

JIMMY MORALES



PROFESSIONAL EXPERIENCE

- 2000 - present **Stearns, Weaver, Miller, Weissler, Alhadeff & Sitterson, P.A.**, Miami Beach, FL
Shareholder
- 1998 - 2000 **Morgan, Lewis & Bockius, P.A.**, Miami, FL
Shareholder
- 1993 - 1998 **Coll, Davidson, Carter, Smith, Salter & Barket P.A.**, Miami, FL
Shareholder
- 1991 - 1993 **Debevoise & Plimpton LLP**, New York, NY
Senior Associate
- 1989 - 1991 **Davis, Polk & Wardell, LLP**, Washington, D.C., & New York, NY
Associate
- 1998 - 1989 **United States District Court Judge Edward B. Davis**, Miami, FL
Judicial Law Clerk
- 1987 - 1998 **Davis, Polk & Wardell, LLP**, Washington, D.C., & New York, NY
Associate

SALARY

Mr. Morales reports a current annual salary in excess of \$200,000.

EDUCATION

- 1987 J.D., Law, Harvard College, Cambridge, MA
1984 B.A., Government, Harvard College, Cambridge, MA

Jimmy L. Morales



Education

Harvard Law School, Cambridge, Massachusetts, 1984 - 1987

- J.D.; *Magna Cum Laude*; President, HLS Student Bar Association; National Board of Governors, Law Student Division of the ABA (elected by the Northeast law schools)

Harvard College, Cambridge, Massachusetts, 1980 - 1984

- B.A. in Government; *Magna Cum Laude*; *Phi Beta Kappa*; Delivered the Harvard Oration on Class Day as part of the Undergraduate Commencement Program; Research Fellow of the Harvard Center for International Affairs; Voice of Harvard Football and Baseball, WHRB 95.3 FM

Miami Beach Senior High School, Miami Beach, Florida, 1977 - 1980

- Salutatorian; Student Council President; Recipient of the Miami Herald Silver Knight Award for General Scholarship; Selected as a U.S. Presidential Scholar; Florida State Champion in Two Man Debate
- Inducted into the Miami-Beach Senior High School Alumni Association Hall of Fame, 2004

Municipal Experience

City of Miami, Florida, Chairman of the Code Enforcement Board, 1994 - 1996

Miami-Dade County, Florida, Board of County Commissioners, 1996 - 2004

- County Commissioner representing District 7
- Chairman of the Budget and Finance Committee 1996-2002
- Chairman of the Mayor's Task Force on Efficiency and Competition 1996 - 2004
- County Liaison to the Downtown Development Authority 1996 - 2004
- County Liaison to the Miami-Dade County League of Cities 1996 - 2004
- NACO Deferred Compensation Advisory Committee

City of Miami Beach, Florida, Chief Special Master, 2005 - 2007

City of Marathon, Florida, City Attorney, 2006 - 2009

City of Doral, Florida, City Attorney, 2009 - Present

Florida Atlantic Research and Development Authority, General Counsel, 2012 - Present

Special Master for the municipalities of Miami Gardens, North Miami, Sunny Isles Beach and Surfside, 2005 - Present

City of Sunny Isles Beach, Florida, Special Collective Bargaining Counsel, 2010 - 2012

City of Miami Gardens, Florida, Special Collective Bargaining Counsel, 2011 - Present

Special outside counsel for assorted matters for the Cities of Coral Gables and Miami Gardens, 2011 - Present

Government Achievements

As Miami-Dade County Commissioner, I played a significant role in the following accomplishments and projects:

- Preparing and sponsoring the legislation creating the Miami-Dade Ethics Commission
- Preparing and sponsoring the legislation creating the Miami Dade Sports Commission, promoting youth, amateur and professional sports in Miami-Dade County
- Creation of the Mayor's Taskforce on Efficiency and Competition, which under my chairmanship identified and implemented many projects across County government that saved millions of dollars and upgraded technology
- Preparing and enacting the legislation reforming the campaign finance rules in County elections, including the creation of the first ever local public financing program in the State of Florida for County Mayor and County Commission races
- Co-sponsor of the historic Human Rights ordinance in 1998 that added sexual orientation to the County's anti-discrimination laws
- Preparing and sponsoring the legislation creating the Office of Commission Auditor, to ensure that the County Commission had the finance and accounting resources necessary to review budget, contracts and economic proposals, and thus provide better oversight over the professional management of the County
- Preparing and sponsoring legislation that reformed and eliminated many of the unethical practices in the common practice of collecting and submitting absentee ballots (unfortunately, the State Legislature subsequently adopted statutes that preempted local control on this issue and repealed any such restrictive rules)
- Created an Apprenticeship program in the Miami-Dade Transit Department, in collaboration with Miami-Dade County Schools and Miami-Dade College, whereby local residents meeting certain economic criteria would be trained (at no cost to them and during which time they would receive a salary) as mechanics to work on Metro buses. The program served the dual role of creating jobs for locals and helping the Department address a shortage of qualified mechanics.
- Preparing and sponsoring the "Cone of Silence" legislation that reduced influence peddling in the public procurement process by prohibiting any lobbying activities while a procurement solicitation is outstanding
- Chaired the Task Force assigned to evaluate the County's Special Transportation System for the elderly and disabled, and working with both passenger representatives and industry leaders, presented and implemented significant reforms

Employment Experience

Stearns Weaver Miller Weissler Alhadeff & Sitterson, P.A.; Miami, Florida; 2000 - Present

- Shareholder and Member of the Board of Directors; Specialize in Local Government Law and Land Use

Morgan, Lewis & Bockius, P.A., Miami, Florida, 1998 - 2000

- Shareholder; Specialized in Corporate and International Law

Coll, Davidson, Carter, Smith, Salter & Barkett, P.A., Miami, Florida, 1993 - 1998

- Shareholder, Specialized in Corporate and International Law

Debevoise & Plimpton LLP; New York, New York, 1991 - 1993

- Senior Associate; Specialized in Corporate and International Law

Davis Polk & Wardwell, LLP; Washington D.C. and New York, New York; 1987 and 1989 - 1991

- Associate; Corporate and International Law

United States District Court Judge Edward B. Davis, Southern District of Florida, Miami, Florida, 1988

- Judicial Law Clerk; research cases for the Judge; drafted opinions, orders and memoranda of law

Community Involvement

- Miami Beach Chamber of Commerce, Board of Trustees
- Dade Community Foundation (n/k/a The Miami Foundation), past Chairman and Board Member
- The DadeFund, Board of Trustees – a fund under the auspices of The Miami Foundation founded by Hugh Westbrook and Esther Colliflower, dedicated to children's issues in Miami-Dade County
- Leadership Florida, Graduate (Class XVIII) and past Board member
- Leadership Miami, Graduate and frequent speaker at their annual programs
- Autism Speaks, Co-Founder and Co-chairman of the Board of Trustees of the Miami Chapter
- South Florida National Parks Trust, Board of Trustees
- Silver Knight Alumni Legacy Network, Founder and Chairman of the Board of Directors
- Orange Bowl Committee, Active Member
- WLRN Community Advisory Board, Member
- American Red Cross, Board Member
- Livability Task Force of the Miami-Dade Alliance for Human Services, past Chairman
- National PTA Hispanic Advisory Board, former Member
- Autism Speaks, Walk Co-Chairman 2006 and 2007
- Florida Heart Research Institute, Chairman of *Heart of a Chef*, 2010, 2011, 2012
- East Little Havana CDC, former Board Member
- Aspira of Florida, former Board Member
- Crime Stoppers of Miami-Dade County, former Board Member
- The Florida Bar, Eminent Domain Committee and the Annual Meeting Committee, past Board Member
- Girl Scout Council of Tropical Florida, former Board Member
- Neighborhood Lending Partners of South Florida, past Board Member
- University of Miami Center for Autism and Related Disorders, past Advisory Board Member
- 5,000 Role Models of Excellence Project, past Mentor
- Miami-Dade Democratic Party, Chairman, 2005-2007

Awards

- Greater Miami Chamber of Commerce Bill Colson Leadership Award for Outstanding Leadership and Superior Ability
- SAVE Dade Champion of Equality, 2006
- The "Civic Trailblazer" Award from the Miami-Dade Alumni Chapter of Bethune-Cookman College
- The Ambassador of the Arts medal from the Dade Cultural Alliance
- Community Leader of the Year, UM-CARD-NSU Tropical Nights, 2004
- MAXIE Award from the Miami Arts Exchange, 1998
- The *Pitirre* Award for Leadership from Aspira of Florida
- The First Annual McClaskey Leadership Award from the Guardianship Program of Dade County
- Public Servant of the Year, Colombian American Service Association, 2004
- *South Florida Legal Guide's* annual list of "Top Lawyers in South Florida," 2008-2009; 2011
- *Florida Super Lawyers*, selected for inclusion, 2006-2010

Skills & Personal

- Fluent in Spanish
- Admitted to the Florida Bar in 1987 and the District of Columbia Bar in 1989
- Married to Dori Foster-Morales (University of Florida, B.A. 1986, J.D. 1989); met in high school and married 22 years; children Nora (18) and Peter (11); Dori and I were recognized by Florida Trend in 2005 in their "Double Duty" feature as one of seven two career couples statewide who are making a difference in their community.

Reference Questions

Client/Position: City of Miami Beach, City Manager
Candidate Name: Jimmy L. Morales

Reference Name: How long and in what capacity have you known the candidate?

Merrett Stierheim, Former Miami-Dade County Manager, Miami-Dade Public Schools Superintendent, Pinellas County Manager, City of Miami Lakes Manager, Executive Director of the Greater Miami Convention and Visitors Bureau, [REDACTED]
[REDACTED]

I have known Jimmy for 15 years. I was the County Manager, and he was a County Commissioner. He was also the City Attorney for the City of Doral, Florida, and I was also the Manager there for a while. Jimmy is exceptionally bright. He is a Harvard College Law School graduate. He was the President of the Student Council at Miami Beach Senior High School. He is a very solid guy.

Alan Cohen, City Manager for Sunrise, Florida, former City Manager for Sunny Isles Beach, Florida, former City Manager for Ithaca, New York
[REDACTED]

I have known Jimmy for two years. I initially met him when he worked as a Labor Attorney for the City, and I was the City Manager for Sunny Isles Beach at the time. I have come to know him more since then. I also know him through his work as the City Attorney for Doral.

Mike Puto
Former City Manager for the City of Marathon, Florida
[REDACTED]

I have known Jimmy for 9-10 years, and we are friends. I was the City Manager for the City of Marathon, Florida, and he was my City Attorney. Jimmy did an awesome job of taking care of me so that I did not do anything stupid to get into any trouble. He always made sure we did the right thing.

Mark Taxis, Assistant City Manager of the City of Doral, Florida [REDACTED]
[REDACTED]

I have known Jimmy for 3 years. I served as the Assistant City Manager for the City of Doral where Jimmy is the City Attorney.

Jorge Forte, Former Manager of North Bay Village, Florida, [REDACTED]
[REDACTED]

I have known Jimmy for quite a few years in several capacities. I first knew him when he was a County Commissioner and then really got to know him when he was our City

Attorney for the City of Doral. My company was the procurement company for the City, and so we worked hand in hand.

Richard Kuper, Executive Director of the Miami-Dade League of Cities, [REDACTED]
[REDACTED]

I have known Jimmy for 30 years. In more recent years, I worked with Jimmy with the League of Cities. I am the Executive Director for the League of Cities, and Jimmy served as our Attorney and Counselor on many issues involving city government.

Genaro "Chip" Iglesias (left messages; awaiting callback 1/25/13)

Current Deputy Mayor for Miami-Dade County, former Village Manager for Key Biscayne, Florida, and former chief of staff to Commissioner Jimmy Morales.
[REDACTED]

How would you characterize Jimmy's management style? How are his interpersonal skills?

His interpersonal skills are very strong. I think his management style is really excellent. I think it will obviously be tested at Miami Beach, but when you look at his background, he has been dealing with public and private managers for a long time. He has extensive community involvement with a long list of organizations that he has led, and he has served on many boards. He has excellent managerial and judgment abilities. People like and respect him.

On a scale of one to ten, his management style is above an eight. His interpersonal skills are great. On how he handles and treats people, he would receive a ten. He always made it a point to resolve and work things out.

Jimmy is a very genuine person who is very nice and also straightforward. He is a very good communicator and is able to discuss all the issues and concerns in a professional manner. He is one of these people who everyone tends to like because of his attitude and demeanor.

His interpersonal skills are outstanding. Jimmy is very thorough and he will research an issue thoroughly before making an informed decision. One of his great strengths is that he has tremendous integrity and desires to make sure the process is always done exactly as it should be. He does not cut corners but chooses to do things right. There are people who may not like the decisions he makes, but he will chose to do the right thing regardless. You always feel with Jimmy that you are getting a fair shake. He is a pleasure to deal with.

His interpersonal skills are excellent. He was a County Commissioner, but yet in working with the League of Cities, he knew how to present himself before the elected officials and was very good at separating himself as an Attorney. He was always very confident and professional. He is a very intelligent person and he has good managerial skills.

I have had limited exposure to his management style, but I would say he is collaborative and really tries to engage others in discussions to get everyone in on the issues. His interpersonal skills are very strong. He has good emotional intelligence and is a very affable individual.

What is his technical experience and knowledge as related to the position?

He has been the City Attorney for Marathon, Florida, and also the City of Doral, Florida. He has also been a County Commissioner. For several years now, he has been involved in the policy making function of the elected body. He understands the push and pull of local politics and the importance of being accessible, transparent and not playing favorites. He understands all the dynamics and liabilities involved in municipal government. He loves Miami. He was born in that City, and he wants to make it a better place and that is his motivation.

I would think he would do a good job, because he likes to bring people together and do the right thing. He was always so good to me. I could always go to him and trust him. He believes you should surround yourself with good people, and I trust him wholeheartedly.

He has a lengthy background in local government from being a policy maker to becoming a County Commissioner and later a City Attorney. As a City Attorney, he was involved with management and the legal issues facing our local government. He is also very active in community boards and organizations, and he understands the issues that local governments deal with. I was a former City Manager, and I can tell you that Jimmy is in tune with that aspect of it. Beside his legal background, involvement with local government entities, working closing with the administration and elected officials, he is qualified to run an organization.

Jimmy grew up on the beach and having had numerous conversations with him, he has a lot of passion about becoming the City Manager for Miami Beach to assist with rebuilding and restoring the trust that has been broken. Jimmy wants to make sure that there are positive headlines instead of the negative ones in the newspaper. He has a real sense of wanting to do this because this is his community. Miami Beach obviously has huge issues before them such as the convention center and other projects, but Jimmy has the aptitude and knowledge to be able to take on those challenges for himself and his hometown.

Having served as an elected official in the largest County in the state and worked with the administration for many years, Jimmy has a great reputation. He understands municipal government from the administration and political sides. He has been the City Attorney for two different cities and has worked with different managers. I have not worked with Jimmy directly, but I know that he has the skills required that are necessary to be able to manage the City of Miami Beach in an honest and confident manner. Jimmy is very qualified for this position. If he does not know something, he will learn it. He knows his strong points and weak points. He will work on strengthening any weak areas.

I used to be an elected official myself as Mayor in upstate New York and then a City Manager in Florida. Having that experience as an elected official gives you insight into both the needs of the City Commission and the needs of the community, so you bring a more

realistic perspective to the job, more than the bureaucratic perspective that many managers might bring.

How does he relate with the Council, City or County Manager, or those he reports to?

He relates well to the elected officials, and he sits in on commission meetings. He is very knowledgeable and efficient.

He and I are the only two people who reported to the City Council. Jimmy has great skills, and he communicates well. There are times when we agree to disagree, and you don't have to go wild and call each other names. You must learn to get along with the Council Members. All of the people expect our City Attorney and City Manager to be qualified but elected officials require no qualifications to be elected. Jimmy did very well and gave me good legal advice. His people skills are very good. I have never seen him come unglued.

Based on my experience traditionally in local government, if you clash with elected officials, you don't survive. To his credit, he has been a City Attorney for quite some time at the City of Doral and seems to be someone who is very well liked and respected by those individuals who are the key stakeholders. His resume and track record speaks volumes.

Jimmy has worked as the City Attorney for the City of Doral for four years, and I have worked with him. When Jimmy was first hired, I had been in Doral for 8.5 years. When the Mayor went out and did his research and put forth a name for the City Attorney and suggested Jimmy's name, I thought this is going to be a disaster. This would be a politician giving politician's legal opinions. Within three years, I learned I was completely wrong. Jimmy has been a breath of fresh air. He gave all five elected officials the same respect and played it fair across the board since he had been on the other side and knew how to deal with them. Jimmy played it straight across the board with all the elected officials. There were times when the elected officials might not agree with the decisions Jimmy made, but Jimmy was not playing politics, and he called it the way he saw it. He had very good interactions with the Council. He always stayed true to his moral compass. Jimmy did not report to the City Manager, but he reported to the elected officials. He always supplied them with pertinent information and was fair to everyone. He was transparent, open to discussions and stayed true to his values.

Under my role as Executive Director for the League of Cities, Jimmy worked directly for the municipality with the County Administrator, Mayor and elected officials. He related well with everyone, and he was very effective in his presenting our message and advocating for our positions. He did very well not only with the manager and elected officials, but with Senators and State Representatives. He knows the rules and how to distinguish himself on focusing on the rules and taking direction.

He related very well. He is very respectful, very responsive, and I could not identify a single issue with his relationships.

How does he relate with the other Department Heads? What about with peers, community groups or the public?

Jimmy got along well with everyone. I was the County Manager and everyone respected his judgment. He was very supportive of the department heads and got along well with his peers and the public.

He related very well. Whenever we had workshops, if there was a problem and someone was coming unglued, Jimmy could calm them down. He made it a point to resolve the issues and was good at calling people back and informing me of what is going on. Jimmy was good at putting out all the fires.

With the public, he is a well respected person because he gives respect. Anyone who has worked with Jimmy and knows him personally knows that he is a solution provider instead of someone who places obstacles in the way. Jimmy does things right.

Jimmy is open and willing to have discussions with all the department heads. The department heads know that they can pick up the phone and talk with him about anything at any time.

Jimmy relates well with everyone he meets.

From my exposure, he has related very positively with everyone.

What would you say are Jimmy's significant accomplishments?

He has been very successful wherever he has been. He graduated from Harvard Law School. He was elected as a County Commissioner, and he represented the City as the City Attorney. His leadership ability to committee based organizations is phenomenal.

His greatest accomplishment was assisting us with the development of our comprehensive plan. It is still an on-going piece of work for the County. He also worked very well with our Growth Management Department. He put together the legalities and traveled also on behalf of the City and did very well. If he did not have the answer, he got back with them. He did not drop the ball and always worked in a professional manner.

From my standpoint, he has been in local government for a long time on different levels from being an elected official for one of the largest counties in the country and in the State of Florida. He is a City Attorney and represents cities on the local level, and he has been able to do this in a positive manner. I don't know anyone that speaks ill of Jimmy. It is a great accomplishment to be in government and not be sneered in some way. He has been able to establish a positive reputation.

I think that knowing his past, with graduating from Harvard Law School with two degrees and becoming a County Commissioner and City Attorney for two cities, speaks volumes. He has done a tremendous job in moving the City forward in a positive direction in a difficult time with a divided Council. He restored professionalism in our City and made sure all elected officials are treated the same. After the former City Attorney left, Jimmy put

attorneys in place that we needed. He has been instrumental in bringing in the right people for the City of Doral and has made sure that everything is done in accordance with the policies, procedures and the law. He has made huge strides in the way we do things.

I think his accomplishment was coming from his humble background from Student Council President of Miami Beach Senior High School and then to attend Harvard Law School and graduated with two degrees is phenomenal. He was an elected County Commissioner for Miami-Dade County and City Attorney for two cities. His professionalism and experience speaks for his qualifications for the position as City Manager of Miami Beach.

I can't speak to this question because I don't know enough about his past accomplishments to give a response.

Please tell me about anything that Jimmy could improve upon. Are there any areas where he might not have a strong skill set or might not have had as much exposure to? What are his weaknesses?

Jimmy has a lot of experience in dealing with elected officials and watching managers operate and work. He observed me for three years. Even though he has not held a position as City Manager, he has been all around the periphery. He understands the role of a City Manager. He has the enthusiasm and passion to be the City Manager for Miami Beach. Public service is in his DNA, and he loves and respects it. He would never abuse it.

Jimmy has always made it a point to surround himself with smart people. I don't know of any deficiencies.

From my viewpoint and our relationship, I do not know of any weaknesses.

I don't know of any weaknesses. Obviously, there will be some concerns that Jimmy has not been a City Manager before. I have been an Assistant City Manager and also an Interim City Manager at times, and I understand what it takes to be a manager. This could be perceived to be a weakness, but Jimmy has the understanding and intelligence of the government process, and his integrity will allow him to do a tremendous job as a City Manager.

The fact that he has not been a City Manager in another municipality might appear to be perceived as a weakness. I have seen Jimmy perform and have worked alongside of him, and he has been very involved in the local government, so he will overcome very easily. Jimmy is very positive and will not bring issues and baggage into the position that others might have. He will be coming in with a clean slate. He is very intelligent and for the last five years on a professional basis, he has worked with the League of Cities and is very competent, astute, and understands what the positions are. He understands the rules and implements them to make sure the staff is following those rules, procedures and protocol. His eye is on top of this. He sees beyond just being an elected official and an attorney, he has worked with government of many levels, and would be an asset to Miami Beach. He is also very highly respected and regarded in the legal community. People seek his counsel on a variety of issues.

No. I am not aware of any.

We will be conducting a very thorough search of newspaper articles as well as a Google search on Jimmy. To your knowledge is there anything out there whether true or not that warrants an explanation? Anything that would embarrass our client?

No, I know of nothing at all. I don't recall any negative comments.

No. I am not aware of any.

Not to my knowledge. I think he is one of these unique individuals who has been in various facets of government and has come out with a good reputation.

When it became evident that Jimmy had thrown his name in the hat for the position in Miami Beach, one negative story came out from several years ago. It was talked about a little bit because of the way it was reported. At one time, when he was running for the Dade County Mayor, there was a bookkeeping issue concerning some expenses in his campaign without the proper receipts attached. After this was investigated, it was determined that Jimmy had all the cancelled checks along with the receipts, but the person taking care of his books did not. He received a \$100.00 fine which was paid. Jimmy did provide the backup documents for those payments, and it was all cleared up.

Not that I am aware of. He works in a major law firm as a City Attorney so I would think that if there was something negative, it would have come out by now.

Not that I am aware of.