



CITY OF DORAL NOTICE OF PUBLIC HEARING

All residents, property owners and other interested parties are hereby notified of a **Council Zoning Hearing** meeting on **Wednesday, April 24, 2019 beginning at 6:00 PM**, to consider the following amendment to the official zoning map of the City of Doral. The City Council will consider this item for **SECOND READING**. This meeting will be held at the **City of Doral, Government Center, Council Chambers located at 8401 NW 53rd Terrace, Doral, Florida, 33166**.

The City of Doral proposes to adopt the following Ordinance:

ORDINANCE No. 2019-12

AN ORDINANCE OF THE MAYOR AND THE CITY COUNCIL OF THE CITY OF DORAL, FLORIDA, APPROVING AN AMENDMENT TO THE OFFICIAL ZONING MAP OF THE CITY OF DORAL, FROM GENERAL USE (GU) DISTRICT TO INSTITUTIONAL, PUBLIC PARKS AND PUBLIC FACILITIES (IPF) DISTRICT FOR A ±5 ACRE PARCEL LOCATED AT 6255 NW 102 AVENUE, DORAL, FLORIDA 33178; PROVIDING FOR SEVERABILITY; PROVIDING FOR CONFLICTS; AND PROVIDING FOR AN EFFECTIVE DATE

HEARING NO.: 19-04-DOR-07

APPLICANT: City of Doral

PROJECT NAME: Amendment to the Official Zoning Map of the City of Doral

PROJECT OWNERS: City of Doral

LOCATION: 6255 NW 102ND Avenue, Doral, Florida

FOLIO NUMBER: 35-3017-001-0360

SIZE OF PROPERTY: ± 5 Acres

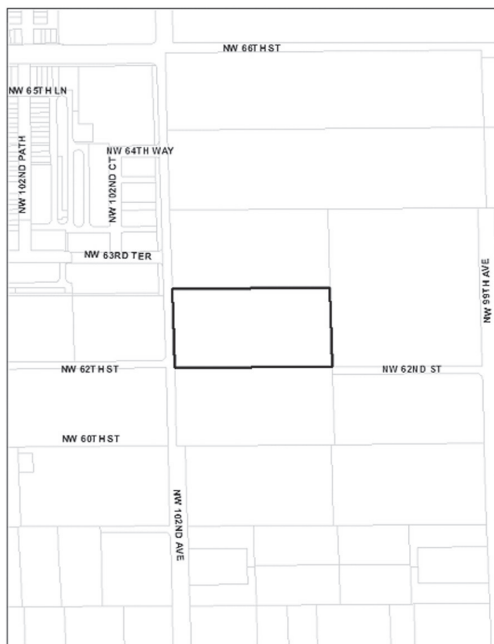
PRESENT LAND USE: Industrial

PRESENT ZONING: General Use

REQUEST: An amendment to the official zoning map of the City of Doral Land Development Code from General Use (GU) to Institutional Public Parks and Public Facilities (IPF). This location will serve as the future site for a passive park.

LEGAL DESCRIPTION: 17 53 40 5 AC, FLA FRUIT LANDS CO SUB NO 1, PB 2-17, TR 61 LESS E1/2, F/A/U 30-3017-001-0360.

Location Map



Information relating the subject application is on file and may be examined in the City of Doral, Planning and Zoning Department Located at **8401 NW 53rd Terrace, Doral, FL. 33166**. All persons are invited to appear at this meeting or be represented by an agent, or to express their views in writing addressed to the City Clerk, **8401 NW 53rd Terrace, Doral, FL. 33166**. Maps and other data pertaining to these applications are available for public inspection during normal business hours in City Hall. Any persons wishing to speak at a public hearing should register with the City Clerk prior to that item being heard. Inquiries regarding the item may be directed to the Planning and Zoning Department at 305-59-DORAL.

Pursuant to Section 286.0105, Florida Statutes If a person decides to appeal any decisions made by the City Council with respect to any matter considered at such meeting or hearing, they will need a record of the proceedings and, for such purpose, may need to ensure that a verbatim record of the proceedings is made, which record includes the testimony and evidence upon which the appeal is to be based. This notice does not constitute consent by the City for introduction or admission of otherwise inadmissible or irrelevant evidence, nor does it authorize challenges or appeals not otherwise allowed by law. In accordance with the Americans with Disabilities Act, all persons who are disabled and who need special accommodations to participate in this meeting because of that disability should contact the Planning and Zoning Department at 305-59-DORAL no later than three (3) business days prior to the proceeding.

NOTE: If you are not able to communicate, or are not comfortable expressing yourself, in the English language, it is your responsibility to bring with you an English-speaking interpreter when conducting business at the City of Doral during the zoning application process up to, and including, appearance at a hearing. This person may be a friend, relative or someone else. A minor cannot serve as a valid interpreter. The City of Doral DOES NOT provide interpretation services during the zoning application process or during any quasi-judicial proceeding.

NOTA: Si usted no está en capacidad de comunicarse, o no se siente cómodo al expresarse en inglés, es de su responsabilidad traer un intérprete del idioma inglés cuando trate asuntos públicos o de negocios con la Ciudad de Doral durante el proceso de solicitudes de zonificación, incluyendo su comparecencia a una audiencia. Esta persona puede ser un amigo, familiar o alguien que le haga la traducción durante su comparecencia a la audiencia. Un menor de edad no puede ser intérprete. La Ciudad de Doral NO suministra servicio de traducción durante ningún procedimiento durante el proceso de solicitudes de zonificación.

Connie Diaz, MMC
City Clerk
City of Doral

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LABOR & EMPLOYMENT



Overwhelmed by the DOL's OT Threshold Increase? Here's What Employers Should Know



BIGSTOCK

Commentary by Linda Bond Edwards

Virtually every employer experienced a bit of anxiety when former President Barack Obama announced on May 18, 2016, that new Fair Labor Standards Act (FLSA) rules would take effect December 2016. Then, they felt a rush of relief when the changes were placed on hold by the Eastern District of Texas' court and elated when they learned that the changes would not take place at all.

Earlier this month, the employer adrenaline probably recharged with the March 16 announcement of the proposed rule change set to take place in 2020, if approved.

On March 22 the Wage and Hour Division of the Department of Labor (DOL) published the proposed rule for defining and delimiting exemptions for executive, administrative, professional, outside sales and computer employees in the Federal Register, starting the 60-day clock for public comments.

While much of the focus has been on the salary basis test, the proposed rule also affects nonexempt employees earning more than \$100,000 or the "highly-compensated" employees (HCE). The threshold increases to \$147,414, meaning that these nonexempt employees do not receive overtime until they have been paid \$147,414 annually. The Obama-era rule capped the HCEs at \$134,004.

The FLSA, passed in 1938, is one of the oldest employment laws in the country, and generally requires covered employers to pay employees minimum wage and to pay time and one half the regular rate for all hours worked over 40 in a workweek. Much litigation has ensued over the FLSA in recent years about what constitutes hours worked.

• Who is covered by the FLSA?

Under the FLSA, there are two types of coverage: enterprise coverage and individual coverage. As a general rule, any business with annual revenues in excess of \$500,000 is covered by the FLSA. Even if the organization is not covered, individuals who engage in interstate commerce or in the production of goods and service for commerce must comply with FLSA regulations.

The DOL defines these activities as making out-of-state phone calls, re-

ceiving or sending interstate mail or electronic communications, ordering or receiving goods from an out-of-state supplier and handling credit card transactions, or performing the accounting or bookkeeping for such activities.

• Who is entitled to overtime?

All employees are entitled to the provisions of the FLSA, unless the employer establishes an exemption based on the employee's job duties. Courts construe the exemptions narrowly and the misclassification of employees as exempt from overtime is one of the biggest areas of litigation.

The basis for the exemptions focuses on the primary job duties of the employees. If the job duties meet the requirements set forth in the regulations for executive, administrative, professional, computer or outside sales, to name the most commonly used, the employee must also meet the salary basis test.

Unless the job duties meet the requirements defined by the DOL including the salary minimum, the employee is entitled to minimum wage and overtime coverage under the FLSA. Neither the job title, the fact that the employee wants to be "salaried" nor because the employer designates an employee as salaried satisfy the exemption test.

• Change in the salary basis test.

Employers should use this opportunity to carefully review job duties of all employees to ensure proper classification. The definitions and descriptions for the three most common exemp-

tions have not changed under the new rules. The proposed rule change focuses on increasing the salary basis from \$455 per week (\$23,660 annually) to \$679 per week (\$35,308 annually). As such, any employer that has properly classified the employee as exempt and pays the employee less than \$35,308 annually must either increase the employee's pay or reclassify the employee as nonexempt.

While increasing the pay for exempt employees is the simplest way to implement the new change, employers can also reclassify the employees as non-exempt and spread the tasks around to bring work hours below 40. They could also prohibit employees from working more than 40 hours in a workweek. A one-size solution does not fit all.

Linda Bond Edwards is a partner of Rumberger, Kirk & Caldwell, with more than 20 years of experience representing employers in a variety of labor and matters. Contact her via email, ledwards@rumberger.com.

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