CITY OF CORAL GABLES, FLORIDA

RESOLUTION NO.: 2011-46 (AS AMENDED)

RESOLUTION APPOINTING CRAIG E. LEEN CITY ATTORNEY
OF THE CITY OF CORAL GABLES; FURTHER APPROVING A
SALARY AND BENEFITS PACKAGE, AS SET FORTH HEREIN.

WHEREAS, there was a search and screening process for selection of a City Attorney; and

WHEREAS, the City Commission conducted interviews of finalists on February 7, 2011; and

WHEREAS, the City Commission conducted a second set of interviews with the top two (2) candidates on February 22, 2011; and

WHEREAS, following discussions, the City Commission, by a unanimous vote, offered the position of City Attorney to Craig E. Leen and authorized Mayor Don Slesnick to negotiate with Mr. Leen on the City's behalf and to provide a proposed salary and benefits package to the City Commission for its consideration, final review and approval; and

WHEREAS, Craig E. Leen desires to accept the position as City Attorney pursuant to the terms and conditions set forth 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 Craig E. Leen is hereby appointed City Attorney of the City of Coral Gables, Florida, effective April 11, 2011.

SECTION 3. The City shall pay Mr. Leen a starting salary of $179,500.00 per annum.

SECTION 4. That in lieu of joining the City's retirement pension plan, the City will contribute an additional 15% of his base salary to a qualified pension plan of Mr. Leen's choice, at no additional cost or tax consequence to the City. However, the City will enter Mr. Leen into the Florida Retirement System if and when the membership is allowed by the State of Florida during his tenure as City Attorney.

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

SECTION 6. That Mr. Leen shall be afforded severance compensation equal to75% of one (1) year's salary, if the employment relationship is ended without just cause by the City Commission during the first three (3) years of service.

SECTION 7. That Mr. Leen shall be provided a $450.00 monthly car allowance and unrestricted usage of a cellular/mobile or other personal communication device, which shall be paid by the City.

SECTION 8. That Mr. Leen shall be able to participate in any of the City's plans for health and dental insurance for himself and his family which shall become effective April 11, 2011, and shall be paid by the City.

SECTION 9. That Mr. Leen 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.

SECTION 10. That Mr. Leen shall receive an annual physical examination, which shall be paid for by the City.

SECTION 11. That the City shall pay Mr. Leen's professional membership fees and continuing legal education credit fees.

SECTION 12. That Mr. Leen shall be entitled to life insurance coverage equivalent to one (1) year's salary, which shall be paid by the City.

SECTION 13. That Mr. Leen shall be entitled to participate in any plan for short and long term disability coverage chosen and paid by the City.

SECTION 14. That unless otherwise provided herein or in conflict with the provisions herein, Mr. Leen 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 15. That this resolution shall become effective upon the date of its adoption herein.

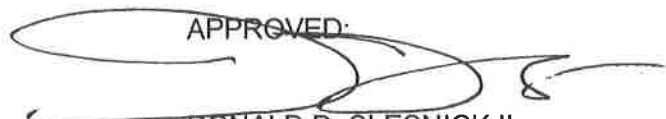PASSED AND ADOPTED THIS EIGHTH DAY OF MARCH, A.D., 2011.
(Moved: Withers / Seconded: Anderson)
(Yeas: Kerdyk, Withers, Anderson, Cabrera, Slesnick)
(Unanimous: 5-0 Vote)
(Agenda Item: F-1)

APPROVED:

DONALD D. SLESNICK II
MAYOR

ATTEST:

WALTER J. FOEMAN
CITY CLERK

APPROVED AS TO FORM
AND LEGAL SUFFICIENCY:

LOURDES ALFONSIN-RUIZ
INTERIM CITY ATTORNEY