

Valladares, Gabriela

From: Lago, Vince
Sent: Monday, February 12, 2024 10:48 AM
To: Granell, Chelsea; Valladares, Gabriela
Subject: Fwd: City Manager

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From: Raul Valdes-Fauli <rvaldes-fauli@rvf-law.com>
Sent: Monday, February 12, 2024 10:47:24 AM
To: Commissioners <Commissioners1@coralgables.com>
Cc: Stacy Perez <sperez@rvf-law.com>; Willy A. Bermello <wbermello@bermelloajamil.com>; mcoscu@bellsouth.net <mcoscu@bellsouth.net>; ali_amfernandez@bellsouth.net <ali_amfernandez@bellsouth.net>; Chip Withers (chip@witherstrans.com) <chip@witherstrans.com>; Richard D. Lara (Corporate) <rlara@sbscorporate.com>; Margarita Delgado <margarita@mrd-consulting.com>; Jorge Arguelles (jarguelles903@gmail.com) <jarguelles903@gmail.com>; Iglesias, Peter <piglesias@coralgables.com>
Subject: City Manager

CAUTION: External Sender. Please do not click on links or open attachments from senders you do not trust.

Dear Mr. Mayor and Commissineers,

Respectfully I beseach you to retain the City Manager in tomorrow's vote.

He has performed in an exellent manner in the conduct of the City under the Commission's agenda. For example, our most important civil job, the Public Safety building came in under budget and in time thanks to the Manager's guidance.

What is wrong? Anything new? We must take note that the first item in the agenda in Mr. Fernandez' first Commission meeting was the dismissal of the Manager. Why? Why is he so insisstent in replacing an excelent leader under the Commission's directives. There is nothing new as this was Mr. Fernandez' first item. Why the odium?

Vote as you may but please be aware that your vote will have election time consequences. Everyone is watching!

With kind sentiments,

Raul Valdes-Fauli

Raúl Valdés-Fauli
Attorney
Raul Valdes-Fauli, P.A.
355 Alhambra Circle
Suite 1205
Coral Gables, Florida -33134
(786) 502-2646 – Main
(305) 632-5526 - Mobile
(786) 907-4006 - Fax
[*RValdes-Fauli@rvf-law.com*](mailto:RValdes-Fauli@rvf-law.com)

Valladares, Gabriela

From: Willy Bermello <wbermello@bermelloajamil.com>
Sent: Monday, February 12, 2024 1:59 PM
To: Raul Valdes-Fauli; Commissioners
Cc: Stacy Perez; mcoscu@bellsouth.net; ali_amfernandez@bellsouth.net; Chip Withers (chip@witherstrans.com); Richard D. Lara (Corporate); Margarita Delgado; Jorge Arguelles (jarguelles903@gmail.com); Iglesias, Peter
Subject: RE: City Manager

CAUTION: External Sender. Please do not click on links or open attachments from senders you do not trust.

Dear Mayor Lago and Honorable Commissioners.

I would like to echo former Mayor Valdez Fauli in expressing support for City Manager Peter Iglesias.

My family and I have been residents and taxpayers in the City Beautiful since 1964. As a professional in the real estate industry and as a Florida registered architect since 1975, I have had the opportunity of working with many Coral Gables City Managers in the past- including Jack Eads, David Brown , Cathy Swanson and Pat Salerno – and the latter gives me a historical perspective with which to weigh and evaluate the circumstances around us today versus where we have been in the past.

In my 4 decades in business I have not encountered someone as professional, knowledgeable and dedicated to serving the interests of the City of Coral Gables and its tax payers as City Manager Iglesias.

We are fortunate to have City Manager Iglesias serving us – and I encourage you to reward his performance financially as well publicly acknowledging how much we appreciate his unselfish efforts on our behalf – for there are at least 3 municipalities not far from us that would not waste a minute in trying to hire our City Manager-and frankly that would be disastrous to all of us as residents that depend on a well-functioning administration -one that is based on meritocracy and far from politics or personal agendas.

Respectfully yours,

Willy A. Bermello
Chairman of The Board | Principal

305.632.8993 – Mobile
305.859.2050 – Main
305.860.3701 – Direct



[Website](#) | [Linkedin](#) | [Instagram](#) | [Facebook](#) | [Twitter](#)

From: Raul Valdes-Fauli <rvaldes-fauli@rvf-law.com>
Sent: Monday, February 12, 2024 10:47 AM
To: Commissioners <Commissioners1@coralgables.com>
Cc: Stacy Perez <sperez@rvf-law.com>; Willy Bermello <wbermello@bermelloajamil.com>; mcoscu@bellsouth.net; ali_amfernandez@bellsouth.net; Chip Withers (chip@witherstrans.com) <chip@witherstrans.com>; Richard D. Lara (Corporate) <rlara@sbscorporative.com>; Margarita Delgado <margarita@mrd-consulting.com>; Jorge Arguelles (jarguelles903@gmail.com) <jarguelles903@gmail.com>; Iglesias, Peter <piglesias@coralgables.com>
Subject: City Manager

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With kind sentiments,

Raul Valdes-Fauli

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Attorney
Raul Valdes-Fauli, P.A.
355 Alhambra Circle
Suite 1205
Coral Gables, Florida -33134
(786) 502-2646 – Main
(305) 632-5526 - Mobile
(786) 907-4006 - Fax
RValdes-Fauli@rvf-law.com

Valladares, Gabriela

From: Richard D. Lara (Corporate) <rlara@sbscorporate.com>
Sent: Monday, February 12, 2024 2:21 PM
To: Commissioners
Cc: Stacy Perez; Willy A. Bermello; mcoscu@bellsouth.net; ali_amfernandez@bellsouth.net; Chip Withers (chip@witherstrans.com); Margarita Delgado; Jorge Arguelles (jarguelles903@gmail.com); Iglesias, Peter; Raul Valdes-Fauli
Subject: Re: City Manager

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Dear Mr. Mayor and Commissioners:

I respectfully urge you to support the retention of the City Manager in tomorrow's vote. His exceptional performance aligns with the Commission's agenda, exemplified by the successful and cost-effective completion of the crucial Public Safety building. It is imperative to question the persistence of Commissioner Fernandez in seeking the Manager's dismissal, especially considering this was the primary agenda item in his initial Commission meeting. Understanding the reasons behind this insistence is crucial, as your vote will undoubtedly carry election-time consequences, given the attention this matter has garnered.

In truth, the unbridled fervor of Commissioner Fernandez to remove our able City Manager from his post smacks of personal animosity at best and political expediency at worst. None of this becomes anyone holding an elected position and charged with the fair governing of matters affecting the citizens of The City Beautiful.

Respectfully,

Richard D. Lara
EVP and General Counsel
Spanish Broadcasting System

From: Raul Valdes-Fauli <rvaldes-fauli@rvf-law.com>
Sent: Monday, February 12, 2024 10:47 AM
To: Commissioners <Commissioners1@coralgables.com>
Cc: Stacy Perez <sperez@rvf-law.com>; Willy A. Bermello <wbermello@bermelloajamil.com>; mcoscu@bellsouth.net <mcoscu@bellsouth.net>; ali_amfernandez@bellsouth.net <ali_amfernandez@bellsouth.net>; Chip Withers (chip@witherstrans.com) <chip@witherstrans.com>; Richard D. Lara (Corporate) <rlara@sbscorporate.com>; Margarita Delgado <margarita@mrd-consulting.com>; Jorge Arguelles (jarguelles903@gmail.com) <jarguelles903@gmail.com>; Iglesias, Peter <piglesias@coralgables.com>
Subject: :EXTERNAL: City Manager

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leader under the Commission's directives. There is nothing new as this was Mr. Fernandez' first item. Why the odium?

Vote as you may but please be aware that your vote will have election time consequences. Everyone is watching!

With kind sentiments,

Raul Valdes-Fauli

Raúl Valdés-Fauli
Attorney
Raul Valdes-Fauli, P.A.
355 Alhambra Circle
Suite 1205
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This email has been scanned for viruses and malware.

Valladares, Gabriela

From: Lago, Vince
Sent: Friday, February 9, 2024 12:28 PM
To: Granell, Chelsea; Valladares, Gabriela
Subject: Fwd: City Manager Succession
Attachments: Ariel Fernandez - Commissioner - City of Coral Gables LinkedIn.pdf

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From: Juan A Galan Jr <juanagalanjr@yahoo.com>
Sent: Friday, February 9, 2024 11:35:39 AM
To: Lago, Vince <vlago@coralgables.com>; Anderson, Rhonda <randerson@coralgables.com>; Menendez, Kirk <kmenendez@coralgables.com>
Subject: Fw: City Manager Succession

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Dear Sirs/Madames:

As it will be likely up to the three of you to stop the desires expressed in the Ariel Fernandez letter, I wanted to share with you the email below sent to Melissa Castro, a fellow Commissioner to Ariel Fernandez that were elected together last year.

Not only is there no basis to take action on Commissioner Fernandez request, Commissioner Fernandez made a very serious mistake in enlisting the Assistant City Manager to help him in his attempt to overthrow our City Manager. Not only is that action one that he should be reprimanded for, but he has effectively reduced the career potential for that Assistant City Manager! Shameful activity!

It is clear to me that Commissioner Fernandez has begun his service as a Commissioner using confrontational techniques which are in direct contradiction to the history of collaborative work by our Coral Gables elected officials.

Also I find it amusing & sad, that a person that has ZERO experience in managing large organizations [see his LinkedIn resume attached], decides that they have the ability to evaluate others with much more significant experience in managing large organizations, like our City Manager, Peter Iglesias.

I urge you to once outside speakers on this item have completed, the three of you move to close the matter swiftly by voting AGAINST Commissioner Fernandez letter/ request! Our City does not need to entertain confrontation in our Commissioner's activity - not our legacy as a City!

It is great that someone wins election to our Commission, but it is just as important that they learn to serve as a Coral Gables Commissioner and not imitate Joe Carollo at City of Miami! Our City is better than that!

Thank you for your service to the City and considering my recommendation,

Juan A Galan Jr
355 Cocoplum Road

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of this e-mail is strictly prohibited. If you have received this e-mail in error, please notify the sender immediately by return e-mail and delete the original message. Thank you.

----- Forwarded Message -----

From: Juan A Galan Jr <juanagalanjr@yahoo.com>
To: Melissa Castro <mcastro@coralgables.com>
Sent: Friday, February 9, 2024, 11:10:30 AM EST
Subject: Fw: City Manager Succession

Good Morning/Buenos Dias,
Did you find your name in my previous correspondence?
It is here in my email:

BECAUSE WHILE I UNDERSTAND THAT YOU WERE ELECTED IN OPPOSITION TO A MAYOR SUPPORTED CANDIDATES YOU & MS CASTRO DECISIVELY BEAT IN THE ELECTION, THE VOTED FOR YOU WERE PRIMARILY DISSATISFIED WITH THE MAYOR & HIS SUPPORTED C NOT THE CITY MANAGER.

N.B.:

Based on all the legacy Coral Gables Mayor's/Commissioners/Citizens/etc that I've heard are planning to come to next Tuesday's meeting & speak against Commissioner Fernandez's letter/request, I humbly suggest that those associated with him on this, will remember that their action was detrimental to their career in any Coral Gables activities.

I am just a Coral Gables property owner for over 45 years, that has significant management consulting experience in the government sector as well as in management succession issues. Find it amusing that those that seem opposed to our City manager's performance, have never managed more than 20 subordinates themselves, while our City has over 1,000 employees. They also have ZERO experience in large enterprise participation or management, so what basis do they have for any comments they are making??

Also, over 45 years I have watched a Commission that works collaboratively, not confrontationally [like Carollo at Miami & others at Hialeah/Sweetwater/etc.]. I do not believe that residents of Coral Gables will enjoy seeing our Commission begin to comport themselves in other than a collaborative manner, please take that into consideration while you serve as Coral Gables Commissioner!

Thanks for your service to Coral Gables,

Juan A Galan Jr
355 Cocoplum Road

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----- Forwarded Message -----

From: Juan A Galan Jr <juanagalanjr@yahoo.com>
To: Melissa Castro <mcastro@coralgables.com>
Sent: Monday, February 5, 2024, 05:45:35 PM EST
Subject: Fw: City Manager Succession

Dear Ms Castro:

As your name is mentioned in below email, it is my custom to send any email where someone's name is used, to allow them to see the contents.

Thank you for your service & Saludos,

Juan A Galan Jr
355 Cocoplum Road

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----- Forwarded Message -----

From: YAHOO! Mail <miajag@yahoo.com>
To: Fernandez, Ariel <afernandez3@coralgables.com>
Sent: Monday, February 5, 2024, 05:41:18 PM EST
Subject: Re: City Manager Succession

Dear Commissioner Fernandez:

Thanks for your response and allow me to introduce myself:

. Left Deloitte Consulting in 1986[after 18 years] as Managing Director of Florida/Puerto Rico[one of its seven regions in USA.] Among the government work that I did:

a. Completed a complete overhaul of the governmental administrative & accounting systems at City of Hollywood in early 1970's;

b. Completed for Miami Dade County the specs for its Financial Reporting Systems and an executive search for its Head of Computer Systems, who served them for many years. At the time of my departure from Deloitte I had over 60 professionals reporting to me including our government consulting group of over 10 professionals.

During my service to Deloitte, I served in the USCG as the first Cuban American Commissioned Officer[1969-72] and given my computer background as an Industrial/ RCA Systems Engineer, I was assigned and successfully completed development of the Search & Rescue analysis & reporting system. While serving USCG I undertook the studies for a Masters in Business Administration at George Washington University which were completed in 1972.

In late 1986, I purchased the Miller beer distribution business in MiamiDade & Monroe counties. Ran that business for 8 years and successfully introduced many imported beers, like Presidente, etc. Due to industry consolidation, I successfully exited the business with a 400X return on my original investment.

In volunteer service, I have served in many different capacities, among them:

.At Coral Gables I served in the Budget Committee during the 1st Valdes-Fauli administration and was instrumental in creating the Audit Committee which has operated since then. I currently serve on the Waterway Advisory Board since its inception;

. I served on the Board of Cuban American National Council for over 28 years including Chair & Past Chair. CANC's subsidiary CODEC, has over 18 HUD 202 buildings with over 1,500 apartment units - as part of that leadership service I served on National Board of Hispanic Association for Corporate Responsibility, lastly as its Vice-Chair;

.Continue to serve on Board of University of Florida Foundation, having been its first Cuban American Chair in 2003-4, now a lifetime member.

From 1994 forward I have travelled to over 100 countries and all seven continents, while continuing to do various pro-bono services.

WHY ALL OF THE ABOVE?

Hopefully, you will see my comments below based on experience and perhaps be influenced by them?? Because while I understand that you were elected in opposition to a Mayor who supported candidates you & Ms Castro decisively beat in the election, the people that voted for you were primarily dissatisfied with the Mayor & his supported candidates, not the City Manager.

I understand that since your election there may have been obstacles placed within the City that upset you but I strongly believe you are focusing on the wrong leader to replace. Peter Iglesias, whom I have known for some time, is not a politician but is influenced & perhaps somewhat managed by other elected officials that have opposed you. Taking any retribution out on him is NOT what is best for the City or its residents, in my opinion!

I urge to consider that what is best for City is not to bring any electoral differences to our City's internal management structure, but, RATHER, plan for the future of electoral success for you and those that support you!!

As to the structure, you cite, it really does not matter. In my close to 50 years as a CG property owner, the City has been best served when it had a strong manager with a supporting Advisory Board[Commissioners]. The Current group of Commissioners as well as those that preceded you, do not have the requisite experience to serve as the City's Manager - please keep that in mind!

Should be interested in discussing further what my experience suggests maybe the best path forward, my cell # is 305-496-6139[anytime after 10 AM and before 9PM is OK].

Thanks for your service to the City y Saludos,

Juan A Galan Jr
355 Cocoplum Road
Coral gables, FL 33143

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On Monday, February 5, 2024, 04:35:09 PM EST, Fernandez, Ariel <afernandez3@coralgables.com> wrote:

Thank you sir.

According to our charter, we are a Commission-Manager form of government, which makes the Commission the governing board of the City and the manager the director who executes the directives of the Commission. Miami has a Mayor-Commission form of government, which gives the Mayor authority to hire the Manager under his supervision.

I agree, we need to avoid issues like other cities and my goal with this move is to ensure our services are not affected and that residents are the priority.

I appreciate you sharing your thoughts and concerns. Like I said, I will take your thoughts into consideration as we move towards February 13th.

Ariel Fernandez

Commissioner

CORAL GABLES®

THE CITY BEAUTIFUL

E: ariel@coralgables.com

M: 305-684-3874

O: 305-460-5222

Follow me on [Facebook](#), [Instagram](#) & [Twitter](#): @CommishAriel

From: YAHOO! Mail <miajag@yahoo.com>
Sent: Monday, February 5, 2024 4:29 PM
To: Fernandez, Ariel <afernandez3@coralgables.com>
Subject: Re: City Manager Succession

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Thank you for your acknowledgment & consideration of my comment.
We are a City Manager form of government and we need for Commissioners to serve as an Advisory Board, not a Sentencing Board.
We need a dedicated professional manager, which Mr Iglesias serves very well!
We do not need to become like City of Miami where Carollo & ADLP embarass us all!!
Juan Galan
355 Cocoplum Road
Coral Gables - resident since 1977 & member of "the over \$1 million in property taxes paid" Club!

Sent from Yahoo Mail on Android

On Mon, Feb 5, 2024 at 4:16 PM, Fernandez, Ariel
<afernandez3@coralgables.com> wrote:

Thank you for your email. I appreciate you reaching out. I will take it into consideration.

Ariel Fernandez

Commissioner



E: ariel@coralgables.com

M: 305-684-3874

O: 305-460-5222

Follow me on [Facebook](#), [Instagram](#) & [Twitter](#): @CommishAriel

From: YAHOO! Mail <miajag@yahoo.com>
Sent: Monday, February 5, 2024 4:14 PM
To: Fernandez, Ariel <afernandez3@coralgables.com>

Cc: Lago, Vince <vlago@coralgables.com>; Anderson, Rhonda <randerson@coralgables.com>; Menendez, Kirk <kmenendez@coralgables.com>; Castro, Melissa <mcastro@coralgables.com>

Subject: Re: City Manager Succession

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I disagree with you and support Mr. Iglesias continuity as City Manager.

Sent from Yahoo Mail on Android

On Mon, Feb 5, 2024 at 3:10 PM, Commissioner Ariel <ariel@coralgables.com> wrote:



concerns voiced by many of you following our last City Commission meeting. Below is a copy of my memo.

ain.

Jr Commissioner,

riel

305-684-3874

riel@coralgables.com

Valladares, Gabriela

From: Lago, Vince
Sent: Monday, February 12, 2024 10:20 AM
To: tony bello
Cc: Granell, Chelsea; Valladares, Gabriela
Subject: Re: City Manager Iglesias

Thank you for your support!

I will place your statement on the record.

Vince Lago

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From: tony bello <tbello1054@yahoo.com>
Sent: Monday, February 12, 2024 10:16:45 AM
To: Lago, Vince <vlago@coralgables.com>; Anderson, Rhonda <randerson@coralgables.com>; Menendez, Kirk <kmenendez@coralgables.com>; Fernandez, Ariel <afernandez3@coralgables.com>; Castro, Melissa <mcastro@coralgables.com>
Subject: City Manager Iglesias

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Good morning Mayor and Commissioners,

I fully support our City Manager Mr. Iglesias. He has been a professional in every sense of the word. He has directed our City with honesty and decorum. Having to deal with this misguided attempt to remove him is an insult to all of the residents. Please keep Mr. Iglesias and continue to support his efforts.

Thanking you for your service.

Tony Bello
521 San Antonio Ave
Coral Gables, Florida 33146
305 582.7838

Valladares, Gabriela

From: Lago, Vince
Sent: Friday, February 9, 2024 11:13 AM
To: Granell, Chelsea; Valladares, Gabriela
Subject: Fwd: Agenda Item F12 24-7002 - City of Coral Gables Commission meeting February 13th, 2024

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From: zully pardo <pardovi@aol.com>
Sent: Friday, February 9, 2024 11:10:35 AM
To: Lago, Vince <vlago@coralgables.com>; Anderson, Rhonda <randerson@coralgables.com>; Castro, Melissa <mcastro@coralgables.com>; Fernandez, Ariel <afernandez3@coralgables.com>; Menendez, Kirk <kmenendez@coralgables.com>
Cc: Urquia, Billy <burquia@coralgables.com>
Subject: Agenda Item F12 24-7002 - City of Coral Gables Commission meeting February 13th, 2024

CAUTION: External Sender. Please do not click on links or open attachments from senders you do not trust.

Jaime and Zully Pardo
49 Campina Ct
Coral Gables, FL 33134

Dear City of Coral Gables,

We see no merit in replacing city manager, Mr. Peter Iglesias. Such a prospect would not promote stability but serve to send a message of uncertainty and a city unable to operate effectively.

We urge you to forge ahead with civility and respect for the benefit of our City.

Sincerely,
Jaime and Zully Pardo
305-803-1506

.... Justifying the replacement of....

Sent from my iPhone

February 12, 2024

Coral Gables Mayor and Commission Members

Regarding the dismissal item in tomorrow's Commission Meeting, I urge you to consider the value that Peter Iglesias in general, and at this specific time, as follows,

1. Absolute integrity in all the positions he has held in the city and the County.
2. Uniformly respected at all levels, including nationally, for his technical competence and knowledge of construction. We have benefitted from his competence in the quality of the Miracle Mile and Giralda projects that have revived our downtown.
3. Leadership in bringing the city processes and systems from antiquity and dependence on bureaucratic priorities to modern automated systems that provide more timely results and free up employees to provide more friendly support. We are now recognized as a smart city nationally, our website is greatly improved, the Police to Citizen communication tool actually works, and hopefully the documentation retrieval process is up to date. But the job is not finished, and continued leadership and persistence to overcome the naysayers and create champions for efficiency and citizen support mindset.
4. Controversial as it is, the Administration is pursuing the best financial outcome in the leasing of city property, complying with its fiduciary responsibility. As long as the City Manager presents a number of bidders for the Commission to add other considerations, such as the value of maintaining properties leased v empty, there should be no conflict.

I urge you to postpone any decision on replacing the Manager for at least two years so he can complete the vital reinvention of our systems. I also urge you to work hard to resolve the chronic disagreements that are the hallmark of the current Commission without dragging the Manager into the unresolved conflict.

Respectfully,

Enrique Bernal
718 Valencia Avenue
Coral Gables, FL 33134

Valladares, Gabriela

From: Lago, Vince
Sent: Tuesday, February 13, 2024 8:49 AM
To: Granell, Chelsea; Valladares, Gabriela
Subject: Fwd: Opposition to Removal/Resignation of City Manager Peter Iglesias

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From: Thomas Snook <thomas@snookadr.com>
Sent: Tuesday, February 13, 2024 8:45:50 AM
To: Lago, Vince <vlago@coralgables.com>; Anderson, Rhonda <randerson@coralgables.com>; Menendez, Kirk <kmenendez@coralgables.com>; Castro, Melissa <mcastro@coralgables.com>; Fernandez, Ariel <afernandez3@coralgables.com>
Subject: Opposition to Removal/Resignation of City Manager Peter Iglesias

CAUTION: External Sender. Please do not click on links or open attachments from senders you do not trust.

The City of Coral Gables is governed by an elected commission-manager form of government, establishing policies that guide the delivery of services.

The commission-manager form of government allows the city's residents to elect a five-member City Commission charged with providing community leadership and developing policies to guide the City Administration's delivery of services.

The Commission appoints the City Manager, who serves as chief administrator of the city and ensures that the Commission's policies are properly executed. The Commission also appoints the City Attorney and the City Clerk.

Coral Gables' City Commissioners are elected to four-year, staggered terms, and the mayor serves for two years. These city-wide elections are held the second Tuesday in April in odd-numbered years.

This effort reminds me of the pay raises three of the Commissioners gave themselves without any involvement on the part of the residents.

If a majority of Commissioners want to change Commission policies, change the policies after involving the residents in the decision-making process.

I do not believe one Commission meeting with limited notification to the residents is sufficient to remove a City

Manager for "properly" executing past Commission policies with
which some Commissioners disagree.

V/R,

Thomas W. Snook



Valladares, Gabriela

From: Lago, Vince
Sent: Tuesday, February 13, 2024 8:34 AM
To: Granell, Chelsea; Valladares, Gabriela
Subject: Fwd: City Manager Mr. Peter Iglesias

Please pront

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From: Victoria Rua <vickyrua@me.com>
Sent: Tuesday, February 13, 2024 8:04:11 AM
To: Lago, Vince <vlago@coralgables.com>; Anderson, Rhonda <randerson@coralgables.com>; Menendez, Kirk <kmenendez@coralgables.com>; Fernandez, Ariel <afernandez3@coralgables.com>; Castro, Melissa <mcastro@coralgables.com>
Subject: City Manager Mr. Peter Iglesias

CAUTION: External Sender. Please do not click on links or open attachments from senders you do not trust.

Dear Commissioners,

It has come to my attention that there is proposal to remove the City Manager, Mr. Peter Iglesias, today. My intent was to attend but unforeseeable circumstances is going to prevent it.

Although I do not know the exact reason or details for this action, I encourage you all to evaluate the pros and cons before taking any drastic measures. The City of Coral Gables needs a manager with experience and this Mr. Iglesias has.

Sincerely,

Vicky Rua
50 Alhambra Circle
Coral Gables, Florida
305-934-3526



Valladares, Gabriela

From: Lago, Vince
Sent: Monday, February 12, 2024 8:39 PM
To: Granell, Chelsea; Valladares, Gabriela
Subject: Fwd: 2-13-24 Commission Meeting - Agenda Item F-12

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From: Ed Santamaria <edsanta55@outlook.com>
Sent: Monday, February 12, 2024 7:10:15 PM
To: Lago, Vince <vlago@coralgables.com>; Anderson, Rhonda <randerson@coralgables.com>; Menendez, Kirk <kmenendez@coralgables.com>; Fernandez, Ariel <afernandez3@coralgables.com>; Castro, Melissa <mcastro@coralgables.com>
Cc: Iglesias, Peter <piglesias@coralgables.com>; Suarez, Cristina <csuarez@coralgables.com>; Urquia, Billy <burquia@coralgables.com>; Parjus, Alberto <aparjus@coralgables.com>
Subject: 2-13-24 Commission Meeting - Agenda Item F-12

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Greetings Mayor and Commissioners,

Once again, I write to you as a resident and a former city employee with five-years' experience. As all of you on the dais know, over half of that experience was as Assistant City Manager, working directly with our current Manager, Peter Iglesias. Based on first-hand experience, in the manager commission form of government employed in our city, the work of a manager is unimaginably demanding. The demands come at breakneck speed from every direction. A manager is either at work, or on call 24/7/365. A holistic perspective is essential and the position requires visualizing the administration of the city at a 30,000-foot level. Simultaneously, it requires a granular understanding of the goals of elected officials; the needs of the community; the skills and capabilities of staff-members; and the status of all city projects and initiatives (past, present and future) to meet the objectives established in the city's approved strategic plan. There are few individuals in South Florida equipped to do this effectively.

Manager Iglesias is the hardest working individual that I have worked with. He is driven by an intense desire to steward the city's resources in the best interests of the community, acting as its chief executive officer working with his board of directors – the five of you. This is his only agenda. Peter can be direct and to the point. Some see this as arrogance and an unwillingness to listen. I disagree. A manager, when merited, must utter the word "no," and this is a word some people don't necessarily care to hear. Manager Iglesias is guided by a strong moral compass and a high sense of ethics. Based on my experience he is incorruptible.

I ask all of you today, what is the rationale for having this discussion? The walls of the chamber have seen this several times before, but there has been just cause involved. What is the just cause here. How will this body justify terminating Manager Iglesias when the destruction caused will greatly damage the community and further strain the confidence of your constituency?

I take the liberty to proffer what I see as just cause to maintain our present Manager. First, replacing the manager with someone experienced in the rigors of this post will be very difficult. Whoever that individual turns out to be will have a long and steep learning curve of at least a year, possibly two depending on the individual. Also, the obvious fractures in the commission combined with several openings at other municipalities will make it difficult for the city to recruit the

best candidates. The word on the street is that Coral Gables, at this time, is a difficult workplace environment. Lastly, compounding political instability with managerial instability will further demoralize staff. The staff exodus that we have lately seen will only accelerate. It will be increasingly difficult to recruit, hire and retain good talent. This will have significant costs in recruitment and training of replacement staff. Additionally, with the exodus and less effective managerial guidance, city projects will slip and services will degrade. Your objectives and the community's needs will only suffer. Lastly, this managerial instability will not be welcome by our elected representatives at the State level, and we are likely to lose funding from Tallahassee. It will also be unwelcome news at the bond rating agencies and our current impeccable rating will drop yielding increased borrowing costs for years to come.

Before a rash decision, likely to cost millions of dollars, is made, please ask yourselves, is there just cause? The community is looking for you to set aside grudges and personal vendettas and do what is right. You will all be held accountable if you don't.

In closing, unless there is demonstrable just cause, I urge you to commit to Manager Iglesias and do what is right for the good of Coral Gables at this time.

Respectfully,

Ed Santamaria

Valladares, Gabriela

From: Lago, Vince
Sent: Monday, February 12, 2024 8:38 PM
To: Granell, Chelsea; Valladares, Gabriela
Subject: Fwd: Commission meeting 13 February 24

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From: margot friedman <margotbfriedman77@yahoo.com>
Sent: Monday, February 12, 2024 7:26:32 PM
To: Lago, Vince <vlago@coralgables.com>
Subject: Fwd: Commission meeting 13 February 24

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Begin forwarded message:

From: margot friedman <margotbfriedman77@yahoo.com>
Date: February 12, 2024 at 7:06:35 PM EST
To: viago@coralgables.com
Subject: Fwd: **Commission meeting 13 February 24**

Begin forwarded message:

From: margot friedman <margotbfriedman77@yahoo.com>
Date: February 12, 2024 at 6:56:03 PM EST
To: Rhonda Anderson <randerson@coralgables.com>
Subject: **Commission meeting 13 February 24 To mayor Vince, Rhonda, Kirk, Melissa, Ariel, thank-you**

- [1] I object to the removal of the City Manager
- [2] A National search should be done for a new City Manager who can serve
As assisting City Manager for our current City Manager
For at least a year
- [3] I'd like to " Recall " the following commissioners
Kirk Menendez Melissa Castro Ariel Fernandez

From. Margot B Friedman



Valladares, Gabriela

From: Lago, Vince
Sent: Monday, February 12, 2024 8:35 PM
To: Granell, Chelsea; Valladares, Gabriela
Subject: Fwd: City Manager Iglesias

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From: Mikki Canton <mcanton@usa.net>
Sent: Monday, February 12, 2024 7:50:36 PM
To: Fernandez, Ariel <afernandez3@coralgables.com>
Cc: Lago, Vince <vlago@coralgables.com>; Anderson, Rhonda <randerson@coralgables.com>; Castro, Melissa <mcastro@coralgables.com>; Menendez, Kirk <kmenendez@coralgables.com>
Subject: Fwd: City Manager Iglesias

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Commissioner Fernandez,
Please pardon my inadvertently not including you on my original email below.

Mikki
Sent from my iPhone

Begin forwarded message:

From: Mikki Canton <mcanton@usa.net>
Date: February 12, 2024 at 7:36:44 PM EST
To: vlago@coralgables.com, randerson@coralgables.com, mcastro@coralgables.com, kmenendez@coralgables.com
Cc: Mikki Canton <mcanton@usa.net>
Subject: City Manager Iglesias

Honorable Mayor Lago, Vice-Mayor Anderson and Commissioners,

The City of Coral Gables Commission is in a perpetual state of disarray. Accordingly I respectfully address my comments herein to those commissioners, Fernandez, Castro and Menendez, who are attempting to be relevant and going about it for all the wrong reasons.

It's obvious that they do not have enough experience in responsible governance to understand process and fairness when it comes to playing with the goodwill of our City and people's lives and reputations. Though these commissioners were elected by a majority of voters, they do not represent all City constituents who care about and expect good government. Sadly, for the most part voter apathy and unvetted candidate qualifications brought about your election. However, don't underestimate the many residents who now rue the day they did not vote at all, or those who voted for you but now find themselves terribly disappointed.

While I have no prior frame of reference on Commissioners Fernandez and Castro, I personally know Commissioner Menendez as a kind independent person and it grieves me to see some of his ill-advised moves brought about by an alliance with the newly elected commissioners. I am hoping that his sense of

fairness and past professional experiences in government prevail now and his service going forward. Anyone watching the latest episode of the "City of Coral Gables Commission Amateur Hour" starring Ariel Fernandez, Melissa Castro, and to a degree, Kirk Menendez should not only be offended by their prior behavior on issues before them and now by the intimidation of the City Manager. We as responsible residents should be ashamed that we are allowing this to happen.

The City Manager, by law, is doing what the City Charter mandates and dictates. Commissioners, under the Charter, are not allowed to have temper tantrums and fire the Manager if they do not get their way or if the Manager stands up to them. There must be an open and orderly process at all times and not a popularity contest based on whims and disagreement. Otherwise you as commissioners are violating the City Charter.

Perhaps some of you individuals, who sit cavalierly in the power of your vote to decide someone's professional fate, have not been terminated from jobs and can not grasp the personal impact and importance of such a decision.

It is truly remarkable that we Coral Gables residents are watching antics- veiled and unveiled- over and over while doing nothing except wait for the next calculated move.

Frankly, if I were City Manager Iglesias I would not take this abuse from any of you. Yet that is not for me to say nor do I have the Manager's many years of public service under my belt to walk away without a fair and honorable fight. For shame.

Mikki Canton, Esq.

Sent from my iPhone

Valladares, Gabriela

From: Lago, Vince
Sent: Monday, February 12, 2024 8:37 PM
To: Granell, Chelsea; Valladares, Gabriela
Subject: Fwd: Firing of City Manager

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From: susan rodriguez <susan56athome@gmail.com>
Sent: Monday, February 12, 2024 8:05:54 PM
To: Rhonda Anderson <randersonlaw@gmail.com>; Lago, Vince <vlago@coralgables.com>; Ariel Fernandez <ariel@arielfernandez.com>; Menendez, Kirk <kmenendez@coralgables.com>; Castro, Melissa <mcastro@coralgables.com>; Iglesias, Peter <piglesias@coralgables.com>
Subject: Firing of City Manager

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Dear all,

I speak for myself as a resident and not as a spokesperson for any group I'm associated with.

I'm so disappointed and disgusted what Ariel Fernandez, Melissa Castro and Kirk Menendez, plan to do tomorrow.

I wish you can think about what's good for the citizens and not for your own personal gain. We need a commission that can work together, not power seeking individuals.

Communication is so important and you need to be mindful and listen to people and not take things out of context.

I personally believe this is the political suicide of Melissa, Ariel and Kirk, I will never vote for you again as so many residents have said.

Think what's right for the city, are you willing to lose other valuable employees who will not stand for this?

So disappointed in your actions,

Susan Rodriguez

Sent from my iPhone



Valladares, Gabriela

From: Lago, Vince
Sent: Monday, February 12, 2024 8:36 PM
To: Granell, Chelsea; Valladares, Gabriela
Subject: Fwd: City Manager

Please print

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From: Alexander Luis Bucelo <alb@bucelolawgroup.com>
Sent: Monday, February 12, 2024 7:42:38 PM
To: Lago, Vince <vlago@coralgables.com>; Menendez, Kirk <kmenendez@coralgables.com>; Castro, Melissa <mcastro@coralgables.com>; Fernandez, Ariel <afernandez3@coralgables.com>; Anderson, Rhonda <randerson@coralgables.com>; Iglesias, Peter <piglesias@coralgables.com>; Urquia, Billy <burquia@coralgables.com>
Subject: City Manager

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Dear Mayor Lago and City Commissioners.

I was born and have lived all my life in our wonderful city. I have the privilege of having served and am still serving in numerous city boards. Like many others, I truly care about The City Beautiful. Today I see unnecessary politics and blatant unfairness taking place. I see an elected official changing a previous position for self-serving reasons or for what many believe is fear of repercussions. Why? Why hurt an individual such as Peter Iglesias who has been nothing short of great in improving and protecting our residents' well-being. Today, I join many past elected officials, among which is former mayor Raul Valdes Fauli, as well as hundreds and hundreds of our residents in imploring your support of our city manager. My family has known the Iglesias' for many years, since my grandmother and Mr. Iglesias's mother went to school together in Cuba. My father and Mr. Iglesias knew each other as children. Finally, my brother AJ and Peter's son, Jonathan, went to the same high school together. They are an incredible and humble family totally dedicated to serving others. Please consider my request, and for the benefit of all of us who call Coral Gables home keep him as our City Manager.

Thank you,

ALEXANDER LUIS BUCELO, ESQ.

Bucelo Law Group
Partner
6303 Blue Lagoon Drive, Suite 390
Miami, Florida 33126
Phone: 305-442-1942
Facsimile: 786-472-9295
ALB@BUCELOLAWGROUP.com

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