



CITY OF DORAL NOTICE OF PUBLIC HEARING

All residents, property owners and other interested parties are hereby notified of a **LOCAL PLANNING AGENCY (LPA)** meeting on **February 9, 2022 beginning at 5:30 PM** to consider an amendment to the City's Land Development Code, Chapter 80, "Sign Regulations," to create section 80-314, "Billboard Reduction Incentive Program." The 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 Resolution:

RESOLUTION No. 22-

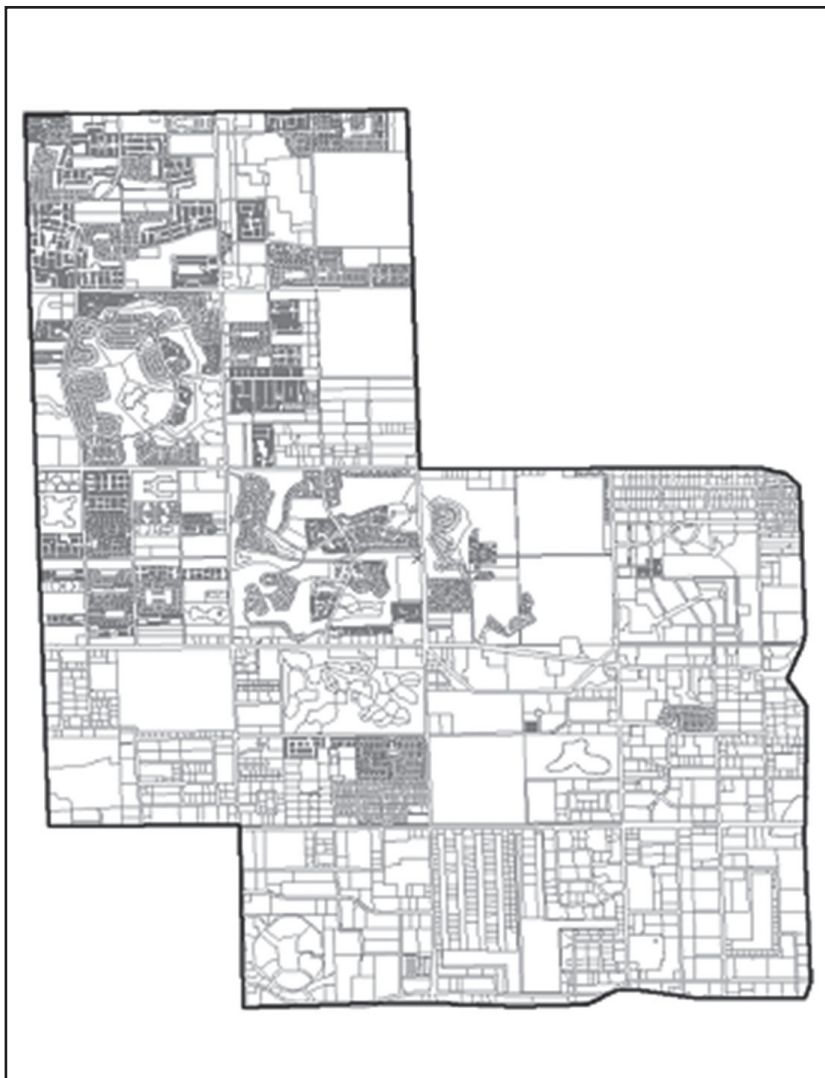
A RESOLUTION OF THE MAYOR AND THE CITY COUNCIL OF THE CITY OF DORAL, FLORIDA, SITTING AS THE LOCAL PLANNING AGENCY, RECOMMENDING APPROVAL/DENIAL OF OR GOING FORWARD WITHOUT A RECOMMENDATION TO THE LOCAL GOVERNING BODY A TEXT AMENDMENT TO THE CITY OF DORAL LAND DEVELOPMENT CODE, AMENDING ARTICLE VI, "OFF-PREMISES BILLBOARD SIGNS", IN CHAPTER 80 OF THE CITY'S CODE OF ORDINANCES BY ADDING SEC. 80-314, "BILLBOARD REDUCTION INCENTIVE PROGRAM"; AND PROVIDING FOR AN EFFECTIVE DATE

HEARING NO.: 22-02-DOR-03

APPLICANT: City of Doral

REQUEST: The City Attorney's Office respectfully recommends that the Mayor and City Councilmembers approve an amendment to the City's Land Development Code, Chapter 80, "Sign Regulations," to create section 80-314, "Billboard Reduction Incentive Program."

Location Map



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, any person 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.

Connie Diaz, MMC
City Clerk
City of Doral

BANKING/ FINANCE

Coinbase CLO on How Company Retools Its 'Intense' Culture

by Jessica Mach

Last week, cryptocurrency exchange Coinbase announced it would experiment with a new policy in 2022: roughly once per quarter, nearly the entire company will shut down for a week to give employees the chance to "enjoy downtime without work piling up."

It's a notable move for San Francisco-based Coinbase, which has described its work culture on more than one occasion as "intense." In announcing its new policy, Chief People Officer L.J. Brock noted, "We don't promise 9 a.m.-5 p.m. hours or 40-hour work weeks—many days and weeks are long, because that's what it takes to get the job done."

Law.com caught up with Paul Grewal, Coinbase's chief legal officer and corporate secretary, who manages approximately 300 people across the company's legal, compliance, and risk management teams. Grewal discusses why Coinbase believes it can't accommodate a 40-hour workweek, why the company's long-standing flexible time-off policy isn't cutting it for many employees, and how its new policy aims to help employees strike a balance between work and rest.

The conversation has been edited for clarity and length.

Tell me about Coinbase's new quarterly initiative, and why the company decided to move forward with it.

The initiative really is the next step in an evolution in how we think about work and our commitment to work here at Coinbase. One of the things that became immediately clear to me when I joined [last summer] was that we definitely have a very, very intense work culture. ... And in fact, we're proud of it, because ... that intensity is what has led us to develop really great products that people love when it comes to crypto.

At the same time it's become equally clear to all of us, including me, that when you're working that intensely, especially as a legal team, it can be really hard, if not impossible, to feel like you can check out.

So even though we have been generous with our flexible time-off and paid time-off [policies], we've come to realize that we needed to find a better way to not only encourage people to take a break in between intense projects, but also to feel like while they were away, they weren't falling behind.

That led us to this experiment, which is to offer a "recharge" week a quarter for 2022.

L.J. Brock, the chief people officer at Coinbase, mentioned that the company doesn't promise traditional 40-hour workweeks. Could you explain why a 40-hour workweek doesn't make sense for Coinbase?



"We face incredible, incredible competitive pressure as well as incredible demand from our customers to be constantly shipping new features, new products, new services in a matter of days and weeks," says Paul Grewal, Coinbase's chief legal officer and corporate secretary.

Maybe the best way for me to explain it is to talk a bit about my workweek. My schedule is fairly typical, at least of the people on the legal team and other parts of the company that I look after.

When I wake up in the morning, invariably there are Slacks that have not been responded to, that have come in over the night. There are emails that have piled up, not only over the night, but over the previous days. And so even before I've poured that first cup of coffee and gotten my exercise done and gotten ready to attack my day, I feel like I'm behind, because we are a 24/7 global business and working with people all over the world in just about every time zone imaginable.

It necessarily means that work can accumulate even while you sleep, let alone where you're trying to take care of the rest of life.

And then you layer on top of that, as a legal department in particular, we are charged with the responsibility of engaging with our regulators dealing with litigation, helping our businesses ship products in a fully compliant way. So we necessarily have to provide a very high level of service to our business partners, and at the same time exercise relatively little control over the calendar, so that all adds up to a reality that very, very few days at Coinbase start at 8 a.m. and end at 5 p.m.

I think it's really important that we be transparent and honest about that, not only with our employees, but with ourselves.

What is it about the crypto industry in particular that makes it harder for employees to log off?

A couple of things come to mind. Unlike traditional markets where there's an opening bell and a closing bell, and the market is only open for eight or nine hours a day, crypto can be bought or sold or traded 24/7, 365. So there's no off-hours period as there is in these more traditional areas.

Jessica Mach is a reporter for ALM Media's in-house desk. Contact her at jmach@alm.com.