That Mr. Rojas, Jr. shall be entitled to participate in any plan for short and long term disability coverage chosen and paid by the City.

**SECTION 19.** That unless otherwise provided herein or in conflict with the provisions herein, Mr. Rojas, Jr. shall be entitled to receive benefits and participate in programs which are provided to the other management employees and public officials/officers of the City.

**SECTION 20.** That this Resolution shall become effective upon the date of its passage and adoption herein.

PASSED AND ADOPTED THIS TWENTY-SEVENTH DAY OF FEBRUARY, A.D., 2024.

(Moved: Menendez / Seconded: Fernandez)

(Yeas: Fernandez, Menendez, Castro)

(Nays: Anderson, Lago)

(Majority: (3-2) Vote)

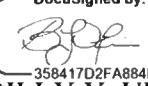
(Non-Agenda Item)

APPROVED:

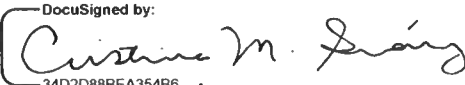
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VINCE LAGO  
MAYOR

ATTEST:

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BILLY Y. URQUIA  
CITY CLERK

APPROVED AS TO FORM AND  
LEGAL SUFFICIENCY:

DocuSigned by:  
  
34D2D88BEA354B6  
CRISTINA M. SUÁREZ  
CITY ATTORNEY

AGREED TO BY AMOS ROJAS, JR.:

By:  \_\_\_\_\_