

City of Coral Gables City Commission Meeting
Agenda Item I-4
April 8, 2014
City Commission Chambers
405 Biltmore Way, Coral Gables, FL

City Commission

Mayor Jim Cason

Vice Mayor William H. Kerdyk, Jr.

Commissioner Pat Keon

Commissioner Vince Lago

Commissioner Frank Quesada

City Staff

City Manager, Patrick Salerno

Assistant City Manager, Carmen Olazabal

City Attorney, Craig E. Leen

City Clerk, Walter J. Foeman

Deputy City Clerk, Billy Urquia

Public Speaker(s)

Agenda Item I-4 [Start: 12:44:30 p.m.]

Resolution amending previous Resolution No. 2011-46, approving salary and benefit package, as set forth therein.

Mayor Cason: Let's move to I-4, we Segway into I-4, which is a resolution amending the previous Resolution No. 2011-46 approving salary and benefits as set forth herein.

City Attorney Leen: Mr. Mayor this is an amendment to my resolution. Basically what it does is it brings the resolution any amendment to an employment resolution under state law now requires no more than 20 weeks of severance, so that's in there, and then I'm asking for an increase to my pension from 15 percent to 25 percent. All I want to say is, it is, and will be I hope, it is an honor to work for this Commission. I love being the City Attorney, it's been a tremendous joy and I this would be helpful to my family, the benefit package, you know with the pension that's why I focused on that. There has been one other issue related to medical bills. I'm going to discuss that – something like that I'm going to discuss with the Acting City Manager

and the next City Manager to see I can work those out, but this will help my family. So that's what I would request. If you wanted to I could go through some of the things that I've done as City Attorney.

Mayor Cason: No. I think we all recognize the great work you've done, so I'm just looking for a motion.

Vice Mayor Kerdyk: I'll make a motion.

Mayor Cason: Vice Mayor makes the motion.

Commissioner Lago: I'll second it.

Mayor Cason: Commissioner Lago seconds.

Commissioner Lago: If there is one thing we could do that would make it – I just want to add one small provision and that would be I would like to make it certain because I know that in the past we've always set when we've had these issues, for example, with the City Manager, the previous City Manager, I want to make sure that we sit down and we go over some goals, maybe every six months, once a year. I think it's important and I think as a City our plan sometimes changes, we may need to reassess our goals and I want to see if maybe we can add something to your resolution that says, you know we'll sit down every six months or sit down every year and discuss what has happened and what our plan for the future is.

City Attorney Leen: I would be happy – you can either put that in the resolution or I could just come and speak to you and maybe during the summer.

Commissioner Lago: Craig, I talk to you five times a day, trust me, if anybody knows what you are up to its me.

City Attorney Leen: Before the Commission to get goals, whatever you'd like.

Commissioner Keon: I would like to see us have some means by which we actually evaluate and address issues with regard to our appointed officials and I think we really need to talk about that, because for Sunshine reasons it needs to be in a public forum. We can't do it in an Executive Session, we can't do it behind closed doors, which would really be my preference, but under the law we can't do that, but I still think we should be able to evaluate, just as every employee is entitled to an annual evaluation, I think that so are the people that we appoint...

Commissioner Lago: I think it's important because today we are talking...

Commissioner Keon:...and then we communicate to those individuals what is it that's working and maybe what needs to be worked on, areas that need to be addressed with regard to their position or their performance in the coming year. So I think that's maybe we could have another session on that rather than address...

Mayor Cason: Because we've got three people that that would apply to.

Commissioner Keon:...Right – rather than just within this one ordinance maybe we could talk about that in general at another time.

Vice Mayor Kerdyk: And having said that, it would only be fair since we've reviewed the City Manager and we reviewed the City Attorney, that we also review the City Clerk; the City Clerk hasn't gotten a raise since 2007...

Commissioner Lago: You took the words out of my mouth.

Vice Mayor Kerdyk:...and that is the person that....

Commissioner Keon: I understand that there is an ordinance or a resolution has been drafted?

City Attorney Leen: There is a resolution that was passed by this Commission that establishes a COLA, it's like – I haven't looked at it in a while, 2.5 percent I think, that allows you every year the appointed officials are entitled to that, but it has to come before the Commission to ratify and the Manager has not been bringing that with my agreement. I'm happy with that because of the current, because of the state of the City's finances and the collective bargaining, but at some point there is that resolution in place, it gives you a mechanism by which you have a hearing when you consider whether to give the 2.5 percent that's already in place.

Commissioner Lago: Let me tell you just to piggyback off what the Vice Mayor said. I had the pleasure of sitting down with Billy and our City Clerk, Mr. Foeman, and I was absolutely mesmerized by what he has put together and how the City Clerk basically self-funds itself and is the only Clerk, Office of the Clerk in the County, correct me if I'm wrong, that is able to achieve what they achieve. So the Vice Mayor is 100 percent correct, he does a lot with a little, and he never complains, never, I've never heard that man complain in 11 months, not that I've heard you complain, but I mean it's incredible.

Mayor Cason: So you want to keep this as a clean resolution, we'll discuss the other two issues.

Commissioner Keon: I think so.

Commissioner Lago: Yes.

Mayor Cason: OK. So we have the Vice Mayor made the motion and Commissioner Keon second this one and Commissioner Lago.

City Clerk

Commissioner Quesada: Yes

Commissioner Keon: Yes

Vice Mayor Kerdyk: Yes

Commissioner Lago: Yes

Mayor Cason: Yes

(Vote: 5-0)

[End: 12:50:22 p.m.]