



CITY OF NORTH MIAMI BEACH

Special Meeting
Council Chambers, 2nd Floor
City Hall, 17011 NE 19 Avenue
North Miami Beach, FL 33162
Friday, February 21, 2014
3:00 PM

Mayor George Vallejo
Vice Mayor Beth E. Spiegel
Councilman Anthony F. DeFillipo
Councilwoman Barbara Kramer
Councilwoman Marlen Martell
Councilman Frantz Pierre
Councilwoman Phyllis S. Smith

City Manager Ana M. Garcia
Interim City Attorney Dotie Joseph
City Clerk Pamela L. Latimore, CMC

Notice to All Lobbyists

Any person who receives compensation, remuneration or expenses for conducting lobbying activities is required to register as a Lobbyist with the City Clerk prior to engaging in lobbying activities before City Boards, Committees, or the City Council.

AGENDA

1. **ROLL CALL OF CITY OFFICIALS**
2. **PLEDGE OF ALLEGIANCE**
3. **PUBLIC COMMENT**
4. **MAYOR AND COUNCIL DISCUSSION**
5. **DISCUSSION ITEMS**
 - 5.1 **Severance Package for Darcee Siegel**
 - 5.2 **Contract Terms Dotie Joseph (Interim City Attorney)**

Discussion of Appointment (Charter Provisions)
 - 5.3 **Organizational Transition Plan**
 - 5.4 **Recruitment Process for City Attorney**
6. **ADJOURNMENT**



City of North Miami Beach
17011 NE 19 Avenue
North Miami Beach, FL 33162
305-947-7581
www.citynmb.com

MEMORANDUM

 **Print**

TO: Mayor and City Council
FROM: Review of severance package for former City Attorney;
transition plan.
VIA:
DATE: Friday, February 21, 2014

RE: Severance Package for Darcee Siegel

**BACKGROUND
ANALYSIS:
RECOMMENDATION:
FISCAL/BUDGETARY
IMPACT:**

ATTACHMENTS:

 [City Attorney Darcee Siegel Contract](#)

CONDITIONS OF EMPLOYMENT

EMPLOYER: City of North Miami Beach

POSITION: City Attorney

EMPLOYEE: Darcee S. Siegel, Esquire

EFFECTIVE DATE: October 1, 2013 - September 30, 2014

RENEWAL/

EXPIRATION DATE: This contract shall be reviewed and renewed by the Mayor and City Council at a Council meeting in July 2014.

DUTIES: Employee shall perform the duties and exercise the powers as provided by state law, the City Charter and City Code, and to perform such other legally permissible and proper duties and functions as assigned by the City Council from time to time.

SALARY: Employee's compensation shall be \$3,615 per week or a \$188,000.00 yearly equivalent and includes motor vehicle allowance, expense allowance and cellular phone allowance. Employee may be entitled to receive a cost of living increase annually. Employee's salary and/or benefits may be enhanced at the City Council's discretion. Employee may also receive an annual discretionary performance bonus in the maximum amount of ten percent (10%) of Employee's current salary. The Mayor and Council voted to award the City Attorney a 3% performance bonus in the lump sum amount of \$5,640.00 at the August 6, 2013 City Council Meeting payable at the commencement of this Agreement.

LEAVE: Employee shall be entitled to the following:

Annual Leave:	20 days/160 hours (Formerly 30 days/240 hours)
Sick leave:	10 days/80 hours (Formerly 28 days/224 hours)
Floating Holiday:	2 days/16 hours per year
Birthday:	1 day/8 hours per year



CITY



SIEGEL

PENSION

ELIGIBILITY: Employee shall continue her participation in a City of North Miami Beach Pension Plan. Employee's mandatory employee contribution is 8% and is subject to change as determined by the City.

HEALTH

INSURANCE: City shall provide Employee with Health benefits that are consistent with the benefits that are provided to the City's senior management. Upon separation of employment with the City, Employee's health insurance shall be continued in accordance with Resolutions No. 98-53, 2008-51 and Ordinances No. 2000-10 and 2002-30, as amended from time to time.

DENTAL

INSURANCE: City shall provide Employee with dental benefits that are consistent with the benefits that are provided to the City's senior management.

DISABILITY: Employee shall be provided long and short term disability insurance at no cost to employee.

LIFE

INSURANCE: City shall provide Employee with life insurance in an amount that is twice Employee's annual salary. For this purpose salary shall be capped at \$200,000.00. At separation, City's obligation to continue to pay for Employee's life insurance shall discontinue. Employee's insurance shall be portable so that, if Employee elects, the policy maybe converted.

SEVERANCE: Employee may be terminated from employment with or without cause at anytime. If employee is terminated without cause, the City shall pay Employee a lump sum cash payment equal to twelve (12) weeks salary pursuant to Florida State Statutes Chapter 112. Furthermore, the City Council may, within its discretion, provide Employee an additional eight (8) weeks of severance pursuant to Florida State Statutes Chapter 112. Employee shall not be entitled to any severance if terminated for cause pursuant to the City Charter and laws of North Miami Beach and the laws of the State of Florida.

PROFESSIONAL

DEVELOPMENT: City shall pay Employee's reasonable dues, subscriptions and travel expenses along with subsistence expenses for continuing education, membership and participation in professional associations and organizations.



CITY



SIEGEL

City of North Miami Beach, Florida:

Employee:

By: 

GEORGE VALLEJO, Mayor



DARCEE S. SIEGEL

**PURSUANT TO Motion Approved and Adopted at the
August 6, 2013 City Council Meeting**

ATTEST:



PAMELA L. LATIMORE, City Clerk



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RE: Contract Terms Dotie Joseph (Interim City Attorney)

BACKGROUND

ANALYSIS:

RECOMMENDATION:

**FISCAL/BUDGETARY
IMPACT:**

ATTACHMENTS:

None



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RE: Organizational Transition Plan

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None



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RE: Recruitment Process for City Attorney

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**FISCAL/BUDGETARY
IMPACT:**

ATTACHMENTS:

None