



VILLAGE OF KEY BISCAINE

Village Council
Robert Oldakowski, *Mayor*
Robert L. Vernon, *Vice Mayor*
Enrique Garcia
Steve Liedman
Jorge E. Mendia
Thomas Thornton
Patricia Weinman

MEMORANDUM

DATE: February 21, 2006

TO:  Honorable Mayor and Members of the Village Council 

FROM: Councilmember Patricia Weinman

RE: Village Manager's Contract

The Village Manager received 5.8 out of 6 possible points when her performance was reviewed by the Village Council. In addition to her management duties, Jacqueline Menendez lead efforts to deliver an unprecedented \$13 million in outside funding from County and local sources for Key Biscayne's infrastructure.

Did we know that Ms. Menendez would excel as Village Manager? No, although then Mayor Joe Rasco and Council saw her potential. She had not held a city manager position during her 15 years with Dade County, so she was hired at a lower salary than our previous manager and without the \$1000/month housing allowance we had paid for ten years. Her compensation package was approximately \$17,000 less than that of the previous manager. Because Ms. Menendez lived on Key Biscayne the housing allowance was not considered essential and residency was not required in her contract. More on this later.

I would like to see the Village run even more like a business. Jacqueline Menendez is a valuable asset to our Village business. Ms. Menendez works hard to make sure we get value for our tax dollars. One year ago she sent a memo to Village departments asking directors to do more at a lower cost with fewer people. Leading the way, she pared her own department's staff down to herself and an assistant, eliminating the position of Assistant Village Manager thereby saving \$72,000 in salary. She also saved \$13,000 by eliminating a part-time receptionist in the Manager's Department. The salary of the remaining Assistant to the Manager position is \$62,000. Our Manager's Department is run much more frugally than many other cities of similar population and revenue, including several without their own police and fire-rescue.

Moreover, Ms. Menendez models the qualities we need to improve Village "customer service" and to make each department more efficient and more responsive to residents.

Our Manager has demonstrated that she continually seeks challenges, motivates employees, maintains a responsible budget and strives to keep communication flowing freely with staff, Council and with residents. Her outstanding performance is recognized by her peers who elected her President of the Dade County Managers Association.

In four short years Ms. Menendez has ended decades of chronic neglect by Dade County. Thanks to our Manager, Key Biscayne now enjoys the benefits of open communication with the County which now actively supports the interests of Key Biscayne residents. At both the City and County we know that when Ms. Menendez speaks on our behalf, her voice is respected and will be heard. She has taken on added responsibilities on our behalf, such as serving on the crucial Virginia Key Master Plan Committee.

The Manager is currently working to acquire additional funding for sewers and water pipe replacement. Based on her track record, we have reason to be optimistic.

Below is a breakdown of the \$13 million in outside funding Jacqueline Menendez has worked to secure:

- \$2 million ANNUALLY for full-time operation of County Station 15 on Key Biscayne;
- \$5.2 million from County's General Obligation Bond for sanitary sewers;
- \$4 million Rickenbacker toll revenue for Crandon Master Plan Project;
- \$100,000 for additional hours of Library operation;
- \$175,000 for traffic light system at McIntyre and Crandon;
- \$1 million from Florida Department of Transportation;
- \$1 million from County Enhancement Funds.

Notable among her achievements is convincing Dade County to staff Station 15 on Key Biscayne. The County will spend \$2 million annually for paramedic and firefighter services which increases our safety on this island and enables our Fire Rescue Department to spend more of their efforts on our residents' needs. Furthermore, the operation of Station 15 represents an impressive ongoing financial commitment by the County, which reduces the scope of our continuing economic exposure substantially. Our Manager pursued this goal for two years.

We have just received word from Rep. Ileana Ros-Lehtinen that the Village will receive \$1.4 million from FEMA as a 75% reimbursement of our post-Hurricane Wilma expenses. FEMA is now headed by David Paulison, the former Dade County Fire Chief, whose Assistant was Jacqueline Menendez. The Manager will continue working with him to achieve the maximum funding possible for Village hurricane expense.

Did we expect our Village Manager to bring in millions in outside revenue when we hired her? No. The only outside funding the Village of Key Biscayne had ever acquired was \$1

million in federal funding. We paid a federal lobbyist \$240,000 to represent us in that effort. Local lobbyists generally charge retainers of \$60,000 to \$70,000. Our previous manager did lobby the County on our behalf. Like many municipal managers, he followed the common practice of taking legal counsel along when he went to the County to advocate for Village needs. Jacqueline Menendez does not cause the legal meter to run, she goes alone, saving us many thousands of dollars in both lobbyist and legal fees.

Our capable Village Manager is also one of the most effective local lobbyists in South Florida.

The compensation package I am recommending is intended to acknowledge the performance of our productive, high-profile Manager in a fiscally responsible manner. The proposed contract would put her in the lowest compensation range for managers of cities within Dade County which also have both police and fire departments. Key Biscayne is the only such city without an Assistant Manager. Our Manager eliminated the position of Assistant Manager over one year ago.

MUNICIPALITIES WITH FULL PUBLIC SAFETY DEPARTMENTS

City of Miami Manager: \$240,000 Asst. Mgr.: \$150,000
Miami Beach Manager \$198,000 and two Assistants totaling \$310,000
Coral Gables Manager: \$164,393, Asst. Mgr. \$115,506 ,
Dade County Manager \$311,342, Assistant Mgrs: \$230,110 and \$219,506
Hialeah's "strong Mayor" form of government is structured differently, without a manager.

When a city has both police and fire-rescue departments as well as standard array of administrative and regulatory departments, the demands on the Manager are very different from those of cities without public safety services. Yet, Ms. Menendez's proposed salary is close to that of several cities with revenue and population similar to Key Biscayne. Keep in mind that the following managers do not have the added staff and responsibility of both fire-rescue and police departments:

SIMILAR COMMUNITIES WITHOUT FULL PUBLIC SAFETY DEPARTMENTS

Manager of Sunny Isles \$176,000 . Assistant Manager: \$106,000.
Manager of Miami Lakes \$163,576, Assistant Manager \$89,845.
Manager of Pinecrest \$151,690 + \$18,600 Housing Allowance = \$170,290
Manager of Aventura \$177,758

The contract stipulates a three-year term, with an option to renew for two more years. The total three year cumulative cost of this compensation package, including the housing allowance, is only \$40,393 more than the existing Manager contract. The three year cumulative savings from elimination of the Assistant Manager position alone is \$251,000. If we renew this contract for two more years it will be \$39,885 less expensive than the existing contract. Should Ms. Menendez continue her extremely positive impact on our bottom line, there is a provision for potential future annual performance review acknowledgments, at the discretion of the Village Council which could be used to recognize

and motivate her. I believe that this is an appropriate consideration for Ms. Menendez, who goes beyond her management responsibilities to acquire additional funding for the Village.

Ms. Menendez would not continue to receive the automatic 5% annual salary increase plus COLA provided by her existing contract. This is not only a departure from our previous Manager contracts, but unusual within the County. Most cities provide a percentage for annual increases and yearly Cost of Living Adjustments. In proposing that the salary remain fixed for the next three to five years we are taking an important step to address geometric increases in Village overhead. Further compensation would be controlled by the Council, rather than automatic. This proposed salary of \$178,509 is not far from her scheduled May 1, 2006 salary of \$170,658.

Jacqueline Menendez would continue with a 15% contribution to her 401-K rather than a pension. Had she stayed with the County, or should she accept an offer to return, she would be eligible for early retirement with a full defined-benefit pension in five years.

I recommend that we restore the housing requirement and allowance. From the time of our incorporation we have recognized the importance of a resident manager. The Village founders advised that only a manager who lives here will know by personal experience our problems and the solutions which fit our unique island community. I suggest that residency be considered a permanent requirement for employment as Village Manager.

Managers required to live in municipalities where housing costs are high typically receive a housing allowance. Very few municipalities require residency for employees other than their manager. Pinecrest, where average housing costs are below those of Key Biscayne, offers a housing allowance of \$1550 per month. Sunny Isles recently converted their \$1500/month housing allowance to a lump sum to facilitate a manager's relocation. Housing costs on Key Biscayne have increased tremendously since we paid our previous manager \$1000/month from 1992 to 2002.

There are also practical reasons for the proposed housing allowance. The fact that the Manager lives here has proved vital to our quick recovery after hurricanes. When we ride out hurricanes in our homes, she is here with us, not on the other side of our vulnerable bridge. Able immediately to direct all staff and to coordinate with city, county, state and FEMA, our manager helps us to recover weeks ahead of neighboring communities.

The housing allowance also addresses a fairness issue embedded in a residency requirement. A nonresident manager usually works forty or fifty hours a week. period. A resident manager finds herself working whenever she is visible. Jackie Menendez is on hand 24 hours a day, seven days a week. Jackie is particularly open and available. People know she cares. As she walks her dog, buys groceries, runs errands, whatever she does she responds to the needs of residents and Council. This is well known throughout our community. Her five years of uncompensated additional work have given us the highest level of service, yet with significant personal and financial sacrifice on the part of the

Manager and her family.

Our resident Manager is raising her children on the island. She is even renovating a home without a sanitary sewer. She submits plans to Building and Zoning and goes through permitting along with the rest of us. She waits in construction back-ups on her way to pick up her kids from school. Our Manager understands our challenges because she literally shares our daily lives.

Jacqueline Menendez wants to continue serving our community. She has already demonstrated her leadership, communication skills, and her ability to foster dedication and teamwork. In considering this proposed contract we should remember her success in delivering funding to her community, the quality of the public safety and administrative services that her staff delivers, her Presidency at the Dade County Managers Association and her seat on the Virginia Key Master Plan Committee. Ms. Menendez is an extremely valuable asset for any community. She regularly declines overtures from other municipalities. We cannot take her for granted.

It is vital that we maintain the continuity, expertise and relationships Jacqueline Menendez affords us. This is essential as we implement the sewer project, water pipe replacement, plan for more underground utilities, participate in the Virginia Key Master Plan, work to better prepare for hurricanes and obtain funding for infrastructure prioritized by our current Master Plan/Vision 2020 process.

Let's honor one of the best known tenets of business: hire good people, then motivate, challenge, compensate and retain them.

RESOLUTION NO. 2006-

A RESOLUTION OF THE VILLAGE COUNCIL OF THE VILLAGE OF KEY BISCAYNE, FLORIDA, APPROVING VILLAGE OF KEY BISCAYNE EMPLOYMENT AGREEMENT WITH VILLAGE MANAGER, JACQUELINE R. MENENDEZ; PROVIDING FOR AN EFFECTIVE DATE.

WHEREAS, the Village Council finds that the approval of the attached Village of Key Biscayne Employment Agreement with the Village Manager, Jacqueline R. Menendez (the "Agreement") is in the best interest of the Village.

NOW, THEREFORE, BE IT RESOLVED BY THE VILLAGE COUNCIL OF THE VILLAGE OF KEY BISCAYNE, FLORIDA AS FOLLOWS:

Section 1. Recitals. That the above-stated recital is hereby confirmed and adopted.

Section 2. Agreement Approved. That the Agreement, in substantially the form attached hereto, is hereby approved and the Mayor is authorized to execute such Agreement on behalf of the Village, once approved by the Village Attorney as to form and legal sufficiency.

Section 3. Effective Date. This Resolution shall take effect immediately upon adoption.

PASSED AND ADOPTED this ____ day of January, 2006.

MAYOR ROBERT OLDAKOWSKI

ATTEST:

CONCHITA H. ALVAREZ, CMC, VILLAGE CLERK

APPROVED AS TO FORM AND LEGAL SUFFICIENCY:

VILLAGE ATTORNEY

EMPLOYMENT AGREEMENT

THIS AGREEMENT (the "Agreement") is made and entered into as of the 1st day of May, 2006, between the Village of Key Biscayne (the "Village") and Jacqueline R. Menendez (the "Employee"), pursuant to the following terms and conditions:

BACKGROUND

The Village wants to continue to employ the services of Jacqueline R. Menendez as Village Manager and the Employee wishes to accept continued employment as the Village Manager under the terms and conditions set forth in this Agreement. The Village and Employee desire to provide for certain procedures and requirements regarding the employment of Employee by the Village.

NOW, THEREFORE, in consideration of the mutual promises and covenants contained herein, the Village and Employee agree to the following:

SECTION 1. DUTIES

Village agrees to employ Jacqueline R. Menendez as Village Manager to perform the duties and exercise the powers as prescribed by state law, the Village Charter and the Village Code, and to perform such other legally permissible and proper duties and functions as assigned by the Village Council from time to time.

SECTION 2. TERM

- 2.1 This Agreement shall have a term of three (3) years commencing May 1, 2006 and ending on April 30, 2009, unless earlier terminated as provided in this Agreement.
- 2.2 Village shall have the option to renew this Agreement for two additional one (1) year terms.
- 2.3 Nothing in this Agreement shall prevent, limit or otherwise interfere with the right of the Village Council to terminate the services of Employee at any time, subject only to the provisions set forth in Section 3 of this Agreement.

SECTION 3. TERMINATION BY VILLAGE AND SEVERANCE PAY

- 3.1 In the event Employee is terminated by the Village Council during such time that Employee is willing and able to perform her duties under this Agreement, the Village agrees to pay Employee a lump sum cash payment equal to twelve (12) months aggregate salary ("Severance Pay"). In such event, the Employee shall also receive payment for any and all accrued vacation, sick leave and floating

holiday time in accordance with the Village's policies governing other non-police or fire employees of the Village ("Administrative Employees"). Severance Pay shall be paid within fifteen (15) working days of termination. The Village shall continue to provide medical coverage for Employee for three (3) months following the date of termination, in the same manner and in the same amount as Employee is receiving at the time of termination. After the payment described above is made, the Village shall have no further financial obligation to Employee.

- 3.2 In the event Employee is terminated because of conduct unbecoming a public official, including but not limited to criminal conduct, the Village shall have no obligation to pay the Severance Pay designated in Paragraph 3.1 above. If employee's employment is terminated pursuant to this subsection, the Village shall pay to Employee only accrued vacation, sick leave and floating holiday time due to the Employee as of the date of termination. After the payment described in the immediately preceding sentence, the Village shall have no further financial obligation to Employee pursuant to this Agreement.

SECTION 4. TERMINATION BY EMPLOYEE

In the event that Employee voluntarily resigns her position during the term of this Agreement, Employee shall give the Village at least sixty (60) days written notice prior to the effective date of such resignation. Employee shall not be entitled to receive any benefits or payments pursuant to Section 3; however, Employee shall be entitled to accrued vacation, sick leave and floating holiday time as of the date of resignation.

SECTION 5. COMPENSATION

- 5.1 The initial annual salary of Employee shall be One Hundred Seventy Eight Thousand Five Hundred Nine Dollars (\$178,509.00), which shall be payable in installments at the same time as other employees of the Village are paid.
- 5.2 The Village Council agrees to evaluate the performance of the Employee to determine any adjustment in annual salary and/or benefits at least once annually, pursuant to the terms of Section 6 of this Agreement. Any additional adjustment in said annual salary and/or benefits shall be based upon the result of the performance evaluation.

SECTION 6. PERFORMANCE EVALUATION

- 6.1 The Village Council shall review and evaluate the performance of the Employee at least once annually in advance of the adoption of the annual operating budget. Said review and evaluation shall be in accordance with specific criteria developed jointly by the Village and the Employee. Said criteria may be added to or deleted from as the Village Council may from time to time determine, in consultation with the Employee.

6.2 Prior to the beginning of each fiscal year, the Village Council and Employee shall define such goals and performance objectives which they determine necessary for the proper operation of the Village and in attainment of the Village Council's policy objectives and shall further establish a relative priority among those various goals and objectives, said goals and objectives to be reduced to writing. They shall generally be attainable within the time limitations as specified and the annual operating and capital budgets and appropriations provided.

SECTION 7. HOURS OF WORK

Employee agrees to remain in the exclusive employ of the Village of Key Biscayne and shall not accept any other employment during the term of this Agreement. Employee further agrees to devote that amount of time and energy which is reasonably necessary for Employee to faithfully perform her duties under this Agreement.

SECTION 8. AUTOMOBILE

In lieu of a monthly transportation allowance, the Village shall provide a Village vehicle for Employee's use as a benefit of employment. The Village shall provide insurance, maintenance and fuel for the vehicle as is provided for other vehicles in the Village's fleet.

SECTION 9. RETIREMENT

The Village shall contribute into a retirement plan chosen by the Employee (the ICMA 401(a) Plan) by making a Village contribution as employer of 15% of Employee's annual base salary.

SECTION 10. TUITION

The Village shall provide tuition benefits to Employee in the form of one hundred percent (100%) tuition reimbursement not to exceed an annual amount of Two Thousand Dollars (\$2,000.00).

SECTION 11. INSURANCE

The Village shall provide insurance benefits, including family group health, disability and life insurance.

SECTION 12. VACATION, SICK LEAVE AND HOLIDAYS

Employee shall be entitled to sick leave and holidays at the same rate and in the same manner as other Administrative Employees of the Village. Employee shall be entitled to four (4) weeks annual vacation leave.

SECTION 13. PROFESSIONAL DEVELOPMENT

- 13.1 Subject to Village policy and state law, the Village agrees to pay the reasonable professional dues and subscriptions of Employee necessary for her continuation and participation as a member in national, regional, state and local professional associations and organizations necessary and desirable for her continued professional participation, growth and advancement, and for the good of the Village. Employee shall not hold office in any local, state, regional or national professional association or organization without prior approval of the Village Council.

- 13.2 Subject to Village policy and state law, the Village agrees to pay the travel and subsistence expenses of Employee for travel to either one national or one state association annual conference per year.

SECTION 14. MANDATORY RESIDENCY WITHIN THE VILLAGE OF KEY BISCAYNE

For the convenience of the Village, the Village Manager is required to maintain full-time residency within the Village of Key Biscayne and shall be on a 24 hour on-call status which is necessary for Employee to properly perform her responsibilities to the residents of the Village and to participate in and attend civic meetings, other functions and generally be available at all times to perform her duties; therefore, Employee shall be entitled to a Housing Allowance of Two Thousand Dollars (\$2,000.00) per month. This Housing Allowance shall be paid by Village each month during the term of this Agreement.

SECTION 15. NOTICE

Notices pursuant to this Agreement shall be given by certified mail through United States Postal Service delivery, addressed as follows:

Village	Mayor and Members of the Village Council Village of Key Biscayne 88 West McIntyre Street Key Biscayne, Florida 33149
Employee	Jacqueline R. Menendez 455 Warren Lane Key Biscayne, Florida 33149
Village Attorney	Weiss Serota Helfman Pastoriza Cole & Boniske, P.A. 2665 South Bayshore Drive, Suite 420 Miami, Florida 33133

SECTION 16. OTHER TERMS AND CONDITIONS

- 16.1 If any provision, or any portion thereof, contained in this Agreement is held to be unconstitutional, illegal, invalid, or unenforceable, the remainder of this Agreement, or portion thereof, shall not be affected and shall remain in full force and effect.
- 16.2 The waiver by either party of a breach of any provision of this Agreement by the other shall not operate or be construed as a waiver of any subsequent breach by that party.
- 16.3 The rights and obligations herein granted are personal in nature and cannot be transferred by the Employee.
- 16.4 This Agreement contains the entire agreement of the parties. It may not be changed orally, but only by an amendment in writing signed by the parties hereto.
- 16.5 This Agreement shall be governed by Florida law and any litigation which may arise from this Agreement shall be filed and litigated in Miami-Dade County, Florida. Any Employee litigation expenses shall be borne by the Village, if the Employee prevails in such litigation.
- 16.6 This Agreement supersedes and replaces the prior Employment Agreement between the parties.

IN WITNESS WHEREOF, the parties hereto have caused this Agreement to be signed and executed, in duplicate, on the day and year first written above.

VILLAGE OF KEY BISCAYNE

By: _____
Mayor

Pursuant to Village Council Approval of
February 21, 2006.

EMPLOYEE

By: _____
Jacqueline R. Menendez

Attest:

Village Clerk

Approved as to Form and Legal Sufficiency:

Village Attorney

F:/328.001/Agreements/Employment Contract with Jacqueline R. Menendez 1.17.06

SALARY SURVEY OF SELECTED MUNICIPALITIES
January 31, 2006

Name of City	Offers Fire Services?	Population	Current Salary	Housing Allowance	Automobile	Pension	Which Pension	Length of existing contract	Executive Benefits	Bonus?
AVENTURA Asst Mgr Salary	Uses Miami-Dade Co. Fire Services	29,000	\$177,758.00 No Asst Mgr	no	700/mo	City contributes 13.5% to 401(a)	ICMA	Has a contract but HR did not know how long. 6 mos salary if contract is terminated	4% contribution to ICMA Health Retirement Plan Vacation: 1 - 4 yrs = 2 weeks 4-10 yrs = 3 weeks 10 yrs & over = 4 weeks Life Ins. Gets 1x annual salary up to a max of \$125,000. City pays difference between \$125,000 & amount of Salary City pays for long term and short term disability	Merit bonus every anniversary approved by City Commission
PINECREST Asst Mgr Salary	Uses Miami-Dade Co. Fire Services	20,000	\$151,690.00 No Asst Mgr	1,550/month	Provided with medium-size vehicle	401(a) Vill contributes 18% Mgr contributes 11%	ICMA	Current agreement expires 8/31/2007. In a 4-yr extension of a 3-yr contract	Village contributes \$18,456/yr to ICMA Retirement Health Savings Plan	No bonus
CORAL GABLES Asst Mgr Salary Range	Yes, has own Fire Services	42,357	\$164,393.63 Automatic COLA Min: \$ 93,654.81 Max: \$125,506.18	no	Unrestricted use of vehicle & cell phone	City contribution of 5%	City of Coral Gables Pension	No contract	City pays for full family health coverage and 1 year's salary for disability coverage	At discretion of City Commission
DADE COUNTY Manager Assistant Manager Hudak Hernandez	Yes, has own Fire Services		\$311,342.00 \$230,110.00 \$219,152.00		7800/year 6500/yr 6500/yr	Supplemental Retirement \$1,500/yr \$1,500/yr	FRS	County pays 100%	Mgr receives Expense allowance of \$36,000; Exec. Medical Ins of \$12,464./yr; life & disability of \$ 8,000/yr & deferred comp of \$15,000/yr/ Mgr and Asst Mgrs all receive Executive Benefits totaling \$ 10,000/yr	
DORAL Manager 1 Asst. Mgr	Uses Miami-Dade Co. Fire Services	24,200	\$125,000.00 \$100,000.00	no housing allowance	\$ 500/MO	401(A) Employee contributes 6%, employer contributes 12%	ICMA	Currently under negotiation Old contract for former Mgr was 2 years	Same as other employees 2 weeks vacation 12 days sick leave City pays full family health insurance premium	No

Name of City	Offers Fire Services?	Population	Current Salary	Housing Allowance	Automobile	Pension	Which Pension	Length of existing contract	Executive Benefits	Bonus?
MIAMI BEACH 3 Asst Managers 2 make salaries of 1 @ salary of	Yes, has own Fire Services	87,933	\$198,000.00 \$157,000.00 \$168,000.00	Yes, but no amount given		401(a) Plan City Contributes 10% Employee contributes 10%	ICMA		City pays 100% of medical, dental and life insurance Vacation: 13 days Sick Leave: 13 days 1 B/D & 3 personal days	
SUNNY ISLES Tom (305) 947-0606 Just appointed an Asst Manager	Uses Miami-Dade Co. Fire Services	16,000	\$176,000.00 \$106,000.00	Previous manager got a housing allowance of \$1,500. per mo. No allowance in the new Mgr's contract, but the city is paying relocation expenses of up to \$15,000	\$500.00 per mo	City contributes 12%. Unknown at this time whether Mgr will make a contribution	Choice of FRS or ICMA	Ongoing until cancelled	Cell phone 4 weeks vacation 12 days sick leave City pays for full family health & dental. Other employees receive 100% of employee coverage & 50% of dependant coverage 100,000 whole life 300,000 term life & disability	No bonus
SOUTH MIAMI Asst Mgr. Salary	Uses Miami-Dade Co. Fire Services	11,000	\$141,000.00 No Asst Manager	No housing allowance	Car and phone allowance	City contributes 15% to her deferred compensation plan	ICMA		All benefits are paid	No bonus
MIAMI SPRINGS 305-805-5000 Asst Mgr. Salary	Uses Miami-Dade Co. Fire Services	13,000	\$123,279.00 \$98,756.00 Min: \$ 68,006. Max: \$ 102,010.	No housing allowance	\$450/mo	City contributes 15% to 401(a)	ICMA	Yearly contract with vote of confidence	Annual Vacation: 18 days Sick Leave: 12 days City pays 100% of Mgr's health insurance (employee) and 50% of family coverage.	No bonus
PALMETTO BAY Megan Pier 259-1234 Asst Mgr. Salary	Uses Miami-Dade Co. Fire Services	25,000	\$135,000.00 No Asst Mgr	No housing allowance	Cell: \$100/mo Auto: \$400/mo	City contributes 11% to a 401(a) Plan	ICMA	Original contract was 18 mos. Now extended for 2 years	Family health, life & dental premiums paid by Village. Has personal time. Sick & vacation are accrued together. Gets 1 day of vacation & 1 day sick leave each bi-weekly period, or 52	Was paid a bonus of \$5,000. his first year due to lower salary. No bonus thereafter

Name of City	Offers Fire Services?	Population	Current Salary	Housing Allowance	Automobile	Pension	Which Pension	Length of existing contract	Executive Benefits	Bonus?
CITY OF MIAMI City Manager Asst City Manager	Yes	379,724	\$245,000 \$150,000							
MIAMI LAKES 305-364-6100 Asst Mgr Salary	Uses Miami-Dade Co. Fire Services	22,676	163,576.14 Automatic COLA each year, capped at 4% 89,845.00	No housing allowance Mgr since 2002, but came from County Budgeting	\$ 500/MO	City contributes 7.83% to FRS. Mgr makes no contrib. In addition, City contributes 5% to a Manager's Retirement System	FRS	Has a contract which was just extended, but could not tell how long from files	Pay 100% of medical for family coverage 707, bi-weekly \$2900. annual disability All other employees get employee only coverage of \$282 bi-weekly Vacation: 15 days & must notify Council when taking it. 12 sick days a year	No bonus