



City of North Miami Beach, Florida

Office of the City Manager

TO: All Employees

FROM: Mark Antonio, Interim City Manager
Mario Diaz, Incoming City Manager

DATE: May 19, 2023

SUBJECT: Code of Ethics & Assignment of Special Counsel

The employees of the City of North Miami Beach, as providers of public services and in order to inspire confidence and trust, the City is committed to the highest standards of personal integrity and competence. To that end, we must recognize that government must serve the best interest of all citizens as we stand as representatives of responsible government, acting at all times to merit public confidence in the City of North Miami Beach and ourselves.

As many of you are aware, the Mayor and City Commissioners have retained Michael A. Pizzi, Jr., Esq., as special counsel to investigate misspending and misuse of City funds during the past several years. This is an effort to ensure that all taxpayer money is properly accounted for.

Any City of North Miami Beach employee with any information relating to misspending of taxpayer money, theft of taxpayer money or any other wrongful conduct is encouraged to come forward with any information that may be pertinent to the special counsels investigation.

Florida Statue 112.3187 protects any City employee from any form of retaliation for coming forward and reporting wrongful conduct. Additional citywide training will be forthcoming as it relates to the Florida Whistleblower Statute.

Please refer to the attached from Mr. Michael A. Pizzi Jr., Esq.

Moving forward, we are implementing enhanced financial oversight protocols and controls to prevent such incidents from happening again. We will strengthen our internal audit processes, improve training on financial management and ethics, and establish clearer reporting mechanisms to encourage whistleblowing and the reporting of any suspicious activities.

We believe in the resilience of our community, and together, we will emerge stronger from this difficult period. We thank you for your continued support as we work towards a more transparent and accountable city government.

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MAY 19TH, 2023

**ALL EMPLOYEES
CITY OF NORTH MIAMI BEACH**

Dear Valued Employees.

The Mayor and City Commissioners have retained me as a Special Counsel to investigate misspending and misuse of City funds during the past several years. This is an effort to make sure that all taxpayer money is properly accounted for.

Florida Statute 112.3187 protects any City employee from any form of retaliation for coming forward and reporting wrongful conduct. I will be conducting a training on the Florida Whistleblower Statute in the near future.

I am inviting all City of North Miami Beach employees with any information about any misspending of taxpayer money, theft of tax payer money or any other wrongful conduct to call me at (305) 986-2277 any time day or night including weekends. I would be happy to meet with you in the City. But, I also have offices outside of North Miami Beach if that would make you more comfortable.

Again, I can assure you that under Florida Law, no form of retaliation would be tolerated, In fact, coming forward provides protection from retaliation. I look forward to hearing from you.

Very yours truly,

s/ Michael A. Pizzi, Jr.
Michael A. Pizzi, Jr., Esq.