



CITY of HOLLYWOOD, FLORIDA

Office of the City Manager

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September 19, 2011

Mr. Matthew Lalla, Director
Department of Financial Services and Information Technology

Dear Mr. Lalla:

Tonight marks the final reading of the proposed FY 2012 Budget, a challenging budget that has had to address a \$38.5 million short fall due to previously undetected shortcomings in prior year budgets, a history of borrowing from reserves to close operational gaps, unrealistic revenue projections, declining property values, and overly generous employee benefits. In the midst of a "Financial Urgency" which teetered on insolvency, you confronted these challenges with professionalism and skill while developing new policies and procedures to put Hollywood on stronger financial footing moving forward. Not only did you effectively close the large budget gap you then adroitly explained the budget and the new processes to our residents, our elected officials and our bargaining units. (Although it is never popular to raise property taxes, through your explanations our residents understood and accepted the important role these new increases would play in addressing the City's financial crisis with little objection or discord.)

During this time you also took on additional responsibilities including oversight of the Department of Information Technology and the transformation and direct management of the Office of Budget & Procurement Services. Your leadership has prevented Hollywood from declaring bankruptcy and has provided us with a brighter future provided the elected officials and Administration maintain the discipline to enforce the procedures you have set forth. When I commented to Gail Reinfeld, our Human Resources Director, how fortunate we are to have you at the financial helm, she mentioned that the City had recruited you at a lower salary than expected. Seeing your skill, your service to Hollywood, and your willingness to take some insurmountable challenges straight on this year, I re-evaluated your salary and I am correcting the base salary beginning September 30, 2011 when the payroll is due. Including a ten percent reduction which all unrepresented employees received, your new reduced base salary will be \$122,000. It is my hope that we will later be able to eliminate the salary reductions to the unrepresented at which time your salary will become \$134,200.

Sincerely,

Cathy Swanson-Rivenbark, AICP, CECd
Interim City Manager

c: Acting Assistant City Manager
Human Resources and Risk Management Director



Our Mission: We are dedicated to providing municipal services for our diverse community in an atmosphere of cooperation, courtesy and respect.
We do this by ensuring all who live, work and play in the City of Hollywood enjoy a high quality of life.

"An Equal Opportunity and Service Provider Agency"