



CITY OF MIRAMAR

An Equal Opportunity Employer

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City Commission

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City Manager

Vernon E. Hargray

**"We're at the
Center of Everything"**

**CITY MANAGER
c/o City of Miramar
2300 Civic Center Place
Miramar, Florida 33025**

Phone (954) 602-3115
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May 11, 2020

Mr. James Estep
President
Professional Firefighters of Miramar, Local 2820
14359 Miramar Parkway, Suite 482
Miramar, Florida 33027

RE: Furlough of City Employees

Dear Mr. Estep:

Due to the economic impact of the Coronavirus pandemic (also known as COVID-19), the City of Miramar, Florida (the "City") has made the difficult decision that it must implement certain measures to protect the financial stability of the City. These measures will include furloughs, i.e., mandatory unpaid leave time, which will begin on June 11, 2020 (the "Effective Date") and continue through December 9, 2020 (the "Term"). The Term may be extended if required to ensure the City's financial stability.

During the Term, each full-time bargaining unit member will be furloughed for 8 hours each week. This will result in a change of schedule reducing each member's work hours by 8 hours per week. As soon as practicable prior to the Effective Date, each bargaining unit member will receive a schedule change notice.

COVID-19 is a global pandemic which is impacting the health and financial stability of individuals, businesses and government entities around the world. 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 employees.

The decision to furlough, like a layoff decision, is a management right under Section 447.209, Florida Statutes, as well as your collective bargaining agreement with the City.

We count on your assistance as we do our collective best to address this catastrophe.

Very truly yours,

Vernon E. Hargray
City Manager