

CITY OF CORAL GABLES, FLORIDA

RESOLUTION NO. 2017-346

A RESOLUTION APPOINTING MIRIAM SOLER RAMOS AS CITY ATTORNEY OF THE CITY OF CORAL GABLES, FURTHER APPROVING A SALARY AND BENEFIT PACKAGE, AS SET FORTH HEREIN.

WHEREAS, Miriam Soler Ramos has served with high distinction as Deputy City Attorney and City Prosecutor of Coral Gables, and formerly as the Deputy General Counsel of the Miami-Dade County Commission on Ethics and Public Trust and as an Assistant State Attorney in the Miami-Dade State Attorney's Office; and

WHEREAS, City Attorney Craig E. Leen strongly recommends Ms. Ramos as his successor as City Attorney; and

WHEREAS, the City Commission has worked with Ms. Ramos since 2015 and has full confidence and trust in her ability to succeed to the Office of City Attorney; and

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

WHEREAS, the City Commission authorized Mayor Raul Valdes-Fauli to negotiate with Ms. Ramos 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 Miriam Soler Ramos is hereby appointed City Attorney of the City of Coral Gables, Florida, effective the day following Mr. Leen's completion of his tenure as City Attorney.

SECTION 3. The City shall pay Ms. Ramos a starting salary of \$190,000 per annum, which salary shall increase after six months to \$200,000, and then each fiscal year per Ordinance No. 2003-53 (including an increase in 2018), as with other appointed officials.

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

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

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

SECTION 7. That Ms. Ramos 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 in lieu of a family health insurance package, Ms. Ramos shall receive a contribution to her 457 account in the maximum amount allowed by law, in installments every two weeks consistent with the City's payroll process. In the event Ms. Ramos decides to elect health insurance in the future, she will notify the City Commission and this section will be renegotiated.

SECTION 9. That Ms. Ramos will be able to participate in any of the City's plans for 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 10. That Ms. Ramos 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 11. That Ms. Ramos 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. Ramos will also retain all her existing annual leave in her balance when she becomes City Attorney.

SECTION 12. That Ms. Ramos shall receive sick leave consistent with the City's executive benefits program, which such balance being paid out in full upon completion of her service. Ms. Ramos shall also retain all her existing sick leave in her balance when she becomes City Attorney.

SECTION 13. 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 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.

SECTION 14. 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 15. That Ms. Ramos shall receive an annual physical examination, which shall be paid for by the City.

SECTION 16. That Ms. Ramos 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 her upon completion of her service.

SECTION 17. That the City shall pay Ms. Ramos's professional membership and professional development fees.

SECTION 18. That Ms. Ramos shall be entitled to life insurance coverage equivalent to two (2) year's base salary, which shall be paid by the City.

SECTION 19. That Ms. Ramos shall be entitled to participate in any plan for short and long term disability coverage chosen and paid by the City.

SECTION 20. That unless otherwise provided herein or in conflict with the provisions herein, Ms. Ramos 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 21. That this resolution shall become effective upon its date of its passage and adoption herein.

PASSED AND ADOPTED THIS FOURTEENTH DAY OF NOVEMBER, A.D., 2017.

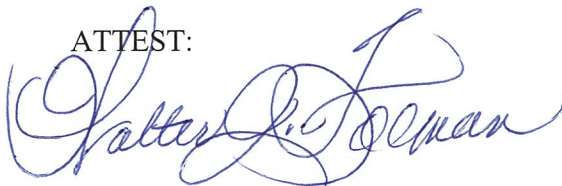
(Moved: Lago / Seconded: Keon)

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

(Unanimous: 5-0 Vote)

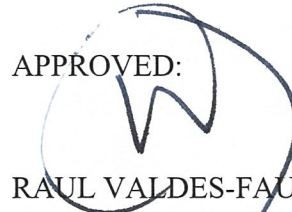
(Non-Agenda Item)

ATTEST:



WALTER J. FOEMAN
CITY CLERK

APPROVED:




RAUL VALDES-FAULI
MAYOR

APPROVED AS TO FORM AND
LEGAL SUFFICIENCY



CRAIG E. LEEN
CITY ATTORNEY

AGREED TO BY MIRIAM SOLER RAMOS:

By  _____