

Human Resources/Organizational Development

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November 15, 2011

Mr. Garrett Garner
502 N. W. 15th Avenue
Gainesville, FL 32601

Dear Garrett:

I am pleased to provide an offer to you for the full-time position of Mayor's Aide—Temporary, Time-Limited, effective November 28, 2011. Your hourly pay rate will be \$22.0626.

Additionally, you are eligible for other benefits as delineated below:

- You will receive Paid Time Off (PTO) offered to regular Managerial, Administrative and Professional employees.
- Insurance is available under the City of Gainesville's group health plan and voluntary benefit package. Dependent care programs are also offered.
- You will be eligible to participate in our 401(a) Defined Contribution Plan. The City will contribute 10% and you will be required to contribute 5% pre-tax. You are 100% vested in this plan for both the City and personal contributions upon employment. This plan is administered by the ICMA Retirement Corporation and there are a variety of investment options available to you.
- You may also participate in the City's 457 deferred compensation plan. There are no vesting requirements associated with this plan, and upon leaving employment you have a number of options regarding withdrawal. This plan is also administered by the ICMA Retirement Corporation.

I trust the terms of this offer will be acceptable to you; if you have questions or would like additional information, please let me know.

Sincerely,



Sandy Barnard
Human Resources Director

cc: Mayor Craig Lowe
Kurt Lannon