

*Law Offices of
Slesnick & Casey, LLP*

2701 PONCE DE LEON BOULEVARD

SUITE 200

Coral Gables, Florida 33134-6020

DONALD D. SLESNICK II
CERTIFIED IN LABOR & EMPLOYMENT LAW
CERTIFIED CIRCUIT COURT MEDIATOR
donslesnick@scllp.com

FAX (305) 448-5685
TEL (305) 448-5672

JAMES C. CASEY
FLORIDA SUPREME COURT
CERTIFIED CIRCUIT COURT MEDIATOR
jlmcasey@scllp.com

February 20, 2014

Honorable George Vallejo, Mayor
City of North Miami Beach
North Miami Beach City Hall, 4th floor
17011 NE 19 AVE
North Miami Beach, FL 33162-3100

E-mail and Fax

Re: Darcee Siegel, Esquire

This office represents the interest of Darcee Siegel, Esquire relative to her employment relationship with the City of North Miami Beach. Ms. Siegel was recently terminated from her long-tenured, active and highly respected position as City Attorney by a 4-3 vote of the City Council approximately four months into her current contract with the City that is set to expire on September 30, 2014.

We are not unmindful of the myriad issues faced by the City of North Miami Beach and your office. This letter is written with exactly those issues in mind. Additionally with respect for your reputation as a fair-minded person, the City's reputation and Ms. Siegel's desire to professionally and amicably resolve this matter that we propose the following outline that forms the basis of what Ms. Siegel hopes will be a mutually beneficial resolution to this matter without resort to any other avenues of redress.

The following points of resolution in terms of compensation to Ms. Siegel are primarily outlined in the terms of her valid current contract with the City:

1. Pursuant to the contract the City must pay Ms. Siegel all wages due her through September 30, 2014;
2. Also pursuant to her Contract the City must pay Ms. Siegel the contractual 12 weeks of severance as well as the 8 weeks of discretionary severance;
3. Pursuant to Ms. Siegel's 2009-2010 contract Ms. Siegel was to receive a mandatory 10% cost of living increase but due to her commitment and loyalty to the City she deferred that increase which is now due and owing;

Honorable George Vallejo, Mayor

February 20, 2014

Page Two

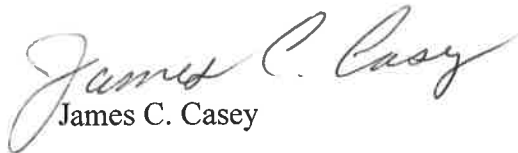
Re: Darcee Siegel, Esquire

4. Dental, Health, Life & Disability Insurance benefits to be paid out through the end of the contractual term as well as life time Health & Dental thereafter;
5. Pay out of all accrued leave including sick leave, annual leave (vacation) and any other applicable accrued leave time at current rate of pay;
6. All other applicable contractual and City provided allowances; and
7. Reasonable attorney's fees.

It is our understanding that a meeting is scheduled regarding these issues for Friday, February 21, 2014 at 3:00 p.m. at North Miami Beach City Hall. Please be advised that it the intention of Ms Siegel and the undersigned to be in attendance at that meeting so that we can reach a speedy resolution.

Thank you in advance for your cooperation and attention to this matter.

Sincerely,


James C. Casey

JCC/ep

cc: Darcee Siegel, Esquire