

CITY OF CORAL GABLES, FLORIDA

RESOLUTION NO. 2024-44

**A RESOLUTION OF THE CITY COMMISSION
APPROVING A SALARY AND BENEFITS PACKAGE
FOR CITY MANAGER ALBERTO N. PARJUS.**

WHEREAS, on January 14, 2025, the City Commission, pursuant to Resolution No. ____, appointed Alberto N. Parjus as City Manager effective January 28, 2025, and designated Commissioner Kirk Menendez to negotiate Mr. Parjus’s salary and benefits package, subject to approval by the City Commission via subsequent resolution to be considered at the January 28, 2025 City Commission meeting; and

WHEREAS, the City Commission approves 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 Alberto N. Parjus is hereby appointed City Manager of the City of Coral Gables, Florida effective January 28, 2025.

SECTION 3. That the City shall pay Mr. Parjus a starting salary of \$295,000.00 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. Parjus’s compensation and benefits stated herein, and in lieu of Mr. Parjus joining the City’s retirement pension plan, the City will contribute an amount per annum equivalent to 25% of Mr. Parjus’s yearly base salary, or up to the maximum amount permitted by law, whichever is less, to Mr. Parjus’s 401(a) plan and/or a 457 plan (as determined by Mr. Parjus and consistent with applicable law), in installments every two weeks consistent with the City’s payroll process. Mr. Parjus will also retain the existing balance in any City retirement accounts when he becomes City Manager.

SECTION 5. That Mr. Parjus is employed at the will of the City Commission.

SECTION 6. That Mr. Parjus shall be afforded severance compensation equal to (1) ten (10) weeks of salary if Mr. Parjus is terminated on or before May 21, 2025 for any reason other than misconduct as defined in Section 443.035, Florida Statutes and (2)

twenty (20) weeks of salary if Mr. Parjus is terminated after May 21, 2025 for any reason other than misconduct as defined in Section 443.036, Florida Statutes.

SECTION 7. That Mr. Parjus 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. Parjus 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. Parjus 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. Parjus 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. Mr. Parjus will also retain all his existing annual leave in his balance when he becomes City Manager.

SECTION 11. That Mr. Parjus 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. Mr. Parjus will also retain all his existing sick leave in his balance when he becomes City Manager.

SECTION 12. That, as with other appointed officials, as City Manager, Mr. Parjus 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. Parjus may receive an annual physical examination which shall be paid for by the City.

SECTION 15. Mr. Parjus 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. Parjus's professional membership and professional development fees.

SECTION 17. That Mr. Parjus 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. Parjus 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. Parjus 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 _____ DAY OF JANUARY, A.D., 2025.

APPROVED:

VINCE LAGO
MAYOR

ATTEST:

BILLY Y. URQUIA
CITY CLERK

APPROVED AS TO FORM AND
LEGAL SUFFICIENCY:

CRISTINA M. SUÁREZ
CITY ATTORNEY

AGREED TO BY ALBERTO N. PARJUS

By: _____