

**CITY OF CORAL GABLES, FLORIDA**

**RESOLUTION NO. 2023-**

A RESOLUTION APPOINTING CRISTINA M. SUÁREZ AS CITY ATTORNEY OF THE CITY OF CORAL GABLES, FURTHER APPROVING A SALARY AND BENEFITS PACKAGE AS SET FORTH HEREIN.

**WHEREAS**, Cristina M. Suárez has served the City of Coral Gables with high distinction since 2016, and as Deputy City Attorney and City Prosecutor since 2017; and

**WHEREAS**, Ms. Suárez is Board Certified by the Florida Bar in City, County, and Local Government Law; and

**WHEREAS**, Ms. Suárez previously worked in private practice, focusing on international commercial disputes and financial services litigation and also served as a federal law clerk to the Honorable G. Kendall Sharp in the Middle District of Florida; and

**WHEREAS**, the City Commission has worked with Ms. Suárez since 2016 and has full confidence and trust in her ability to succeed to the Office of City Attorney; and

**WHEREAS**, City Attorney Miriam Soler Ramos strongly recommends Ms. Suárez as her successor as City Attorney; and

**WHEREAS**, following discussion, the City Commission appointed Ms. Suárez to the position of City Attorney of Coral Gables, effective the day after Ms. Ramos completes her tenure as City Attorney; and

**WHEREAS**, Mayor Vince Lago, pursuant to Section 2-28(b)(3) of the City Code, is authorized to negotiate with Ms. Suárez on the City's behalf 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 Cristina M. Suárez is hereby appointed City Attorney of the City of Coral Gables, Florida, effective the day following Ms. Ramos's completion of her tenure as City Attorney and that from January 20, 2023 at 5:00 p.m. until such date and time as Ms. Suárez is sworn in, she is hereby designated Acting City Attorney, with all authority that is vested in the City Attorney.

**SECTION 3.** That the City shall pay Ms. Suárez a starting salary of \$220,000.00 per annum, which salary shall increase after three months to \$235,000.00 per annum, and then each fiscal year per Ordinance No. 2003-53 (including an increase in 2023), as with other appointed officials.

**SECTION 4.** That in addition to Ms. Suárez's compensation and benefits stated herein, and in lieu of Ms. Suárez joining the City's retirement pension plan, the City will contribute an amount per annum equivalent to 25% of Ms. Suárez's yearly base salary to Ms. Suarez's 401(a) plan, in installments every two weeks consistent with the City's payroll process. Ms. Suárez will also retain the existing balance in any City retirement accounts when she becomes City Attorney.

**SECTION 5.** That Ms. Suárez is employed at the will of the City Commission.

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

**SECTION 7.** That Ms. Suárez shall be provided a monthly car allowance in the amount of the highest car allowance paid to a City appointed official or employee.

**SECTION 8.** That Ms. Suárez will be able to participate in any of the City's plans for health, dental, and vision insurance for herself and her family, which shall become effective on her first day of employment and shall be paid by the City.

**SECTION 9.** That Ms. Suárez shall receive annual leave consistent with City policy, including the City's executive benefits program, 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 Ms. Suárez 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. Ms. Suárez will also retain all her existing annual leave in her balance when she becomes City Attorney.

**SECTION 11.** That Ms. Suárez shall receive sick leave consistent with the City policy, including the City's executive benefits program, which such balance being paid out in full upon completion of her service. Ms. Suárez shall also retain all her existing sick leave in her balance when she becomes City Attorney.

**SECTION 12.** That, as with other appointed officials, the City Attorney may teach, write, and actively participate in a reasonable amount of municipal, professional, civic, bar, and similar association, 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.

**SECTION 13.** That, as with other appointed officials, the City Attorney may have outside teaching employment on a reasonable basis as long as it does not interfere with her full time employment with the City.

**SECTION 14.** That Ms. Suárez may receive an annual physical examination which shall be paid for by the City.

**SECTION 15.** That Ms. Suárez shall receive unrestricted usage of a cellular/mobile or other personal communication device, which shall be paid for by the City, and the device may be retained by her upon completion of her service.

**SECTION 16.** That the City shall pay Ms. Suárez's professional membership and professional development fees.

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

**SECTION 18.** That Ms. Suárez 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, Ms. Suárez 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 \_\_\_\_\_ DAY OF JANUARY, A.D. 2023.

APPROVED:

VINCE LAGO  
MAYOR

ATTEST:

APPROVED AS TO FORM AND  
LEGAL SUFFICIENCY:

BILLY Y. URQUIA  
CITY CLERK

MIRIAM SOLER RAMOS  
CITY ATTORNEY