



CITY OF DORAL NOTICE OF ZONING WORKSHOP

All residents, property owners and other interested parties are hereby notified of a **Zoning Workshop** on **Tuesday, November 14, 2023 at 6:00 p.m.** The Meeting will take place at the City of Doral, Government Center, 1st Floor Multipurpose Room located at 8401 NW 53rd Terrace, Doral, Florida, 33166.

The following application will be presented:

HEARING NO.: 23-11-DOR-02

APPLICANT: Doral Marketplace, LLC (the "Applicant")

PROJECT NAME: Doral Marketplace Parking Variances

PROPERTY OWNER: Doral Farms, LLC

LOCATION: Southwest corner of NW 107 Avenue and NW 41 Street

FOLIO NUMBER: 35-3030-000-0020

SIZE OF PROPERTY: ±10.05 acres

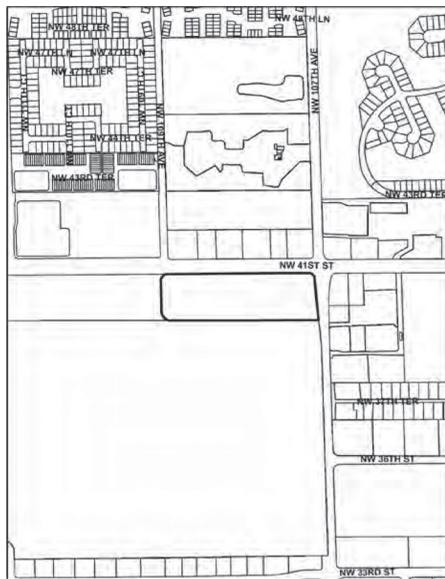
FUTURE LAND USE CATEGORY: Business

ZONING DISTRICT: Commercial Corridor District (CC)

REQUEST: The Applicant is requesting the following variances in connection with the proposed Doral Marketplace Retail Site Plan to permit:

- a setback of 24-feet from the property line fronting Doral Boulevard, where a 40-foot setback is required pursuant to the Doral Boulevard Master Plan for 27 parking spaces adjacent to the primary grocery tenant building (a reduction of 16 feet).
- parking space lengths of 18-feet, where 19-feet of parking space length is required pursuant to Section 77-185(a) of the City Code (a reduction of 1 foot).
- elimination of 2 parking row landscape strips, and reduction of 2 additional parking row landscape strips to 4.4-feet and 5.2-feet, where a 7.5-foot landscape strip is required for each parking row pursuant to Section 77-193(2)(d) of the City Code. Also, to provide a 3.2-foot parking landscape strip along an additional parking row where 5-feet is required, pursuant to Section 77-193(2)(d) of the City Code.
- the elimination of parking area perimeter landscape buffer width in certain areas and providing for a 5-foot parking area perimeter landscape buffer width in other areas, where a 7-foot perimeter landscape buffer is required pursuant to Section 77-193(1) of the City Code.

Location Map



ZONING WORKSHOP PROCESS: The zoning workshop consists of two sessions:

1. **First Session.** The first session of a zoning workshop shall provide a forum for members of the public to learn about proposed developments within the city. Developments may be presented to the public simultaneously, in several locations within the meeting site. During this session, members of the public are encouraged to ask questions and to provide feedback to the applicant about the proposed development. The applicant shall provide visual depictions, such as renderings, drawings, pictures, and the location of the proposed development. In addition, representatives of the applicant shall be available to answer questions that members of the public may have about the proposed development. The members of the City Council shall not be present during the first session of the zoning workshop.

2. **Second Session.** The second session of a zoning workshop shall provide a forum for the City Council to learn about the proposed developments discussed at the first session of the zoning workshop. No quorum requirement shall apply. Developments shall be presented by the applicants sequentially, one at a time, for the City Council's review and comment. The applicant shall again present visual depictions of the proposed development. In addition, the applicant shall be available to answer any questions that members of the City Council may have about the proposed development.

No quorum requirement shall apply nor will any vote on any project be taken, but roll call will be taken, as it is a publicly noticed meeting.

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**. Maps and other data pertaining to these applications are available for public inspection during normal business hours in City Hall. Inquiries regarding the item may be directed to the Planning and Zoning Department at 305-59-DORAL.

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, MMC
City Clerk
City of Doral

10/27

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BUSINESS

Women Lawyers Want Far More Support for Menopause Care

by Maria Dinzeo

A recent panel on women's health, part of ALM Global's Women, Influence & Power in Law conference in New Orleans, dove into how women can combat the stigma of menopause and advocate for what they need from their employers.

It was a groundbreaking discussion, given that the topic has long been taboo to discuss in the workplace, despite that more than 30 million American workers are going through menopause at any given time.

Last year, a United Kingdom advocacy group released a report that found 1 in 10 women quit their jobs because of menopause symptoms, and Deloitte's recent "Women at Work" report said one in five women struggle with health challenges from menstruation or menopause, with many continuing to work through the pain and discomfort. Those who do take time off feel uncomfortable disclosing that menstruation or menopause as the reason.

Allison Schwartz, executive vice president and general counsel of fertility benefits provider Progyny, said during the panel discussion that more employers are offering insurance coverage for menopause-related conditions.

The shift is employee-driven, she said, as firms reevaluate their offerings amid rising health care costs, employers are looking for and responding to feedback from employees on what types of coverage will make a real impact.

As a result, a rising number of companies are offering coverage for fertility treatments and surrogacy. Menopause coverage also tripled since last year, from 4% to 19%. "It's still not close to the majority of employers, but we're seeing big shifts there because it's an important, necessary benefit," she said.

Menopause can start anywhere from age 41 to 55, and its symptoms run the gamut—hot flashes, night sweats, trouble sleeping, mood swings and memory and concentration problems known colloquially as brain fog—the whole "panoply of fun," as Schwartz wryly described it.

Menopause benefits center around building specific networks of doctors trained to help guide patients through choosing how to address these symptoms, be it through hormone or non-hormone therapy, bone density medications or treatments for insomnia.

"Getting really tailored support is important," Schwartz said. "So that when you go to get care, it's not 'carry a fan with you everywhere, or dress in layers. Have you tried to meditate through your hot flashes?'"

While women make up around 56% of the nationwide workforce, according to the Bureau of Labor Statistics, insurance coverage for woman-specific health conditions, like menopause, fertility, PCOS or endometriosis is still considered an add-on, rather than a default benefit.

Panelist Nina Blackshear, director and corporate counsel at the biopharmaceutical company Incyte, said wom-



SHUTTERSTOCK

Menopause continues to be a taboo subject in the workplace, even as millions of employees go through it every year.

en's health care coverage has lagged at least in part because women are still underrepresented in the higher echelons of corporations.

"Women start to sort of fall out of the ranks as you go up to the top," she said, meaning they often are not among the decision-makers when a company decides what to put in its benefits package or what to leave out to save money. "We're still playing catch-up in that way, that's part of the reason why it lags."

There's also a lot of worry around oversharing about health issues. Blackshear said that when she was experiencing her own fertility challenges, she didn't want to say anything to her manager at first, though she eventually did speak up. "It's a balance between wanting support and what you really want to disclose and keep private and not have everybody all up in your business," she said.

A recent Bank of America study of around 2,000 female employees aged 45 to 60 found that women tend not to discuss their menopause symptoms with HR. It also found that 70% of women see it as their responsibility, rather than their employers' responsibility, to address the impact of menopause on the workplace.

During the panel, an attorney with management responsibilities said she tends to keep her employees' health issues, like depression, infertility and miscarriages secret from HR, both to protect their privacy and shield them from possible adverse impacts.

"It would be great if there were sort of clear understandings about how we can be advocates and resources for people who need help on issues they don't feel comfortable talking about, particularly women who are afraid to talk about that stuff," she said.

Schwartz advised that people in leadership talk to HR proactively "when you're not seeking something for a specific person, when there is no kind of crisis that you need to handle right away" to lay the groundwork for an official policy on how to accommodate employees when they need to leave work early for a doctor's appointment, or work remotely because of a medical issue.

Maria Dinzeo reports for Corporate Counsel, an ALM affiliate of the Daily Business Review. Contact her at mdinzeo@alm.com.