

**RESOLUTION NO. \_\_\_\_\_**

**A PRELIMINARY RESOLUTION OF THE MAYOR AND CITY COUNCIL OF THE CITY OF NORTH MIAMI, FLORIDA, PURSUANT TO ARTICLE IV, SECTION 18 OF THE CITY CHARTER, COMMENCING THE PROCESS OF REMOVING THE CITY MANAGER FROM OFFICE; SUSPENDING THE CITY MANAGER FROM DUTY IMMEDIATELY; APPOINTING AN INTERIM CITY MANAGER; AND PROVIDING FOR AN EFFECTIVE DATE AND ALL OTHER PURPOSES**

**WHEREAS**, the Mayor and City Council have the authority to appoint and remove a City Manager with or without cause by majority vote; and

**WHEREAS**, on April 9, 2024, the City Council voted to begin the process of terminating the City Manager, pursuant to Article IV, Section 18 of the City Charter; and

**WHEREAS**, pursuant to Article IV, Section 18 of the City Charter, the Mayor and City Council must first adopt a preliminary resolution at least thirty (30) days before such removal shall become effective, stating the reasons for the City Manager’s removal, prior to the adoption of a final resolution removing the City Manager; and

**WHEREAS**, the City Manager may reply in writing and may request a public hearing, which shall be held not earlier than twenty (20) days nor later than thirty (30) days after the filing of such request; and

**WHEREAS**, after such public hearing, if one be requested, and after full consideration, the City Council, by majority vote of its members, may adopt a final resolution of removal; and

**WHEREAS**, by the preliminary resolution, the City Council may suspend the City Manager from duty but shall in any case cause the City Manager to be paid in accordance with the City Charter; and

**WHEREAS**, the North Miami City Council believes it will be in the best interest of the City to approve this Resolution.

**NOW THEREFORE, BE IT DULY RESOLVED BY THE MAYOR AND CITY COUNCIL OF THE CITY OF NORTH MIAMI, FLORIDA:**

**Section 1.** The Mayor and City Council of the City of North Miami, Florida, hereby adopt this preliminary resolution removing the City Manager from office for the following reasons:

- Lack of confidence in the City Manager;
- The City Manager’s lack of acceptable oversight and effective leadership;
- The City Manager’s failure to adequately support and implement the vision and goals of Councilmembers;
- The City Manager’s failure to properly communicate;
- The City Manager’s failure to follow Councilmembers’ direction and instruction.

**Section 2.** That the City Manager be immediately suspended from duty and shall be paid her full salary in accordance with the City Charter.

**Section 3.** That \_\_\_\_\_ be appointed as Interim City Manager effective immediately.

**Section 4.** That the City Council shall consider at the meeting of \_\_\_\_\_, 2024, the adoption of a final resolution removing the City Manager, permanently from office.

**PASSED AND ADOPTED** by a \_\_\_\_\_ vote of the Mayor and City Council of the City of North Miami, Florida, this \_\_\_\_\_ day of April 2024.

\_\_\_\_\_  
ALIX DESULME, ED.D.  
MAYOR

ATTEST:

\_\_\_\_\_  
VANESSA JOSEPH, ESQ.  
CITY CLERK

APPROVED AS TO FORM  
AND LEGAL SUFFICIENCY:

\_\_\_\_\_  
JEFF P. H. CAZEAU, ESQ.  
CITY ATTORNEY

Moved by: \_\_\_\_\_

Seconded by: \_\_\_\_\_

**Vote:**

Mayor Alix Desulme, Ed.D. \_\_\_\_\_ (Yes) \_\_\_\_\_ (No)

Vice-Mayor Mary Estimé-Irvin \_\_\_\_\_ (Yes) \_\_\_\_\_ (No)

Councilman Scott Galvin \_\_\_\_\_ (Yes) \_\_\_\_\_ (No)

Councilwoman Kassandra Timothe, MPA \_\_\_\_\_ (Yes) \_\_\_\_\_ (No)

Councilman Pierre Frantz Charles, M.Ed. \_\_\_\_\_ (Yes) \_\_\_\_\_ (No)