



CITY OF MIRAMAR
OFFICE OF THE CITY MANAGER
INTER-OFFICE MEMORANDUM

TO: All City Employees

FROM: Vernon E. Hargray, City Manager

DATE: May 13, 2020

RE: Furloughs due to COVID-19

As the City of Miramar, along with the global community, seeks to find ways to cope with the impact of the unprecedented COVID-19 pandemic, we are faced with the grim reality of its prolonged effects on the City's finances. As we navigate these financial challenges, it is important to note that the City has taken every measure to alleviate the inevitable effects on our most valuable asset, our employees.

In a memo explaining the City's financial position, the Commission was apprised of the City's projected loss of revenue and the need to decrease expenses to counter the loss. As part of the reduction in expenses, furloughs were proposed, and every effort was made to mitigate this option.

Currently, the organization has made the difficult decision that it must implement certain measures to protect the financial stability of the City. These measures will include furloughs, which will be effective June 11, 2020. Specifically, each employee will be furloughed for 8 hours each week from June 11, 2020 to December 9, 2020. Additional information regarding work schedules will be provided by your Department Director. As we move forward, the City's financial condition will be reevaluated, and further information will be provided. Each of the City's unions have been notified of this situation.

I am dedicated to making sure that we retain all our employees through this unprecedented time. We are hopeful that this crisis will end soon and that the City will be able to overcome its financial difficulties for the good of the City, its residents and you the employees.

Should you have questions or require additional information, please let us know. We will get through this together.

c: CM Senior Executive Team
Department Directors
City Clerk
City Attorney