

CITY OF CORAL GABLES, FLORIDA

RESOLUTION NO. 2018-258

A RESOLUTION APPOINTING PETER J. IGLESIAS AS CITY MANAGER OF THE CITY OF CORAL GABLES AND APPROVING A SALARY AND BENEFITS PACKAGE AS SET FORTH HEREIN.

WHEREAS, Peter J. Iglesias has served with high distinction as Assistant City Manager and Building Official of the City of Coral Gables, and formerly as Senior Director of Building and Planning and Zoning of the City of Miami and is a Professional Engineer and General Contractor; and

WHEREAS, Mr. Iglesias was appointed Interim City Manager on September 11, 2018; and

WHEREAS, the City Commission has worked with Mr. Iglesias since 2016 and has tremendous confidence and trust in his ability to succeed to the Office of City Manager; and

WHEREAS, following discussion, the City Commission appointed Mr. Iglesias to the position of City Manager of Coral Gables, effective September 25, 2018; and

WHEREAS, the City Commission authorized Mayor Raul Valdes-Fauli to negotiate with Mr. Iglesias on the City's behalf pursuant to section 2-28(b)(3) of the City Code to provide a proposed salary and benefits package to the City Commission for its review; and

WHEREAS, the City Commission also approves a compensation and benefits package as described herein;

NOW, THEREFORE, BE IT RESOLVED BY THE COMMISSION OF THE CITY OF CORAL GABLES:

SECTION 1. That the foregoing "Whereas" clauses are hereby ratified and confirmed as being true and correct, and are hereby made a specific part of this resolution upon adoption hereof.

SECTION 2. That Peter J. Iglesias is hereby appointed City Manager of the City of Coral Gables, Florida, effective September 25, 2018.

SECTION 3. The City shall pay Mr. Iglesias a starting salary of \$235,000 per annum, which salary shall increase each fiscal year per Ordinance No. 2003-53, as with the salaries of other appointed officials.

SECTION 4. That in addition to Mr. Iglesias' compensation and benefits stated herein, and in lieu of Mr. Iglesias joining the City's retirement pension plan, the City will contribute an amount per annum equivalent to 25% of Mr. Iglesias' yearly base salary to Mr. Iglesias' 401(a) plan and/or

457 plan (as determined by Mr. Iglesias and consistent with applicable law), in installments every two weeks consistent with the City's payroll process. Mr. Iglesias will also retain the existing balance in any City retirement accounts when he becomes City Manager.

SECTION 5. That Mr. Iglesias is employed at the will of the City Commission.

SECTION 6. That Mr. Iglesias shall be afforded severance compensation equal to twenty (20) weeks of salary if Mr. Iglesias is terminated for any reason other than misconduct as defined in Section 443.036, Florida Statutes.

SECTION 7. That Mr. Iglesias shall be provided a car allowance of \$650 per month, or the highest car allowance paid to a City appointed official or employee, whichever is higher.

SECTION 8. That Mr. Iglesias will be able to participate in any of the City's plans for health, dental, and vision insurance for himself and his family, which shall become effective on his first day of employment, and shall be paid by the City.

SECTION 9. That Mr. Iglesias shall receive 120 hours of annual leave in the first year of employment, and thereafter will continue to accrue annual leave consistent with City policy, but no less than 120 hours annually. As with other appointed officials, and consistent with prior interpretations, the amount of annual leave shall not be capped.

SECTION 10. That Mr. Iglesias shall be entitled to sell back a maximum of 120 hours of annual leave on an annual basis, or the highest amount allowed to any appointed official or employee, whichever is higher. Mr. Iglesias will also retain all his existing annual leave in his balance when he becomes City Manager.

SECTION 11. That Mr. Iglesias shall receive sick leave consistent with the City's executive benefits program, which such balance being paid out in full upon completion of his service. Mr. Iglesias shall also retain all his existing sick leave in his balance when he became City Manager.

SECTION 12. That, as with other appointed officials, the City Manager may teach, write, and actively participate in a reasonable amount of municipal, professional, civic, bar, and similar associations, and shall receive support and funding to attend and participate in conferences and other matters related thereto that serve a City purpose, including training and professional development. The City Manager shall consult with the chief ethics officer (City Attorney) regarding these activities to ensure compliance with applicable law.

SECTION 13. That, as with other appointed officials, the City Manager may have outside employment consisting only of teaching, on a reasonable basis, as long as it does not interfere with his full-time employment with the City. The City Manager shall consult with the chief ethics officer (City Attorney) regarding these activities to ensure compliance with applicable law.

SECTION 14. That Mr. Iglesias shall receive an annual physical examination, which shall be paid for by the City.

SECTION 15. That Mr. Iglesias shall receive unrestricted usage of a cellular/mobile or other personal communication device, which shall be paid by the City, and the device may be retained by him upon completion of his service.

SECTION 16. That the City shall pay Mr. Iglesias' professional membership and professional development fees.

SECTION 17. That Mr. Iglesias shall be entitled to life insurance coverage equivalent to two (2) years base salary, which shall be paid by the City.

SECTION 18. That Mr. Iglesias shall be entitled to participate in any plan for short and long term disability coverage chosen and paid by the City.

SECTION 19. That unless otherwise provided herein or in conflict with the provisions herein, Mr. Iglesias shall be entitled to receive benefits and participate in programs which are provided to the other management employees and public officials/officers of the City.

SECTION 20. That this resolution shall become effective upon its date of its passage and adoption herein.

PASSED AND ADOPTED THIS TWENTY-FIFTH DAY OF SEPTEMBER, A.D., 2018.

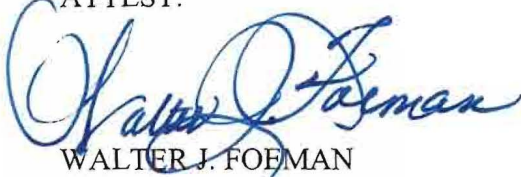
(Moved: Keon / Seconded: Quesada)

(Yeas: Keon, Lago, Mena, Quesada, Valdes-Fauli)

(Unanimous: 5-0 Vote)

(Non-Agenda Item)

ATTEST:



WALTER J. FOEMAN
CITY CLERK

APPROVED:



RAUL VALDES-FAULI
MAYOR

APPROVED AS TO FORM AND
LEGAL SUFFICIENCY:



MIRIAM SOLER RAMOS
CITY ATTORNEY

AGREED TO BY PETER J. IGLESIAS:

By: 