



## CITY OF DORAL NOTICE OF PUBLIC HEARING

All residents, property owners and other interested parties are hereby notified of a **Council Zoning Hearing** on **Wednesday, March 22, 2017, beginning at 6:00 PM** to establish an eight (8) month moratorium on the application of the City of Doral Workforce Housing Program, codified in Section 74-886-893 of the Land Development Code. The City Council will consider this item for **First 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. 2017-07

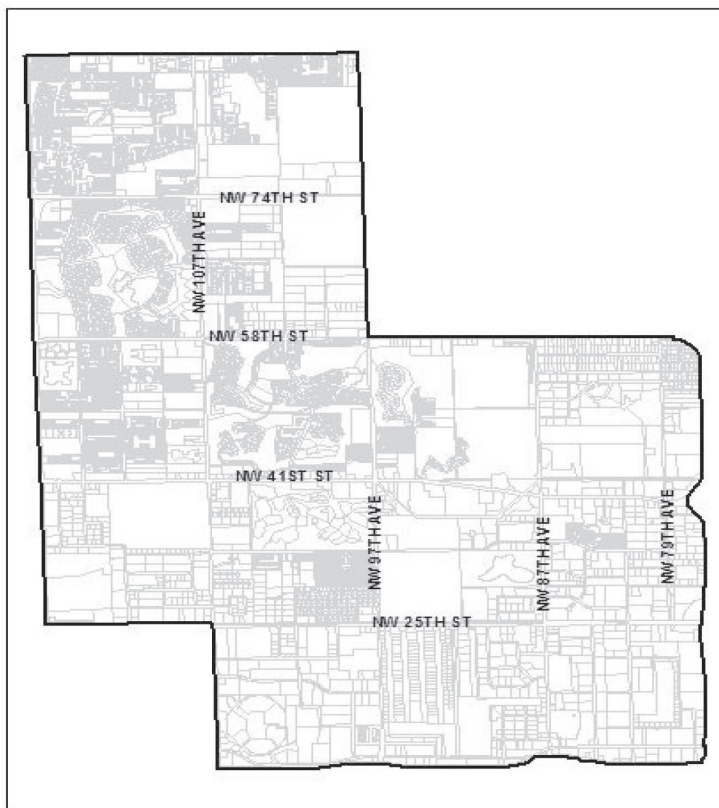
**AN ORDINANCE OF THE MAYOR AND THE CITY COUNCIL OF THE CITY OF DORAL, FLORIDA, APPROVING/DENYING THE ESTABLISHMENT OF AN EIGHT-MONTH MORATORIUM ON THE APPLICATION OF THE CITY OF DORAL WORKFORCE HOUSING PROGRAM, CODIFIED IN SECTION 74-886-893 OF THE LAND DEVELOPMENT CODE; PROVIDING FOR CONFLICTS; PROVIDING FOR SEVERABILITY; AND PROVIDING FOR AN EFFECTIVE DATE**

HEARING NO.: 17-03-DOR-04

APPLICANT: City of Doral

REQUEST: The City of Doral (The "Applicant") is requesting Mayor and City Council approval to establish an eight (8)-month moratorium on the application of the City of Doral Workforce Housing Program, codified in Section 74-886-893 of the Land Development Code.

#### Location Map



Information relating to this request 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 translation 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 o durante el proceso de solicitudes de zonificación.

Connie Diaz, CMC  
City Clerk  
City of Doral  
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## BANKING/FINANCE

# Was It Necessary for Wells Fargo to Cut Its General Counsel's Pay?

by Stephanie Forshee

Wells Fargo & Co. announced that eight of its top executives, including general counsel James Strother, would be taking pay cuts in the wake of a scandal over fake accounts opened by bank employees. Now, some in the legal industry are questioning whether that was the right approach.

The San Francisco-based banking giant said in a press release that top executives were taking a collective \$32 million pay cut, losing out on annual cash bonuses for 2016 and reduced performance share equity awards, in order to "reinforce accountability of the company's leadership for the issues arising from the community bank's sales practices."

In September 2016, Wells Fargo agreed to pay \$185 million to settle charges that its employees had opened up 2 million fake deposit and credit card accounts in customers' names.

Mike Brizel, general counsel of grocery delivery service Fresh Direct, says in his previous job as the top lawyer for luxury retailer Saks Inc., he and other executives were forced to take pay cuts in 2009 when the company was in the thick of the recession. Like most companies that enforce executive pay cuts, the cuts Brizel experienced were tied directly to financial results.

"While closing stores and laying off employees, it was important to align with that and not be out of touch," Brizel recalled of his time as an executive with Saks. "Teams stand together and fall together."

With Wells Fargo, though, he said it needs to be clearer what the bank wants its message to be with the cuts: "I think it's well-intentioned, but I'm not sure it will really force cultural change in an organization that lost its way," he said. "On the one hand, I can understand them wanting to do that. On the other hand, it looks like more of a slap on the wrist."

John Gilmore, managing partner with legal recruiting firm BarkerGilmore, described Wednesday's events as "a PR stunt." Gilmore said if in fact Wells Fargo found in its internal or external investigations that there



Although he looked to retire at the end of 2016, James Strother said he plans to remain in his role to help the company as it navigates the aftermath of the company's fake-accounts crisis.

was wrongdoing or negligence by Strother or any of the executives, "that would be grounds for them to step down and leave the company, not for them to take a pay cut."

It's unknown how much will be taken out of Strother's paycheck. The general counsel did not respond for comment, and a company spokesman declined to provide specifics on salaries for individuals.

Strother had planned to retire at the end of 2016 at the age of 65, a move he postponed. At the time, he said he planned to remain in his role to help the company as it navigated the aftermath of the company's crisis. A Wells Fargo spokesman said in a phone call Wednesday the timeline for Strother's departure is still "all open-ended" and he will continue working as the general counsel indefinitely.

Dan Currell, managing director of AdvanceLaw, a group that does consulting for general counsel (Wells Fargo is not a client), found it "admirable" Strother planned to stay on through the crisis.

The way Currell saw it, last week's actions are something of a compromise. "It doesn't benefit them to stand up and wash their hands of it and say, 'It wasn't our fault,' and it doesn't benefit them to say, 'It was our fault,'" Currell

noted. "It looks like they're saying, 'Hey, we're going to make this place better' and avoid discussion of what has happened in the past."

Moving forward, Currell expects more companies and their executive boards will claim more ownership if and when a scandal arises. Because of the expanding role of the general counsel, he expects that when executive teams do take pay cuts, more general counsel will be among that group. "The culture is created by the whole executive team, not just one or two people," he said.

Although Wells Fargo said in its announcement that no executives were found guilty of "improper behavior," the board's independent investigation is ongoing.

Bob Bostrom, general counsel with Abercrombie & Fitch, agreed this is a unique situation and a possible signal of an emerging trend where boards keep a group accountable rather than an individual employee. "This is probably not going to be the last of the consequences from the sales practice fiasco," Bostrom warned. "This is a step in the process and the board will continue to provide accountability for what happened."

Contact Stephanie Forshee at [sforshee@alm.com](mailto:sforshee@alm.com).