

CITY OF CORAL GABLES, FLORIDA

RESOLUTION NO. 2009-79

**A RESOLUTION APPOINTING PATRICK G. SALERNO CITY MANAGER
OF THE CITY OF CORAL GABLES; FURTHER APPROVING SALARY
AND BENEFIT PACKAGE, AS SET FORTH HEREIN.**

WHEREAS, following a search and screening process by the executive search firm of Colin Baenziger, for selection of a City Manager; and

WHEREAS, the City Commission conducted interviews of finalists on March 9, 2009; and

WHEREAS, following discussion, the City Commission, and by super majority vote, offered Mr. Patrick G. Salerno the position of City Manager and authorized Mayor Don Slesnick to negotiate with Mr. Salerno on the City's behalf and to provide a proposed salary package to the City Commission for its consideration, final review and approval; and

WHEREAS, Patrick Salerno desires to accept the position as City Manager pursuant to the terms and conditions set forth herein;

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

1. That Patrick G. Salerno is hereby appointed City Manager of the City of Coral Gables, Florida, effective April 6, 2009; further approving the base salary and benefit package as set forth herein.
2. That the City shall pay Mr. Salerno a starting annual salary of \$190,000 per annum.
3. That the City will contribute an additional 15% salary to a qualified pension plan of Mr. Salerno's choice, in lieu of joining the City's retirement pension plan, at no additional cost or tax consequences to the City.
4. That Mr. Salerno is employed at the will of the Commission.
5. That Mr. Salerno shall be afforded severance compensation equal to 75% of one year's salary, if the employment relationship is ended without just cause by the Commission during the first five years.
6. That Mr. Salerno shall be provided a City-owned automobile with unrestricted use; further stating that the City shall provide insurance and maintenance coverage and protection, as well as gasoline for the operation of the vehicle.
7. That Mr. Salerno shall be provided a cellular/mobile or personal communication device with telephone with unrestricted use.
8. That Mr. Salerno shall be provided a \$500 per month general expense allowance.

9. That Mr. Salerno shall be able to choose and participate in any of the City plans for health and dental insurance, for himself and his family; further stating that the City shall pay for the costs of these plans.
10. That Mr. Salerno 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.
11. That Mr. Salerno shall receive an annual physical examination to be paid for by the City.
12. That the City shall pay professional membership fees for Mr. Salerno.
13. That Mr. Salerno shall be entitled to life insurance coverage, the equivalent of one year's salary.
14. That Mr. Salerno shall be entitled to long-term disability coverage for any disastrous medical problem paid for by the City during the term of his employment.
15. That unless otherwise provided herein or in conflict with the provisions herein, Mr. Salerno shall be entitled to receive those benefits and participate in programs which are provided to the other management employees and public officials ("officers") of the City, as well as any future increases thereto.
16. That this resolution shall become effective upon the date of its adoption herein.

PASSED AND ADOPTED THIS TWENTY-FOURTH DAY OF MARCH, A.D., 2009.

(Moved: Withers / Seconded: Kerdyk)

(Yea: Withers, Anderson, Kerdyk, Slesnick)

(Nays: Cabrera)

(Majority (4-1) Vote)

(Agenda Item: F-1)

APPROVED

DONALD D. SLESNICK II

MAYOR

APPROVED AS TO FORM
AND LEGAL SUFFICIENCY:

ELIZABETH M. HERNANDEZ
CITY CLERK

AGREED TO THIS 26th DAY OF MARCH, 2009.

BY PATRICK G. SALERNO
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