

1.



CITY OF COOPER CITY
CITY COMMISSION REGULAR MEETING
Tuesday, April 11, 2023 at 6:30 PM
City Hall Auditorium | 9090 SW 50th Place

MINUTES

PLEDGE OF ALLEGIANCE

Commissioner Green opened the meeting at 6:30 PM and led the assembly in the Pledge of Allegiance.

ROLL CALL

Present were Commissioners Mallozzi, Katzman, Shrouder and Green. Mayor Ross was present via Zoom.

DECORUM

City Clerk Tedra Allen read the decorum policy as follows: Members of the Commission, staff members, citizens, and others are required to use civil and appropriate language when addressing the Commission or anyone present at the meeting and must refrain from using profanity, cursing, or exhibiting aggressive or threatening behavior. All comments should generally be directed to the presiding officer and not to individual members of the Commission, staff, or the audience. No personal verbal attacks toward any individual by either the Commission, staff, citizens, or others shall be allowed during any meeting of the Commission. Any persons making impertinent or slanderous remarks or personal attacks or who becomes boisterous while addressing the Commission or who otherwise violates the decorum rules set forth herein shall be barred from further audience before the Commission by the Mayor, or by request of any member of the Commission unless permission to continue or again address the Commission be granted by a majority vote of the Commission members present.

CHANGES TO AGENDA/EMERGENCY MATTERS

City Manager Napoli would like to move item 7 to be heard after public comments. Item 8 will be deferred.

PROCLAMATIONS/PRESENTATIONS

1. Commissioner Mallozzi presented April Yard of the Month to Rosana Solis. Our community partner Florida Nursey Mart provided a \$50.00 gift certificate to the winning home.

2. Commissioner Shrouder presented Pastor Troy Gramling a Proclamation for his dedication and service to the Cooper City community.

3. Pet Adoption - **Commissioner Mallozzi**

Commissioner Mallozzi advised dog Jasper is available to adopt by contacting the Humane Society of Broward County at www.humanebroward.com or 954-989-3977 Ext 6. His adoption fee has been sponsored.

PUBLIC SPEAKING

Open Public Meeting –

None.

Agenda Concerns –

Linda Howie, spoke on her concerns with short term rentals in her neighborhood.

Jorge Nunez, 10421 SW 51 St, spoke on his concerns with short term rentals in his neighborhood.

Carmen Ruiz, spoke on her concerns with short term rentals in her neighborhood.

BOARD/ADMINISTRATIVE REPORTS

4. Appointment to the City Board

City Clerk Tedra Allen advised Commissioner Katzman appointed Joe Ferst to the Business Advisory Board.

CONSENT AGENDA

Motion to Approve

5. Motion to approve and authorize sole source purchase of two (2) EMP Defense Model CMCE-120 lightning suppression devices, coverage diameter up to 393 ft. from The Avanti Company, for \$35,510.00 and a contingency in the amount of \$5,000 to protect the City's water and wastewater treatment plants.
6. Motion to Approve award of ITB 2022-7-PW, Bill Lips Sports Complex Drainage Improvements, and execute an Agreement with Huurr Homes, LLC - **Public Works**

MOTION: Commissioner Katzman moved to approve the Consent Agenda. Mayor Ross seconded the motion which prevailed by a unanimous roll call vote. (5-0)

REGULAR AGENDA

7. Motion to approve an agreement with Ryan Eggleston for City Manager – Commission

City Attorney Horowitz advised he started this process using the employment agreement that the City has currently with City Manager Napoli. Then had incorporated a number of revisions in, based on some input provided by the Commission at the Special Meeting of March 31st. He had provided a copy to Mr. Eggleston, who had come back to his office with a number of recommendations, requests, and specific items that he has asked for us to consider. There were a number of requests City Attorney Horowitz was quite comfortable with, from a legal perspective that have been incorporated into the proposed document for the Commission to consider. However, there are four or five open points that he did not have the authority to negotiate on the Commission's behalf.

Commissioner Green asked if the five items can be negotiated tonight. City Attorney Horowitz answered yes, this would be the proper venue.

Mayor Ross asked if negotiating from the dais is the only option. City Attorney Horowitz said the City Commission would need to delegate authority to a third person but the conversation would still be subject to an open public meeting. If the Commission wanted him to go back and engage in further conversation with Mr. Eggleston, and delegated some specific authority to him to make some decisions, as it relates to these specific issues, he would be prepared to do that based on the Commission's direction. He also stated any conversations had with Mr. Eggleston in that context would

be public conversations, and any agreement ultimately decided on would still be subject to ratification by this Commission.

Mayor Ross said he believes the future of the Cooper City is on the dais and his is empowering the Commission to decide as he and Commissioner Green are terming out in 2024.

Commissioner Green said it is the responsibility of all five members of the Commission to make a decision.

Commissioner Shrouder suggested going through each point as he believes a vast majority can be resolved tonight.

Commissioner Mallozzi and Katzman would also like to discuss the item tonight

Commissioner Green asked for consensus to hear item 11, Ordinance 23-10 as residents are present in the audience for the item.

Consensus was reached to hear Ordinance 23-10.

The Commission returned to item 7 after the approval of the Consent Agenda.

Commissioner Shrouder said in Section 3.2 with regard to the termination clause, he would like to add the language charging of a crime as opposed to conviction of a crime. Commissioner Shrouder also advised the language termination for anything that the Commission deemed significant is broad. He would like to add the termination must be by a super majority or unanimous consent of the Commission.

Mayor Ross would like to add the language suggested, charged with a crime.

Commissioner Mallozzi said if the City Manager is under investigation for a dangerous or serious crime and are unavailable for months it is harmful to the City.

Commissioner Shrouder suggested the language "charged with a crime".

Commissioner Katzman believes that the term "charged" is fair.

Commissioner Shrouder would like to exclude "misdemeanors".

Commissioner Katzman said if the City Manager is convicted of a crime the Commission should have the right to terminate.

Commissioner Green said the law states individuals are innocent until proven guilty.

Commissioner Shrouder suggested the language "suspended without pay".

Commissioner Mallozzi said a court case could take years to be resolved

Commissioner Green said an individual in his profession was charged with a crime, suspended without pay, and was ultimately exonerated and reinstated in their profession. He also spoke on an instance where a former elected official was charged with a crime, removed from her seat by the Governor and then reinstated obtaining the back pay she was owed. Commissioner Green agrees to suspension without pay.

Commissioner Katzman said if an individual is charged with a violent crime they should not serve as City Manager.

Commissioner Shrouder recommends the language for 3.2 as the following, “the City Commission may suspend the employee if he is charged with a felony or any other crime involving moral turpitude”. He also recommends leaving the conviction language as is.

The Commission agreed to the language as the following, the City Commission may suspend the employee if he is charged with a felony or any other crime involving moral turpitude.

Mr. Eggleston asked if there is a timeline for the suspension.

Commissioner Shrouder said a timeframe cannot be added as it could be years based on the court system.

Mr. Eggleston advised he had language in a prior agreement that spoke to cause for termination without severance as follows, for cause shall constitute willful misconduct, criminal wrongdoing misfeasance and malfeasance or other deliberate action incompatible with the best interests of Cooper City.

Commissioner Shrouder asked if that is Mr. Eggleston’s preferred language. Mr. Eggleston answered yes.

City Attorney Horowitz clarified for purposes of this subsection for cause shall constitute willful misconduct, criminal wrongdoing misfeasance and malfeasance or other deliberate action incompatible with the best interests of Cooper City.

City Attorney Horowitz said Mr. Napoli's contract provided for a termination for convenience clause. If the Commission decided to terminate the City Manager for no reason without cause within the first six months of employment the employee would receive a cash payment equal to five weeks of his aggregate salary. That was what the City offered to City Manager Napoli in 2020. Mr. Eggleston has asked for a 12 weeks’ severance payment within the first 6 months of employment. Mr. Eggleston asked for 30 days written notice if the City was to terminate him after the first six months of employment. Also, for termination without cause in section b, Mr. Eggleston is requesting the medical coverage be extended for his dependents as well.

Commissioner Katzman has no issue with the medical coverage.

Mayor Ross and Commissioner Green have no issue with the medical coverage.

Commissioner Shrouder said the insurance should be consistent with all employees and COBRA can be used.

Commissioner Green asked if City Manager Napoli’s contract included his spouse. City Attorney Horowitz answered no.

Commissioner Shrouder said COBRA can be used as a part of severance.

Commissioner Mallozzi asked HR Director Lourdes Mantecon if the City can offer a terminated employee the right to stay on the City’s insurance or COBRA. Director Mantecon answered the employee can opt to stay on the City’s insurance or move to COBRA as the option is up to the City.

Commissioner Shrouder said COBRA is an extension of our insurance and the terminated employee can stay on the plan if they pay the costs.

Mr. Eggleston said it’s very common for a City Manager to have that clause in their contract.

Commissioner Green asked the cost for COBRA.

Commissioner Shrouder said a family plan costs the City \$26,000 a year.

Commissioner Green would like to include that portion in the severance package.

City Attorney Horowitz said under the statute there's a 20 week cap on severance. Severance is defined to include salary, benefits and other perquisites.

Commissioner Katzman said the request for 12 weeks of pay as opposed to five within the first six months is a large increase.

The Commission agreed to a 12 weeks' severance payment within the first six months of employment.

Mr. Eggleston said the 30 days' written notice would allow for him to find another position.

Commissioner Mallozzi is asking for flexibility with the 30 days.

Consensus was reached on two weeks written notice after the first six months of employment.

Mayor Ross would like to give authority to the City Attorney to negotiate the salary. He also believes he should either receive the FRS plan or the 401k contribution, not both.

Commissioner Green said the Commission has a responsibility to get the contract finished tonight.

Commissioner Shrouder understands the cost of living is higher here in South Florida. He would agree to give more in salary if he forgoes the FRS plan. The senior management plan takes 6 to 8 years to invest. It also requires a 31.57% contribution rate from the City. He would be willing to go higher on the 401k and salary if he forgoes the FRS plan.

Commissioner Mallozzi spoke on the 20 days sick leave credit. She recommends 10 sick days that can be cashed out if needed.

Commissioner Katzman has no issue with the sick days.

Commissioner Shrouder advised the contract calls for a payout of accrued sick days.

City Attorney Horowitz said the sick leave payout is consistent with cash out policy for the employee's.

Commissioner Katzman suggested offering the following, sick days only to be used for sick leave. Attending three conferences a year, a 5% contribution for a 401k and a starting salary of \$225,000 to include a potential of increases based on performance.

Commissioner Green said the City is currently waiting on a compensation study. The cost of living has increased substantially the past six months. Commissioner Green said he himself would want the FRS plan if he was looking to stay long-term in the State of Florida.

Commissioner Shrouder said he would offer the higher end of the salary with a 10% contribution to a 401k if Mr. Eggleston forgoes the FRS.

Commissioner Green advised he wants Mr. Eggleston to succeed and this process is a give and take on both sides.

Commissioner Katzman said while the Commission did vote 5-0 for the hiring of Mr. Eggleston it is their job to look out for the resident's money.

Mr. Eggleston said he understands it is an eight year investment with the FRS plan however, he would value the FRS plan more than the 401k.

Commissioner Shrouder said a future contract could allow him to enter FRS at a sooner date.

Mr. Eggleston said the Senior FRS plan was available to Mr. Napoli. He recognizes \$247,000 is a 16% increase from the current City Managers salary but interest rates on mortgagees have risen dramatically since 2020. He is willing to be flexible but there is a lot of thought and backup behind his proposed numbers.

Commissioner Shrouder said currently they budget \$284,000 for the City Manager position including benefits. With this proposed scenario they would need to budget \$367,000. He understands the current market conditions and understands he has to purchase a home but a \$100,000 increase is a lot for the City to take on.

Commissioner Green does not have issue with the \$247,000 salary because the costs have increased from three years ago. Every local municipality is paying more to do business.

Commissioner Mallozzi asked Mr. Eggleston if he is willing to move down on the salary.

Commissioner Katzman said the City Manager of Dania Beach makes \$231,700.

Commissioner Shrouder said with 18 cities in our range the lowest salary amount for a City Manager is \$178,000 and the highest is \$272,000.

Mr. Eggleston said the data referenced does not show what year the City Manager was hired and the market is rapidly changing.

Commissioner Green said our previous City Manager left the City with a salary of \$209,000. City Manager Napoli came in at \$205,000, three years ago. The cost of living has increased within the past few years.

Commissioner Shrouder said most municipalities do not offer the Senior Management FRS plan to City Managers.

Mr. Eggleston said while he looked at City Manager Napoli's contract the cost of living has increased since then.

Commissioner Katzman understands Mr. Eggleston's argument that purchasing a home in today's market is expensive. He is asking for compromise with regard to retirement benefits.

Mr. Eggleston said the overall cost of business is increasing. He is willing to be flexible but is reluctant to move away from the FRS plan. He advised his cost of housing monthly is increasing \$4,000 to \$6,000 a month with moving him relocating to Cooper City. He is willing to move to \$244,000 now and have the board reevaluate his performance in six months. He would remove the 401k contribution and stay with the FRS plan not cashing out any sick leave.

Commissioner Shrouder is asking him to make an 11 year investment. He is willing to agree to the salary he offered if he waits to join the FRS plan for three years.

Commissioner Green disagrees with the deferral of three years for the FRS plan.

City Attorney Horowitz said Commissioner Shrouder is suggesting to strike the reference to any FRS contribution in this contract. Mr. Eggleston, as an alternative to an FRS payment would receive a 10% contribution into either a 457, or a 401 plan. And then, at the end of the term of this contract, which is a three year term he would have the opportunity to renegotiate his contract, and at that time would be able to join FRS.

Commissioner Shrouder said if Mr. Eggleston does not stay with the City long term the City and Mr. Eggleston will lose the money in the FRS plan to the State.

Mr. Eggleston said he could continue vesting if he took another position in the state of Florida.

Commissioner Shrouder said most City Managers are not in the FRS plan.

Discussion ensued on the City moving to FRS from the managerial plan.

Commissioner Green said he understands it may cost more for Mr. Eggleston to live in the City.

Commissioner Mallozzi said the housing market has gone up 9% from 2021 and everything else has gone up 4.2%. So she understands the salary increase.

Mr. Eggleston said he had no issue giving up the car allowance. He also agreed to 60 days' notice and is trying to work with the City in good faith.

Commissioner Mallozzi asked Mr. Eggleston to agree to a salary of \$240,000.

Commissioner Shrouder asked where the City will find the extra \$100,000 to afford the salary and FRS package.

Commissioner Green wants both parties to work together. The housing market is on the rise.

Commissioner Shrouder said an expert gave them data stating the average salary for a City Manager comparable to our City is \$213,000.

Commissioner Katzman said we have a compensation study approaching that will require additional funds and we need to be mindful of those increases approaching as well.

Commissioner Green said we have been paying more to attract employees due to today's rising costs.

Mayor Ross asked if there is state income taxes in North Carolina and if so, the cost. Mr. Eggleston answered yes and 5%. Mayor Ross said there is no state income tax in Florida, and the Commission is not requiring him to move to Cooper City. A neighboring community may be more beneficial. He also said bonuses and raises will be implemented. It is his job to look out for the residents first. He is also not interested in paying for any sick time or allowing for any arbitration clauses.

Commissioner Shrouder is willing to go to \$225,000 with the FRS plan. He is not interested in paying for any sick time acquired from another City and will not support an arbitration clause. He also does not agree with cost of living increases given along with the other employees in section 5.2.

Commissioner Shrouder understands Mr. Eggleston needs more money up front to relocate. He can come back to the Commission in the future to discuss being placed in the FRS management plan in 18 months.

The Commission offered \$240,000 with an 18 month delay on the FRS plan and a 10% contribution to a 401k.

Commissioner Shrouder suggested \$247,000 with the 18 month delay on the FRS plan and a 10% contribution to a 401k.

Mr. Eggleston asked if the percentage on the contribution could go higher than 10% with no FRS.

Commissioner Shrouder said it is unheard of for a City Manager to have both a FRS plan and a 401k.

Commissioner Shrouder said the Commission is willing to pay him at the high end of the salary and offer him the FRS plan with an 18 month delay when most City Managers are not offered a FRS plan.

Commissioner Katzman understands it's expensive to raise a family but the package the Commission is offering is reasonable.

Commissioner Green asked about a 12 month FRS deferral.

Commissioner Shrouder said the 18 month deferral will coincide with the budget as opposed to 12 months which will require a budget amendment.

Mr. Eggleston said an 18 month deferral, would place him in a lower salary package.

Commissioner Shrouder said he is willing to give the salary Mr. Eggleston is asking for but he must be willing to give in on the retirement plan.

Mayor Ross advised all five Commissioners are required to vote on the contract and he is ready to leave the meeting.

City Attorney Horowitz advised the agreement needs approved by a full Commission.

Commissioner Mallozzi asked if the Commission would agree to the FRS and a starting salary of \$230,000 with a tiered plan of increases over the next year.

Mayor Ross and Commissioner Shrouder will not agree to a tiered plan.

Commissioner Mallozzi asked Mr. Eggleston his bottom line.

Commissioner Katzman said they need a compromise. If Mr. Eggleston wants the FRS benefit he needs to go down on the salary.

Mr. Eggleston advised he will agree to \$240,000 with the FRS.

Mayor Ross said he is looking to end the call and this matter will have to come forth at a Special Meeting.

Commissioner Mallozzi moved to approve a salary at \$240,000 with the FRS plan. No second, the motion died.

Commissioner Green said the Commission has a responsibility to see this item through.

Commissioner Katzman asked Mayor Ross to please standby.

Commissioner Shrouder asked how many members of the Commission need to be present for the approval of an Acting City Manager.

City Attorney Horowitz said the concept of an Interim Manager is not contemplated by our Code or Charter. Our Charter speaks to an Acting Manager, which is the situation where the City Manager is absent, on vacation, or is unable to perform in that capacity. An Interim Manager is in fact, the City Manager, because you have no other person who is performing in that function until Mr. Eggleston or Mr. Napoli's successor comes in. He is more comfortable having a full Commission vote on the Interim Manager.

Mr. Eggleston asked for two options, one with a starting salary including FRS, and a starting salary with the 10% contribution and no FRS benefit.

Commissioner Green asked Mr. Eggleston his salary numbers on the two options.

Mr. Eggleston asked the Commission's thoughts.

Commissioner Mallozzi wants a defined number from Mr. Eggleston for both options.

Mr. Eggleston answered \$242,000 with the FRS option. Without the FRS, \$235,000 with a 17% contribution.

Mr. Eggleston asked if the Commission would make a final offer and give him the evening to decide.

Commissioner Shrouder has no issue with him wanting to calculate the numbers and calling a Special Meeting to address this issue.

Commissioner Green and Katzman want to finalize the agreement as soon as possible.

Mr. Eggleston said a lot of numbers were mentioned tonight and he would like to have an opportunity to look at the options and make a decision.

Commissioner Katzman moved to approve a salary of \$247,000 with a 12% contribution to a 401k.

Commissioner Mallozzi seconded the motion.

Mr. Eggleston is respectful of the offer and asked if he can take the evening to talk it over with his wife.

City Attorney Horowitz answered if the Commission is comfortable getting the agreement in a clean form that would constitute an offer from the Commission to Mr. Eggleston based on a \$247,000 salary, 12% contribution to a 401k and the other points addressed tonight that can be submitted to Mr. Eggleston as an offer. Mr. Eggleston would have until the end of business tomorrow to accept that offer. The Commission will then be alerted if Mr. Eggleston accepts the offer or does not accept the offer. If he does not accept the offer the Commission can call a Special Meeting to revisit the matter or revisit the matter at the next Commission meeting.

City Attorney Horowitz clarified the City's offer as the following, \$247,000 salary with a 12% contribution to a 401k, the addition of the for clause definition that was read into the record earlier, no acceptance of any accrued or previously accrued sick leave. The arbitration provision would be stricken and the laws of Florida would govern, up to three association conferences per year and he would not be considered for any mandatory COLA's for the first year of employment and then be issued COLA's in accordance with the managerial employees.

MOTION: Commissioner Katzman moved to approve the following under the condition of acceptance by close of business on April 12, 2023, a salary of \$247,000 with a 12% contribution to a 401k, the addition of the for clause definition, no acceptance of any accrued or previously accrued sick leave. The arbitration provision would be stricken and the laws of Florida would govern, up to three association conferences per year and he would not be considered for any mandatory COLA's for the first year of employment and then be issued COLA's in accordance with the managerial employees. Commissioner Mallozzi seconded the motion which prevailed by a unanimous roll call vote. (5-0)

Mayor Ross left the meeting.

.8. Motion to approve an Interlocal Agreement with Broward County for Solid Waste Disposal and Recyclable Materials Processing Authority. – **Mayor Ross**

Tabled.

9. **Motion to approve and authorize Task Order 2023-001 issued to Hazen & Sawyer for \$481,159 and a contingency in the amount not to exceed \$15,000 to update City's Water & Wastewater Master Plan. – Utilities**

MOTION: Commissioner Shrouder moved to approve and authorize Task Order 2023-001 issued to Hazen & Sawyer for \$481,159 and a contingency in the amount not to exceed \$15,000 to update City's Water & Wastewater Master Plan. Commissioner Katzman seconded the motion which prevailed by a unanimous roll call vote. (5-0)

REGULAR RESOLUTION

10. Resolution 23-6 (Community Development/Parks & Recreation)

City Attorney Horowitz read "A RESOLUTION OF THE CITY OF COOPER CITY, FLORIDA, APPROVING AND AUTHORIZING THE MAYOR AND CITY CLERK TO EXECUTE THE YEAR 49 COMMUNITY DEVELOPMENT BLOCK GRANT (CDBG) APPLICATION FOR THE SENIOR TRANSPORTATION, MINOR HOME REPAIR AND PURCHASE ASSISTANCE PROGRAMS, ATTACHED HERETO AS EXHIBIT "A" AND INCORPORATED HEREIN; PROVIDING FOR CONFLICTS; PROVIDING FOR SEVERABILITY; AND PROVIDING FOR AN EFFECTIVE DATE" by title.

MOTION: Commissioner Shrouder moved to approve Resolution 23-6. Commissioner Katzman seconded the motion which prevailed by a unanimous roll call vote. (5-0)

ORDINANCES ON FIRST READING

11. Ordinance-23-10 (Commission)

City Attorney Horowitz read "AN ORDINANCE OF THE CITY OF COOPER CITY, FLORIDA, AMENDING CHAPTER 6 OF THE CODE OF ORDINANCES, ENTITLED "BUILDINGS AND BUILDING REGULATIONS," TO AMEND ARTICLE VIII, ENTITLED "VACATION RENTALS;" BY PROVIDING FOR ADDITIONAL PERMIT REQUIREMENTS, NOISE MONITORING DEVICES, DEFINING MAXIMUM OCCUPANCY REQUIREMENTS, AND PROVIDING FOR ADDITIONAL PENALTIES AND ENFORCEMENT INCLUDING DESIGNATING NOISE VIOLATIONS AS A HEALTH, SAFETY, AND WELFARE VIOLATION WITH EXPEDITED ENFORCEMENT; PROVIDING FOR CONFLICTS; PROVIDING FOR SEVERABILITY; PROVIDING FOR CODIFICATION; AND PROVIDING AN EFFECTIVE DATE" by title.

City Attorney Horowitz said House Bill 833, which is currently making its way through the House seeks to among other things further expand the preemption authority to the State as it relates to vacation rentals. Currently the statute prohibits the City from banning vacation rentals. We're also currently prohibited from regulating the duration that people rent their homes as well as the frequency in which those homes are rented. The ordinance before you this evening does provide for a registration and licensing requirement for vacation rentals in Cooper City. The legislation that's pending would provide a specific preemption for the licensing of vacation rentals. In the event that the Bill was to move forward and pass in Tallahassee, as it's currently drafted the ordinance before you would require some further amendment down the road to address any conflicts between our registration process in the City Code and State law.

Community Development Director Carlos Vega thanked the residents who spoke tonight and advised the City has worked very diligently in trying to provide the best options for the residents regarding Air B&B's. The ordinance seeks to strengthen and assist Code Enforcement Officers, staff and BSO with enforcement. He advised he also received an email from the Realtors Association and did meet with them to discuss concerns. He reviewed the ordinance with the Realtors Association and clarified some

issues. He advised there are some changes proposed as an outcome of that conversation that are not currently in the ordinance. Specifically in Section 6-115 regarding response times for emergency calls. Staff initially proposed for emergency calls, the responsible party property owner had to respond within 10 minutes, the Realtors Association had concerns with the 10 minute response time. A member of the Government Affairs Office, for Air B&B's also reached out with concerns regarding the actual possibility of the property owners being able to make it to the site within 10 minutes. They recommend changing the code to read that they shall be able to respond to emergency calls by telephone within one hour of notification and in person within three hours of notification. The second item within that same subsection of Section 6 was the amount of time that vacation rental property owners are to keep their register of who has of been renting the property. Staff recommends 180 days as a requirement for keeping the vacation record on site and available for view by City staff and BSO. The other major change was the noise level detection device. City staff along with BSO recommended a required noise level detection device on the property. The purpose for these devices is to help reduce and mitigate issues with noise. There was some discussion with the Realtors Associations to make the device an optional or punitive measure if the property experienced issues. The City however, is standing firm on their position of requiring the device.

The Commission took a five minute recess due to audio issues.

Commissioner Green stated the website is experiencing audio issues but the Zoom link is available and working properly.

Community Development Director Carlos Vega continued, there was a request for clarification with regard to the maximum occupancy limits. Staff recommended the City of Fort Lauderdale's definition and the Florida Building Code definition which would allow a maximum number of persons allowed to gather at the vacation rental not to exceed one and a half times of the maximum occupants authorized to stay overnight at the site and in no event shall the gathering exceed 20 persons. The definition allows for the certification of how many individuals can be in the house and give BSO the opportunity to enforce. There is an allowance to up to 4 persons under the age of 13, being exempt and shall not count towards the occupancy limits. He advised they also added the addition of partial units to encompass every aspect of rentals. Staff also recommends the permit be posted onsite affixed to the outside of the property.

Commissioner Shrouder wants additional language stating it's a violation of the ordinance to either rent a property out without a permit or to occupy the rental without a permit.

Commissioner Mallozzi said allowing for an hour for a telephone response is holding up the City's police resources.

Commissioner Shrouder asked Captain De Giovanni his policy on response with regard to reporting to these issues. Captain De Giovanni answered there is not a timeframe for a callout as there are a lot of variables. He also advised the City noise ordinance is still intact and allows for a 10 minute response for a noise complaint if it reaches a certain level.

Commissioner Mallozzi said there could be a multitude of reasons BSO would respond to a call other than noise. The one hour response time will hold up City resources.

Commissioner Shrouder suggested a response time of 30 minutes. They owner should have someone on call to adhere to the Police Departments requests.

Commissioner Katzman believes a 30 minute response time for phone calls and one hour for in person response is a good compromise.

The Commission recommends a 30 minute response time for phone calls and one hour for in person response.

Commissioner Mallozzi asked if the 20 person limit encompasses the exterior. Director Vega said the limit encompasses the outside of the home.

Commissioner Katzman asked Director Vega to explain the limit not to exceed one and a half times of the maximum occupants. Director Vega answered the Florida Building Code has a residential requirement of one person for every 200 gross, square foot allowance of air conditioned living space. They are defining it as two persons per bedroom.

Commissioner Shrouder wants to add the following language “no more than 20 individual’s onsite without applying for a special event permit”.

The Commission agrees to add the language no more than 20 individuals onsite without applying for a special event permit.

Commissioner Katzman asked if the obligation of the notice for sexual offenders is on the property owner. Director Vega said State law requires a sexual offender to register. Commissioner Katzman asked how the owner would know the renter is registered as sexual offender. Captain De Giovanni advised State law requires offenders to report temporary residence changes. This section of the Ordinance is placing obligation on the owner to take an additional step. Commissioner Katzman said of course he does not want sexual offenders being within the certain ranges of schools, but how will the owner know if someone on the property is indeed registered as an offender.

Commissioner Green clarified the ordinance requires the owner to notify the renters if they are sexual offenders they must report that in writing. He asked if there could be punitive damages or consequences if they do not notify the owners.

City Attorney Horowitz said he could extend the irreparable harm nature of that particular offense.

Commissioner Shrouder asked if they should add subsequent legislation to the severability clause. City Attorney Horowitz will add the language.

MOTION: Commissioner Mallozzi moved to approve Ordinance 23-10 as amended to include a 30 minute response time for phone calls and one hour for in person response, no more than 20 individuals on site without applying for a special event permit, and adding subsequent legislation to the severability clause. Mayor Ross seconded the motion which prevailed by a unanimous roll call vote. (5-0)

12. **Ordinance 23-12 (Community Development)**

City Attorney Horowitz read “AN ORDINANCE OF THE CITY OF COOPER CITY, FLORIDA, AMENDING CHAPTER 23, ARTICLE IV OF THE CITY’S CODE OF ORDINANCES, ENTITLED “DISTRICT REGULATIONS;” BY SPECIFICALLY AMENDING SECTION 24-14, ENTITLED “SCHEDULE OF DIMENSIONAL STANDARDS;” AMENDING SECTION 23-62, ENTITLED “X-1, CIVIC DISTRICT;” ESTABLISHING HEIGHT RESTRICTIONS FOR THE “CIVIC DISTRICT” ZONING CLASSIFICATION; PROVIDING FOR CONFLICTS; PROVIDING FOR CODIFICATION; PROVIDING FOR SEVERABILITY; PROVIDING AN EFFECTIVE DATE” by title.

Commissioner Mallozzi said she had brought up previously that she wants to limit the height for structures at 50 feet as we are a bedroom community. She also said the residents had voiced the same concern when a land development matter was heard in February. She would prefer greater than 200 feet at a maximum height of 50 feet.

Commissioner Green asked if the residential homes coming into the City are zoned X-1. Community Development Director Carlos Vega answered no, X-1 designations are community related facilities.

Commissioner Mallozzi said the structure in Monterra and the steeple are the only two tall buildings within the City.

Commissioner Shrouder wants to see the data on the potential change.

Commissioner Green asked if we currently have any vacant X-1 land designations. Director Vega answered no.

Commissioner Shrouder doesn’t mind the 50 foot limit but would like data presented on potential impacts to the City. He also stated the data does not need to be completed by the next meeting.

Commissioner Katzman wants to assure the numbers are indicated as a 35 foot max height if the building is within 200 feet of any plot zoned for detached one family dwellings, two-family dwellings, or townhouses. 50 foot max height if the building is more than 200 feet away from any plot zoned for detached one-family dwellings, two-family dwellings, or townhouses.

City Manager Napoli recommended the delay for second reading.

MOTION: Commissioner Mallozzi moved to approve Ordinance 23-12 as a 35 foot max height if the building is within 200 feet of any plot zoned for detached one family dwellings, two-family dwellings, or townhouses. 50 foot max height if the building is more than 200 feet away from any plot zoned for detached one-family dwellings, two-family dwellings, or townhouses with second reading be heard when the data is received. Commissioner Katzman seconded the motion which prevailed by a unanimous roll call vote. (5-0)

ORDINANCES ON SECOND READING (Public Hearing)

13. Ordinance 23-7 (Commission)

City Attorney Horowitz read “AN ORDINANCE OF THE CITY OF COOPER CITY, FLORIDA, AMENDING THE CITY’S CODE OF ORDINANCES BY AMENDING CHAPTER 2, ENTITLED “ADMINISTRATION,” ARTICLE V ENTITLED, “BOARDS, COMMISSIONS AND COMMITTEES;” AMENDING SECTION 2-130, ENTITLED, “CREATING A PLANNING AND ZONING BOARD;” ESTABLISHING A QUASI-JUDICIAL PROCESS FOR THE BOARD’S CONSIDERATION OF LAND DEVELOPMENT MATTERS; PROVIDING FOR LEGAL REPRESENTATION; PROVIDING FOR CODIFICATION; PROVIDING FOR CONFLICTS; PROVIDING FOR SEVERABILITY; AND PROVIDING AN EFFECTIVE DATE” by title – **Commissioner Katzman**

Commissioner Green opened the public hearing with no one wishing to speak. Commissioner Green closed the public hearing.

Commissioner Katzman advised the Planning and Zoning Board passed the recommendation 10-0.

MOTION: Commissioner Shrouder moved to Ordinance 23-7. Commissioner Katzman seconded the motion which prevailed by a unanimous roll call vote. (5-0)

14. **Ordinance 23-9 (Commission)**

City Attorney Horowitz read "AN ORDINANCE OF THE CITY OF COOPER CITY, FLORIDA, AMENDING THE CITY'S CODE OF ORDINANCES BY AMENDING CHAPTER 2, ENTITLED "ADMINISTRATION," ARTICLE II ENTITLED, "CITY COMMISSION;" BY SPECIFICALLY AMENDING SECTION 2-23, ENTITLED, "CITY COMMISSION CANDIDATES - RESIDENCY;" PROVIDING FOR CONSISTENCY BETWEEN THE CHARTER AND THE CITY'S CODE OF ORDINANCES REGARDING RESIDENCY REQUIREMENTS FOR CANDIDATES; PROVIDING FOR CODIFICATION; PROVIDING FOR CONFLICTS; PROVIDING FOR SEVERABILITY; AND PROVIDING AN EFFECTIVE DATE" by title

Commissioner Green opened the public hearing with no one wishing to speak. Commissioner Green closed the public hearing.

MOTION: Commissioner Katzman moved to Ordinance 23-9. Commissioner Mallozzi seconded the motion which prevailed by a unanimous roll call vote. (5-0)

15. **Ordinance 23-11 (Commission)**

City Attorney Horowitz read "AN ORDINANCE OF THE CITY OF COOPER CITY, FLORIDA, AMENDING THE CITY'S CODE OF ORDINANCES BY AMENDING CHAPTER 13, ENTITLED "PUBLIC SAFETY," AMENDING ARTICLE VI, ENTITLED "CODE ENFORCEMENT," BY SPECIFICALLY AMENDING SECTION 13-71. ENTITLED "SCHEDULING AND CONDUCT OF A HEARING;" AUTHORIZING THE CITY MANAGER, OR THE CITY MANAGER'S DESIGNEE, TO MAKE RECOMMENDATIONS TO THE SPECIAL MAGISTRATE ON CODE ENFORCEMENT AND BUILDING CODE ENFORCEMENT MATTERS; PROVIDING FOR CODIFICATION; PROVIDING FOR CONFLICTS; PROVIDING FOR SEVERABILITY; AND PROVIDING AN EFFECTIVE DATE" by title.

Commissioner Green opened the public hearing with no one wishing to speak. Commissioner Green closed the public hearing.

MOTION: Commissioner Mallozzi moved to Ordinance 23-11. Commissioner Katzman seconded the motion which prevailed by a unanimous roll call vote. (5-0)

CITY MANAGER REPORT

16. Budget Transfers

City Manager Napoli advised the budget transfer noted will allow for additional GIS work in Utilities. He also advised the Executive Assistant to the Elected Officials spoke to the Commission and asked that the current part time position in the City Clerk and Human Resources Department be converted to a full time position to be able to assist in the Commission Office.

Commissioner Mallozzi believes the position should be advertised as a full time position to allow for anyone interested to apply. City Manager Napoli advised the position was advertised when it was originally offered. Commissioner Mallozzi said the position should be advertised to allow for all individuals to apply.

Commissioner Green said the position will move to full time to allow for additional help in the Commission Office.

Commissioner Katzman would like for the new City Manager to review the job reorganization before it is approved.

Commissioner Shrouder would like the Mayor to be included in the decision.

Consensus was reached to allow the new City Manager to evaluate the need for the position.

City Manager Napoli advised the School Board had a meeting today and allocated \$103,000 to SRO's. The City will continue to push for full reimbursement of \$165,000. The final walkthrough for the Autism Friendly Designation was today and the City should receive the designation within the next two weeks. He thanked Parks and Recreation Director Stacie Weiss for her work along with staff. City Manager Napoli also advised this is Public Work's Director Tom Good's last meeting and he thanked Mr. Good for his dedication and expertise. City Manager Napoli recommended Community Development Director Carlos Vega for the Interim City Manager position until Mr. Eggleston is on board.

MOTION: Commissioner Mallozzi moved to appoint Development Director Carlos Vega for the Interim City Manager position until Mr. Eggleston is on board. Commissioner Katzman seconded the motion which prevailed by a unanimous roll call vote. (5-0)

CITY ATTORNEY REPORT

City Attorney Horowitz advised there has been a bill moving through Tallahassee to transition all local officers from filing a Form 1 to a Form 6. He will continue to monitor the bill and the outcome.

POLICE CHIEF'S REPORT

17. Police Chief's Report

Captain De Giovanni advised the aggressive driving initiative is ongoing with 30 citations issued recently for speeding. There were two arrests made involving a driving under the influence and an arrest for excessive speeding. The gate compliance initiative is completed resulting in all gates in the City being in compliance. The Real Time Crime Center is completed and will launch this month. He also advised there has been an uptake in mental health crisis calls in the City and he reminded everyone that suicide is preventable. Help is available by dialing 988, Broward 211 and 954-435-2000.

FIRE CHIEF'S REPORT

18. Fire Chief's report

Chief Harrington advised a paint a truck event will be held at Cooper City Elementary this Friday, April 14, 2023 and at the Autism Awareness event this Friday April 15, 2023. He will be traveling to Wisconsin to perform the final inspection of the fire truck and if it passes the inspections it will be delivered in a few weeks.

Commissioner Shrouder wants to assure the vehicle is insured before being shipped.

COMMISSIONERS' CONCERNS/REPORTS/ITEMS TO BE PLACED ON NEXT AGENDA

Commissioner Shrouder said he believes one of his faults is not understanding the impact that words can have on individuals. He understands the environment and culture the Commission creates matters. He believes we have a great staff and the Commission wants what is best for the City. The recent loss of Mr. Good is a result of miscommunication. He wants to make it clear that he appreciates Mr. Good and he would love for him to reconsider. He does not believe his colleagues comments were meant to be accusatory. He would like Mr. Good to stay with the City and does not question his integrity. He is an asset to the City and provides a top level of professionalism. He would like the Commission to discuss the matter.

Commissioner Katzman said he echoes Commissioner Shrouder's comments on Mr. Good. He would love for Mr. Good to stay onboard as he has been key in the success of many major projects within the City. Commissioner Katzman also thanked City Manager Napoli for his professionalism and hard work. He thanked Director Vega for stepping up in the interim capacity for the City. He also thanked Mr. Eggleston and looks forward to welcoming him and his family to the City if he accepts the offer. He thanked staff for taking the lead on the Autism Friendly designation and advised Living Word Open Bible Church is celebrating their 30th anniversary on Sunday and he welcomes all to attend the event.

Commissioner Mallozzi thanked Mr. Napoli for his work in the City. She also advised her comments with regard to Mr. Good was due to a concern she had. The Commission reveals campaign contributions to remain transparent. That same transparency should be afforded with everything.

Commissioner Green thanked Mr. Good for his service and advised he did privately ask him to stay but he also respects his position. He thanked Commissioner Shrouder for his comments that the culture that we create here matters. Moving forward they need to make sure the manner in which they act keeps the City and staff in mind. He thanked City Manager Napoli for his constant professionalism and work. He has brought some tremendous talent into the City and he appreciates Mr. Napoli for all his dedication. He respects and applauds Mr. Napoli for making the City better. He also thanked Mr. Eggleston and hopes he considers the opportunity with the City. He also thanked Director Vega for stepping into the interim role. He thanked Ms. Morin for reconsidering her resignation.

Commissioner Shrouder does not disagree with Commissioner Mallozzi that she felt she had concerns with regard to her comments about Mr. Good but he would like her to clarify that no one believes anything unethical took place.

Commissioner Green asked for a motion to adjourn.

Commissioner Katzman would like Commissioner Mallozzi to respond.

Commissioner Mallozzi had no response.

ADDITIONAL PUBLIC COMMENTS (2 MINUTES)

None.

ADJOURNMENT

The meeting adjourned at 12:14 AM.

This meeting is open to the public. In accordance with the Americans with Disabilities Act of 1990, all persons who are disabled and who need special accommodations to participate in this meeting because of that disability should contact the Office of the City Clerk, 954-434-4300 ext. 220, not later than two days prior to such proceeding. One or more members of the City of Cooper City Advisory Boards may be in attendance and may participate at the meeting. Anyone wishing to appeal any decision made by the Cooper City Commission with respect to any matter considered at such meeting or hearing 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. Agenda items may be viewed online at www.coopercity.gov or at the Office of the City Clerk, City of Cooper City, 9090 SW 50 Place, Cooper City, Florida, 33328, 954-434-4300.

DECORUM

Members of the Commission, staff members, citizens, and others are required to use civil and appropriate language when addressing the Commission or anyone present at the meeting and must refrain from using profanity, cursing, or exhibiting aggressive or threatening behavior. All comments should generally be directed to the presiding officer and not to individual members of the Commission, staff, or the audience. No personal verbal attacks toward any individual by either the Commission, staff, citizens, or others shall be allowed during any meeting of the Commission.

Any persons making impertinent or slanderous remarks or personal attacks or who becomes boisterous while addressing the Commission or who otherwise violates the decorum rules set forth herein shall be barred from further audience before the Commission by the Mayor, or by request of any member of the Commission unless permission to continue or again address the Commission be granted by a majority vote of the Commission members present.

WEBVTT

1

00:00:03.400 --> 00:00:13.050

Cooper City Hall: All right. Good evening. It is 6, 30, and we are going to start the meeting on time. If I could have everybody as to recite the pledge of allegiance, we'll greatly appreciate it.

2

00:00:15.180 --> 00:00:19.320

Mayor Ross: The United States of America

3

00:00:19.520 --> 00:00:22.000

Mayor Ross: that will be the Republic for which it stands.

4

00:00:22.080 --> 00:00:26.480

Mayor Ross: One nation under God, indivisible with liberty and justice for all.

5

00:00:31.260 --> 00:00:33.440

Cooper City Hall: Adam Clerk. May I have the roll call, please?

6

00:00:34.760 --> 00:00:42.790

Cooper City Hall: Commissioner Malosei, Commissioner, commissioner, commissioner, Commissioner Green, Mayor Ross.

7

00:00:45.190 --> 00:00:46.540

Cooper City Hall: Thank you, Madam clerk

8

00:00:47.960 --> 00:00:52.470

Cooper City Hall: and Madam Clerk, are you going to read the decorum for us? Please?

9

00:00:52.680 --> 00:00:55.130

Cooper City Hall: Thank you.

10

00:00:55.570 --> 00:01:09.630

Cooper City Hall: Members of the Commission, staff, members, citizens, and others, are required to use civil and appropriate language when addressing the Commission or anyone present at the meeting, and must refrain from using profanity, cursing or exhibiting aggressive or threatening behavior.

11

00:01:09.630 --> 00:01:26.260

Cooper City Hall: All comments should generally be directed to the presiding officer and not to individual members of the Commission staff or the audience. No personal verbal attacks toward any individual by either the commission, staff, citizens, or others, shall be allowed during any meeting of the Commission.

12

00:01:26.260 --> 00:01:34.050

Cooper City Hall: Any person's making impertinent or slanderous remarks or personal attacks, or who becomes boisterous while addressing the Commission.

13

00:01:34.050 --> 00:01:50.600

Cooper City Hall: or who otherwise violates the corm rules set forth here in, shall be barred from further audience before the commission by the mayor, or by request of any member of the Commission, unless permission to continue, or again address the Commission be granted by a majority vote of the Commission members present.

14

00:01:53.730 --> 00:01:55.070

Cooper City Hall: Thank you, Madam Clerk.

15

00:01:55.450 --> 00:02:08.350

Cooper City Hall: Mr. City manager. Are there any changes to the agenda or E emergency matters? Just a couple of changes. Commissioner. If we could possibly move up. Item number 7

16

00:02:08.380 --> 00:02:11.880

Cooper City Hall: to immediately following public comment.

17

00:02:12.040 --> 00:02:12.840

Cooper City Hall: Okay.

18

00:02:13.040 --> 00:02:23.190

Cooper City Hall: And the second thing is, item 8 is, we're going to. The Mayor would like. That's his item. He would like to defer that remove Number Item Number 8. Yes, okay. Thank you.

19

00:02:28.730 --> 00:02:45.830

Cooper City Hall: And for the benefit of the residents that are here in the auditorium and those that may be watching online. Mayor Greg Ross is out of town, but he is. He is online. He is for participating in tonight's City Commission meeting.

20

00:02:46.150 --> 00:02:55.040

Cooper City Hall: If I could have my colleagues to come down to the podium, we have the yard of the month, and I believe that Commissioner Shrouded has a proclamation.

21

00:02:55.280 --> 00:02:57.270

Cooper City Hall: Actually, you're gonna be out of the month.

22

00:02:57.780 --> 00:02:59.880

That was mine. and it's pretty.

23

00:03:27.930 --> 00:03:28.840

Cooper City Hall: Hello!

24

00:03:31.250 --> 00:03:48.020

Cooper City Hall: Before we announce the yard of the month. We want to thank our community partner, Florida nursery mark because they provide a generous gift certificate of \$50 that goes to the winning homeowner. So If anyone's not sure about adding those extra bulbs or pretty flowers, it's worth it

25

00:03:48.480 --> 00:04:07.890

Cooper City Hall: Tonight we are pleased to announce the yard of the month for March. The key criteria include manicured yard, beautification, originality, and creativity. The upkeep of the yard can reflect the

efforts of the residents themselves, or that of a professional landscape or groundskeeper this month's proud recipients reside in my district.

26

00:04:08.090 --> 00:04:12.560

Cooper City Hall: and please congratulate Rosanna Silas, and I don't know if you're here.

27

00:04:12.890 --> 00:04:18.000

Cooper City Hall: Oh, not here. But you could see her beautiful home, and she does such a great job.

28

00:04:18.060 --> 00:04:26.150

Cooper City Hall: And here is our certificate. and when she comes here she will get it along with her gift certificate that

29

00:04:37.420 --> 00:04:39.870

Cooper City Hall: if we can have pastor toward gambling coming up

30

00:04:40.840 --> 00:04:45.790

Cooper City Hall: tonight, we're going to give a proclamation a pastor toy gambling of the potential church

31

00:04:45.850 --> 00:04:56.480

Cooper City Hall: or those of you who have been here a long time. You speak called something a road church. So just to just a couple of things. Pastor Gambling has been with

32

00:04:56.580 --> 00:05:02.320

Cooper City Hall: Central church here in Cooper City, for I think it's over 23 years, or nearly 23 years.

33

00:05:02.450 --> 00:05:12.740

Cooper City Hall: and if anyone knows of potential church which you probably do have been in the area a long time. This is a very successful church. 1 one of the most is

34

00:05:13.030 --> 00:05:17.000

Cooper City Hall: inspiring things to me is. you don't often see

35

00:05:17.210 --> 00:05:24.380

Cooper City Hall: institutions especially, you know, government or religious institutions being able to change with the times and the ways

36

00:05:24.400 --> 00:05:26.180

Cooper City Hall: and potential church is really

37

00:05:26.590 --> 00:05:29.590

Cooper City Hall: really found a way to stay relevant

38

00:05:29.690 --> 00:05:30.930

Cooper City Hall: and delivering

39

00:05:30.940 --> 00:05:38.140

Cooper City Hall: their message to their parishioners. And I think that's it's quite an operation if you go there, and that's a Testament to

40

00:05:38.410 --> 00:05:42.520

Cooper City Hall: Pastor Troy and his staff. Every time I go to their facility.

41

00:05:42.560 --> 00:05:46.300

Cooper City Hall: or I watch them, i'm. I'm. In press. This is next level.

42

00:05:46.570 --> 00:05:52.240

Cooper City Hall: Next level of professionalism. I mean you. I could go on and on just with their AV

43

00:05:52.440 --> 00:05:56.150

Cooper City Hall: you know that it's it's that impressive so. But at the end of the day.

44

00:05:56.780 --> 00:05:58.240

Cooper City Hall: and an industry.

45

00:05:58.840 --> 00:06:08.980

Cooper City Hall: not the categories, religion as an industry, but in an industry or category that has found it hard to stay relevant in in our in our times

46

00:06:09.000 --> 00:06:13.960

Cooper City Hall: they have seem to just go excel past

47

00:06:14.120 --> 00:06:21.400

Cooper City Hall: a lot of other institutions, institutions, or religions, and and that is really just a Testament to the leadership

48

00:06:21.570 --> 00:06:23.940

Cooper City Hall: of of as Detroit.

49

00:06:24.130 --> 00:06:28.070

Cooper City Hall: I think it's unusual to have that large of a church.

50

00:06:28.290 --> 00:06:30.690

Cooper City Hall: that which has that big of an impact

51

00:06:31.210 --> 00:06:33.210

Cooper City Hall: with a single person.

52

00:06:33.370 --> 00:06:51.410

Cooper City Hall: He's been at the helm of it for almost 2 and a half decades. So today we're going to present Pastor Toy with a proclamation I wanted to name a different day his birthday, Pastor Troy grumbling day. But we're a little past that so we're naming today, April eleventh, 2,023 past Troy grumbling day.

53

00:06:51.420 --> 00:07:00.770

Cooper City Hall: If any of you guys are interested in going to one of the services I would I would say you should stop by check it out. It's! It's it's very impressive.

54

00:07:00.860 --> 00:07:03.750

Cooper City Hall: I feel like it's almost.

55

00:07:04.180 --> 00:07:18.400

Cooper City Hall: you know. You're going there. It's almost like you should be paying for a ticket. You know it's so, you know. So good. I mean the you know, the lights and the AV. And and it really the message that's being delivered. It really kind of resonates with at least with most people, are visual people. At least I am.

56

00:07:18.470 --> 00:07:20.000

Cooper City Hall: And so

57

00:07:20.060 --> 00:07:34.380

Cooper City Hall: you know that's a really impressive to me. The work they've done in our community is very impressive. Aside from their advocacy for a non taxation of churches that I don't, I don't think that's the best. You know, when I get inundated with emails. But

58

00:07:34.910 --> 00:07:47.640

Cooper City Hall: the end of the day that's what you know. That's what makes our community special all the institutions that we have here the things that do for the community. It's what really makes our community some place special. So thank you. Pasta Troy

59

00:07:47.940 --> 00:07:53.830

Cooper City Hall: and I don't know if you have some words of advice on how you stay up ahead of the curve for all these years.

60

00:07:54.300 --> 00:08:11.860

Cooper City Hall: One thing I would say is, we've so much enjoyed being a part of the city here, and you know we're celebrating our 40 fifth year, and the church was started. Blamingo Road was just a dirt gravel road back when a bunch of folks from shared and Gills actually came out there and gave birth.

61

00:08:11.860 --> 00:08:30.020

Cooper City Hall: So we're thankful to be a part of the city. Thank you Really, all of our leaders who give so much of your time, and it's a real honor to partner with the city, whether it be through a hurricane or some of the other activities that go on around here. So thank you for all you do. And then, of course, for all the folks that are here from the city to honor, to be a part.

62

00:08:30.020 --> 00:08:40.010

Cooper City Hall: and we might ask him to send his AV team over to work on our microphone situation because we have not been able to master a master of the microphone situation here in all the years, so he'll come. Take a picture with us.

63

00:09:17.550 --> 00:09:27.130

Cooper City Hall: Rosanna solus. Come on up. you. I already read it, so I don't know. Does anyone care if I read it again, so they hear it. Okay. So

64

00:09:27.220 --> 00:09:39.530

Cooper City Hall: tonight we are pleased to announce the yard of the month, which is for this month March, and the key criteria includes manicured yard beautification, originality, and creativity. There's going to be a test there for these guys.

65

00:09:40.000 --> 00:09:55.190

Cooper City Hall: The upkeep of the yard can reflect the efforts of the residents themselves, or that of a professional landscape or grounds fever, and I would like to create. You also get a gift card that is, from forward to nursery mark, and that can help add to the beautiful yard that you have, and

66

00:09:55.190 --> 00:10:01.480

Cooper City Hall: before we had it up on the up on the screen. But we have some photos here, and you get this awesome sign?

67

00:10:03.130 --> 00:10:03.780

Bye.

68

00:10:08.450 --> 00:10:11.470

Cooper City Hall: it's a big lot. They even decorate their drive.

69

00:10:13.310 --> 00:10:14.210

I

70

00:10:20.470 --> 00:10:21.040

got it.

71

00:10:54.150 --> 00:10:54.930

Okay.

72

00:11:11.510 --> 00:11:12.260

No problem.

73

00:11:34.030 --> 00:11:38.380

Cooper City Hall: All right. Moving right along, we have a open public meeting

74

00:11:38.950 --> 00:11:39.560

that

75

00:11:40.080 --> 00:11:44.710

Cooper City Hall: Oh, i'm sorry. Please forgive me, Commissioner Melody, my apologies, Commissioner.

76

00:11:48.740 --> 00:11:50.220

Cooper City Hall: We have it up on the screen.

77

00:11:51.500 --> 00:11:53.790

Cooper City Hall: We're not well. You can see here

78

00:11:53.890 --> 00:12:11.370

Cooper City Hall: we have. I am a big goofy dog who has a lot of spirit, so I need an active owner who will play with me and tire me out. My name is Jasper, and I'm a 2 year old £81 fellow so i'm big boy, Once I get some exercise I might want to lay near you and chill out.

79

00:12:11.370 --> 00:12:18.400

Cooper City Hall: I enjoy playing with toys, and I really pay attention. If a yummy treat is involved, I know, sit, but that's about it.

80

00:12:18.400 --> 00:12:38.500

Cooper City Hall: Sometimes I get distracted. Oh, there's just Bruce, just for adorable. Sometimes I get distracted, so a patient owner will be best for me. I don't know my size, and might jump up at times, but that's just because i'm excited. I also enjoy playing with other dogs. I am getting sad at the shelter because I have been adopted and returned twice because I have energy.

81

00:12:38.500 --> 00:12:41.300

Cooper City Hall: I'm a young guy. What do people expect?

82

00:12:41.410 --> 00:12:50.440

Cooper City Hall: Thanks to Dolly's dream. My adoption fee is sponsored, and I get to go home with goodies to help settle me in. That includes toys and treats

83

00:12:50.920 --> 00:13:04.370

Cooper City Hall: to meet me or any other
pet@thehumanesocietyofbrowardcountycompletethepreadoptionapplicationatwww.youmainbroward.
com, and then stop by the shelters open from 11 am.

84

00:13:04.410 --> 00:13:11.390

Cooper City Hall: And if you have any questions, you can look them up and call, and this might be a great
dog for a church that might need a mascot.

85

00:13:11.760 --> 00:13:22.300

Cooper City Hall: or if you'd like to make your own announcement every month, no pressure. There's a
lot of a lot of animals that need home. So, and I appreciate my commission for indulging me in this.
Thank you.

86

00:13:22.990 --> 00:13:29.550

Cooper City Hall: Thank you, Commissioner Melosey, Madam clerk, did we do we have anybody that
signed up for open public meeting.

87

00:13:30.900 --> 00:13:46.080

Cooper City Hall: So all all of these individuals have signed up for agenda concerns, so i'd like to move
forward and allow for those folks that signed up for agenda concerns, or unless this Commission wants
to wait until that. Okay. So

88

00:13:46.160 --> 00:13:54.250

Cooper City Hall: i'd like to have the the individuals that signed up for gender concerns. We're going to
hear your concerns. Now we're going to start with Miss Linda Howie.

89

00:13:55.360 --> 00:13:56.500

Cooper City Hall: Linda, how we.

90

00:14:00.280 --> 00:14:10.040

Cooper City Hall: if you can please, step to the microphone and make sure that you speak into the microphone so that the audience that are watching online, they'll have an opportunity to hear you. Thank you very much.

91

00:14:10.130 --> 00:14:12.410

Cooper City Hall: Thank you. Can everybody. Hear me.

92

00:14:12.920 --> 00:14:15.980

Cooper City Hall: Good evening. My name is Linda Howie.

93

00:14:16.400 --> 00:14:28.820

Cooper City Hall: I live in university for about 20 plus years. I have some concerns in regards to Airbnb's. I'm sorry I have to read off my

94

00:14:29.160 --> 00:14:33.550

Cooper City Hall: speech because i'm a little nervous speaking in front of a lot of people

95

00:14:34.970 --> 00:14:39.880

Cooper City Hall: for the past decade. I have the pleasure of calling Cooper City my home.

96

00:14:39.940 --> 00:14:50.970

Cooper City Hall: My husband and I were initially drawn to this community by the prospect of high quality life for our family, complete with excellent schools for our son and daughter.

97

00:14:51.100 --> 00:14:56.280

Cooper City Hall: and the opportunity lasting connections with neighbors who share our values.

98

00:14:56.450 --> 00:15:02.680

Cooper City Hall: Unfortunately it has. It has come to my attention personally by me

99

00:15:04.590 --> 00:15:15.530

Cooper City Hall: of the increasing trend of investors purchasing properties within our community for the sole purpose of converting them into short term rentals.

100

00:15:15.730 --> 00:15:20.330

Cooper City Hall: maybe jeopardizing the quality of life we have come to cherish.

101

00:15:20.510 --> 00:15:36.840

Cooper City Hall: while short term rentals may offer certain benefits, such as providing additional income for property owners, or offering tourists and visitors temporary temporary accommodations. It is important to consider the potential negative effects

102

00:15:36.840 --> 00:15:41.400

Cooper City Hall: they can have on our family oriented community like ours.

103

00:15:41.600 --> 00:15:52.950

Cooper City Hall: I would like to tentatively argue that these negative consequences should be taken into account when discussing the regulation of short term rentals in our city.

104

00:15:53.320 --> 00:16:07.010

Cooper City Hall: when a significant number of properties are transformed into short term rentals. The bonds between neighbors can, we can, as residents may feel less inclined to engage with transient tenants.

105

00:16:07.130 --> 00:16:16.770

Cooper City Hall: This could lead to a decline in the sense of belonging and connections that contributes to overall well being of our community

106

00:16:16.980 --> 00:16:23.650

Cooper City Hall: additionally short term rentals. and contribute to an increase in noise and disturbance.

107

00:16:23.660 --> 00:16:31.330

Cooper City Hall: particularly during weekends and holiday periods, when these properties may be occupied by visit visitors

108

00:16:31.420 --> 00:16:33.900

Cooper City Hall: seeking leisure and entertainment.

109

00:16:34.110 --> 00:16:37.510

Cooper City Hall: This influx of activity could

110

00:16:37.910 --> 00:16:39.300

disrupt the

111

00:16:39.500 --> 00:16:40.660

Cooper City Hall: Thank you

112

00:16:40.740 --> 00:16:42.980

Cooper City Hall: that tranquility

113

00:16:43.150 --> 00:16:50.630

Cooper City Hall: that our family Oriented city values negatively impact the daily lives of our residents

114

00:16:51.110 --> 00:16:57.390

Cooper City Hall: moreover the absent of strict screening procedures for short-term tenants

115

00:16:57.450 --> 00:17:02.260

Cooper City Hall: potentially expose our community to increased crime rates

116

00:17:02.390 --> 00:17:04.849

Cooper City Hall: and antisocial behavior.

117

00:17:05.010 --> 00:17:16.200

Cooper City Hall: In contrast, long-term residents are often subject to background checks, and have a vested interest in maintaining the safety and security of our neighborhoods.

118

00:17:16.440 --> 00:17:18.869

Cooper City Hall: Furthermore. the

119

00:17:19.290 --> 00:17:23.180

Cooper City Hall: profile and short term rentals might

120

00:17:23.440 --> 00:17:25.000

Cooper City Hall: inadequately

121

00:17:25.060 --> 00:17:28.420

Cooper City Hall: contribute to a housing shortage shortage

122

00:17:28.470 --> 00:17:32.180

Cooper City Hall: for families looking to settle down in our city

123

00:17:32.370 --> 00:17:36.580

Cooper City Hall: as investors purchase properties for rental purposes.

124

00:17:36.670 --> 00:17:52.540

Cooper City Hall: Your homes may be available for families seeking stable and long-term accommodations which could drive up housing prices and limit the accessibility of our community to those who wish to call it their permanent home.

125

00:17:52.990 --> 00:17:55.040

Cooper City Hall: As the mayor of Cooper City.

126

00:17:56.140 --> 00:18:00.030

Cooper City Hall: I kindly ask that you consider the

127

00:18:00.850 --> 00:18:05.520

Cooper City Hall: concerns of the majority of out of your constitutes.

128

00:18:05.670 --> 00:18:13.160

Cooper City Hall: who have entrusted, will you, with the responsibility of representing their best interests?

129

00:18:13.460 --> 00:18:16.130

Cooper City Hall: You can. You can finish your thought. Thank you.

130

00:18:16.140 --> 00:18:30.720

Cooper City Hall: It's not much longer. I believe it is essential for discussions at city meetings to prioritize the well-being of 4 cities residents, and I humbly request that you lean an year to our

131

00:18:31.140 --> 00:18:34.170

Cooper City Hall: London here to our collective voice.

132

00:18:34.240 --> 00:18:40.630

Cooper City Hall: In conclusion, while acknowledging the potential advantages of short-term rentals

133

00:18:40.720 --> 00:18:52.860

Cooper City Hall: I would like to emphasize the importance of carefully considering the negative impacts they might have on a family Oriented city, such as ours, in order to

134

00:18:53.050 --> 00:19:07.120

Cooper City Hall: preserve the qualities that make our community a desirable place to live. It is crucial that we engaged in thoughtful discussions and adopt appropriate measures to address these concerns.

135

00:19:07.390 --> 00:19:11.090

Cooper City Hall: Thank you, Ms. Halley. I appreciate it. Thank you. Thank you all.

136

00:19:11.720 --> 00:19:22.750

Cooper City Hall: Next Miss Maria Atlanta Manesses. Maria Elena. Oh, you read it all. Okay Next Mr. George Nunes

137

00:19:31.780 --> 00:19:33.290

Cooper City Hall: Good Evening Commissioners.

138

00:19:34.410 --> 00:19:41.130

Cooper City Hall: Mr. Mayor, City, attorney, city manager, and city clerk again. George Nun has 1 0 4 2, one Southwest, 50. First street.

139

00:19:41.590 --> 00:19:43.570

Cooper City Hall: I want to address a couple of points that I

140

00:19:43.590 --> 00:19:46.820

Cooper City Hall: that we we visited in the last meeting, real quick

141

00:19:47.000 --> 00:19:51.900

Cooper City Hall: number one being whether the city is zoned for vacation rentals.

142

00:19:52.200 --> 00:19:55.570

Cooper City Hall: the transient traffic and people that it brings through

143

00:19:56.030 --> 00:20:08.450

Cooper City Hall: the crime drug, use noise. construction done without permits excessive vehicles in the driveway. The fact that it's a nuisance to the families.

144

00:20:08.690 --> 00:20:12.390

Cooper City Hall: and are they abiding by fire code when they

145

00:20:12.580 --> 00:20:19.980

Cooper City Hall: do the construction of these houses to make them into vacation rentals? I got 5 points for today? Number one.

146

00:20:20.210 --> 00:20:26.670

Cooper City Hall: Are these vacation? Are they really vacation rentals, or are they party houses? Sometimes the houses get full.

147

00:20:26.770 --> 00:20:29.180

Cooper City Hall: You'll have 50

148

00:20:29.340 --> 00:20:33.670

Cooper City Hall: 50 cores lined all the way up and down the block. I mentioned in the in the last meeting

149

00:20:34.040 --> 00:20:37.660

Cooper City Hall: Number 2. What and Nfpa. Code

150

00:20:38.950 --> 00:20:41.270

Cooper City Hall: do these vacation rentals fall under?

151

00:20:42.760 --> 00:20:54.320

Cooper City Hall: I'm going to tell you right now. It's Nfpa. 13 specifically. Nfp. 13 are. or residential that's going to give you the path that you need to take in order to restrict these these rentals.

152

00:20:54.830 --> 00:20:59.320

Cooper City Hall: it addresses firearms. sprinkler systems.

153

00:20:59.340 --> 00:21:07.300

Cooper City Hall: extinguishers, emergency exit signs. Max occupancy, loads and emergency egress paths just to name a few

154

00:21:09.460 --> 00:21:14.600

Cooper City Hall: number 3 who regulates these airbnb's. and who reports the violations.

155

00:21:16.100 --> 00:21:28.140

Cooper City Hall: motels. and hotels have 24 h personnel on their premises. If something goes wrong. they're tasked with the mitigation of the situation.

156

00:21:28.400 --> 00:21:32.870

Cooper City Hall: and they call law enforcement. Law. Enforcement comes over and handles the situation.

157

00:21:33.320 --> 00:21:36.390

Cooper City Hall: Who's monitoring an airbnb or vacation rental

158

00:21:37.190 --> 00:21:38.300

Cooper City Hall: at one am

159

00:21:39.860 --> 00:21:44.370

Cooper City Hall: when the owner is laying in bed sleeping and having a peaceful night.

160

00:21:45.170 --> 00:21:46.260

Cooper City Hall: Number 4,

161

00:21:46.450 --> 00:21:51.380

Cooper City Hall: who's checking up on illegal alterations, such as garage conversions

162

00:21:52.000 --> 00:21:54.590

Cooper City Hall: that are done at night, and on weekends.

163

00:21:56.100 --> 00:21:58.990

Cooper City Hall: Mayor Commissioners.

164

00:22:00.050 --> 00:22:05.260

Cooper City Hall: you were elected by the citizens of Cooper City. not an association of realtors.

165

00:22:06.550 --> 00:22:12.440

Cooper City Hall: Please do what you were elected to do and flight for your citizens. and remember.

166

00:22:12.760 --> 00:22:17.930

Cooper City Hall: and Fpa. 13 and 13 are is what you need to visit to see

167

00:22:19.210 --> 00:22:22.000

Cooper City Hall: how we can regulate.

168

00:22:22.500 --> 00:22:26.170

Cooper City Hall: because that's the key word. They got to have them in the city, because the state

169

00:22:26.190 --> 00:22:29.820

Cooper City Hall: it's going to require you to have them, but we can regulate them

170

00:22:30.840 --> 00:22:35.230

Cooper City Hall: as softly or as hard as possible, according to the last meeting.

171

00:22:35.600 --> 00:22:37.740

Cooper City Hall: So I

172

00:22:37.810 --> 00:22:43.650

Cooper City Hall: I implore you guys to just regulate them and do the right thing by your citizens. Thank you very much. Have a good night.

173

00:22:43.870 --> 00:22:45.480

Cooper City Hall: Thank you, Mr. Nuniers.

174

00:22:48.960 --> 00:22:51.560

Cooper City Hall: Ms. Carmen Ruiz.

175

00:23:00.140 --> 00:23:03.070

Cooper City Hall: Anybody in the team. Thank you for having us tonight.

176

00:23:03.520 --> 00:23:18.820

Cooper City Hall: My concern and assessment on the vacation rental is as follow: a vacation area or hotel is has resources and a procedure in place to control their gets. They have security personnel. They check customers, Id they have.

177

00:23:18.900 --> 00:23:31.010

Cooper City Hall: They know how many people in this room. but they they, for they check their activities. They know what they're doing how many in in each room they control their guests. Our area is a residential area.

178

00:23:31.140 --> 00:23:32.430

Cooper City Hall: so it's

179

00:23:32.730 --> 00:23:34.780

Cooper City Hall: same fringe in our rights

180

00:23:35.010 --> 00:23:47.970

Cooper City Hall: in our life and take away the rise to peace and quiet. We have no control. And what kind of people are spending Dennis to our house? How many are in each house. How many guests can they have?

181

00:23:48.120 --> 00:23:51.780

Cooper City Hall: Are they doing wrong? Are there sex offenders?

182

00:23:51.920 --> 00:23:56.060

Cooper City Hall: We don't know. But some of us already experience some of the

183

00:23:56.130 --> 00:23:58.470

Cooper City Hall: that these people are bringing

184

00:23:59.020 --> 00:24:00.670

Cooper City Hall: that kind of activities.

185

00:24:00.890 --> 00:24:08.450

Cooper City Hall: The kind of activity that these kinds of business are bringing is putting our lives in danger, and is happening right in front of our eyes

186

00:24:08.880 --> 00:24:10.720

Cooper City Hall: for the way they operate

187

00:24:10.810 --> 00:24:28.950

Cooper City Hall: they are. We are at their mercy for what we know. Only 2 of them I don't know if this is the updated or not, but only 2 of them have licenses. So what are we doing? What are you doing to operate? I mean to those people that are operated with our license. Okay, no consequences

188

00:24:28.980 --> 00:24:42.500

Cooper City Hall: to implement the or the ordinance we need extra label force from co-enforcement and police. I would imagine so. Who is going to pay for the extra expenditure that it? That's implementing the services.

189

00:24:43.500 --> 00:24:51.410

Cooper City Hall: and is the profit of the real estate and the investor even override the our rise for security and well-being.

190

00:24:51.810 --> 00:24:57.220

Cooper City Hall: I live here for 30 years. They are intruding in our residential area.

191

00:24:57.430 --> 00:25:02.000

Cooper City Hall: We trust that the people that represent us here in Cooper City, all of you.

192

00:25:02.510 --> 00:25:08.800

Cooper City Hall: We'll do everything possible to help us with the residents to keep this air. B+B to a minimum

193

00:25:08.900 --> 00:25:17.740

Cooper City Hall: and set up all restrictions to insurance and feed possible to deter these people from pursuing business in our area. So we can keep

194

00:25:17.980 --> 00:25:20.370

Cooper City Hall: calling Cooper, CD. Someplace special.

195

00:25:20.740 --> 00:25:25.100

Cooper City Hall: Thank you to all of you, you to give me the opportunity to press my concern.

196

00:25:25.280 --> 00:25:26.800

Cooper City Hall: Thank you, Mr. Ruiz.

197

00:25:30.350 --> 00:25:37.260

Cooper City Hall: and and please forgive me if I mispronounce your name. Shyler. Sam Heinrich.

198

00:25:38.840 --> 00:25:40.120

Cooper City Hall: Okay, thank you.

199

00:25:40.140 --> 00:25:45.480

Cooper City Hall: Madam Clerk. Is there anyone that's online that wishes to address the Commission?

200

00:25:45.750 --> 00:25:50.880

Cooper City Hall: Okay. And we have. But, Madam Clerk, we have one appointment to the City Board.

201

00:25:52.870 --> 00:25:58.960

Cooper City Hall: Yes, sir, that is Commissioner Catchman. He is appointing Joe first to the business Advisory Board.

202

00:25:59.990 --> 00:26:01.880

Cooper City Hall: Okay. Thank you.

203

00:26:03.080 --> 00:26:22.410

Cooper City Hall: Commissioner Catsman. I don't know if your appointment is here. Your appointee is here, but if you wanted to say a few words, you certainly Well, Joe is a resident of Cooper City Embassy Lakes, and he is an executive with hot wire Communications has a lot about smart cities, and I thought he had a lot of.

204

00:26:22.410 --> 00:26:33.550

Cooper City Hall: He'll have a lot of good input for the business Advisory Board. I believe he's tuned in online. So congratulations, Joe, you're official. Make sure you show up to the next meeting. I think it's next week.

205

00:26:33.740 --> 00:26:34.540

Cooper City Hall: Thanks.

206

00:26:35.180 --> 00:26:40.570

Cooper City Hall: Thank you. Thank you, Mr. First, and thank you, Commissioner Cassman, for the for the appointment.

207

00:26:40.770 --> 00:26:49.260

Cooper City Hall: So we're going to. We're going to skip the consent agenda. and then we're going to move. Slide to Item Number 7.

208

00:26:52.930 --> 00:26:55.590

Cooper City Hall: Item Number 7 is a motion to approve

209

00:26:55.780 --> 00:27:02.210

Cooper City Hall: an employment agreement with Mr. Ryan T. Egleston as city manager

210

00:27:02.700 --> 00:27:06.280

Cooper City Hall: and i'm going. I'm going to ask

211

00:27:06.520 --> 00:27:12.160

Cooper City Hall: Mr. Horowitz if you would provide the report. Thank you, Mayor Commission. Excuse me good evening.

212

00:27:12.510 --> 00:27:29.290

Cooper City Hall: As the Commission is aware, at our special meeting on the thirty-first of last month the Commission asked if I would at least begin some preliminary conversations with Mr. Egleston as the the selected applicant of the commission to serve as our next city manager

213

00:27:29.290 --> 00:27:54.540

Cooper City Hall: over the course of the past week. We've had a number of conversations, and Mr. Eglson myself, just as a predicate as it relates to the process, is that we've advised the commission previously. We started this process with the employment agreement that the city has with Mr. Joe Napoli, which is entered into in 2,019 that was used as a predicate. Excuse me, a 2,020. I believe it was 2,020 that was used as a predicate document

214

00:27:54.540 --> 00:28:01.780

Cooper City Hall: that we then had incorporated a number of revisions in, based on some input provided by the Commission. At our special meeting on that Friday

215

00:28:01.780 --> 00:28:31.780

Cooper City Hall: we had provided a copy to Mr. Egleston, who had come back to my office with a number of recommendations, requests, and specific items that he had asked for our us to consider. I had gone through his recommendations along with his requests. There were a number of requests that I was quite comfortable with, from a legal perspective that have been incorporated into a proposed document for the Commission to consider. There were, I think, 4 or 5 open points that I did not have the authority

216

00:28:31.780 --> 00:29:01.780

Cooper City Hall: to negotiate on the Commission's behalf. There are specific business issues, some specific talking points that Mr. Egleston has requested of the city and the City Commission. There is an item in your backup which details these specific points. I'd be happy to go through them if the Commission likes. I know that Mr. Egleston has spoken to each of you individually. We're all certainly sensitive and aware of the constraints of the Sunshine law and the limitations of Mr. Egleston, and his inability to act as a conduit between and among the 5 members of the Commission. My inability to act

217

00:29:01.780 --> 00:29:24.230

Cooper City Hall: is a conduit or an intermediary between and among the Commissioners. So there are these few open issues that do warrant some further consideration and review from the Commission this evening. I know that Mr. Egleston is here with us this evening. I'm sure he'd be happy to speak to the specific items that he's requested of the Commission. I'm. Happy to answer any questions as it relates to the process or the substance of the agreement that's provided in the backup.

218

00:29:24.740 --> 00:29:30.870

Cooper City Hall: Thank you, Mr. Horowitz and I have. I have just one question with the items that

219

00:29:30.930 --> 00:29:33.400

Cooper City Hall: that you were not

220

00:29:33.580 --> 00:29:43.720

Cooper City Hall: able to agree to, or here to. As as it is our responsibility to responsibility To do so.

221

00:29:43.880 --> 00:29:53.990

Cooper City Hall: My question is on these. or I believe it's 4 items. 4 or 5 items. Since Mr. Eagleston is here.

222

00:29:54.020 --> 00:30:06.420

Cooper City Hall: would we have the ability to for lack of a better word and negotiate those 4 items. The the short answer Commissioner is, Yes, I mean we. We're certainly aware of the you know

223

00:30:06.420 --> 00:30:35.110

Cooper City Hall: sensitivity, and i'll say awkwardness for lack of a better word of negotiating an employment contract in public. That is the nature of this particular position. This is one of your 2 positions that reports directly to the City Commission. So you need 3. You also have your commission, auditor. But along with your city attorney this is your second charter position. That's really a a direct report to this commission, and this is your opportunity to engage in that conversation again to the extent that a negotiation or some public discussion is necessary to finalize or address those issues.

224

00:30:35.110 --> 00:30:36.460

Cooper City Hall: This would be the proper venue.

225

00:30:37.000 --> 00:30:56.340

Cooper City Hall: Okay. So before we before we make a, or I ask for a motion. I'd like to ask for my colleagues to include Mayor Ross, who's on the line if we need to have any. I would imagine we need to have some discussion prior to any decision that the Commission makes. So

226

00:30:56.370 --> 00:31:03.740

Cooper City Hall: i'm going to i'm going to put that out there, and i'm going to, since he's not here. I'm going to ask Mayor Ross.

227

00:31:03.850 --> 00:31:05.900

Cooper City Hall: Mayor Ross.

228

00:31:06.020 --> 00:31:13.140

Mayor Ross: you're on, Are you on the line? Still, sir? I I am, and I appreciate you do deference to the position.

229

00:31:13.140 --> 00:31:28.680

Mayor Ross: I I have a question of of the attorney, and that is is this the only methodology or the only process. Do we not have options in handling this a different manner other than from, as you say, negotiating from the dais?

230

00:31:29.090 --> 00:31:36.890

Cooper City Hall: Well, I I I guess you've got a couple of options, Mayor and i'll offer this. You know there has not been a

231

00:31:36.980 --> 00:31:44.370

Cooper City Hall: delegation of authority to either to me or to a a member of this commission, or a member of your professional staff to negotiate.

232

00:31:44.400 --> 00:31:54.100

Cooper City Hall: I was asked to open the door and begin some conversations with Mr. Egleston, and the Commission provided me with some general direction at that special meeting, you know, 2 weeks ago Friday.

233

00:31:54.190 --> 00:32:10.350

Cooper City Hall: if the Commission, I guess, presumably, were to actually delegate some of decision making authority to a third person. There would be the ability to have further conversations off the record. But I would say, if there is a delegation there would be no less public.

234

00:32:10.350 --> 00:32:27.420

Cooper City Hall: In other words, if the Commission were to decide to delegate the authority either to me or to one of its own members. If the Commission were to say, you know, as Commissioner shrouded, for instance, to negotiate on the Commission's behalf, a member of the Commission could have those conversations, one on one

235

00:32:27.420 --> 00:32:43.820

Cooper City Hall: with with Mr. Egleston, the the challenge would be If there's that delegation those conversations are public conversations. They would need to be noticed, the public would have a right of access, and this would have to be taken. The same requirements to sunshine. Law would apply in that setting as well, Mr. Mayor, as well as to any conversation decision that's made this evening.

236

00:32:44.680 --> 00:32:45.580

Mayor Ross: Thank you.

237

00:32:47.060 --> 00:32:47.990

Cooper City Hall: I know it.

238

00:32:49.870 --> 00:33:00.990

Cooper City Hall: because if there's a delegation of a authority by a public body to an individual, and that that individual has decision making authority. Those conversations are public conversations constrained by the sunshine. Well.

239

00:33:00.990 --> 00:33:14.080

Mayor Ross: then, then the question really becomes, if we delegate to you as the attorney, you do not have the delegation authority to vote on it. You just have the authority to

240

00:33:14.780 --> 00:33:32.230

Cooper City Hall: negotiate on it. Is is there a difference, then? Well, but but but if I I I mean, in other words, the open issues are business decisions. So if if I were given the authority, and and i'll also say they're deviations from the current employment contract that the city has. Mr. Napoli.

241

00:33:32.430 --> 00:33:40.690

Cooper City Hall: If the Commission wanted me to go back and engage in further conversation with Mr. Egleston, and delegated some specific authority

242

00:33:40.690 --> 00:33:59.370

Cooper City Hall: to me to make some decisions, as it relates to these specific issues, I'd be prepared to do that based on the Commission's direction. I'd suggest that any conversations I had with Mr. Egleston in that context would be public conversations, and any any agreement that we were ultimately to come to would be still be subject to ratification by this commission.

243

00:33:59.780 --> 00:34:00.380

Cooper City Hall: Just

244

00:34:00.950 --> 00:34:17.400

Mayor Ross: is there anything from you? Anything else from you, Mayor Ross? No, that I leave the rest up to the Commission, because I believe that the future of Cooper City is sitting up there right now. Jeff, you and I are turning out

245

00:34:17.400 --> 00:34:28.560

Mayor Ross: it. It really is something that i'm empowering literally the commission to go ahead and and figure out the process in which they want to do this.

246

00:34:29.790 --> 00:34:31.659

Mayor Ross: and i'll go in whichever way.

247

00:34:31.800 --> 00:34:45.570

Cooper City Hall: While I respect the your position, Mayor Ross don't count us out yet kind. So we here, and we're still up here for about a year and a half, so I believe that we have an obligation and a responsibility

248

00:34:45.570 --> 00:34:58.840

Cooper City Hall: to make sure that the 5 of us collectively that we are making this sound decision on behalf of our residents. So I do appreciate your comments, sir, and but that we're not out of it yet.
Concert

249

00:34:59.640 --> 00:35:05.070

Cooper City Hall: for a suggestion. Yeah, Commissioner shrouded. I think we should go through

250

00:35:05.400 --> 00:35:07.560

Cooper City Hall: the different points.

251

00:35:07.670 --> 00:35:17.020

Cooper City Hall: I think the vast majority of them we'd be able to resolve amongst each other. And then, if there turns out to be one or 2 sticking points that we think needs to be

252

00:35:17.140 --> 00:35:25.660

Cooper City Hall: negotiated further. Then we could discuss it. But we might not even need to have that conversation about delegating. if we can all

253

00:35:27.530 --> 00:35:28.380

Cooper City Hall: okay.

254

00:35:28.530 --> 00:35:35.880

Cooper City Hall: So okay, and I wanted to thank you, Commissioner Sha. I like to hear from my other colleagues, Commissioner Melosey.

255

00:35:35.970 --> 00:35:39.740

Cooper City Hall: Oh, no, that was going to be my suggestion. There's not a lot that

256

00:35:39.890 --> 00:35:42.710

Cooper City Hall: was presented that really was in

257

00:35:42.720 --> 00:35:46.960

Cooper City Hall: dispute for lack of a better word. So if we can just figure out a

258

00:35:47.150 --> 00:35:52.420

Cooper City Hall: middle ground, or whether we agree or disagree to those points, then just take it from the ones that

259

00:35:52.630 --> 00:35:56.030

Cooper City Hall: we can't agree on. Just try and hammer them out quickly and

260

00:35:57.120 --> 00:36:00.180

Cooper City Hall: very well, Commissioner Patsman. Yeah, I'd like to

261

00:36:00.810 --> 00:36:09.900

Cooper City Hall: get through this as much as possible today on this day as so that we can move forward. That's my goal. So let me ask you all this. I know that this is an item that we are taking up. Now

262

00:36:09.970 --> 00:36:15.940

Cooper City Hall: it it's gonna require just a little bit more time.

263

00:36:16.180 --> 00:36:20.010

Cooper City Hall: would you? All? What can we table this

264

00:36:20.130 --> 00:36:27.880

Cooper City Hall: and then move forward with? Because I know that we have residents that are here for the ordinance. I I would like to get

265

00:36:27.910 --> 00:36:46.230

Cooper City Hall: get that out of the way, and then we can come back, and then we can really kind of dive into it. But I but if you all don't believe that that's the best course of action, then i'm. Certainly we think that's probably the best is to deal with the Airbnb issue. Let the proclamation people sneak out before we start boring with contract terms.

266

00:36:46.250 --> 00:36:49.270

Cooper City Hall: Okay, thank you, Commissioner Schrodinger.

267

00:36:50.400 --> 00:36:53.550

Cooper City Hall: No, No, not not for the discussion. There's no motion name.

268

00:36:53.730 --> 00:36:56.810

Cooper City Hall: So we're gonna we're going to we're gonna

269

00:36:56.910 --> 00:36:59.220

Cooper City Hall: table this particular item.

270

00:36:59.300 --> 00:37:15.040

Cooper City Hall: We'll come back to it. I Mr. Egleston. I know that you're in the audience, but we want to make sure that that we are, that we are addressing everything, and we want to make sure that we give you an opportunity if if there's going to be any potential back and forth. So i'd like to. I know that

271

00:37:15.320 --> 00:37:19.070

Cooper City Hall: my colleagues had mentioned that they wanted to move up.

272

00:37:19.270 --> 00:37:25.220

Cooper City Hall: Item Number 11 ordinance 20, that 23,

273

00:37:25.260 --> 00:37:29.030

Cooper City Hall: and i'm gonna have Mr. Horowitz to please read that ordinance.

274

00:37:29.490 --> 00:37:44.100

Cooper City Hall: Thank you, Commissioner Green Ordinance 2,310, for the record is an ordinance of the City Cooper City, Florida, amending Chapter 6 of the code of ordinances, entitled Buildings and Building Regulations to amend Article 8 entitled Vacation Rentals, by providing for additional permit Requirements.

275

00:37:44.100 --> 00:38:10.910

Cooper City Hall: noise, monitoring devices, defining maximum occupancy requirements and providing for additional penalties and enforcement, including designating noise, violations as health, safety, and welfare, with some health, safety, welfare, violations with expedited enforcement provided for conflicts provided for severability, fire for codification, providing for an effective date. And if I may, you know

Commissioner Green and Commission, just on this item, very quickly. One update I wanted to offer on a related issue that's currently pending in Tallahassee.

276

00:38:10.910 --> 00:38:34.550

Cooper City Hall: As the Mayor and Commission may be aware, the Legislature Legislature is in session. There is a house bill. It's referenced as House bill 833, which is currently making its way through the house. It did have a committee hearing I believe yesterday what that bill seeks to do, among other things, is further expand the preemption authority to the State as it relates to vacation rentals.

277

00:38:34.550 --> 00:38:40.380

Cooper City Hall: You know. We know currently the statutes prohibit the city from banning vacation rentals.

278

00:38:40.380 --> 00:39:02.660

Cooper City Hall: We're currently prohibited from regulating the duration that people rent their homes as well as the frequency in which those homes are rented. The ordinance before you this evening does provide for a registration, a licensing requirement for vacation rentals in Cooper City. Just please be aware that the legislation that's pending House Bill 833 would provide a specific preemption for licensing of vacation rentals

279

00:39:02.660 --> 00:39:22.640

Cooper City Hall: so in the event that that Bill were to move forward and pass in Tallahassee, as it's currently drafted the ordinance before you would require some further amendment down the road to address any conflicts between our registration process in the city code and the State law. If if and when that were to be adopted by the Legislature, I just wanted to lay that as a predicate, the Commissioner Mayor and commission. Thank you very much.

280

00:39:22.750 --> 00:39:31.180

Cooper City Hall: Thank you, Mr. Horowitz and I'm going to ask for Mr. Vega to provide the commission in the and the the audience with the staff report. Please

281

00:39:31.780 --> 00:39:42.840

Cooper City Hall: thank you. Mayor Commission. Residents of Cooper City like to to thank the residents for for speaking tonight on their concerns for the Airbnb at our staff.

282

00:39:42.920 --> 00:39:54.350

Cooper City Hall: and I think the city as a whole has worked very diligently, and trying to provide the best weekend for our residents regarding Airbnb's. A lot of the

283

00:39:54.670 --> 00:39:59.560

Cooper City Hall: changes in this ordinance is to strengthen and assist

284

00:39:59.870 --> 00:40:06.450

Cooper City Hall: our code Officers city staff and Pso. With enforcement.

285

00:40:06.530 --> 00:40:15.650

Cooper City Hall: and so a lot of the concerns that were brought up tonight. But please rest assure that we we understand them, and we're trying to the best of our ability as this as a city

286

00:40:15.830 --> 00:40:35.360

Cooper City Hall: to to address the health and safety and wellness of our of our residents. With that said we did receive a. An in an email from the Realtors Association. I believe the Commission, all, all, all was copied on it. We met with them. There was a probably about 10

287

00:40:35.360 --> 00:40:39.810

Cooper City Hall: 10 plus items that they had concerns with with our revised ordinance.

288

00:40:41.670 --> 00:40:50.140

Cooper City Hall: the city established the short-term rental warnings back in november of 2,021. These are adjustments that we're making to further strengthen

289

00:40:50.170 --> 00:41:03.720

Cooper City Hall: our codes and and and provide more clarity for our residents and for the property owners of the short term rentals. And so we went through line item by line, with the Real Service Association

290

00:41:05.100 --> 00:41:09.520

Cooper City Hall: majority of the items that they had concerns with. We clarified.

291

00:41:10.830 --> 00:41:19.130

Cooper City Hall: We didn't make some concessions and and some recommendations that they had. It's not part of your backup tonight, but we will have it between

292

00:41:19.140 --> 00:41:28.630

Cooper City Hall: person second reading. But I didn't want to go over some of the items that that we are proposing to change from the backup that you have currently.

293

00:41:28.810 --> 00:41:38.660

Cooper City Hall: specifically regarding, I I believe, on yours is page 10, Section 6 1 1 5, subsection 6,

294

00:41:38.860 --> 00:41:44.850

Cooper City Hall: which is the response Time for emergency calls. We were proposing.

295

00:41:44.910 --> 00:41:45.870

Cooper City Hall: and

296

00:41:46.540 --> 00:42:03.750

Cooper City Hall: and with this code changes alongside with myself, the city attorney's office and Brown sheriff's office. We came together with with with these recommendations, but we were proposing that for emergency calls the responsible party property owner had to respond. Within 10 min

297

00:42:05.120 --> 00:42:21.290

Cooper City Hall: the Realtors Association had concerns with that. A member of the Government Affairs office, for Airbnb also reached out to me with concerns regarding the actual possibility of the property owners being able to make it to the site within 10 min.

298

00:42:22.730 --> 00:42:27.290

Cooper City Hall: So that's something we discussed as staff and and and to

299

00:42:27.330 --> 00:42:31.130

Cooper City Hall: be consistent with other sections of our code, we we, we.

300

00:42:31.380 --> 00:42:42.450

Cooper City Hall: We changed the code to read that they shall be able to respond to emergency calls by telephone within 1 h of notification and in person, within 3 h of notification.

301

00:42:42.650 --> 00:42:52.010

Cooper City Hall: So that currently in your documents reads 10 min, we're we're recommending it that we change it to within 1 h of notification

302

00:42:52.070 --> 00:42:55.320

Cooper City Hall: and in person within 3 h for emergency calls.

303

00:42:55.430 --> 00:43:08.410

Cooper City Hall: The second item within that same subsection of Section 6 was the amount of time that vacation rental property owners are to keep their register of

304

00:43:08.520 --> 00:43:09.490

Cooper City Hall: who's

305

00:43:09.550 --> 00:43:16.150

Cooper City Hall: been renting their property right now. There's no current allotted amount of

306

00:43:16.170 --> 00:43:28.190

Cooper City Hall: time that they are supposed to keep these records. So we're just adding 180 days as a requirement to keep the vacation registered, a record on site that is

307

00:43:28.230 --> 00:43:34.200

Cooper City Hall: able to be reviewed by in code officer, Inspector City staff or or

308

00:43:34.300 --> 00:43:39.380

Cooper City Hall: sheriff's office as well. The other major change that

309

00:43:39.420 --> 00:43:42.160

Cooper City Hall: that we felt

310

00:43:42.330 --> 00:43:46.260

Cooper City Hall: needed to be discussed was the noise, level detection device

311

00:43:46.420 --> 00:43:58.830

Cooper City Hall: City staff along with Bso. Recommended that, and that we require a noise, a level detection device. be a part of the property on the exterior and interior.

312

00:44:00.270 --> 00:44:03.020

Cooper City Hall: The the purpose for these devices is to help

313

00:44:03.110 --> 00:44:08.340

Cooper City Hall: reduce and mitigate issues with noise. These devices

314

00:44:08.450 --> 00:44:10.290

Cooper City Hall: measure decimal levels

315

00:44:11.570 --> 00:44:20.940

Cooper City Hall: for noise, and it would be able to trigger a response. If the noise level is exceeds the the limit, it would trigger a response for

316

00:44:21.210 --> 00:44:24.780

Cooper City Hall: or a notification to the property owner that there is an issue.

317

00:44:24.840 --> 00:44:29.890

Cooper City Hall: and be able to mitigate that, and within a reasonable amount of time, without having to

318

00:44:30.440 --> 00:44:37.690

Cooper City Hall: get a noise, complaint. send resources from V. So out to the property to address the noise complaints

319

00:44:38.830 --> 00:44:47.850

Cooper City Hall: this. This would be an an an effort to assist assist the city, and it's the property owners to to reduce some of the noise, complaint issues.

320

00:44:48.370 --> 00:44:51.480

Cooper City Hall: There was some. some some discussion

321

00:44:51.700 --> 00:45:06.680

Cooper City Hall: with the with our recommendation. The Rail Service Association's recommendation was more of an optional thing or a punitive thing, a penal, a punitive item, where, if there was issues with the property.

322

00:45:06.700 --> 00:45:10.910

Cooper City Hall: and we brought it to the magistrate, that possibly the magistrate could rule on it

323

00:45:10.930 --> 00:45:19.060

Cooper City Hall: and require it. Once there's been, is established an issue or violation with that property.

324

00:45:19.140 --> 00:45:35.130

Cooper City Hall: I was just informed that the audio mechanism back there in the back isn't functioning. So we're going to have to take a a 5 min recess, so that our audience who are tuned in

325

00:45:35.160 --> 00:45:39.540

Cooper City Hall: online, they'll have an opportunity to weigh in. So

326

00:45:39.620 --> 00:45:54.730

Cooper City Hall: the Commission i'm gonna have to. We're gonna have to take a a 5 min recess. They are working your AV staff. They are working. They're working to to fix it. I do apologize for all of those that are here, all of those that are watching that.

327

00:45:55.270 --> 00:46:04.150

Cooper City Hall: Well, you can't hear us, so I do apologize for that. So bit bear with us. We we certainly do apologize for the inconvenience

328

00:46:12.180 --> 00:46:13.020

for their

329

00:46:15.370 --> 00:46:16.180

Cooper City Hall: you're on.

330

00:46:16.490 --> 00:46:19.580

Cooper City Hall: Oh, not only that. They

331

00:46:44.070 --> 00:46:44.680

alright.

332

00:48:36.850 --> 00:48:37.470

that that

333

00:54:00.050 --> 00:54:01.650

Cooper City Hall: test test test.

334

00:54:05.330 --> 00:54:06.530

Mayor Ross: I hear you.

335

00:54:40.330 --> 00:54:40.950

Okay.

336

00:55:26.370 --> 00:55:28.590

Cooper City Hall: Do me a test test test

337

01:00:28.610 --> 01:00:30.350

Cooper City Hall: That's test test

338

01:02:29.480 --> 01:02:30.120

what

339

01:02:34.570 --> 01:02:35.580

you know.

340

01:02:36.380 --> 01:02:42.000

Cooper City Hall: Okay, ladies and gentlemen. we are going to.

341

01:02:45.030 --> 01:02:49.790

Cooper City Hall: We are going to get back to our regularly scheduled program.

342

01:02:51.400 --> 01:02:54.960

Cooper City Hall: We do apologize. We continue to have

343

01:02:55.220 --> 01:02:59.910

Cooper City Hall: some depth, some technical difficulties on our website, however.

344

01:03:00.380 --> 01:03:01.270

Cooper City Hall: for those

345

01:03:01.700 --> 01:03:03.940

Cooper City Hall: for the for those individuals

346

01:03:04.120 --> 01:03:06.340

Cooper City Hall: who may be on the website.

347

01:03:08.790 --> 01:03:12.790

Cooper City Hall: you can. You can go to the go to our website.

348

01:03:12.800 --> 01:03:27.950

Cooper City Hall: and you can come in and join the meeting via Zoom. I've been told by our it professionals and our city manager and our city clerk. So for those of you who are who are watching the Commission meeting.

349

01:03:28.010 --> 01:03:31.530

Cooper City Hall: If you're on our website, and if you can hear me, please go

350

01:03:31.560 --> 01:03:34.940

Cooper City Hall: click on the zoom access

351

01:03:35.230 --> 01:03:40.400

Cooper City Hall: from the website. You can join this commission meeting via Zoom.

352

01:03:40.430 --> 01:03:57.470

Cooper City Hall: Again. We we apologize for the technical difficulties, but in the of wanting to move things forward. We're going to continue with our commission meeting. So i'm going to ask Mr. Vega to come back up. Mr. Vega is our community develop.

353

01:03:58.080 --> 01:03:59.670

Cooper City Hall: then, director.

354

01:03:59.740 --> 01:04:03.720

Cooper City Hall: and if you can continue your train of thoughts are, Thank you.

355

01:04:05.710 --> 01:04:09.240

Cooper City Hall: Thank you. Commissioner and Mayor. The

356

01:04:09.460 --> 01:04:15.830

Cooper City Hall: The item we were discussing was the noise, level, noise, level devices, so to finish that thought.

357

01:04:17.540 --> 01:04:18.570

Cooper City Hall: the city

358

01:04:18.770 --> 01:04:22.780

Cooper City Hall: is standing firm on on our position of of requiring it

359

01:04:23.940 --> 01:04:25.310

Cooper City Hall: with the intent that

360

01:04:25.540 --> 01:04:30.980

Cooper City Hall: their code delineate specifically the type of devices

361

01:04:31.010 --> 01:04:35.040

Cooper City Hall: that we are requiring are to read decimal levels only.

362

01:04:35.340 --> 01:04:39.190

Cooper City Hall: and so there would be no no sense of fear that

363

01:04:39.290 --> 01:04:42.510

Cooper City Hall: you know, these devices are recording sound reporting

364

01:04:42.750 --> 01:04:45.520

Cooper City Hall: video recording things that

365

01:04:45.730 --> 01:04:48.820

Cooper City Hall: outside of a decimal level.

366

01:04:49.010 --> 01:04:50.840

Cooper City Hall: digital decimal level output.

367

01:04:52.310 --> 01:04:57.400

Cooper City Hall: so that that is going to be our recommendation regarding the the noise, level detection devices.

368

01:04:57.690 --> 01:05:03.820

Cooper City Hall: There was an item clear asking for clarification regarding the maximum occupancy

369

01:05:03.880 --> 01:05:07.460

Cooper City Hall: which is on your

370

01:05:07.960 --> 01:05:10.000

Cooper City Hall: paperwork page 13

371

01:05:10.500 --> 01:05:14.060

Cooper City Hall: on their item 6 1 1 8, subsection, 2 a

372

01:05:15.920 --> 01:05:21.180

Cooper City Hall: currently. What we try to do with this section is to delineate

373

01:05:21.270 --> 01:05:23.170

Cooper City Hall: the occupancy of

374

01:05:23.480 --> 01:05:28.580

Cooper City Hall: the vacation rent or renters that are staying on the property versus

375

01:05:29.450 --> 01:05:32.040

Cooper City Hall: the gathering. The party houses, the

376

01:05:32.100 --> 01:05:37.130

Cooper City Hall: the people who are invites to this vacation rental, and are there for

377

01:05:37.210 --> 01:05:38.060

Cooper City Hall: and outing.

378

01:05:40.150 --> 01:05:43.910

Cooper City Hall: We had some discussion about clarity and clarification.

379

01:05:44.430 --> 01:05:50.060

Cooper City Hall: I think ultimately what we've decided, and we've adopted the city of Fort Lauderdale's

380

01:05:50.920 --> 01:05:52.760

Cooper City Hall: definition along with

381

01:05:52.810 --> 01:06:04.080

Cooper City Hall: aligning ourselves with the Florida Building code regarding residential occupancy which would allow a maximum number of persons allowed to gather at the vacation rental not to exceed

382

01:06:04.270 --> 01:06:11.210

Cooper City Hall: one and a half times of the maximum occupants authorized to stay overnight at the site, and in no event shout.

383

01:06:11.280 --> 01:06:12.620

Cooper City Hall: Yeah, they'd exceed

384

01:06:12.660 --> 01:06:15.750

Cooper City Hall: child a gathering exceed 20 P. 20 persons.

385

01:06:17.040 --> 01:06:20.430

Cooper City Hall: What that said this. This definition gives us the ability

386

01:06:20.550 --> 01:06:21.760

Cooper City Hall: for us to

387

01:06:23.960 --> 01:06:31.270

Cooper City Hall: ultimately certify how many people can be in the house as well as give V. So the opportunity to say

388

01:06:31.310 --> 01:06:34.660

Cooper City Hall: 8. We've got 30 people, and people have to go.

389

01:06:36.180 --> 01:06:41.020

Cooper City Hall: and there is an allowance to up to 4 persons under the age of 13,

390

01:06:41.050 --> 01:06:44.510

Cooper City Hall: are exempt, and shall not count towards the occupancy limits

391

01:06:46.090 --> 01:06:49.390

Cooper City Hall: we're trying to remain as but

392

01:06:50.960 --> 01:06:54.190

Cooper City Hall: as best as we can to provide the same

393

01:06:55.180 --> 01:06:57.300

Cooper City Hall: abilities to our residents.

394

01:06:57.510 --> 01:07:01.460

Cooper City Hall: as well as the property owners of these vacation rentals

395

01:07:01.490 --> 01:07:04.530

Cooper City Hall: within the limits of Florida building code.

396

01:07:04.580 --> 01:07:12.330

Cooper City Hall: and and establishing a a number for Bso to be able to address issues. If they go out.

397

01:07:12.540 --> 01:07:13.940

Cooper City Hall: you answer a call.

398

01:07:13.950 --> 01:07:16.390

Cooper City Hall: and there's an excessive amount of

399

01:07:16.660 --> 01:07:17.510

Cooper City Hall: folks

400

01:07:17.530 --> 01:07:20.760

Cooper City Hall: at that property where we can linear and save.

401

01:07:21.140 --> 01:07:23.870

There's too many people on site that.

402

01:07:25.670 --> 01:07:29.480

Cooper City Hall: Then the last item that we discuss.

403

01:07:36.450 --> 01:07:37.030

Okay?

404

01:07:39.030 --> 01:07:45.930

Cooper City Hall: Oh, we also added the the addition of partial units to our vacation rental definition.

405

01:07:46.200 --> 01:07:50.060

Cooper City Hall: and that should encompass every aspect, whether it's the entire house

406

01:07:50.140 --> 01:07:55.020

Cooper City Hall: for a so bedroom. and

407

01:07:56.280 --> 01:07:57.940

Cooper City Hall: I believe that is

408

01:07:57.980 --> 01:08:04.430

Cooper City Hall: it as far as the requirements. Oh, one more thing. It was a commission directive to

409

01:08:04.700 --> 01:08:06.590

Cooper City Hall: add a a permit

410

01:08:07.040 --> 01:08:14.830

Cooper City Hall: on the affix to the outside of the property. And now that was one of the items on the Realtors Association's email.

411

01:08:16.189 --> 01:08:17.560

Cooper City Hall: That was their request.

412

01:08:17.729 --> 01:08:23.790

Cooper City Hall: We spoke with B. So they don't feel that there is an any additional crime that will be related

413

01:08:23.899 --> 01:08:30.970

Cooper City Hall: posting and permit on the outside of the property. And so we are seeking, with our recommendation, to require the

414

01:08:31.060 --> 01:08:33.040

permits outside of the property as well.

415

01:08:36.050 --> 01:08:43.840

Cooper City Hall: Is there any questions from this commission before we make a motion before motion is made to either

416

01:08:43.910 --> 01:08:48.720

Cooper City Hall: approve this item on. First we read on reading, or to reject this item

417

01:08:49.189 --> 01:08:51.609

Cooper City Hall: any any, any.

418

01:08:51.790 --> 01:08:53.729

Cooper City Hall: Yes, I I have some

419

01:08:54.109 --> 01:08:56.580

Cooper City Hall: the 1 1

420

01:08:57.580 --> 01:09:00.040

Cooper City Hall: i'm gonna ask Jake but to find the section, but

421

01:09:00.100 --> 01:09:01.370

Cooper City Hall: I

422

01:09:01.529 --> 01:09:10.609

Cooper City Hall: I think the language should state that it's a violation of the ordinance to either rent one out without a permit which it already does or occupy one

423

01:09:10.640 --> 01:09:11.859

Cooper City Hall: that is not permitted.

424

01:09:12.080 --> 01:09:16.380

Cooper City Hall: and my reason for that is is, say, you end up having a

425

01:09:16.939 --> 01:09:18.300

Cooper City Hall: and on permitted

426

01:09:18.490 --> 01:09:27.729

Cooper City Hall: vacation rental, and the police get called because of the raucous. What's what's gonna happen? Is it's going to be very hard for the code enforcement the officers

427

01:09:27.790 --> 01:09:37.290

Cooper City Hall: to narrow down who the person is responsible for violating it. if it's owned by an entity. Or there's a property manager and and whatnot. So

428

01:09:37.560 --> 01:09:39.040

Cooper City Hall: with

429

01:09:39.590 --> 01:09:47.830

Cooper City Hall: if the police or code enforcement notify those occupants. Yes, we understand you, you know you rented it. But this doesn't have a permit.

430

01:09:48.220 --> 01:09:50.790

Cooper City Hall: They They should be complying with that not

431

01:09:50.950 --> 01:09:55.500

Cooper City Hall: kind of finger pointing, and that's that's happened a little bit already. So

432

01:09:55.630 --> 01:10:04.620

Cooper City Hall: i'm going to ask Jacob if you can find that section. If everyone agrees that it's either to, you know, rent cause one to be rent or occupy knowingly. Occupy

433

01:10:04.920 --> 01:10:13.680

Cooper City Hall: unpermitted, I think, knowingly occupies covers, you know. And can I add something i'm not on a piggyback, but

434

01:10:14.800 --> 01:10:16.850

Cooper City Hall: where we had originally had

435

01:10:16.990 --> 01:10:31.190

Cooper City Hall: that you needed to notify. The police are there, and there's an issue, and they go to call whomever they had. Now you're having 1 h by phone and 3 h by emergency. So let's say

436

01:10:31.420 --> 01:10:34.090

Cooper City Hall: the police show up. and

437

01:10:34.490 --> 01:10:38.990

Cooper City Hall: we're giving them 1 h. Well, the police don't their hands are going to be tied

438

01:10:39.540 --> 01:10:44.860

Cooper City Hall: because a lot of these are not. We've already established that a lot of these have not registered.

439

01:10:45.170 --> 01:10:53.590

Cooper City Hall: and we're going to have more people come in by and not register, or in the process of so if we give someone an hour.

440

01:10:53.600 --> 01:11:02.600

Cooper City Hall: i'm tying up my Pd. While they are waiting for proper people to respond. If I keep it, i'm sorry

441

01:11:02.830 --> 01:11:04.390

Cooper City Hall: if I keep it

442

01:11:04.620 --> 01:11:07.910

Cooper City Hall: to what we had with a 10 min response.

443

01:11:08.320 --> 01:11:16.140

Cooper City Hall: Then i'm having people i'm not holding up my resources. I'm not holding up my police department.

444

01:11:17.070 --> 01:11:20.890

Cooper City Hall: Yeah to Piggyback on that. I want to ask the captain.

445

01:11:21.200 --> 01:11:22.320

Cooper City Hall: When you have

446

01:11:22.530 --> 01:11:34.400

Cooper City Hall: police call outs you have someone on call, and I guess I don't know if Carlos you have on call to. But what is your guys policy? How long do they is it to? I was sticking like 30 min to answer the phone, and they should be there within an hour. I mean, what do you guys do?

447

01:11:34.560 --> 01:11:50.630

Cooper City Hall: Are you referring? If we got a complaint first of all? No, if you have somebody on call like one of your officers is on call like a detective or something. How long do they have to get get out there? There's not a set timeframe as far as as far as a call out, because there's a lot of variables depending on where they live.

448

01:11:50.700 --> 01:11:55.760

Cooper City Hall: But I did want to If I could clarify, I think, the point. The Commissioner.

449

01:11:55.800 --> 01:12:04.830

Cooper City Hall: addressing what we Commissioner Melody was addressing, even though the emergency call delineation. In this ordinance was removed.

450

01:12:05.050 --> 01:12:11.930

Cooper City Hall: We still have the city's noise, ordinance, and tack. which requires that if the noise

451

01:12:11.990 --> 01:12:30.990

Cooper City Hall: is through a normal hearing capacity louder than what is required by the city ordinance are allowed that they have 10 min to shut down that noise, or they're in violation of the ordinance up 2 min more rapidly. So we still have that mechanism. Exactly. That's a separate entity. What I what I had said was

452

01:12:31.070 --> 01:12:39.670

Cooper City Hall: that originally on page 10, subsection or item 6. Originally we had that

453

01:12:39.700 --> 01:12:50.680

Cooper City Hall: whatever entity that was in charge of, you know, 1 2 3 Main Street, air, B+B. That they should be able to and respond to emergency calls, including noise violations within 10 min

454

01:12:50.810 --> 01:13:07.530

Cooper City Hall: of notification by the city. That's been changed now to 1 h by phone, 3 h by in person. I don't. If If so your guy shows up to 1 2 3, Main street, and I'm. Safe by using that. But it'll be on why I use it. We have a main street. I'm just to stop, so

455

01:13:07.540 --> 01:13:13.070

Cooper City Hall: they show up, and they need to speak to whomever's in charge. Not necessarily, because there's a party.

456

01:13:13.330 --> 01:13:20.870

Cooper City Hall: because a party is a separate we can shut that down, and i'm so happy with that. Thank you. But there's a lot of other reasons that you all can be there.

457

01:13:21.720 --> 01:13:36.500

Cooper City Hall: So if it's not a noise orange, it could be multiple people ordinance. It could be too many cars that are that are not parked the right way a multitude of reasons that you all can be called to this address. When you are a call to this address.

458

01:13:36.890 --> 01:13:41.930

Cooper City Hall: the people that are there like Well, I don't know, because I'm only renting it. I know nothing.

459

01:13:42.310 --> 01:13:49.140

Cooper City Hall: What are you going to call? Well, they're not going to call ghostbusters, but whomever they are going to call has an hour. So now, your guy.

460

01:13:49.170 --> 01:13:50.600

Cooper City Hall: it's going to be like, okay?

461

01:13:50.800 --> 01:13:53.230

Cooper City Hall: Well, you're in a gray area.

462

01:13:53.480 --> 01:13:59.740

Cooper City Hall: and it's not fair to to you, because now i'm holding you up. you can't tackle this matter and move on

463

01:13:59.850 --> 01:14:04.360

Cooper City Hall: because these people are going to have an hour. If you have 10 min to respond.

464

01:14:04.540 --> 01:14:05.310

Cooper City Hall: Done.

465

01:14:05.400 --> 01:14:14.070

Cooper City Hall: you know. Well, they're not. I. Do you understand what i'm saying? Can I p you back on that? I think it should be 30 min in an hour if I was running any type of on call business.

466

01:14:14.270 --> 01:14:29.960

Cooper City Hall: All right. I'm. I'm not going to say you have 3 h. You could drive fast from Orlando in 3 h, I mean, if i'm going to have whatever it is we have building inspectors that have to come out. It's not. 3 h later we have police all. If the swat team comes out, how fast is the swat team? Come out not 3 h later.

467

01:14:30.010 --> 01:14:37.290

Cooper City Hall: you know if if we have a situation where it wasn't an Airbnb. But it was a pretty transient rental that your

468

01:14:37.860 --> 01:14:40.440

Cooper City Hall: police officers had to. you know.

469

01:14:40.690 --> 01:14:51.150

Cooper City Hall: kick the door down and get somebody who shot someone. I want the owner of the Airbnb to be able to respond and give the information, or the keys or whatever they need to do to the police department

470

01:14:51.450 --> 01:14:56.580

Cooper City Hall: within an hour. I mean, if they're renting it out making money, they should have someone on call.

471

01:14:59.250 --> 01:15:04.580

Cooper City Hall: I agree I I agree with, and that that's something we can make a change.

472

01:15:04.650 --> 01:15:11.580

Cooper City Hall: It has 30 min to respond to the call and an hour to to be on site

473

01:15:11.760 --> 01:15:26.480

Cooper City Hall: if you show up in an hour, and 10 min later. That's not going to be the you know the issue. The cops are going to be upset when they're waiting 30 min after the amount of time. So it's we give 3 h is 3 and a half hours, you know it's another shift. It's. And in reality, as long as you have them on the phone. Yeah.

474

01:15:26.480 --> 01:15:34.990

Cooper City Hall: they're going to be able to take care of anything, and you used it a detective as an example. My husband was a detective for years, and when you know he was in route

475

01:15:35.090 --> 01:15:38.360

Cooper City Hall: there he was getting because it was 30'clock in the morning, and he's getting ready.

476

01:15:38.460 --> 01:15:50.200

Cooper City Hall: He was on the phone constantly doing what he needed to do while he was there, you know, while he was getting ready to get to the scene, so same exact thing. If there's a property manager, and there's whatever is going on.

477

01:15:50.240 --> 01:16:00.040

Cooper City Hall: that person is aware they are on the phone, doing whatever they need to do while they are in route, so the time to get them in root is not is not, as as

478

01:16:01.080 --> 01:16:14.930

Cooper City Hall: you know, dead on for me as their response by phone, because they can do a lot on a telephone. So Commission and I and I know. I think I think i'm hearing the gist of what is being said, but I want to make sure that

479

01:16:14.930 --> 01:16:24.890

Cooper City Hall: all of the Commission has an opportunity to weigh in Commissioner Catsman. Do you want to add anything, as I pertain? Because I know that there's there may be some other items as it pertains to

480

01:16:25.000 --> 01:16:37.210

Cooper City Hall: the notice. If it's going to be an hour, if it's going to be 30 min, I i'm comfortable with that compromise. I do think it's 3 h is a long time and 30 min.

481

01:16:37.260 --> 01:16:50.680

Cooper City Hall: I think I think the 3 h and 1 h is a good good compromise on that. So you don't want me to address my other questions. No, no, we're gonna because I want to make sure that we're moving forward. So we tackle this issue. Bear, Ross, do you? Did you want to weigh in on

482

01:16:50.870 --> 01:16:57.150

Cooper City Hall: so this part of the discussion, as it pertains to 3 h, the 30 min, the hour.

483

01:16:57.360 --> 01:17:03.540

Mayor Ross: Did you want to have? Did you want to? I'm: I'm. Willing to listen to what the Commission is saying?

484

01:17:03.810 --> 01:17:07.350

Cooper City Hall: Okay, so I think the the consensus is

485

01:17:07.820 --> 01:17:12.070

Cooper City Hall: correct me if i'm wrong. It's 30 min to an hour.

486

01:17:12.720 --> 01:17:17.010

Cooper City Hall: No 30 min from the phone call on site.

487

01:17:17.140 --> 01:17:25.820

Cooper City Hall: phone call, and then for the individual for an for an hour, because even if to you, to what? To your, to the point that was made.

488

01:17:26.180 --> 01:17:33.280

Cooper City Hall: if the even if the property owner isn't there, they're gonna have a desert. They should. They're going to. Not should They're going to have it designated

489

01:17:33.530 --> 01:17:39.040

Cooper City Hall: point of contact. Okay. So we're good. Okay. So we're going to move forward. What else? Commission?

490

01:17:39.900 --> 01:17:40.830

Cooper City Hall: So

491

01:17:41.730 --> 01:17:58.650

Cooper City Hall: I know that I had Commissioner shrouded. I had an opportunity to weigh in, so i'd like to hear here, Commissioner Melosi, something that you have, and then, Commissioner Catsman, I want it, and then we can kind of piecemeal it. Take it by like that. The only other thing that you've not fixed, or you have not

492

01:17:59.090 --> 01:18:01.920

Cooper City Hall: on over is when you were talking about the people.

493

01:18:02.030 --> 01:18:08.270

Cooper City Hall: So when you're saying, I just want to clarify this. So maybe this is a horror, Mr. Horowitz.

494

01:18:08.580 --> 01:18:13.260

Cooper City Hall: when we have 20 people in the unit at one time. so I know that.

495

01:18:13.470 --> 01:18:33.930

Cooper City Hall: like sometimes i'll have family come and stay, and all my bedrooms are allotted. But yet I have a pull out or a blow up. Now granted it's my house, and it's not the same thing. But there are I've seen I've looked. There are vacation rentals that will say, you know this couch is also a a bed that's allowed.

496

01:18:34.190 --> 01:18:36.850

Cooper City Hall: because it'll work for the 20.

497

01:18:37.160 --> 01:18:45.170

Cooper City Hall: Yeah. Well, I believe the 20 was to encompass, because parties as well are these out exterior portions of the house. If you have

498

01:18:46.170 --> 01:18:50.400

Cooper City Hall: a party going on or a gathering. not everyone is staying there that night.

499

01:18:50.450 --> 01:19:01.590

Cooper City Hall: You can be outside. You can be. I think we're just trying to control. And i'm okay with that. Oh, no, Commissioner Melody, Mr. Beg, If I can have you speak directly into the microphone, because I know.

500

01:19:01.820 --> 01:19:18.450

Cooper City Hall: I want to make sure that everybody who's zooming in they can hear. Thank you, sir. I'm sorry, Commissioner man, just tag on to that question. So so you explain Mr. Vega something about one and a half times the people. And can you explain that a little? I i'm not gathering how many people are allowed in the house.

501

01:19:18.450 --> 01:19:26.380

Cooper City Hall: So the floor building code has a residential requirement of one person for every it's really every 200 gross, square foot.

502

01:19:26.440 --> 01:19:30.560

Cooper City Hall: allowance of air condition and living space.

503

01:19:31.610 --> 01:19:35.330

Cooper City Hall: So we are. We are defining it as 2 persons per bedroom.

504

01:19:35.630 --> 01:19:39.610

Cooper City Hall: The one and a half times is basically

505

01:19:39.750 --> 01:19:42.420

Cooper City Hall: you have a 3,000 square foot house.

506

01:19:42.610 --> 01:19:49.240

Cooper City Hall: one and a half times. That gives you a Max out. You can see you 1415 persons

507

01:19:49.360 --> 01:19:51.750

Cooper City Hall: in the property that can stay there

508

01:19:53.260 --> 01:19:54.280

Cooper City Hall: and then

509

01:19:55.020 --> 01:20:00.740

Cooper City Hall: total onsite. including inside and outside of the house, the one in 20.

510

01:20:01.610 --> 01:20:12.400

Cooper City Hall: Okay. right to on that. Yep. I I just think we should add no more than 20 without applying for a special events permit.

511

01:20:15.620 --> 01:20:20.020

Cooper City Hall: And the rare situation we're going to have a bunch of monks quietly sit.

512

01:20:21.780 --> 01:20:23.510

Cooper City Hall: you know.

513

01:20:24.310 --> 01:20:26.140

Cooper City Hall: and I think it also helps with our

514

01:20:28.390 --> 01:20:36.310

Cooper City Hall: constitutionality of our ordinance. We have a process that if it's one of those rare okay is the Commission

515

01:20:36.520 --> 01:20:41.380

Cooper City Hall: is is the Commission in agreement with that I'm: okay, with that okay, Mayor Ross thought to approve it.

516

01:20:43.220 --> 01:20:44.540

Mayor Ross: Not a problem.

517

01:20:44.920 --> 01:20:48.140

Cooper City Hall: Okay, thank you. Commissioner Shrouder Commissioner Catsman.

518

01:20:49.980 --> 01:20:56.130

Cooper City Hall: the Commissioner Kasman. Did you have? Yeah, I'm just gonna. If you don't mind i'm gonna select my notes. Okay.

519

01:20:56.200 --> 01:21:02.780

Cooper City Hall: There was 1 one item that was related to sexual offenders. Notice is that

520

01:21:04.260 --> 01:21:07.410

Cooper City Hall: you know, in the item, it said that the the

521

01:21:09.070 --> 01:21:10.440

Cooper City Hall: vendor or the

522

01:21:11.440 --> 01:21:14.140

Cooper City Hall: it's on the onus of the owner of the property

523

01:21:15.980 --> 01:21:21.830

Cooper City Hall: correct, and and some of these platforms do perform background checks.

524

01:21:21.940 --> 01:21:28.820

Cooper City Hall: It is State law at a put. Your sexual offender registered. Sexual offenders required to report.

525

01:21:28.980 --> 01:21:32.440

Cooper City Hall: So that's why that's in the ordinance to

526

01:21:32.800 --> 01:21:39.490

Cooper City Hall: so make sure that so it's obviously it's on the onus of the sexual offender.

527

01:21:39.800 --> 01:21:53.230

Cooper City Hall: But I think there was something in here that said it was the onus of the the rental prop or the property owner. So how are they going to know? Do they do background checks on on all the renters. Or.

528

01:21:55.250 --> 01:21:59.590

Cooper City Hall: again, a lot of these platforms do it for them. and

529

01:22:00.140 --> 01:22:03.580

Cooper City Hall: the onus is on them. Standard to you.

530

01:22:03.620 --> 01:22:07.350

Cooper City Hall: chief. Is it standard that that people are, you know, like? Let's just say.

531

01:22:07.870 --> 01:22:13.530

Cooper City Hall: you know I go to Airbnb or Vrbo, or any of the popular sites. Are they going to

532

01:22:14.700 --> 01:22:19.310

Cooper City Hall: know that somebody you know that person registers

533

01:22:19.730 --> 01:22:20.890

Cooper City Hall: as a guest?

534

01:22:21.670 --> 01:22:29.530

Cooper City Hall: Commissioner? Good question. I am not familiar with Airbnb doing a sexual offender check each and every time. Somebody runs.

535

01:22:29.640 --> 01:22:42.200

Cooper City Hall: however, for State law does require a registered sexual offend or predator to report temporary residence changes in their address, which are reported by Fdl to the local municipality.

536

01:22:42.270 --> 01:22:48.710

Cooper City Hall: But in this particular case the ordinance, as built, is putting the onus on the owner

537

01:22:48.730 --> 01:22:53.350

Cooper City Hall: to, and to take an extra step to ensure that the

538

01:22:53.670 --> 01:22:54.940

Cooper City Hall: those who are

539

01:22:55.020 --> 01:23:01.600

Cooper City Hall: applying to rant are familiar with the city ordinances, including the sexual offense.

540

01:23:01.700 --> 01:23:04.290

Cooper City Hall: I'm trying to find the item in here

541

01:23:04.340 --> 01:23:07.810

Cooper City Hall: that was talking about it, because I'm. Obviously we don't want

542

01:23:07.990 --> 01:23:12.430

Cooper City Hall: sexual offenders being within a range of schools, etc.

543

01:23:15.390 --> 01:23:26.330

Cooper City Hall: My only concern is that the renter of the property is not going to know necessarily everybody who's staying in the home. because usually one person registers everybody else shows up.

544

01:23:26.860 --> 01:23:31.700

Cooper City Hall: Obviously the owners should be on the sexual offender to report.

545

01:23:32.000 --> 01:23:35.440

Cooper City Hall: They're committing a crime if they do go into this home.

546

01:23:39.160 --> 01:23:46.040

Cooper City Hall: So so it says, inform all vacation occupants and writing part. So they're They're just required to tell

547

01:23:46.310 --> 01:23:55.140

Cooper City Hall: the renter that it's against the law for a sexual offender to be here, not to check every guest.

548

01:23:55.330 --> 01:23:58.120

Cooper City Hall: because that would just be. It would just be impossible.

549

01:23:58.310 --> 01:24:05.530

Cooper City Hall: So i'm okay with it if it's if it's just notifying

550

01:24:05.970 --> 01:24:08.010

Cooper City Hall: on that topic.

551

01:24:09.210 --> 01:24:11.340

Cooper City Hall: Mr. Horwood's.

552

01:24:11.860 --> 01:24:16.850

Cooper City Hall: so the the vacation, the owner of that vacation rental.

553

01:24:18.330 --> 01:24:20.330

Cooper City Hall: They would have to certify that

554

01:24:20.390 --> 01:24:30.140

Cooper City Hall: the occupancy. if they are, if they they would, they would have to notify the city if they have anyone. I'm sorry

555

01:24:32.280 --> 01:24:35.790

Cooper City Hall: the the the owner rents the the property.

556

01:24:36.520 --> 01:24:39.380

Cooper City Hall: the responsibility is on them

557

01:24:39.670 --> 01:24:42.970

Cooper City Hall: to advise or inform the renter.

558

01:24:43.340 --> 01:24:55.040

Cooper City Hall: Hey, if you have any sexual offenders. blah blah blah you did. You have to report that in writing Could we put something in there that if they fail to do that.

559

01:24:55.330 --> 01:25:02.350

Cooper City Hall: then there are, there could potentially can be punitive damages or consequences to that

560

01:25:02.550 --> 01:25:06.200

Cooper City Hall: to them, not notifying those individuals

561

01:25:06.400 --> 01:25:09.550

Cooper City Hall: to to Commissioner Catsman's point. How are they going to know?

562

01:25:09.910 --> 01:25:33.250

Cooper City Hall: But now you lose their permit or lose their or possibly loser? I don't. I don't know that's why it's a legal question. The question is saying, Can we say that that is irreparable harm? Well, well, we could certainly identify that, and I think there's several other types of violations that are identified as irreparable harm, which would elevate the city's enforcement opportunities, and reduce the timeframe that might otherwise be required to provide a an opportunity to cure

563

01:25:33.250 --> 01:25:43.170

Cooper City Hall: for a warning period, as it relates to enforcement. So we can. We can extend the irreparable harm Nature of that type of offense. Okay, Thank you. That's what I'm on. Okay. Otherwise, we got a war on

564

01:25:43.280 --> 01:25:58.340

Cooper City Hall: right last week. So I think we can. I think we all agree on that. So, Mayor Ross, Are you here listening here, listening? I absolutely am. Alright, and are you in agreement, or do you have any additional comments? No, I'm in agreement.

565

01:25:58.720 --> 01:26:06.860

Cooper City Hall: Okay. are we? Are there any other items? I have one last one, and in the severability clause

566

01:26:06.970 --> 01:26:11.230

Cooper City Hall: you think that we should. It says it references court.

567

01:26:11.310 --> 01:26:14.710

Cooper City Hall: Do you think we should put

568

01:26:14.740 --> 01:26:16.920

Cooper City Hall: sub subsequent legislation?

569

01:26:17.720 --> 01:26:22.220

Cooper City Hall: Just so that if this legislation comes out, it's only severing

570

01:26:22.610 --> 01:26:46.140

Cooper City Hall: the narrowly severing well the to the extent that the Legislature were to preempt any portion of this ordinance. Only that portion of the ordinance that was preempted would no longer be an effect the remainder of the ordinance would continue to be. In fact, I don't have any problem, adding the clarification you referring to Commissioner. Okay, yeah. So like I would, I was thinking, if any clause, section, or other part or application of this ordinance shall be held

571

01:26:46.530 --> 01:26:53.630

Cooper City Hall: by any quarter, competent competent jurisdiction will to be in constant or invalid.

572

01:26:54.220 --> 01:27:00.410

Cooper City Hall: or preempted or preempted by you know, State State. Let yeah say statute

573

01:27:01.390 --> 01:27:11.540

Cooper City Hall: such preemption or unconstitutional slash, and but shall be considered a limb. Okay. that will prevent us from having to throw the whole thing out.

574

01:27:13.420 --> 01:27:20.500

Cooper City Hall: Was that it, Commissioner? Anything else, Commissioner Melody. Commissioner Katsman, Mayor Ross.

575

01:27:20.650 --> 01:27:21.730

Mayor Ross: We're good.

576

01:27:21.980 --> 01:27:32.060

Cooper City Hall: So is there a is there a motion on first reading to adopt this, or ordinance with the provisions that the Commission has put forth this evening, so moved

577

01:27:32.240 --> 01:27:43.190

Cooper City Hall: motion by Commissioner Melosi and moved and seconded by Mayor Ross, Commissioner Melody, do you have anything further? So we're going to for the 30 min respond by phone

578

01:27:43.300 --> 01:27:49.760

Cooper City Hall: and 1 h to get down there. You want to go through all of them again, is it.

579

01:27:50.730 --> 01:27:52.370

Cooper City Hall: Mayor Ross?

580

01:27:52.450 --> 01:27:53.550

Mayor Ross: I'm. Good

581

01:27:54.140 --> 01:27:55.330

Cooper City Hall: Commissioner.

582

01:27:55.850 --> 01:27:57.420

Cooper City Hall: Sorry I had some

583

01:27:58.230 --> 01:27:59.190

Cooper City Hall: call to vote.

584

01:28:01.840 --> 01:28:08.590

Cooper City Hall: Commissioner Melody. Yes, Commissioner Katsman. Yes, Commissioner Shrouder. Yes, Commissioner Green. Yes, Mayor Ross. Yes.

585

01:28:09.120 --> 01:28:10.100

Cooper City Hall: thank you

586

01:28:11.540 --> 01:28:20.170

Cooper City Hall: all right. So we are back at the consent agenda. Is there a motion to approve the consent to approve consent?

587

01:28:20.830 --> 01:28:29.330

Cooper City Hall: Motion made by Commissioner Katzman, second by Mayor Ross Any further discussion? All the vote. Commissioner Melody.

588

01:28:29.990 --> 01:28:35.110

Cooper City Hall: Commissioner Katsman. Yes, Commissioner Commissioner Green. Yes.

589

01:28:40.330 --> 01:28:44.900

Cooper City Hall: and on the regular okay. So item Number 8 has been removed.

590

01:28:47.170 --> 01:28:48.390

We're not doing the manager.

591

01:28:49.750 --> 01:28:58.910

Cooper City Hall: So we're going to. Okay, so we can that one so that one's done so. Now we can come back to the city unless you all want to knock out the other stuff first and come back.

592

01:28:59.030 --> 01:29:04.090

Cooper City Hall: Knock up any as we'll knock out the other stuff we can knock out, because the other stuff is how long you're going to talk about.

593

01:29:05.510 --> 01:29:10.500

Mayor Ross: I want to. Probably I'd like to get the city manager completed.

594

01:29:10.550 --> 01:29:22.360

Cooper City Hall: Okay. So we'll come. Okay, so we will come back to Item Number 7 Motion to approve an employment agreement with Mr. Egleston as city manager.

595

01:29:22.450 --> 01:29:25.330

Cooper City Hall: So I wanted to

596

01:29:26.520 --> 01:29:32.880

Cooper City Hall: do like you, said a Commissioner green and kind of go through it. The discussion that makes sense.

597

01:29:33.510 --> 01:29:47.570

Cooper City Hall: I don't know I was. I like the synopsis that was given to us by the attorney. That's what I thought you wanted to be tired of. No, no, no, we can go through this point. He didn't say what they were. He just said 4 points. I think it's the points that are in the email from

598

01:29:47.740 --> 01:29:57.820

Cooper City Hall: from the attorney. Oh, I didn't really bet in. It was on Friday. It was his email with the contract. I'm: sure you got it. You're You're in the yeah

599

01:30:02.350 --> 01:30:07.640

Cooper City Hall: severance for cause, termination salary, that kind of stuff

600

01:30:09.490 --> 01:30:17.280

Cooper City Hall: unless you have other items. Yeah, Well, let me. You probably do. But now fishing goes through mine. No, not

601

01:30:17.960 --> 01:30:20.400

Cooper City Hall: You'll so indulge me information. And

602

01:30:20.670 --> 01:30:27.440

Cooper City Hall: one of the issues I wanted to discuss 3. 3.2 is

603

01:30:31.120 --> 01:30:37.170

Cooper City Hall: is the termination pause. and I know that there was some back and forth on this

604

01:30:38.750 --> 01:30:49.640

Cooper City Hall: for me. I think conviction of a fat of a of a crime is is too too long, you know, I think, charging of a crime.

605

01:30:49.750 --> 01:31:02.010

Cooper City Hall: you know. Express this to Mr. Angleston. My, i'm not sure if he's aware of the judicial system in Florida, but it takes a quite a long time to make it to conviction, and I just wouldn't want to be paying someone

606

01:31:02.200 --> 01:31:04.930

Cooper City Hall: during that that time period.

607

01:31:05.490 --> 01:31:07.500

Cooper City Hall: you know. So

608

01:31:07.920 --> 01:31:09.150

that's one of the

609

01:31:09.960 --> 01:31:15.940

Cooper City Hall: That's one thing for me. I think it should. I don't think it should be conviction, I think you know, if you know

610

01:31:16.070 --> 01:31:20.140

Cooper City Hall: whatever i'm gonna just list them, then we can all talk about them. So

611

01:31:20.150 --> 01:31:23.600

Cooper City Hall: each point doesn't take forever. and then

612

01:31:25.320 --> 01:31:29.170

Cooper City Hall: so I understand Mr. Eglson's

613

01:31:29.860 --> 01:31:34.750

Cooper City Hall: position on on what this is essentially his revision here.

614

01:31:35.080 --> 01:31:41.790

Cooper City Hall: and of course you think he understands the city's initial one, which was a a lot more broad.

615

01:31:41.840 --> 01:31:44.320

Cooper City Hall: I I thought we show initially

616

01:31:44.870 --> 01:31:55.490

Cooper City Hall: the one that Jake shares me was essentially anything that the Commission deemed significant is termination for call for cause, and I agree that's that's kind of broad. But I did think that

617

01:31:56.090 --> 01:31:59.840

Cooper City Hall: you know there should be some situations, maybe

618

01:31:59.870 --> 01:32:11.140

Cooper City Hall: super majority, or or a unanimous consent of the Commission. So if the unanimous consent of the Commission, which, with this commission, is next to impossible to obtain.

619

01:32:11.400 --> 01:32:14.220

Cooper City Hall: you know, deemed something to be

620

01:32:14.420 --> 01:32:23.530

Cooper City Hall: that grave or serious of abuse. I I you know. I think, that that should be for cause

621

01:32:25.720 --> 01:32:27.390

Cooper City Hall: I don't know. What do you guys feel about that.

622

01:32:30.150 --> 01:32:31.390

Cooper City Hall: Mayor Ross?

623

01:32:32.800 --> 01:32:34.290

Mayor Ross: If the consent

624

01:32:34.600 --> 01:32:42.720

Mayor Ross: just and and let me just say there are 3 3 different choices. You're either going to be terminated upon a rest.

625

01:32:42.740 --> 01:32:54.440

Mayor Ross: Upon being charged, or upon being convicted. There are 3 different burdens of proof for each one of them. I think the the average or the median would be if you're charged.

626

01:32:54.520 --> 01:32:57.070

Mayor Ross: I think that's fair to all parties.

627

01:32:57.210 --> 01:33:01.290

Cooper City Hall: Okay. Okay. Commissioner Melody.

628

01:33:06.600 --> 01:33:08.090

Cooper City Hall: I understand that

629

01:33:11.600 --> 01:33:15.830

Cooper City Hall: it's hard, both hopefully, so we can fire

630

01:33:16.570 --> 01:33:19.310

Cooper City Hall: anyone because we don't like the color of this shirt

631

01:33:19.780 --> 01:33:24.900

Cooper City Hall: if we want to. I mean, this is Florida. But if we want to. If if for some reason, you are.

632

01:33:26.970 --> 01:33:40.450

Cooper City Hall: you know the city managers, the one that that runs everything. So if you are under investigation for something that is dangerous. or something that is a serious offense.

633

01:33:40.560 --> 01:33:42.380

Cooper City Hall: Then us

634

01:33:44.260 --> 01:33:49.150

Cooper City Hall: having them sit out for a few months while that happens is detrimental to the city.

635

01:33:49.370 --> 01:33:50.230

Cooper City Hall: so

636

01:33:52.180 --> 01:34:04.450

Cooper City Hall: we can fire them at any time. But do you use use different word when you said under investigation? So that's an we don't They're always going to be underinvested question in first. Well, that you that's like the least standard.

637

01:34:04.940 --> 01:34:06.960

Cooper City Hall: So I think

638

01:34:07.290 --> 01:34:09.950

Cooper City Hall: the question is char charged.

639

01:34:10.790 --> 01:34:15.210

Cooper City Hall: How do you feel about charge. If you're charged by the State Attorney or grand jury.

640

01:34:15.300 --> 01:34:23.540

Cooper City Hall: I'm: i'm okay with that, because I know that if they actually charge you, they've got a ton of evidence against you. They don't like to charge unless they have a slam dump.

641

01:34:24.900 --> 01:34:31.630

Cooper City Hall: Commissioner Katsman. Yeah, I think that's I mean. I think that's a fair compromise Charge

642

01:34:32.440 --> 01:34:39.330

Cooper City Hall: like Commissioner Malosei said, it's it's taking it above the accusation to the fact that there's evidence

643

01:34:40.180 --> 01:34:58.360

Cooper City Hall: that that this person allegedly did something wrong. It felonious. I believe it's a felony, right? Well, I would be okay, taking out the or other crime involving moral turpitude, so that that could be more interpret you could include misdemeanors, and that to me

644

01:34:58.730 --> 01:35:12.970

Cooper City Hall: might be a little too lenient, you know I mean not too lenient to. I know there might be a definition. There's I don't think it's a great definition. I I don't want to suggest any, you know ill or nefarious intent. But just for perspective, the Sunshine law violation is in this.

645

01:35:13.030 --> 01:35:19.950

Cooper City Hall: Yeah. So just just just for some pursuit. So what about charged with the felony convicted of a misdemeanor?

646

01:35:20.180 --> 01:35:39.710

Cooper City Hall: I I would just do leave it just with felonies, because misdemeanors really aren't a big deal. Well, I I don't want our city manager to have been convicted of anything. Well, if he operates an Airbnb without a permit. Well, I mean I I trust that that our city manager won't. Do that.

647

01:35:40.480 --> 01:35:52.950

Cooper City Hall: I mean, I think we should have the right. The this is not saying he will be terminated. This is saying, we have the right to terminate. This is one without paying out correct; but if he, if he commits, if he's convicted of a crime, misdemeanor or not.

648

01:35:53.130 --> 01:35:54.790

Cooper City Hall: we have the right to

649

01:35:55.060 --> 01:36:12.960

Cooper City Hall: terminate it. I mean, that's fine with me. I'm not saying you don't have to terminate it. It's not an automatic. So if we decide that we don't think he should be terminated for operating in Airbnb. Then we don't terminate him. Okay. So I want you all to consider, and I I hear the comments that are being made. But I want you to. I want you to consider

650

01:36:13.080 --> 01:36:14.870

Cooper City Hall: that.

651

01:36:15.060 --> 01:36:27.170

Cooper City Hall: But i'm no legal scholar. I'm not an an attorney. but I think everybody is innocent until proven guilty. And so because an individual is charged with the crime

652

01:36:27.190 --> 01:36:31.020

Cooper City Hall: doesn't necessarily mean that they're going to be convicted of that crime.

653

01:36:31.140 --> 01:36:47.020

Cooper City Hall: And so if this commission, if an individual is charged. And so what we are saying is that okay? Well, if that individual is charged, then we, as a body to your point earlier, Commissioner melody, we have the right to fire

654

01:36:47.170 --> 01:36:51.620

Cooper City Hall: without cause. But if we're if we're gonna have that in there.

655

01:36:51.720 --> 01:36:59.620

Cooper City Hall: then if if that individual after they have been charged, they have been exonerated of those charges. Then

656

01:36:59.670 --> 01:37:05.220

Cooper City Hall: what's the alternative? What's the solution? Because at that? At this point

657

01:37:05.910 --> 01:37:08.530

Cooper City Hall: we have said, you are guilty.

658

01:37:08.860 --> 01:37:22.850

Cooper City Hall: based on the charges that have been lodged against you, and you, Haven't, had an opportunity for your right in court to defend yourself. How about this language not to cut you off, but I think to achieve what you want

659

01:37:22.940 --> 01:37:30.980

Cooper City Hall: would be we could suspend without pay. charged with a crime. But the problem is, and this is what I said earlier.

660

01:37:31.390 --> 01:37:32.850

Cooper City Hall: The city manager

661

01:37:33.070 --> 01:37:35.430

Cooper City Hall: is, is is guiding the ship.

662

01:37:35.870 --> 01:37:42.980

Cooper City Hall: so you know, as an attorney, and you know, in your in your other form of employment.

663

01:37:43.150 --> 01:37:44.500

Cooper City Hall: How long

664

01:37:44.860 --> 01:37:49.290

Cooper City Hall: years it can take between someone being charged.

665

01:37:49.330 --> 01:38:05.110

Cooper City Hall: and someone actually having their day in court years upon years, and and Greg, Ross and Mayor Rossi still there. He also knows because of what, because of his profession, Therein lies the problem. So if you suspend someone, your system spending city manager a

666

01:38:05.540 --> 01:38:10.750

Cooper City Hall: 4 years later that could be there the when the court date starts.

667

01:38:10.970 --> 01:38:24.130

Cooper City Hall: Yeah, but it's been without pay, but it's not a question of without pay or withpe. You now have left your city in not a good position, because the the person that's driving the ship

668

01:38:24.330 --> 01:38:29.010

Cooper City Hall: is is not here because they're suspended. So now you've put

669

01:38:29.140 --> 01:38:39.320

Cooper City Hall: undo burden on the person that's taking over that position because it's not like. Now we have someone that's here because we can. We can make the business decision to terminate and pay the money.

670

01:38:39.630 --> 01:38:46.340

Cooper City Hall: And so and instead of doing that, so I so I hear your I hear your point, Commissioner Melody. I'm going to counter that

671

01:38:46.360 --> 01:38:57.230

Cooper City Hall: based on a professional experience within the organization that I work for. We had one of our individuals that was charged with a crime.

672

01:38:57.690 --> 01:39:09.430

Cooper City Hall: and so the organization suspended that individual without pay. and so that individual had to exhaust. You know all of their financial resources.

673

01:39:09.500 --> 01:39:12.640

Cooper City Hall: That individual is ultimately exonerated.

674

01:39:15.010 --> 01:39:22.320

Cooper City Hall: They were exonerated, and they had to be reinstated to full employment status.

675

01:39:22.570 --> 01:39:31.850

Cooper City Hall: and they were able to continue in their profession, ultimately retiring from the organization. So I hear your point.

676

01:39:31.920 --> 01:39:38.010

Cooper City Hall: I I understand what you're saying. but just from experience I know that

677

01:39:39.020 --> 01:39:40.540

Cooper City Hall: everything isn't

678

01:39:40.590 --> 01:39:53.180

Cooper City Hall: as it seems. Okay. Nothing's ever a clear cut. But then the problem is so. Let's say that your scenario, because your scenario happens all the time, or there the person is fired. They gripe the position

679

01:39:53.200 --> 01:39:53.990

Cooper City Hall: which

680

01:39:54.180 --> 01:40:06.180

Cooper City Hall: we we all know, Mayor Ross, who we all know how everyone feels about griping, but the the person grapes to their to their you know, granted work-free State, but they right to their their their union, if if that's applicable.

681

01:40:06.200 --> 01:40:19.150

Cooper City Hall: and then that person is rehired. But here in now come back to where Cooper City. So now we're potentially paying 200 plus \$1,000 to whomever is acting city manager

682

01:40:19.190 --> 01:40:25.550

Cooper City Hall: for up to several years, because our our court system is so logged

683

01:40:25.720 --> 01:40:27.630

Cooper City Hall: lacking. And what have you?

684

01:40:27.750 --> 01:40:51.740

Cooper City Hall: Then we're going to potentially have to reinstate. All right. You're cleared. You know what that person. Now you're clear. So now I've been paying. Now I'm going to have to pay you. Now i'm going to have to get rid of the person that's been running the ship in your absence, who presumably has been doing a good job. And now you're going to come back in. Now you're looking at a cluster to the tenth degree. I completely agree with you wholeheartedly. I completely agree with you.

685

01:40:51.740 --> 01:40:53.860

Cooper City Hall: I'm going to. I'm going to.

686

01:40:54.120 --> 01:41:00.050

I can just draw your attention to several years ago, and, Mr. Napoli, You may be familiar with this

687

01:41:00.260 --> 01:41:13.320

Cooper City Hall: former commissioner, Michelle Spence. who was a a city, an elected official. was charged with a crime.

688

01:41:13.860 --> 01:41:19.160

Cooper City Hall: was removed from that seat by the Governor

689

01:41:20.900 --> 01:41:25.080

Cooper City Hall: was, and the governor appointed someone in their place

690

01:41:25.260 --> 01:41:33.030

Cooper City Hall: who who served in that in that capacity. She was reinstated.

691

01:41:33.180 --> 01:41:38.990

Cooper City Hall: They, and so lawfully legally, they correct me. If i'm wrong, Mr. Holwards, Mr. Napoli.

692

01:41:39.430 --> 01:41:42.800

Cooper City Hall: she they had to reinstate her.

693

01:41:43.140 --> 01:41:50.570

Cooper City Hall: and they had to provide her with all of the back pay and everything that she was

694

01:41:50.800 --> 01:41:53.170

Cooper City Hall: that she was owed.

695

01:41:53.980 --> 01:41:55.880

Cooper City Hall: Am I? Please?

696

01:41:55.890 --> 01:42:12.070

Cooper City Hall: Yeah, that that that is correct. Okay. So I only say I only bring that up because, and I hear your point. I completely understand what you're what you're saying. I think if we if we're in a situation like that, where, let's say hypothetically, the city manager

697

01:42:12.070 --> 01:42:18.310

Cooper City Hall: is charged with the crime. And so this commission, this body says we're going to suspend them without pay.

698

01:42:18.390 --> 01:42:23.380

Cooper City Hall: fully knowing that this can drag on for years. I think

699

01:42:23.830 --> 01:42:29.600

Cooper City Hall: at that point that individual would probably have to say, would probably

700

01:42:29.870 --> 01:42:32.110

Cooper City Hall: i'm going to cut my losses because

701

01:42:32.530 --> 01:42:38.750

Cooper City Hall: I'm I'm gonna have to have gainful employment if i'm going to be able to take up, take my take care of my family.

702

01:42:39.090 --> 01:42:44.760

Cooper City Hall: and I just can't sit around without being compensated.

703

01:42:44.840 --> 01:42:49.400

Cooper City Hall: They may say i'm gonna i'm i'm i'm gonna cut my losses. So what's the solution?

704

01:42:50.390 --> 01:42:55.320

Cooper City Hall: I think suspending without paying. I would agree, the suspension without pay

705

01:42:59.460 --> 01:43:06.770

Cooper City Hall: at a minimum. suspending the individual without pay. I don't know what the answer is. Moving forward in terms of

706

01:43:07.310 --> 01:43:19.820

Cooper City Hall: after that. Because to your point, commission, Melosie, it can go on. It can go one for you. We don't have to, because we could just we could say, hey, we love you! But we got to move on, and we're going to.

707

01:43:20.590 --> 01:43:25.660

Cooper City Hall: because then we were just paying the money. We can make it time certain, hey? You're going to be suspended without pay

708

01:43:28.030 --> 01:43:28.970

complicated.

709

01:43:29.380 --> 01:43:35.000

Cooper City Hall: But you can, just because you're charged with a crime you can't.

710

01:43:35.010 --> 01:43:36.430

Cooper City Hall: That's not. I mean.

711

01:43:36.720 --> 01:43:40.890

Cooper City Hall: you know, especially, you know, not to get too political nationally, but

712

01:43:41.220 --> 01:43:54.810

Cooper City Hall: you know it's a lot easier to charge people with a lot easier to to charge people with crimes, and it's I. I just want to make sure that that that this commission and i'm sure that everybody agrees up here that we are doing the responsible thing.

713

01:43:54.810 --> 01:44:06.170

Cooper City Hall: And I understand to your point, Commissioner Melody, when, if the city manager is not, if they are suspended without pay, then that's an undue burden on the city. I completely, and I agree with you wholeheartedly.

714

01:44:06.580 --> 01:44:25.490

Cooper City Hall: Well, i'm not. But it's it's not lost on on me that this individual potentially is innocent. And so now we will. We're potentially penalizing an innocent person. That's my only, and we really it's really not for too long, because at any point in time we can make the decision

715

01:44:25.490 --> 01:44:27.350

Cooper City Hall: businesses, and just to fire and pay them the money

716

01:44:27.810 --> 01:44:33.220

Cooper City Hall: it's just if we don't want to pay the money right.

717

01:44:33.320 --> 01:44:35.140

Cooper City Hall: but just assume that it was a

718

01:44:36.070 --> 01:44:50.690

Cooper City Hall: a violent. And we know this isn't gonna happen. By the way, this is just a hypothetical. It's concrete. But if it was a violent crime, or something like that, you cannot have a somebody who is a who's charged with the violent crime as the city manager. It just doesn't work. You know that

719

01:44:50.920 --> 01:44:59.300

Cooper City Hall: the city would not function. People wouldn't want to come to work. People wouldn't, but if North Carolina indicted them on a business record thing, they probably would be fine.

720

01:45:00.320 --> 01:45:01.730

Cooper City Hall: That was a joke.

721

01:45:02.660 --> 01:45:14.330

Cooper City Hall: Yeah, it wouldn't it, I I hear what you're saying, and it was a joke. But but that's where I'm. That's where I think we're looking is, is you? You would need to find a way out.

722

01:45:14.730 --> 01:45:18.990

Cooper City Hall: I I agree, but my you know the point. you know. That's an allegation.

723

01:45:19.190 --> 01:45:27.130

Cooper City Hall: and that has to be both and charged it wouldn't just it doesn't it's not an arrest. It's a charge versus

724

01:45:27.810 --> 01:45:40.960

Cooper City Hall: if somebody is charged with murder, you don't want them to be walking around City Hall. That's all. Nobody. I completely agree with you. So what's this. What's the solution for the wording? I like what you said earlier. Commission started with the suspension, with

725

01:45:41.060 --> 01:45:44.090

Cooper City Hall: without pay, and and then at some point

726

01:45:45.950 --> 01:45:53.520

Cooper City Hall: we could. The the the governing body can make a decision if we see that it can. If it's going to be an undue burden

727

01:45:53.620 --> 01:45:57.300

Cooper City Hall: on the city, we cut our losses. We we we

728

01:45:57.580 --> 01:46:06.700

Cooper City Hall: compensate that individual, and we move on. I think that's what I heard you say. Yeah, so if make it easy, Jacob. I think the only thing you have to say is

729

01:46:09.030 --> 01:46:11.420

Cooper City Hall: before. For the purposes of 4 cause

730

01:46:11.940 --> 01:46:19.590

Cooper City Hall: I would just say the City Commission may spend the employee if he charge

731

01:46:19.830 --> 01:46:25.890

Cooper City Hall: with any balony or other crime involving involving moral turpitude.

732

01:46:26.520 --> 01:46:30.140

Cooper City Hall: and then you can leave your other thing about for

733

01:46:30.380 --> 01:46:32.350

Cooper City Hall: termination. If you have conviction

734

01:46:34.000 --> 01:46:40.510

Cooper City Hall: that make. since So basically it was charged for felony and

735

01:46:42.330 --> 01:46:44.590

Cooper City Hall: convicted of.

736

01:46:45.670 --> 01:47:02.110

Cooper City Hall: or other crime and volume Moral. Yeah. So I left the conviction language which we all agree conviction. You're out. Okay? Oh, you were saying about charging. Yeah, but if you charge you could just be suspended about it, and that's the reality. Like. Honestly, you could be charged with possession of

737

01:47:02.360 --> 01:47:12.250

Cooper City Hall: no salmon, you know. Underside, Sam, and that's a criminal charge, you know, and I don't think we were going to suspend anybody, because, you know, if I caught a fish I could tell you I wouldn't know what type of fish it is, you know.

738

01:47:12.380 --> 01:47:19.510

Cooper City Hall: so I don't think you should. You know you lose your job for that, and I don't think the Commission would suspend anybody for that care less. But

739

01:47:20.170 --> 01:47:20.960

you know.

740

01:47:21.300 --> 01:47:31.760

Cooper City Hall: So are we. So in a in an effort to want to make sure we move forward. So is everybody. Okay? With what Commissioner Shrouded has proposed? Yes, Mr. Horow was, is, Are we

741

01:47:31.800 --> 01:47:32.960

Cooper City Hall: Mayor Ross?

742

01:47:33.080 --> 01:47:34.270

Mayor Ross: Not a problem.

743

01:47:34.280 --> 01:47:43.510

Cooper City Hall: Should we ask, what about there's a 6 individuals who have some bearing on this? I'm not sure, Mr. I ask you each time, or at the end

744

01:47:44.770 --> 01:47:47.620

Cooper City Hall: asking me the time it'll be to

745

01:47:49.800 --> 01:47:50.950

he's got notes.

746

01:47:53.070 --> 01:48:03.350

Cooper City Hall: I hope your kids in aren't in the car. I'll. They crack the window that you can get that. That's right. Get them out of the car right now.

747

01:48:03.550 --> 01:48:11.040

Cooper City Hall: Good Good evening, Mayor and commissioners. It's it's great to be back in Cooper City a little rainier this evening, but no no complaint number of us.

748

01:48:13.510 --> 01:48:19.180

Cooper City Hall: I I think I followed most of the conversation, and and I would say

749

01:48:19.560 --> 01:48:32.150

Cooper City Hall: in general, I I don't think I have any heartburn with that. Maybe just a question for the Commission to ponder as far as the the concept of. If you're charged with a felony or some type of matter to that point.

750

01:48:32.310 --> 01:48:44.940

Cooper City Hall: that the that the Commission could exercise some type of suspension without a which certainly makes sense. I I guess just maybe a follow up question of. Is there a timeline

751

01:48:45.160 --> 01:49:00.910

Cooper City Hall: related to that again. I I don't ever see. Foresee this provision kicking, and it's never my other agreements. Yes, and i'm a terrible fisherman for the record. So i'm right there with the a hard thing about putting a timeline right?

752

01:49:00.910 --> 01:49:21.220

Cooper City Hall: Is the court system really takes 4 years, could be take 3. You could take a longer, so we would have to essentially say. So what ends up happening naturally is if people usually look at the situation, they say I want to move on, or you know what this is. Bs thing. I'm going to fight it out, and i'll stay suspended without paying. I'm going to be. Get my my compensation all that compensation back.

753

01:49:21.880 --> 01:49:30.600

Cooper City Hall: So that's usually what happens. But I don't think you can put a timeframe on the suspension. Not a because it would be. It could honestly be 4 or 5 years.

754

01:49:30.980 --> 01:49:34.990

Cooper City Hall: Yes, you know we're not. But to your point, Mr. Eggleston.

755

01:49:35.180 --> 01:49:42.840

Cooper City Hall: this is in this isn't. This is a moot point, because we know that that's not going to happen. I like your negotiation.

756

01:49:45.620 --> 01:49:47.720

Cooper City Hall: No, I I would say

757

01:49:48.560 --> 01:49:55.370

Cooper City Hall: I don't really have any. A heartburn with the the charge with the felony piece. Because again I don't see that playing out at all.

758

01:49:55.510 --> 01:49:59.670

Cooper City Hall: I wonder if you know, perhaps just something for the Commission to consider.

759

01:50:00.050 --> 01:50:10.820

Cooper City Hall: You know, I look back through some of my prior agreements that I've had as a city manager, and and I definitely understand. At the end of the day. The board wants

760

01:50:11.240 --> 01:50:14.720

Cooper City Hall: rightfully so a a mechanism, for

761

01:50:14.800 --> 01:50:32.730

Cooper City Hall: if if there's something that's done that's heinous or egregious by the city manager that they can part ways, and not pay the severance, I think, as Commissioner Malaysia mentioned. Certainly the Board has the prerogative at any time under the agreement, for any reason or no reason whatsoever to separate a man from employment.

762

01:50:33.150 --> 01:50:49.940

Cooper City Hall: I I had some language in in an agreement before that read basically, and it all goes to that point I think of Commissioner Shatter, that says what is what is for cause, right? And and the language read for cause would constitute quote will full misconduct.

763

01:50:50.620 --> 01:50:53.210

Cooper City Hall: criminal wrongdoing, misbehavings.

764

01:50:54.300 --> 01:50:55.780

Cooper City Hall: malfeasance.

765

01:50:55.960 --> 01:51:01.710

Cooper City Hall: or other deliberate action incompatible with the best interests of Cooper City

766

01:51:01.840 --> 01:51:03.980

Cooper City Hall: is that your preferred language.

767

01:51:05.400 --> 01:51:10.930

Cooper City Hall: Yes, if the board. Is willing, to live with that I think it hopefully accomplishes what?

768

01:51:11.090 --> 01:51:14.490

Cooper City Hall: Yup. Or if you're okay with that correct.

769

01:51:15.010 --> 01:51:20.030

Cooper City Hall: there's we? That was that was heavily litigated

770

01:51:20.190 --> 01:51:22.670

Cooper City Hall: in some removal cases, and

771

01:51:24.890 --> 01:51:53.560

Cooper City Hall: just give me a definition of the word. I don't know that I don't know that the governor can give it to you. The difference. Mal feasance. Is it a a bad deed? Misfortunes they failure to commit to to do something to the misfortune, the failure to act like someone being murdered? All all the fees and's; for if officers, I got a good example right here when I got it. If a catering company is contracted to provide both food and drinks for a wedding, yet only provides drinks, and forgets the food

772

01:51:53.620 --> 01:51:59.810

Cooper City Hall: which is already paid for. That's

773

01:51:59.810 --> 01:52:14.610

Cooper City Hall: with my attorney. There are also you are. You go with the language. I think the Commission is good with it. Are you okay? I just want to. You want to summarize, if I may. So, to understand correctly, we would strike the reference to a suspension without pay.

774

01:52:14.870 --> 01:52:34.770

Cooper City Hall: Where we have, for purposes of this subsection, a for cause definition. Shall we would insert the language that Mr. Egleston just read into the record. You want to read that one more time that we can say, or shall constitute willful misconduct criminal wrong doing this feesance, malfeasance, or other deliberate action incompatible with the best interests of K. By city.

775

01:52:34.880 --> 01:52:42.010

Cooper City Hall: Excellent. I don't. I don't have legally I have no objection. Okay, excellent. So let's continue. Next time we let him speak first.

776

01:52:42.030 --> 01:52:47.320

Cooper City Hall: So. But he's not going to know which. So what are the Commissioner Katsman? Because I want to make sure that we move

777

01:52:47.380 --> 01:52:51.880

Cooper City Hall: forward in the process. Mr. Eagleston, you cause you're gonna be right there. So

778

01:52:51.890 --> 01:52:55.710

Cooper City Hall: what else? I mean? I think some of the other items we talked that were.

779

01:52:56.680 --> 01:52:59.970

you know, quote unquote hot button issues. Severance is one.

780

01:53:00.280 --> 01:53:01.290

Cooper City Hall: so he.

781

01:53:01.300 --> 01:53:08.460

Cooper City Hall: how much severance. if you're terminated without cause. We then, so we had

782

01:53:09.130 --> 01:53:12.470

Cooper City Hall: certain language, and actually i'll ask Mr. Horowitz to maybe explain

783

01:53:16.530 --> 01:53:18.400

Cooper City Hall: if if I

784

01:53:21.280 --> 01:53:31.710

Cooper City Hall: sorry, Commissioner Malose, he's asking me to resend my recap, which which i'm. At which i'm. Which i'm happy to do. I can forward it to i'd rather him to excuse the attorney.

785

01:53:33.990 --> 01:53:41.250

Cooper City Hall: You think i'm going to change it. So so, folks, I I know that Commissioner Katman.

786

01:53:41.470 --> 01:53:55.050

Cooper City Hall: I'm sorry. Sorry, Commissioner Green and I. I would just ask Commissioner Cats, but I know the question was about severance. You you're asking essentially where we are with regards to that provision. Yeah, if you can sort of outline that, and we can talk about, sure, just just very quickly. And

787

01:53:55.150 --> 01:53:56.060

Cooper City Hall: so

788

01:53:56.160 --> 01:54:08.690

Cooper City Hall: essentially Mr. Napoli's contract provided for if a termination. Now we're talking about a termination for convenience. If the Commission decided to terminate the city manager for no reason without cause.

789

01:54:08.970 --> 01:54:12.420

Cooper City Hall: If such termination were to occur within the first 6 months of employment.

790

01:54:12.600 --> 01:54:27.670

Cooper City Hall: the employee would receive a cash payment equal to 5 weeks of his aggregate salary. That was the deal that the city offered to Mr. Excuse me, Mr. Napoli in 2,020. Mr. Egleston is asked for a 12 weeks severance payment within the first 6 months of employment.

791

01:54:30.430 --> 01:54:40.350

Cooper City Hall: That that that is the the only deviation from what the city had offered Mr. Napoli back in 2,020, the other potential change to that section

792

01:54:40.370 --> 01:54:58.310

Cooper City Hall: that if the Commission were to terminate the city manager within his first Excuse me, after his first 6 months of employment. Mr. Eglson is just asked for 30 days written notice for the effective date that termination. Those are the 2 sticking points in Section 3.1 sub a for the Commission to consider. I think he also asked for

793

01:54:58.310 --> 01:55:09.890

Cooper City Hall: medical coverage that was in the section. B: yeah, those yeah, yeah, it's actually if we can just talk about all that. And in section going on in Section B. The difference would be if there was a termination without cause.

794

01:55:09.920 --> 01:55:22.420

Cooper City Hall: The city would continue to provide medical coverage for the employee, Mr. Eggleston, that is the deal that was provided in Mr. Napoli. Mr. Eggleston has asked that it be extended to his dependence as well.

795

01:55:26.480 --> 01:55:27.290

Cooper City Hall: So

796

01:55:28.640 --> 01:55:35.330

Cooper City Hall: you know I I completely. I'm i'm fine with the medical. By the way, I don't i'm fine with the matter. No, I didn't have cons.

797

01:55:35.420 --> 01:55:39.080

Cooper City Hall: and obviously I don't know about the Mayor. I, Ross, Commissioner Shouter.

798

01:55:40.590 --> 01:55:44.920

Cooper City Hall: How do you all feel about the 12 weeks?

799

01:55:45.490 --> 01:55:49.770

Cooper City Hall: I'm good with the 12 weeks

800

01:55:50.350 --> 01:55:51.060

Cooper City Hall: after.

801

01:55:52.720 --> 01:55:53.450

Cooper City Hall: Go ahead.

802

01:55:53.710 --> 01:55:56.860

Cooper City Hall: Commissioner, Melody, or shrouded, which

803

01:55:59.170 --> 01:56:02.760

Cooper City Hall: maybe not necessarily the Tolby Fe we still have. Here's the thing.

804

01:56:03.240 --> 01:56:25.260

Cooper City Hall: If we agree to every I mean, you do. You all want to agree with everything. Because, yeah, okay, I'm: not. So then, one doesn't, because well, I think he is awesome. There is some negotiation, and we agree with everything. And then we come to the last hurdle, and the last hurdle is pay, and we want less. We've already given up all of our chips. I've got no chips left in my bank

805

01:56:25.260 --> 01:56:34.420

Cooper City Hall: to put out for the hand. I I don't know of another scenario. I played poker with my family during Easter. I'm thinking of so I mean I don't

806

01:56:34.670 --> 01:56:35.610

Cooper City Hall: my

807

01:56:36.960 --> 01:56:38.740

Cooper City Hall: and I talk about the insurance thing.

808

01:56:39.440 --> 01:56:46.190

Cooper City Hall: No, it's a it's a it's a conversation. I think that

809

01:56:46.600 --> 01:56:52.130

Cooper City Hall: this is going to be on the insurance thing here, and later on. I think that our insurance thing should be consistent with everyone

810

01:56:52.270 --> 01:57:02.680

Cooper City Hall: you know we you get cobra, and if you want to, you know, negotiate the the cost of paying for cover through your your your time. That's fine, but I think Hr. Needs to have

811

01:57:03.010 --> 01:57:08.270

Cooper City Hall: uniform things you know you should get. I don't know what dependent care cost. It's probably not much.

812

01:57:08.360 --> 01:57:09.020

Cooper City Hall: but

813

01:57:09.430 --> 01:57:14.950

Cooper City Hall: i'd rather that be handled through severance. You should be getting cover like any other employee.

814

01:57:15.330 --> 01:57:22.930

Cooper City Hall: you know. Hr. Should not be getting your contract and having to negotiate, you know, renegotiate your contract. It's just a it's just a a

815

01:57:24.500 --> 01:57:29.260

Cooper City Hall: You uniform anything. So, mister, and i'm gonna pose this question to Mr. Horowitz

816

01:57:29.330 --> 01:57:33.700

Cooper City Hall: with Mr. Napoli's contract.

817

01:57:33.740 --> 01:57:36.800

Cooper City Hall: Was there? Is there the

818

01:57:37.800 --> 01:57:41.270

Cooper City Hall: this Section 3.1 B.

819

01:57:44.260 --> 01:57:47.080

Cooper City Hall: Would that apply to Mr. Napoli and his

820

01:57:47.200 --> 01:57:58.130

Cooper City Hall: wife? No. The the way that Mr. Napoli's contract reads the city would continue to provide medical coverage for him for those 20 weeks it was 12 months.

821

01:57:59.410 --> 01:58:04.580

Cooper City Hall: Well, this is your You're You're referring to the determination. This is, if the termination occurred more than

822

01:58:04.590 --> 01:58:13.330

Cooper City Hall: 12 months, for Mr. Napoli. Mr. Eagleston is looking for more than 6 months, but we've already passed that point for Mr. Napoli with regards to that contract provision.

823

01:58:13.430 --> 01:58:17.260

Cooper City Hall: If the term excuse me, the city would provide medical coverage

824

01:58:17.350 --> 01:58:28.870

Cooper City Hall: for him for 20 weeks. In the event of a termination for convenience, Mr. Eagleston is asking for coverage for him and his dependence for that time during. Are you sure the way i'm reading it? Is he?

825

01:58:29.830 --> 01:58:37.210

Cooper City Hall: We're talking about the medical coverage right in Section 3.1 sub B: yeah. I'm looking at your notes so in. And you said that

826

01:58:37.220 --> 01:58:57.100

Cooper City Hall: Mr. Egilson has requested medical coverage from him and his dependence for 20 weeks following the date of termination. Mr. Napoli has provided such coverage after 12 months. Oh, I thought it was for 12 months. No, no, no. Sorry I misread it. Yeah, I thought he got a year's worth. So okay, after yeah, what's cobra provide for a year? I I would have to ask his

827

01:58:57.320 --> 01:59:12.650

Cooper City Hall: 18 months so eligible for 18 months. Yeah. So I think we it should just be cobra. And if you we count. If we want to give that as a benefit. then we calculate the cost of that. We have that into the severance amount. But I really don't think we should have different

828

01:59:13.590 --> 01:59:32.190

Cooper City Hall: insurance benefits, you know, like you get terminated. Hr. Sends you out the form, cover you copper. You sign up for it. If that is a sticking point with them. Then we can negotiate, you know, whatever that cost is that it, you know. So you're saying that it should be it. It should be a part of the severance and not of separate. Okay.

829

01:59:32.190 --> 01:59:37.520

Cooper City Hall: Can I chime in?

830

01:59:38.890 --> 01:59:47.400

Cooper City Hall: Can Can you get her here for a second? Because I have a question that probably she would know, and I apologize. And if maybe one of you all know. So

831

01:59:48.040 --> 01:59:50.180

Cooper City Hall: when we terminate someone.

832

01:59:51.780 --> 02:00:04.070

Cooper City Hall: whether we want them on the insurance or not. I don't think that's applicable. Once you're terminated. Then your insurance also terminates you like cobra, right? But that's what i'm saying, so I don't think that's something that's in our

833

02:00:04.760 --> 02:00:11.350

Cooper City Hall: Lord is. Can I harass you for a moment? Thank you. I apologize. So

834

02:00:11.500 --> 02:00:33.920

Cooper City Hall: let's pretend that i'm hiring you. You're you're in my employee, and then I terminate. You done nice to know when you buy, so if I terminate you can. I keep you on my regular insurance, or do you automatically, no matter who you are, what terms you have, or do you automatically go to Cobra? If you still want to maintain the insurance.

835

02:00:34.870 --> 02:00:36.030

Cooper City Hall: Good evening. Oh.

836

02:00:36.190 --> 02:00:50.290

Cooper City Hall: can you hear me? Yes, yes, it depends. You can go to Cova, or you can extend it's up to us. Oh, so it is something that is within our Yes, okay, thank you. Okay. But stay close. I don't. It covers on a separate plan.

837

02:00:51.390 --> 02:00:54.490

Cooper City Hall: It just allows you to stay on our plan by mailing us the money.

838

02:00:55.580 --> 02:01:02.590

Cooper City Hall: Yeah. Yeah. Yeah. So it's our health plan. No, it's a continuation of our plan.

839

02:01:02.610 --> 02:01:03.860

Cooper City Hall: and we just

840

02:01:04.090 --> 02:01:08.550

you have to send us what our cost would be. So we're required to allow them to stay in the pool, so to say.

841

02:01:09.000 --> 02:01:15.620

Cooper City Hall: you know the health insurance plan, and they just have to cover the cost of that. You know we're not required to continue to cover the cost of it.

842

02:01:16.130 --> 02:01:22.500

Cooper City Hall: So you know we could talk about Mr. Napoli's contract, but he's probably not even on our insurance right.

843

02:01:23.680 --> 02:01:35.010

Cooper City Hall: That doesn't happen to you va people. You just don't have better insurance. So I want to make sure that we I want to make sure that we stay on topic with Mr. Egleston, as it pertains to this, because I I think

844

02:01:35.030 --> 02:01:38.920

Cooper City Hall: I think what this Commission wants at the Very at

845

02:01:39.330 --> 02:01:43.920

Cooper City Hall: is to move forward to make sure that we address it. All of the issues

846

02:01:44.230 --> 02:01:59.520

Cooper City Hall: that we are good with it, that Mr. Egleston is good with it, so that we can, so that we can move forward. So, Mr. Egleston, you hear the you hear the conversation that's being had as it pertains to Section 3.1 a and B

847

02:02:00.450 --> 02:02:03.080

Cooper City Hall: is there. Would you like to

848

02:02:03.120 --> 02:02:06.830

Cooper City Hall: chime in as you did before

849

02:02:07.100 --> 02:02:07.800

Cooper City Hall: 4

850

02:02:08.090 --> 02:02:14.110

Cooper City Hall: want to be careful not to put all my poker chips on the table. I only can English anyone else.

851

02:02:14.160 --> 02:02:25.030

Cooper City Hall: No, I'll just. I appreciate the the conversation and the feedback, you know. Perhaps if I could, if the Board would allow me just to share some perspective from the manager side.

852

02:02:25.400 --> 02:02:28.610

Cooper City Hall: you know, across America. It's it's

853

02:02:28.660 --> 02:02:33.160

Cooper City Hall: It's very common for city managers

854

02:02:33.220 --> 02:02:37.680

Cooper City Hall: to have that provision in an agreement related to their employment.

855

02:02:37.980 --> 02:02:45.230

Cooper City Hall: Unlike a lot of regular rank and file employees. Certainly the the manager serves at the pleasure of the board

856

02:02:45.460 --> 02:03:03.730

Cooper City Hall: across the United States as a whole, Icma. I think their recent data shows that the average city manager lasts about 4.7 years in a community from Maine out to to California. We're looking obviously to beat that record big time here in Cooper City.

857

02:03:04.000 --> 02:03:11.610

Cooper City Hall: But I will just say i'd be l'd be lying if I didn't share that. That is something that

858

02:03:11.710 --> 02:03:21.060

Cooper City Hall: moving moving down to Cooper City. It's it's a pretty. It's a big investment by the board, but it's also a big investment for myself and my family.

859

02:03:21.230 --> 02:03:32.440

Cooper City Hall: and so i'll just share that. I I don't think, in the context of city management agreements, that it's uncommon to have that language that would provide

860

02:03:32.550 --> 02:03:36.440

Cooper City Hall: insurance beyond that date, and then

861

02:03:36.500 --> 02:03:49.510

Cooper City Hall: to a Mr. Shrouder's point. You know Cobra would be available beyond that, if if so choose. But it's really again that it it all goes back to the board has the pleasure at any time. You know

862

02:03:50.330 --> 02:03:57.920

Cooper City Hall: that the Board could walk in or the Board could change and say, Well, Ms. Jackson. We appreciate what you've done, but it's time to move in a different direction.

863

02:03:58.040 --> 02:04:05.440

Cooper City Hall: and so that at least gives some security in a volatile profession related to that.

864

02:04:05.500 --> 02:04:22.660

Cooper City Hall: you know. If if I if I could share that respect for the mission of my that's call you Mayor Ross, i'm Sorry, Commissioner Green, can I ask for this another question: Absolutely, Florida. Sorry to harass you, and and I don't expect an exact figure because you're not a computer. But do you know approximately

865

02:04:22.660 --> 02:04:30.590

Cooper City Hall: what Co. Work could cost, because i'm trying to figure this out, and I and I honestly don't know 102 of the premium.

866

02:04:31.210 --> 02:04:35.220

Cooper City Hall: So if it's 102% of the premium, what would that

867

02:04:35.350 --> 02:04:42.400

Cooper City Hall: cost? \$26,000 about that's what it costs on No, for a year cost is about 26,000 for a family plan.

868

02:04:44.190 --> 02:04:51.220

Cooper City Hall: No, not 10 grand. The total Now, the total amount for our family plan right now is about 26,000.

869

02:04:51.350 --> 02:04:58.250

Cooper City Hall: So if we paid 100 that will cost us 26,000. So if you're looking for 20

870

02:04:58.720 --> 02:04:59.990

Cooper City Hall: 20 weeks.

871

02:05:01.800 --> 02:05:13.390

Cooper City Hall: right Was that on that? So? The Commissioner, and I heard what I I heard what the Commissioner shrouded said, and I think it it's wise in the sense that

872

02:05:13.920 --> 02:05:18.170

Cooper City Hall: you we include that as a part of the severance. So we say so

873

02:05:18.260 --> 02:05:35.700

Cooper City Hall: because I I I certainly don't. I certainly don't. Yeah, I I don't want us to haggle over. Well, if you're going to have the insurance, or make that as a make that as a part of the severance, and say, now he has the ability. So if he's, if he's gone without cause, Part of that severance package is going to be

874

02:05:35.700 --> 02:05:54.590

Cooper City Hall: to make sure that he's got health care coverage for his for his for his family. And how many weeks did you want? Would you say 20? So take 26,000 divided by 52 and times by 20. It tells you what roughly the amount we have to add to he's already at 12 weeks. Are we? Are we comfortable with 12 weeks? So

875

02:05:54.930 --> 02:06:00.740

Cooper City Hall: you talk about severance. Well. because you could also just say

876

02:06:01.580 --> 02:06:08.800

Cooper City Hall: no additional money in 12 weeks, or you can, if it's 8 weeks and additional money for health care, you know

877

02:06:08.920 --> 02:06:23.290

Cooper City Hall: I I don't want to muddy this discussion. Just please be mindful that we know. Under the statute there's a 20 weeks cap on Severance. Severance is defined to include salary benefits and other prerequisites.

878

02:06:23.570 --> 02:06:34.110

Cooper City Hall: So i'm, not looking to increase 12 weeks at that, and more than well. But we this this would be in the event of a termination that would occur more than 6 months.

879

02:06:34.260 --> 02:06:43.000

Cooper City Hall: So if it would occur more than 6 months after the date of employment, then there would be 20 week severance cash payout, you would be entitled to

880

02:06:43.200 --> 02:06:56.270

Cooper City Hall: adding the separate cobra might be an additional benefit beyond the 20 weeks which I could see running a foul so we could, but we. So we. So what you're saying is that we would have to include it in whatever

887

02:07:42.140 --> 02:07:42.770

Cooper City Hall: to be.

888

02:07:42.790 --> 02:07:51.680

Cooper City Hall: Can I say something? I'll give him whatever he wants in the first 6 weeks, because I where 6 weeks, or what is it? 6 months, 6 months, because I don't think anything is happening.

889

02:07:52.170 --> 02:07:58.690

Cooper City Hall: You know I've seen how slow we move. But yeah, but by the time he acclimates himself I don't have a problem with it.

890

02:07:58.710 --> 02:08:04.930

Cooper City Hall: Yeah, you're right. You're probably right.

891

02:08:05.280 --> 02:08:10.610

Cooper City Hall: all right. But I mean, I hope not. I mean my goal is to have him here longer than I'm here. So

892

02:08:10.920 --> 02:08:18.430

Cooper City Hall: if I could Commissioner Green and and and Mayor Ross and and board members as well, and that item be just for some perspective

893

02:08:18.570 --> 02:08:34.070

Cooper City Hall: coming, and I shared with this with Jacob as well. You know every agreement that I've had. I have had that provision related, and I'm. I'm. Blessed and fortunate to have that language similar to what's in Section B, and you know, across the United States

894

02:08:34.140 --> 02:08:53.900

Cooper City Hall: severance provisions as as as attorney. Hoard shared varies greatly, and in Florida it's captured 20 weeks, Most other states. It can be 6 months, 9 months up to 12 months of severance and medical benefits is not uncommon. So I just I know that's it. Certainly doesn't apply to Florida. But just for some perspective it's.

895

02:08:53.900 --> 02:08:59.590

Cooper City Hall: I think it's it is not unheard of. Related to to item 3 point, one being

896

02:08:59.800 --> 02:09:03.370

Cooper City Hall: okay. So we said, I think we're good with that. Right?

897

02:09:03.750 --> 02:09:04.340

Yeah.

898

02:09:05.500 --> 02:09:06.490

Cooper City Hall: Are we? Good.

899

02:09:07.240 --> 02:09:13.420

Cooper City Hall: Yeah, yeah, I think we could you? Yeah, okay, Mary Ross, the commission is good. Are you? Are you? Good?

900

02:09:13.580 --> 02:09:14.530

Mayor Ross: I am.

901

02:09:14.970 --> 02:09:16.460

Cooper City Hall: Okay. Let's move forward.

902

02:09:16.710 --> 02:09:25.790

Cooper City Hall: Okay, before we go on to to to confirm the Commission has no objection to providing 30 days notice, as Mr. Egleston is requested in the event of a termination.

903

02:09:26.010 --> 02:09:29.470

Cooper City Hall: Well, then, but does that really apply? Because I can terminate

904

02:09:29.500 --> 02:09:46.820

Cooper City Hall: again, for I don't like your tie, and they get all. And so, if I do it on on January first, that I don't like his tie. Then he stays until january thirty-first. The effect of February first it's really it's a pay thing right? That's all it is, is. Then he's getting extra an extra 30 days. It would be a 30 day notice Provincial.

905

02:09:47.200 --> 02:09:51.870

Cooper City Hall: Yeah, I think I I i'm already given everything else. Why can't I keep that?

906

02:09:51.980 --> 02:10:00.580

Cooper City Hall: I I I kind of agree only because under our charter, and you wouldn't know this, Mr. Aglson, we can't terminate in a single meeting. We already have to give notice

907

02:10:00.810 --> 02:10:12.640

Cooper City Hall: and and put the cause on, so that already costs us, You know, 2 weeks 2 weeks, you know, if we did it as fast as possible, so then that we'll talk about 55 section 3.2. Cold. I want the 30 days.

908

02:10:13.050 --> 02:10:28.250

Cooper City Hall: if if I might suggest, and Commissioner shrouded your point. If there's if there's if there's 2 weeks provided already. i'm not asking for an additional 30 days over that. But if there is an opportunity to, I guess you know, if that would be 2 additional weeks beyond that

909

02:10:28.460 --> 02:10:38.730

Cooper City Hall: again, and i'll just share this. You know the the compensation piece is part of it, but also and again, let's hope it's a a long time down the road, or not at all. But

910

02:10:39.120 --> 02:10:43.300

Cooper City Hall: that allows a manager to start the process of

911

02:10:43.490 --> 02:10:49.250

Cooper City Hall: of you know, looking, Heaven forbid for another opportunity. You know it's

912

02:10:49.580 --> 02:10:56.130

Cooper City Hall: 4 to 5 to 6 months to find another opportunity. This this is probably the fastest

913

02:10:56.210 --> 02:11:07.760

Cooper City Hall: process I've ever been in with Cooper City, and I think the advertisement started in January, so it's. It is part compensation, but it also is part time I'm in my profession I'm

914

02:11:07.860 --> 02:11:22.420

Cooper City Hall: 98 of the time you're not able to walk out the door, and go, you know, pick up another client, or go start a job for another town tomorrow. It's it's a 90 to 128 to 150 day process.

915

02:11:22.450 --> 02:11:25.950

Cooper City Hall: And so that was really just related to some of that the spectral

916

02:11:29.200 --> 02:11:38.350

Cooper City Hall: Commissioner lose cause that Well, you and I had this conversation already. So I said, You know that's that's your job. That's how your job works.

917

02:11:38.390 --> 02:11:57.390

Cooper City Hall: My husband's job requires him to put on a bullet proof. I I knew that I knew that going in some jobs require you to put on full flat gear before you walk out the door. Those are. That's just what you sign up for. So again set in the nicest Tedra Tedra knows, my said with love said in the nicest possible way.

918

02:11:57.390 --> 02:12:13.840

Cooper City Hall: I appreciate your point of view, but give me a little. So then, you. We already have the 2 weeks notice that we have to provide, because we have to put you on the agenda. Give up 2 weeks. I think that's we need a little a little something here. Sure, i'm not filibustering.

919

02:12:14.460 --> 02:12:15.030

Cooper City Hall: hey?

920

02:12:15.730 --> 02:12:34.850

Cooper City Hall: I think I could be flexible on that, if that's a deal breaker for you, commissioned Lizzy, but we're working on it. No, as as a W. As a w as a wise old laborer for anyone. Step me. Everything is negotiable submission of Melosie. We're at the Commissioner shrouded Commissioner Katman. Are you all okay, Mayor Ross? Are you okay with that

921

02:12:35.030 --> 02:12:45.330

Cooper City Hall: with with oh, no. But he says, oh, you okay. So we're moving forward. Okay, so it's just the 2 weeks we're gonna up right. Thank you.

922

02:12:45.660 --> 02:12:51.740

Cooper City Hall: Okay. What what else. Commissioner? It seems like we might want to go.

923

02:12:51.800 --> 02:13:09.400

Cooper City Hall: and and i'd be interested. I mean, the meat of this is is sort of a combination of a few things, and it's it's really the salary and the retirement contributions. So I don't know if you all want to just double check to see if I have any before that. Okay, there are other thing. I mean, here's like the sick days and stuff. But I feel like that's gonna

924

02:13:09.400 --> 02:13:14.170

Cooper City Hall: the the the big item. The big ticket item is the salary and and retirement.

925

02:13:15.350 --> 02:13:28.520

Cooper City Hall: Okay, Commissioner, cast me. No, I just wanted to tee it up. And you know here what people have to say. How much money would you like, sir?

926

02:13:30.280 --> 02:13:31.670

Cooper City Hall: Boss Ross?

927

02:13:31.820 --> 02:13:33.070

Yes, i'm here

928

02:13:33.730 --> 02:13:39.590

Cooper City Hall: you any any thoughts about what Commissioner Catsman teed up for you

929

02:13:39.710 --> 02:13:41.140

Cooper City Hall: in terms of

930

02:13:41.310 --> 02:13:49.620

Mayor Ross: there. There. There are 2 issues salary which I I believe, if you go ahead and give any numbers right now.

931

02:13:51.560 --> 02:14:00.120

Mayor Ross: Assume for a moment, you know you you a number, then that's going to be the top dollar that Mr. Egelstein will be asking for

932

02:14:00.130 --> 02:14:10.160

Mayor Ross: if you give a number and say, this, is it one and only number that might work might not work because it's cut or fish fake.

933

02:14:10.240 --> 02:14:15.720

Mayor Ross: I think if you give authority to negotiate the number to

934

02:14:15.800 --> 02:14:29.190

Mayor Ross: Jacob, I think you've got a better deal and more fair to both parties, I think, as far as i'm concerned the Fsr. Or the 5. He gets one or the other not both.

935

02:14:29.920 --> 02:14:38.850

Cooper City Hall: Okay, thank you, Mayor Ross and and I hear what you said. I think what we have done. What we have done thus far is we have negotiated.

936

02:14:38.930 --> 02:14:54.510

Cooper City Hall: This commission has to go through the negotiate negotiated. I'm. Sorry I'm looked on time, the points, the key points that are important to this commission. And so I I want to make sure that when we leave here tonight

937

02:14:54.700 --> 02:15:02.130

Cooper City Hall: that we have a we have a possible agreement in place

938

02:15:02.550 --> 02:15:07.600

Cooper City Hall: that we can move forward with, and so part of that is to make sure that

939

02:15:07.620 --> 02:15:18.450

Cooper City Hall: that this Commission and Mr. Eagleston that we are in agreement with with all items, as it pertains to this contract, and that we don't

940

02:15:18.630 --> 02:15:26.690

Cooper City Hall: send it back to the city, or we don't empower the city attorney to negotiate on our behalf.

941

02:15:26.710 --> 02:15:28.380

Cooper City Hall: Think we need to?

942

02:15:28.390 --> 02:15:35.380

Cooper City Hall: I think, that this commission we're capable of knocking this out tonight, and making sure that we that we that we

943

02:15:36.040 --> 02:15:47.020

Cooper City Hall: at the end of the day, we want to make sure that we're doing right by all parties, and I think we have a responsibility to get this done tonight. So mission shrouded. I think we should take a crack at it.

944

02:15:47.230 --> 02:15:51.310

Cooper City Hall: Piggy backing on what the mayor said, and and I kind of.

945

02:15:51.850 --> 02:15:53.730

Cooper City Hall: I spoke to Mr. Aglson about this.

946

02:15:53.860 --> 02:15:57.060

Cooper City Hall: I understand the cost of living here.

947

02:15:57.850 --> 02:16:11.220

Cooper City Hall: I also understand that that's his problem on our problem. So I understand why he would need No, I mean, we're not relocating. We're kind of locked in, you know. So I but I, you know I understand. When you're relocating in at a hot market, you know it's not the best.

948

02:16:11.570 --> 02:16:12.550

Cooper City Hall: so

949

02:16:12.600 --> 02:16:18.820

Cooper City Hall: it My My suggestion to him was an option was if

950

02:16:19.020 --> 02:16:21.280

Cooper City Hall: you wanted to go higher on the salary

951

02:16:21.590 --> 02:16:25.140

Cooper City Hall: and forego the F. Of the Florida retirement system

952

02:16:26.210 --> 02:16:29.550

Cooper City Hall: to me. I can get tired on the salary, and i'll tell you why. Because

953

02:16:29.720 --> 02:16:34.459

Cooper City Hall: the senior management plan is like 6 years, or something, or or 8 years to vest.

954

02:16:35.350 --> 02:16:36.219

Cooper City Hall: if

955

02:16:38.860 --> 02:16:45.459

Cooper City Hall: well let's talk about what's in the law now? Yeah. So but it's a 31%

956

02:16:45.530 --> 02:16:52.209

Cooper City Hall: contribution rate by so 27%. It's 27, now 31.5 7

957

02:16:54.389 --> 02:17:01.370

Cooper City Hall: I got from the website. Okay. So our current con our The city's contribution to the city managers

958

02:17:01.639 --> 02:17:20.760

Cooper City Hall: is 31. I you if you've got it there. I thought it was 29, the latest. It changes. Yeah. Okay. So 30. Okay, yeah. 31 point five-seven plus he would have to contribute 3%. And you're not even investing so my thing to him was, if you wanted to forego that and go with your 401

959

02:17:20.760 --> 02:17:38.520

Cooper City Hall: a little higher, I I could go higher on the salary and on the 401, and ultimately, if everything works out in his next contract, he can negotiate, you know, going into the into the pension. So what? When you were talking about higher salary, and the for what? Well, he's asking for 247, which is on the high end.

960

02:17:38.709 --> 02:17:39.650

Cooper City Hall: and

961

02:17:40.100 --> 02:17:53.549

Cooper City Hall: you know 247 and senior management puts me on an additional 30 something so that's almost 75,000 loan. We're gonna have to pay the State of Florida if he, if he does not that say he does 5 years and move

962

02:17:53.770 --> 02:17:57.320

Cooper City Hall: back that money's going to the State of Florida. He lost it. We lost it.

963

02:17:57.490 --> 02:17:58.480

Cooper City Hall: So

964

02:17:59.020 --> 02:18:11.920

Cooper City Hall: I understand all the the issues with moving down here. but at the same time the benefit to him never being an Frs. Is it's not as important up front. He's a young man, you know it's not like.

965

02:18:11.980 --> 02:18:14.290

Cooper City Hall: you know someone who's been in the plan for years.

966

02:18:14.680 --> 02:18:18.540

Cooper City Hall: So if you wanted to forego the Frs. Scene management and get, like.

967

02:18:18.580 --> 02:18:26.360

Cooper City Hall: you know, 5% or whatever you want, you know, whatever you want it for 4, one and a higher salary. I can do that because at the end of the day.

968

02:18:26.450 --> 02:18:33.760

Cooper City Hall: But if I pay him 200,000 and senior management. That's that's costing me 260 alone.

969

02:18:34.400 --> 02:18:44.110

Cooper City Hall: just just for Frs. And and the pension. So if he did a salary, 200,000, and he went to see your management, which he may not even decide. He wants to go with. That's 260,

970

02:18:44.770 --> 02:18:46.799

Cooper City Hall: but if he wants to 47

971

02:18:47.250 --> 02:19:00.730

Cooper City Hall: and 5% on this thing that gives me almost 260, and not an F. Rs. If i'm i'm talking in circles. But i'm my first to catch me. Can I? Can I tag off of that Commissioner Green? Absolutely so one of the sticking points that I had?

972

02:19:00.959 --> 02:19:18.639

Cooper City Hall: I love what you're saying about that. But one of the sticking points that I had was your i'm gonna i'm looking in in the notes so much like while you're looking at that, I would tell Mr. Egleston what is common in the what is common in the city manager. Field is for ones not pension plans.

973

02:19:18.639 --> 02:19:24.950

Cooper City Hall: so I know you would appreciate that.

974

02:19:26.260 --> 02:19:31.930

Cooper City Hall: Correct You are. You are correct Net. Well, and then the one thing that I had that could go with what you're saying

975

02:19:31.969 --> 02:19:37.430

Cooper City Hall: is, Where is that stupid sick? Leave here we go so.

976

02:19:37.750 --> 02:19:51.140

Cooper City Hall: and and God bless you, sir, because I could not wrap my head around this, because to me it was completely illogical, and that is said 2 said with love. So

977

02:19:51.160 --> 02:19:54.940

Cooper City Hall: what I had said to Mr. Egelson was

978

02:19:56.420 --> 02:20:04.410

Cooper City Hall: because I didn't understand the whole 20 days credit when i'm not getting a credit. A credit, in my opinion, implies someone's giving me money.

979

02:20:04.500 --> 02:20:17.340

Cooper City Hall: but i'm not getting anything. I'm getting a letter, saying, oh, look! He has a crude 45 days, which he could you? Saying he's sick and get here now. Kough Cough coughed, but i'm not going there so liability.

980

02:20:17.440 --> 02:20:20.880

Cooper City Hall: So what I had said to him was

981

02:20:21.180 --> 02:20:32.890

Cooper City Hall: because I was not happy with the top top of the salary. I you know me. I i'm a conservative person. I like the the lower end. So so let me give you a an incentive.

982

02:20:32.900 --> 02:20:44.630

Cooper City Hall: So, and I understand. You know he could move down here. Come down with some funky bacteria that's known only to Florida. His immune system is not prepared for it. He's got nothing in the bank as far as sick days.

983

02:20:44.710 --> 02:20:46.520

Cooper City Hall: or he could get bitten by an alligator.

984

02:20:46.640 --> 02:20:52.040

Cooper City Hall: and I did pose that scenario to him, and then he he's in trouble.

985

02:20:52.050 --> 02:20:54.930

Cooper City Hall: Well, how about. I give you

986

02:20:55.330 --> 02:21:07.050

Cooper City Hall: 10 sick days to start off. and if you don't use those 10 sick days. i'll allow you to, because we're we're just beginning. I'll allow you to cash out.

987

02:21:07.220 --> 02:21:19.060

Cooper City Hall: And again I told him I was only one of of 5, but then we could allow him at the back end of the year. He didn't use his 10 sick days. He has him in case he needs it, and that'll give him an additional 7 or \$8,000

988

02:21:19.400 --> 02:21:27.700

Cooper City Hall: that. But I I I don't I was just i'm just i'm just i'm just opposed to to making, you know, like at the end of the day.

989

02:21:28.290 --> 02:21:33.090

Cooper City Hall: There is no such thing as sick days getting sick. Your salaries employee

990

02:21:33.370 --> 02:21:42.900

Cooper City Hall: all they're used sick days for is caching out. that's all it is. It's an extra benefit. Your salary employees. The manager's home sick, his own sick, and you call him on the phone, or you like. That's really the way it works

991

02:21:43.040 --> 02:21:54.430

Cooper City Hall: well. Sick days would not be cached out, and our policy allows being cached out. Alright, so here's here's where i'm at. I'm just on the if I could on the cashing out 6 days after a certain amount of time. It's actually a pretty

992

02:21:54.560 --> 02:21:57.710

Cooper City Hall: I don't. I don't know the exact time, but, for instance.

993

02:21:57.820 --> 02:22:06.590

Cooper City Hall: I think it's like 7 years. You have to be here 7 years, and you could start so just on the sick days. I have no issue with giving him the 6 days, because if he uses all the sick days.

994

02:22:07.020 --> 02:22:09.970

Cooper City Hall: you know. First of all, he'd be on disability. you know

995

02:22:10.270 --> 02:22:26.190

Cooper City Hall: I don't think it was 10 days. I think it was. I think he has a lot of sick days, right so so if he needs to use 45 sick days, he's going to end up on short term disability for something, and that's a different issue. No, because you could use him before without going on disability, and then you can go on after.

996

02:22:26.660 --> 02:22:41.120

Cooper City Hall: Well, if somebody, if he has, if he, his goal, is to be an effective manager. Yeah, if he has such an issue where he's using 45 sick days. There's a bigger, a bigger health issue in line, and he would probably qualify for Fmla or something else

997

02:22:41.310 --> 02:22:53.770

Cooper City Hall: where i'm at is, I think we should bundle all of these items and talk about I'm: i'm. Personally, i'm. Okay, giving this. This is the problem. If you look in the termination flaws we have to pay out the

998

02:22:56.670 --> 02:23:02.130

Cooper City Hall: okay. So take that. Take out the paying out of sick days.

999

02:23:02.430 --> 02:23:10.250

Cooper City Hall: Yeah, I I believe it is in the contract, I believe. Yeah. So so let's take.

1000

02:23:10.280 --> 02:23:22.000

Cooper City Hall: We can take that out if we need to.

1001

02:23:22.080 --> 02:23:35.020

Cooper City Hall: My, where i'm at here. Okay, I just got to hold on. Let me! If we could have Commissioner Catsman and Mr. Or what's just one quick point of clarification, I think this is long lines. What Mr. Naple was just indicating

1002

02:23:35.040 --> 02:23:51.050

Cooper City Hall: the the contract, says: Sick leave and vacation leave calculated and paid in accordance with the city's policies governing managerial employees. If the city's policy is that sick leave is not paid out until after you've been an employee for 7 years.

1003

02:23:51.170 --> 02:24:02.450

Cooper City Hall: Then there would not be an entitlement under the contract, because the policy would provide otherwise. Okay, I think that's what Mr. Napoli. What is the policy? I think he's confirming, I think. Yeah, I don't remember seeing 7 years ago.

1004

02:24:02.950 --> 02:24:03.900

Cooper City Hall: Commissioner.

1005

02:24:04.120 --> 02:24:11.990

Cooper City Hall: Commissioner Catsman, finish your thought. I know you so so where I was, I was looking at this as a pack of a salary package. So

1006

02:24:12.050 --> 02:24:24.140

Cooper City Hall: if we, if we offer the sick days not to be cashed out, but to be used if he's sick. we you can go to 3 conferences a year. It's professional development. We offer 5% retirement

1007

02:24:24.350 --> 02:24:27.520

Cooper City Hall: and 2 \$225,000.

1008

02:24:28.340 --> 02:24:32.200

Cooper City Hall: If he. we can offer a metric

1009

02:24:32.590 --> 02:24:37.760

Cooper City Hall: after 6 or 12 months, as an incentive to bump up the salary

1010

02:24:38.250 --> 02:24:43.710

Cooper City Hall: by accomplishing certain goals that we can define very clearly

1011

02:24:47.810 --> 02:24:48.390

Cool?

1012

02:24:48.940 --> 02:24:59.740

Cooper City Hall: Well, we can define them we obviously need. We want. We want him to succeed. We want him to achieve everything that he's here to do. But I think

1013

02:25:00.290 --> 02:25:03.150

Cooper City Hall: giving him the highest the high end of what we

1014

02:25:03.830 --> 02:25:08.900

Cooper City Hall: if we didn't even agree to the high end of the salary officially.

1015

02:25:08.990 --> 02:25:24.600

Cooper City Hall: and to to go on the high end of what the range was that was in the brochure on day one. You know we're going to be very high on our salaries, so I and I and I would. I would make this.

1016

02:25:24.920 --> 02:25:29.990

Cooper City Hall: Throw this out to the commission. I I hear what I hear what you're saying.

1017

02:25:30.320 --> 02:25:42.210

Cooper City Hall: and I want to just look at the the individuals that the city has hired, I. The directors employ the employees.

1018

02:25:42.220 --> 02:25:52.630

Cooper City Hall: Right now we have a compensation study that's out that we're waiting for that to come back. We know that the cost of living is much higher.

1019

02:25:53.260 --> 02:26:04.160

Cooper City Hall: but now than it was a year ago or 6 months ago. and so I want to make sure that that this commission it's not lost on this commission that

1020

02:26:04.330 --> 02:26:12.280

Cooper City Hall: \$247,000. Yeah, it is a lot 6 months ago. Well, it's a lot of money.

1021

02:26:12.660 --> 02:26:14.620

Cooper City Hall: right? It's a lot of money.

1022

02:26:14.880 --> 02:26:19.010

Cooper City Hall: but the cost of living has increased substantially

1023

02:26:19.100 --> 02:26:23.290

Cooper City Hall: like I said within the last 6 months to a year.

1024

02:26:23.450 --> 02:26:27.410

Cooper City Hall: If we look at what we have paid our to get people.

1025

02:26:28.630 --> 02:26:34.330

Cooper City Hall: I know that we had. There was an assistant director position where we were basically

1026

02:26:34.530 --> 02:26:37.110

Cooper City Hall: battling it out with another city

1027

02:26:37.460 --> 02:26:47.040

Cooper City Hall: for an employee, and we had to bump that individual salary to get them here because we we knew that that we needed to have

1028

02:26:47.200 --> 02:26:59.030

Cooper City Hall: that individual here. So I I want. I want to make sure that that's not lost on on the commission. I don't you know 2 for 2. I here, Commissioner Catsman, I I hear you say

1029

02:26:59.040 --> 02:27:00.910

Cooper City Hall: 225

1030

02:27:03.740 --> 02:27:20.030

Cooper City Hall: and 5% retirement. I think what Mayor Ross said earlier with the it, it's either going to be Frs. Or or for 1 401 K plan, and I think what I heard Commissioner shroud or say earlier. Was that

1031

02:27:20.120 --> 02:27:30.300

Cooper City Hall: because, you know, Mr. Egleston would be coming here? He's not he's not in Frs. No, i'm talking about 5% into a 401. That's what I don't know. Offering. Yeah, yeah.

1032

02:27:30.640 --> 02:27:31.620

Cooper City Hall: but

1033

02:27:32.320 --> 02:27:38.400

Cooper City Hall: that's what we would be offering. So if i'm Mr. Eagle. Well, I can't speak for him. But if it was me.

1034

02:27:38.500 --> 02:27:49.980

Cooper City Hall: if I and I know that I'm going to be here, i'm planning on being here for the long term, and I want to be here now. My my family is going to continue to stay here right the onus would be

1035

02:27:50.350 --> 02:27:51.030

Cooper City Hall: Well.

1036

02:27:51.410 --> 02:27:54.240

Cooper City Hall: you know i'll take the 31%

1037

02:27:54.790 --> 02:27:57.240

Cooper City Hall: to the Frs. Because, my.

1038

02:27:57.300 --> 02:28:00.900

Cooper City Hall: you know, my intentions are to be here long term.

1039

02:28:03.060 --> 02:28:08.320

Cooper City Hall: and you know i'll be vested in that as opposed to

1040

02:28:10.280 --> 02:28:19.350

Cooper City Hall: I hear what everyone is saying it either, or either be in the the the or

1041

02:28:19.490 --> 02:28:23.360

Cooper City Hall: be in a retirement. He's probably already currently in a

1042

02:28:23.370 --> 02:28:33.020

Cooper City Hall: a 401 K plan. I would. I would, I would say, okay, Mr. Eagleston, if this Commission says okay, either, or

1043

02:28:33.040 --> 02:28:35.620

Cooper City Hall: you're not vested in the Frs.

1044

02:28:35.650 --> 02:28:42.020

Cooper City Hall: But you want you gonna You want the 401 I would counter. What what about

1045

02:28:42.800 --> 02:28:46.850

Cooper City Hall: 10 but 15% into the 401, because

1046

02:28:47.160 --> 02:28:58.690

Cooper City Hall: it wouldn't we wouldn't be go. He wouldn't go to. If Rs it'd be 15% in a voral one K. And so now we're not now. We're not haggling over 2 different

1047

02:29:00.370 --> 02:29:08.890

Cooper City Hall: retirement plans. I'm just throwing that out there for a discussion, and I was thinking I was thinking 10,

1048

02:29:10.600 --> 02:29:14.850

Cooper City Hall: because now obviously the second portion of it. The salary matters.

1049

02:29:15.180 --> 02:29:26.900

Cooper City Hall: because, you know, like the investment portion of the of the senior management, would cost the city 7.6, 7, and and the employee 3. In this case we cover 10, which saves him 3.

1050

02:29:27.910 --> 02:29:33.390

Cooper City Hall: That's almost that that you know it's almost that swing to 15. So if we did 10% on a 4 1,

1051

02:29:34.570 --> 02:29:40.610

Cooper City Hall: if he is willing to forego the senior management. then that gives us more room on the salary.

1052

02:29:40.700 --> 02:29:45.430

Cooper City Hall: but I guess that would be first for him to let us know if he's. If he's absolutely with

1053

02:29:45.660 --> 02:29:47.370

Cooper City Hall: the senior management plan that

1054

02:29:47.520 --> 02:29:52.620

Cooper City Hall: then that changes my perspective, because that costs 37% of whatever the salaries.

1055

02:29:54.600 --> 02:30:01.390

Cooper City Hall: I think I think that. And I hear what you're saying commissioner shrouder, and I and I agree, I think, at the I want to make sure that at the end of the day

1056

02:30:04.730 --> 02:30:10.030

Cooper City Hall: I believe that that Mr. Eagleston

1057

02:30:10.620 --> 02:30:12.010

Cooper City Hall: i'm saying my prayers.

1058

02:30:12.120 --> 02:30:28.670

Cooper City Hall: but he is going to be our next city manager, and I want to make sure that that he understands that this city that that you know I wanted to make sure that we're putting our arms around them, and we're letting them know. Hey, you know what we want you to be here, and not only do we want you to be here? We want you to succeed.

1059

02:30:28.840 --> 02:30:32.210

Cooper City Hall: and we gotta make it. I think we have to make sure that

1060

02:30:32.590 --> 02:30:40.390

Cooper City Hall: you know I Don't, I I would hate for him. To it's give and take. I I get that. Every relationship is a give and take. But I want to make sure that

1061

02:30:40.700 --> 02:30:46.210

Cooper City Hall: you know he he may go away. He's not as happy we may. We may not be as happy.

1062

02:30:46.250 --> 02:31:02.500

Cooper City Hall: but but at the end of the day we we love each other. and that we're going to move forward. And and just to that point he knows we want him here. We voted 501, anything. So I I I think he knows that he drove down here today. I I think it's very clear. We all everybody wants.

1063

02:31:02.690 --> 02:31:13.840

Cooper City Hall: We're gonna have. We're gonna have a good outcome tonight? I just want to be very clear. We're just we're going over. You know. It's our job also to look at the residents that complete money, and I know you agree with that, and understand that. So we're right. I think

1064

02:31:13.940 --> 02:31:19.970

Cooper City Hall: we need to be cognizant of the fact that this is a package, and if he, if we offer him.

1065

02:31:20.070 --> 02:31:21.220

Cooper City Hall: let's just say that.

1066

02:31:21.480 --> 02:31:25.560

Cooper City Hall: Give him everything he wants at some point he's going to get a raise, and

1067

02:31:26.200 --> 02:31:44.660

Cooper City Hall: we just have to look at the aggregate, and i'll tell you, if I was making 225, I would be thrilled so me, too. But you get me out so, and I know it's a lot of work, and and but i'm not discounting that at all. I'm just saying it is a lot of money, right? But I and I understand that, and I think you know

1068

02:31:44.660 --> 02:31:53.110

Cooper City Hall: I want to make sure that what's not lost on on the Commission is yeah, it's a it's a it's a a considerable salary.

1069

02:31:53.480 --> 02:32:08.160

Cooper City Hall: but it's a lot of responsibility that's going to be. That is placed on the city managers shoulders along with the staff. And so there are. There are costs associated with that and all. I'm saying is that.

1070

02:32:08.170 --> 02:32:11.900

Cooper City Hall: yeah, that is a. That's a lot of money.

1071

02:32:12.590 --> 02:32:19.580

Cooper City Hall: It's a lot of money. but I want to make sure that we're not that we're that at the very least we're factoring in

1072

02:32:20.360 --> 02:32:23.460

Cooper City Hall: it's costing more money for people

1073

02:32:23.730 --> 02:32:33.680

Cooper City Hall: to live these days. The cost of living has gone up absolutely, and so I I want to make sure that that's not lost on us. But I I completely agree with you.

1074

02:32:33.750 --> 02:32:39.870

Cooper City Hall: Mr. Egleston. You hear the you hear the the the conversation.

1075

02:32:41.510 --> 02:32:47.890

Cooper City Hall: and I I think from. I think what you're hearing from the Commission is

1076

02:32:48.050 --> 02:32:51.470

Cooper City Hall: complete transparency in terms of

1077

02:32:51.540 --> 02:32:53.190

Cooper City Hall: where we all are.

1078

02:32:56.300 --> 02:32:57.010

Cooper City Hall: You know

1079

02:32:58.360 --> 02:33:00.320

Cooper City Hall: this is where this is where we're at.

1080

02:33:01.620 --> 02:33:09.930

Cooper City Hall: and it's important because you're a part of this conversation, and I don't want, you know. I want to make sure that you're weighing in on this.

1081

02:33:09.950 --> 02:33:13.680

Cooper City Hall: because I really want to hear your your perspective as well.

1082

02:33:14.320 --> 02:33:16.950

Cooper City Hall: What's your position on the Fs situation

1083

02:33:17.040 --> 02:33:31.290

Cooper City Hall: to our Commissioner shrouded, and I and I appreciate the you know our conversation that we had related to that? I've done a lot of you just thought and and consideration related to the to the F. Rs. Versus

1084

02:33:32.000 --> 02:33:44.750

Cooper City Hall: just you know a 401 model, and and i'll be candid with the board, if I might. I'm i'm 42 years old. It's it isn't you know my reading on on Frs. Is it is an eight-year vest.

1085

02:33:45.040 --> 02:33:49.160

Cooper City Hall: you know, full retirement in the program is 65,

1086

02:33:49.370 --> 02:33:58.780

Cooper City Hall: you know, when I was a 25 year old manager, just starting in the profession. I probably didn't worry as much about that as I mean certainly. Now. and so I

1087

02:33:58.950 --> 02:34:09.900

Cooper City Hall: You know my hope, maybe back to Commissioner Catherine's point, that I that certainly I feel and hope like 8 years, is certainly reasonable to attain here in Cooper City. I'd love for it to be more if if that works that way.

1088

02:34:10.140 --> 02:34:16.850

Cooper City Hall: So I I kind of went back and forth a commissioner shrouded. But I I would say that I I would

1089

02:34:16.920 --> 02:34:20.740

Cooper City Hall: probably value that more than the 401 K respect.

1090

02:34:24.810 --> 02:34:25.740

Cooper City Hall: Yes, ma'am.

1091

02:34:26.220 --> 02:34:27.150

Okay.

1092

02:34:27.990 --> 02:34:36.380

Cooper City Hall: Yeah, that yeah, because it's not a 8 year. It's a 3 year, you know, really out 3 year situation, not an 8 year, because 3 year

1093

02:34:36.740 --> 02:34:38.240

Cooper City Hall: is.

1094

02:34:39.270 --> 02:34:42.370

Cooper City Hall: you know, you could. That could be negotiated after that. But

1095

02:34:42.610 --> 02:34:55.630

Cooper City Hall: i'm thinking you know we're talking 30. So you're vested after 3 years in now 8 years. But i'm saying his contract is renegotiate. So everything's going well in your contract. Renegotiation, you say, hey? Everything's worked out.

1096

02:34:56.280 --> 02:34:58.870

Cooper City Hall: you know. Let me roll into Frs.

1097

02:34:59.500 --> 02:35:01.220

Cooper City Hall: And that contract negotiation.

1098

02:35:02.050 --> 02:35:11.970

Cooper City Hall: I just think so you know, 8, 8. Is it? What what is the multiplier? Like? 2 2.5 times 8. It's 2%.

1099

02:35:12.080 --> 02:35:14.090

Cooper City Hall: So you get 16%.

1100

02:35:14.640 --> 02:35:15.380

Okay.

1101

02:35:15.920 --> 02:35:16.890

Cooper City Hall: of

1102

02:35:17.080 --> 02:35:20.780

Cooper City Hall: the No, it's it's his best 5 probably.

1103

02:35:21.810 --> 02:35:23.610

Cooper City Hall: So

1104

02:35:25.290 --> 02:35:29.210

Cooper City Hall: so we'll come out like a 44 term

1105

02:35:30.910 --> 02:35:38.130

Cooper City Hall: what do you calculate. So if you so, if I if I could, maybe as well, and mayor and commissioners, if I could just kind of

1106

02:35:38.220 --> 02:36:02.840

Cooper City Hall: I will share first and foremost first time in almost 17 years and local government I've ever stood before board and negotiated in public a a managers agreement. So that's a check that box, and that's that's that's great the sun shining on floor. No, definitely. And i'm i'm adjusting well on that that wonderful lady who was here about the rental ordinance. I know she was nervous. I'll I'll probably echo her same thoughts of saying

1107

02:36:02.870 --> 02:36:18.670

Cooper City Hall: It's a first, so i'm i'm i'm i'm pleased to get here, or be here. You know maybe and I've shared some of these thoughts. But if I could just share a few thoughts, maybe Commissioner Green to to some of what you shared, and maybe just share some context on my end.

1108

02:36:18.850 --> 02:36:32.600

Cooper City Hall: And I think we're all you know thing about really good and important things. And I had wonderful conversations with each of you, and and just maybe to share some perspective kind of from the from the manager side. Looking in

1109

02:36:32.610 --> 02:36:45.060

Cooper City Hall: the Commissioner Katman Point. I think we're all excited about being here, and we're we're probably really close to the goal line and just trying to trying to get there, You know, just a couple of observations

1110

02:36:45.320 --> 02:36:47.450

Cooper City Hall: from my end.

1111

02:36:47.480 --> 02:37:04.530

Cooper City Hall: and I know it's certainly cost. All the costs are really important costs, but I think it's also important for perspective to think of. Okay, when Mr. Napoli came on board, and in 2,018 I'm sorry in 2,020, I guess. Late 2,019. We'll call it January 2,020,

1112

02:37:05.470 --> 02:37:17.980

Cooper City Hall: you know the F. The Frs. Provision was was there, so that I think that's something that's not new to the board, at least as far as it it. It was not. It was general employees, which is a lot smaller

1113

02:37:18.220 --> 02:37:22.870

Cooper City Hall: of a contribution. It it. It probably cost us like 16

1114

02:37:23.100 --> 02:37:28.190

Cooper City Hall: or 15. It was a recent increase to the senior management. Plan.

1115

02:37:30.810 --> 02:37:43.090

Cooper City Hall: My, your shatter manager, show you, if it's all right, to approach the diocese to show you at least where I was reading. I might have been reading from something.

1116

02:37:43.320 --> 02:37:50.360

Cooper City Hall: How do we have, senior man? I I was the only I was in that we did for the rest of the directors. Later on.

1117

02:37:51.600 --> 02:37:56.290

Cooper City Hall: Yeah, the the we started. That was the same language taken from Mr. Napoli's contract, and I was doing it.

1118

02:37:57.360 --> 02:38:06.620

Cooper City Hall: And so I just. I just wanted to share that. And and then, obviously, you know, the the question is, you know, what is that salary number and and and what does

1119

02:38:06.700 --> 02:38:08.740

Cooper City Hall: you know that piece look like? And

1120

02:38:08.820 --> 02:38:27.510

Cooper City Hall: you know a couple of thoughts. First of all, you know, kudos to you all for undergoing the class and compensation study. You know most municipalities across America right now are going through that process and the results. I know you don't have the results yet, but you know I'm. I'm. Pretty confident that those results will show that

1121

02:38:27.610 --> 02:38:43.540

Cooper City Hall: for rank and file employees as well as senior management positions that the market is changing tremendously and very rapidly in local government. I think I shared with some of several of you. Icm. A estimates over a 1 million local government employees left

1122

02:38:43.550 --> 02:38:46.510

Cooper City Hall: local government not to return during the pandemic.

1123

02:38:46.600 --> 02:39:05.830

Cooper City Hall: And so you know you. I think, Commissioner Green, you shared that one example about a an individual employee, and that's that's happening all across America right now. It's trying to find and and fit that talent, you know. Just just a couple of thoughts, and I think I have this correct and and hopefully I won't put Mr. Napoli on the spot. But I

1124

02:39:05.830 --> 02:39:20.980

Cooper City Hall: I I think that his salary presently is about \$215,000, and I I recognize, and i'm very cognizant. That 247 is a is a significant jump. It's about 16%,

1125

02:39:21.510 --> 02:39:24.530

Cooper City Hall: as it as it relates to that piece.

1126

02:39:24.710 --> 02:39:26.860

Cooper City Hall: But i'll also share.

1127

02:39:27.000 --> 02:39:42.410

Cooper City Hall: You know, a couple of dramatic changes that have that have shifted from January 2,020 to now, right, and I think you all are aware of it, and I shared some of these before you know. Think about what interest rates were on a mortgage in January of 2,020,

1128

02:39:42.710 --> 02:39:55.680

Cooper City Hall: you know, for a 15 year mortgage. You're probably 2 and a half, 2 and a quarter, 2 and 3 quarters. Maybe they're well over 6% right now. And same with a 30 year, and that's that's the managers problem, not the boards problem. But

1129

02:39:55.890 --> 02:40:06.150

Cooper City Hall: there's a house right now for sale in Cooper City. I think I've shared with you all before that. We're we're really what excited one of the things that really excite us about Cooper City was being here.

1130

02:40:06.210 --> 02:40:16.090

Cooper City Hall: you know, calling this place home, being a vested person in the community being able to reside in the community and being active. And and

1131

02:40:16.140 --> 02:40:26.650

Cooper City Hall: there's there's a house that's on Zillow right now in Cooper City. in 2,019. It sold for 700,000 and some change. \$700,000.

1132

02:40:26.850 --> 02:40:29.460

Cooper City Hall: Today that house is back on the market

1133

02:40:29.510 --> 02:40:42.370

Cooper City Hall: 4 years later They're asking 1.2 million dollars. That's a 70% increase just in 3 years on that cost of of living. And so I will share. I've

1134

02:40:42.570 --> 02:40:46.110

Cooper City Hall: crunched and crunched and crunched and crunched those numbers.

1135

02:40:48.940 --> 02:41:00.610

Cooper City Hall: and you know that that that's all. Part of and I Won't bore you with it. But I've got you know spreadsheets after spreadsheets that I've tried to do over the past few weeks. I know you all know. I love to research.

1136

02:41:00.840 --> 02:41:13.160

Cooper City Hall: and you know that that's the reason that number was put out there. It's not because it was, you know. close to the high end, or just throw a dart at the wall and see what the Board respectfully is going to say.

1137

02:41:13.390 --> 02:41:19.300

Cooper City Hall: You know it was really positioned on the fact that i'm You know i'm probably going to spend

1138

02:41:19.740 --> 02:41:28.310

Cooper City Hall: at least just an interest 2 or \$3,000 more a month than what I bought my house in 2,020 for just an interest alone.

1139

02:41:28.480 --> 02:41:40.020

Cooper City Hall: and then certainly the housing market price costs that we just shared as well. So I you know I I will say I I think I I I can understand and appreciate.

1140

02:41:40.480 --> 02:41:59.470

Cooper City Hall: You know I'm I'm. Willing to say I I can have flexibility, as it relates to just hearing some of the conversation, you know if the if the sick time i'm i'm perfectly fine. I'm not looking for a compensation on that. If the if the cash piece of it went away, and it was just. It's really just meant for safety and security, in case God forbid.

1141

02:41:59.470 --> 02:42:04.790

Cooper City Hall: something happens related to my health that's under the scene. So i'm perfectly comfortable with that.

1142

02:42:04.950 --> 02:42:11.500

Cooper City Hall: I I think I shared the Frs. Piece with You know just that I I would lean towards that as my preference

1143

02:42:11.560 --> 02:42:24.640

Cooper City Hall: and I you know i'm, I'm willing to be flexible, but I I did try and put a lot of thought and a lot of backup behind. Why, that number was picked. But you, you know the whole thing is I mean, I don't want to be

1144

02:42:25.580 --> 02:42:36.920

Cooper City Hall: cynical, but you can't have it both ways. You can't tell me that this is common for severance language with Icma. But then also, pension is not common. Icma. It is very common that we go 401,

1145

02:42:37.230 --> 02:42:38.870

Cooper City Hall: and to me that's

1146

02:42:39.220 --> 02:42:53.300

Cooper City Hall: 30 something that's that that affects me majorly in my decision. Just to give you an example, Mr. Napley would okay take your name out of it. The guy we we're currently budget around like 284, with benefits and stuff out the door

1147

02:42:53.530 --> 02:43:02.790

Cooper City Hall: under Under this scenario I would be 36 point 5, 7 more. That's F. Rs. And your 5% at the higher salary.

1148

02:43:03.090 --> 02:43:12.320

Cooper City Hall: And then I got added 29,000 for health insurance. That's 367,000, so that has me at

1149

02:43:12.490 --> 02:43:16.730

Cooper City Hall: almost a \$100,000 more. Then then we're currently budgeted.

1150

02:43:16.900 --> 02:43:17.810

Cooper City Hall: and

1151

02:43:18.440 --> 02:43:23.060

Cooper City Hall: that's to me that's just. I don't know how we're going to go up 37%.

1152

02:43:23.630 --> 02:43:30.130

Cooper City Hall: Yeah. And commissioner i'm not sure how you just respectfully how how did you come up with that that number.

1153

02:43:30.230 --> 02:43:45.760

Cooper City Hall: I came up with 31 point. Five-seven is the Frs. Contribution. You asked for 5 on a 401, so I went to 36.5, 7, but First Commissioner Shouter, the 31.5 is something that has already been

1154

02:43:45.980 --> 02:44:03.530

Cooper City Hall: on the table for the for the current manager. So I you said on the table, but you also have to understand he's not in it. He he elected to not go in it. What I was saying, is going back to his original, but it it goes hand in hand. He, you know he he! It doesn't matter. He could ask for health insurance on his.

1155

02:44:03.610 --> 02:44:11.960

Cooper City Hall: you know 50 kids, but he doesn't have 50 kids, you know. So he doesn't he's not in the senior management plan right now. He's that you're taking a 4, one or 457, or something like that right?

1156

02:44:12.160 --> 02:44:22.430

Cooper City Hall: You know. and and so it it is at the end of the day. We budget money here. So i'm looking at what we budgeted. whether it's in it or not.

1157

02:44:23.200 --> 02:44:29.800

Cooper City Hall: whatever the the it's not, it's not costing us that because he's not in it.

1158

02:44:29.870 --> 02:44:40.150

Cooper City Hall: although it could be in in the contract. So we're at 36.57 is is what

1159

02:44:40.310 --> 02:44:44.990

Cooper City Hall: that that number comes out to the 5, and the Frs. Times the salary.

1160

02:44:45.240 --> 02:44:49.130

Cooper City Hall: 247, 500 times 1 point.

1161

02:44:49.760 --> 02:44:53.620

Cooper City Hall: 3 6 5 7 puts me at 3,

1162

02:44:53.760 --> 02:44:57.180

Cooper City Hall: 38, 0,

1163

02:44:57.200 --> 02:45:00.660

Cooper City Hall: 1 0, so 338,000 plus.

1164

02:45:01.950 --> 02:45:09.820

Cooper City Hall: This is our business without Fika. you know. But this the insurance is 29,000.

1165

02:45:10.420 --> 02:45:19.320

Cooper City Hall: That's \$29,000. So that puts me as a family insurance. Yeah. So that puts me at 367.

1166

02:45:19.910 --> 02:45:20.880

Cooper City Hall: Okay.

1167

02:45:22.330 --> 02:45:32.930

Cooper City Hall: And you know I don't think a vehicle cost a lot, but it is, you know, whatever. So i'm just saying it puts me Yeah, I know it still costs a little bit, you know not as much, but

1168

02:45:33.010 --> 02:45:36.280

Cooper City Hall: you know that puts me in \$370,000,

1169

02:45:36.300 --> 02:45:46.340

Cooper City Hall: and and you know i'm just. I understand the market conditions they are when they are. But we that that's just.

1170

02:45:46.730 --> 02:45:52.860

Cooper City Hall: And when we looked at the recent salary study that was given to us for this, I don't think

1171

02:45:54.090 --> 02:46:01.320

Cooper City Hall: you you guys remember what it was? I don't there was maybe one or 2. It was like 260 or out of the all the ones listed

1172

02:46:02.680 --> 02:46:07.220

Cooper City Hall: for city manager, the one calling Basin Your sent us. Yeah, they give us the city manager, One.

1173

02:46:07.970 --> 02:46:10.590

Cooper City Hall: Yeah. So like I understand

1174

02:46:11.060 --> 02:46:21.710

Cooper City Hall: more money up front because you're having to relocate. You're going to have more expenses than any candidate who lives here because you're gonna have to buy a house at the top of the market. I understand that. But

1175

02:46:22.970 --> 02:46:24.470

Cooper City Hall: at the same time

1176

02:46:26.200 --> 02:46:40.820

Cooper City Hall: you know it, you know. Still, a lot of you know we're talking about. 100,000 more is a lot for me. and and I hear what you're saying, Commissioner shrouded, and i'll be candid with with the with the board. When I spoke to Mr. Eagleston.

1177

02:46:41.160 --> 02:46:54.190

Cooper City Hall: I didn't have a problem with the 247,000 dollars salary because I understood. and I and I may mention of this earlier that the cost of doing business

1178

02:46:54.360 --> 02:46:59.740

Cooper City Hall: is not like it was 3 years ago. It's not like it was a year ago

1179

02:46:59.850 --> 02:47:02.390

Cooper City Hall: not like it was 6 months ago.

1180

02:47:02.460 --> 02:47:20.480

Cooper City Hall: the cost of the the cost of doing business, and I know that we have seen that, and every in all aspects of of the city. The cost of chemicals, the cost of supplies, have gone up, the cost of hiring new employees, the cost to retain employees

1181

02:47:20.660 --> 02:47:27.310

Cooper City Hall: from preventing them from going and making and getting more at other municipalities.

1182

02:47:27.400 --> 02:47:29.620

Cooper City Hall: All of those has gone up.

1183

02:47:29.780 --> 02:47:32.830

Cooper City Hall: And so again i'm going to say, I, I don't want.

1184

02:47:33.190 --> 02:47:38.300

Cooper City Hall: I don't want this to be lost on the commission that

1185

02:47:38.950 --> 02:47:55.500

Cooper City Hall: it's cost, and it I I know that everybody recognizes that it is costing the city not just Cooper City, but every local municipality is costing every local municipality

1186

02:47:55.510 --> 02:48:12.730

Cooper City Hall: more to do business, and I know that what's not lost on this commission is, I know that this Commission is very sensitive, and in terms of the the residents, and making sure that we do right by the residents. But I know that we have added positions

1187

02:48:12.920 --> 02:48:32.140

Cooper City Hall: throughout the year where we are paying more for those positions, and I certainly don't want. I want to make sure that that we are Not that we're not going, that we're going to have Mr. Eagleston that we're going, that he is going to be here fully understanding that it's. Co. It's gonna cost us more

1188

02:48:32.670 --> 02:48:38.190

Cooper City Hall: to do business. I I can. I can. I can share this because it's all public information

1189

02:48:38.470 --> 02:48:42.030

Cooper City Hall: just and just to give you all another perspective

1190

02:48:42.950 --> 02:48:49.960

Cooper City Hall: in another organization, the other organization that I work for. We're having some challenges with maintaining our employee staff

1191

02:48:50.280 --> 02:48:55.220

Cooper City Hall: to to the point. They're walking. They're walking away for higher salaries.

1192

02:48:55.550 --> 02:49:01.890

Cooper City Hall: and so what they or what our organization is looking at is okay. We have got to increase

1193

02:49:02.260 --> 02:49:05.280

Cooper City Hall: our paid

1194

02:49:05.420 --> 02:49:10.370

Cooper City Hall: just to retain the just to keep the people that we have. And so

1195

02:49:10.980 --> 02:49:20.510

Cooper City Hall: I get it. It's Ha! It's happened. It's not. It's not just us what that is happening. It is happening all over, and I would, and I certainly would hope that

1196

02:49:23.690 --> 02:49:29.950

Cooper City Hall: that we would that that we would. I know that's not lost on the commission. I certainly hope that

1197

02:49:29.980 --> 02:49:34.910

Cooper City Hall: that we continue to make sure that we keep that in front of us, because

1198

02:49:36.260 --> 02:49:38.700

Cooper City Hall: times, unfortunately, times have changed

1199

02:49:38.750 --> 02:49:52.660

Cooper City Hall: you. You're right, but 30% more, and we're capped at 3% increases on Homestead, and they got to build us cap it at 2% right? Commissioner Yup. And if please forgive me. I got an active

1200

02:49:52.900 --> 02:49:57.790

Cooper City Hall: bladder. Oh, yeah, I've been there done that. You're good.

1201

02:49:59.000 --> 02:50:08.000

Cooper City Hall: Mr. Eaglesen. Do you have wiggle room on your salary because you could see that we're we're in a quandary up here. So I and and and that

1202

02:50:08.430 --> 02:50:20.780

Cooper City Hall: everyone that's sitting up here has children. We're raising them. We all moved here to raise our kids in Cooper City for the same reason that you want to bring your kids here. We we're 100%

1203

02:50:21.010 --> 02:50:34.120

Cooper City Hall: behind you. We understand that, but as an elected official. and i'm not saying that you're not worth it, because I think you're awesome. And I said that to you. but as an elected official. I'm. Not trying to

1204

02:50:34.170 --> 02:50:35.070

Cooper City Hall: to

1205

02:50:35.640 --> 02:50:49.330

Cooper City Hall: to ins insult in any way, shape or form, but I also have to be as fiscally prudent as possible, because i'm not dealing with even. Well, heck, if you met my husband you'd know even my bank account. I'm very. I'm very prudent there as well. But

1206

02:50:49.420 --> 02:51:00.200

Cooper City Hall: I i'm dealing with the residents money, and we are limited in the money that we take in. We we we don't have a lot, you you! You've toured our city. We don't have a lot of commercial, you you look, you know.

1207

02:51:00.380 --> 02:51:15.280

Cooper City Hall: and on top of not even I'm going to throw you out of the photo. Now I have a a a 5% increase, or whatever almost a 1 million dollars a year that I have to account for my budget that is, is contractually there for Bso.

1208

02:51:15.460 --> 02:51:24.070

Cooper City Hall: So every year i'm going up and going up and going up and going up, there's only so much I can do with my residents, so I will try and cut corners. Anyway, I can.

1209

02:51:24.190 --> 02:51:25.090

Cooper City Hall: So.

1210

02:51:25.270 --> 02:51:30.240

Cooper City Hall: knowing that we all think you're awesome, we love you. We want you. But

1211

02:51:30.490 --> 02:51:38.680

Cooper City Hall: do you have wiggle room? And then, if I know that you've got wiggle, or maybe it's something that we can work with. Does that make sense and talk slowly because Jeff Green's old

1212

02:51:44.300 --> 02:51:48.540

Cooper City Hall: for great question, Commissioner Lazy and

1213

02:51:50.690 --> 02:52:01.770

Cooper City Hall: I you know I I definitely think you know I, in the spirit of cooperation. I I am more than willing to try and work with the board on.

1214

02:52:01.930 --> 02:52:03.780

Cooper City Hall: you know. Is is there

1215

02:52:03.880 --> 02:52:09.860

Cooper City Hall: some common ground, or is there an opportunity. I I think I have some little room

1216

02:52:13.670 --> 02:52:23.370

Cooper City Hall: I will share. I I don't think I have a ton of Wiggle room, but I definitely think if I can be as honest as I can. I don't that I don't have a a tremendous amount of.

1217

02:52:23.480 --> 02:52:24.830

Cooper City Hall: but there is some.

1218

02:52:25.340 --> 02:52:29.050

Cooper City Hall: Yes, okay. So we know that we have Wiggle room.

1219

02:52:30.440 --> 02:52:43.030

Cooper City Hall: Well, I mean, I understand that. So I just was looking to hold up the salary analysis from our from calling that found found our good friend here.

1220

02:52:44.500 --> 02:52:51.200

Cooper City Hall: Dana Beach is a similar size. City has a lot more revenue through commercial.

1221

02:52:52.700 --> 02:52:54.320

Cooper City Hall: It's a fewer resonance.

1222

02:52:54.590 --> 02:52:59.590

Cooper City Hall: but close the manager there who I know they love. It makes 2

1223

02:52:59.640 --> 02:53:09.340

Cooper City Hall: close to 232, 231 7, and to give you prospectus. They gave us a list of how many users

1224

02:53:09.570 --> 02:53:16.670

Cooper City Hall: It looks like about 15 cities, 15 cities in this region, with salaries we, I mean with population between 20 and 50,000.

1225

02:53:17.220 --> 02:53:18.640

Cooper City Hall: And

1226

02:53:21.830 --> 02:53:26.770

Cooper City Hall: Commissioner Kasman in mind. I'm sorry to interrupt you. Do you? Does it show the date as far as

1227

02:53:26.830 --> 02:53:39.000

Cooper City Hall: Yeah, here for 222, 2,022. Yeah, so it says annual Florida City manager, salary survey for 2,022 by Colin Ben Zinger and associates

1228

02:53:39.460 --> 02:53:45.800

Cooper City Hall: so we're with 18 cities in our range. The average

1229

02:53:45.890 --> 02:53:49.610

Cooper City Hall: they they okay. The low is 178.

1230

02:53:49.710 --> 02:53:55.770

Cooper City Hall: The high is 272, with the average of 213. There's only 2 cities

1231

02:53:55.820 --> 02:53:58.400

Cooper City Hall: that is

1232

02:53:58.410 --> 02:54:03.810

Cooper City Hall: actually you would be the second hot. No, even higher that you'd be the highest.

1233

02:54:03.860 --> 02:54:16.160

Cooper City Hall: the Us. For 247,500. That's higher than North Miami Beach is 200 and 72 that's lower. So Oakland Park is the only 1 272,

1234

02:54:16.880 --> 02:54:18.630

Cooper City Hall: so out of 18

1235

02:54:20.100 --> 02:54:23.780

Cooper City Hall: that would be higher than 17 of them. and Oakland Park has

1236

02:54:24.240 --> 02:54:26.660

Cooper City Hall: 44,000 residents

1237

02:54:27.100 --> 02:54:41.360

Cooper City Hall: and mayor and commission. If I could, You know I I I will say, I think respectfully on a lot of that data. It's important to say. When when was that person hired in that role, and I don't know if that data shows in that or not.

1238

02:54:41.580 --> 02:54:48.420

Cooper City Hall: But, for example. if if I was offered this wonderful position in 2,020.

1239

02:54:48.580 --> 02:54:56.080

Cooper City Hall: I I could absolutely come here for 2, 15, and and work here in Cooper City. There's no there's no doubt in my mind.

1240

02:54:56.230 --> 02:55:05.290

Cooper City Hall: I shared, I think, with several of you, you know, different examples. There was one just recently, 2 weeks ago, in a different state in Wisconsin. Not a

1241

02:55:05.410 --> 02:55:09.140

Cooper City Hall: but you know. The One manager left the city.

1242

02:55:09.150 --> 02:55:12.990

Cooper City Hall: and 3 months later they hired another in-state candidate.

1243

02:55:13.040 --> 02:55:25.710

Cooper City Hall: and the town is called Jamesville, and the old manager was making 176,000 when he left, and 3 months later they're compensating the new manager at 225,000.

1244

02:55:26.060 --> 02:55:32.400

Cooper City Hall: I when I left Morehead City in 2,000 and 2021. Last year

1245

02:55:32.570 --> 02:55:34.720

Cooper City Hall: I was making.

1246

02:55:34.750 --> 02:55:43.060

Cooper City Hall: I don't know exactly the total dollar amount I was making, but the new manager they hired, who had less experience than me.

1247

02:55:43.130 --> 02:55:53.630

Cooper City Hall: They're compensating him at more than \$40,000 annually, more than what I made after working there for almost 4 years. So I just. I submit that to say

1248

02:55:53.690 --> 02:56:03.560

Cooper City Hall: that's an important dynamic to say, When are those and and and that plays out for police officers. I'm sure the Broward County sheriff's office is dealing with that dynamic.

1249

02:56:03.580 --> 02:56:10.070

Cooper City Hall: The firefighters, or you know, every other employee we have here that the market is rapidly changing.

1250

02:56:10.280 --> 02:56:14.020

Cooper City Hall: and I'm gonna. And just for further perspective.

1251

02:56:15.160 --> 02:56:19.510

Cooper City Hall: prior to Mr. Napoli coming here to the city.

1252

02:56:19.560 --> 02:56:28.490

Cooper City Hall: we were paying Mr. Laux. No, we were not paying his base salary was \$160,000.

1253

02:56:29.010 --> 02:56:35.880

Cooper City Hall: No, but it got up with the OS right.

1254

02:56:36.000 --> 02:56:46.400

Cooper City Hall: I asked her. In the course of this process. I I did ask the Hr. Director what Mr. Loud's salary was when he left the city, and I was advised that it was just over \$203,000. So

1255

02:56:46.620 --> 02:56:56.230

Cooper City Hall: well, that was the time he left. That was that included his benefits. I believe that was his base salary. That was his base salary. Okay, so that was his base salary.

1256

02:56:56.360 --> 02:57:00.970

Cooper City Hall: Were there any additional benefits with that?

1257

02:57:01.050 --> 02:57:05.450

Cooper City Hall: 6,000 for the car? 6,000 foot? So \$209,000

1258

02:57:05.880 --> 02:57:09.120

Cooper City Hall: correct. We're on it.

1259

02:57:09.280 --> 02:57:10.520

Cooper City Hall: And so.

1260

02:57:11.200 --> 02:57:14.490

Cooper City Hall: Mr. Nap, Mr. Laux

1261

02:57:14.730 --> 02:57:32.160

Cooper City Hall: that was his salary. He hadn't been here in several years. Mr. Napoli has come in at 2.15, 2 years ago, 3 years ago, somewhere

1262

02:57:32.830 --> 02:57:34.090

Cooper City Hall: fast forward.

1263

02:57:37.940 --> 02:57:43.820

Cooper City Hall: the again. The cost of living has gone up. If we, if we, if we are expecting

1264

02:57:44.090 --> 02:57:52.920

Cooper City Hall: it. I I don't know how to. There's no way to there's no way to get around that the cost of living the go, the cost of doing business has gone up

1265

02:57:53.070 --> 02:57:56.830

Cooper City Hall: substantially within the last 6 months to a year.

1266

02:57:57.270 --> 02:58:11.260

Cooper City Hall: So if we're trying, if we're, if this Commission is saying, Well, you know we feel comfortable with compensating Mr. Mr. Egleston at yesterday's prices, because that's kind of what i'm hearing.

1267

02:58:11.610 --> 02:58:13.060

Cooper City Hall: I I I

1268

02:58:13.520 --> 02:58:21.710

Cooper City Hall: I I hear what I I hear what everyone's saying, but I want to miss. Let me let let the the devil's in the details, and and this

1269

02:58:22.340 --> 02:58:23.210

Cooper City Hall: the

1270

02:58:23.460 --> 02:58:36.160

Cooper City Hall: pension is a big deal so like in 2,021. Right? We're Middle Covid for a lot of hired a new manager base pay 275. Okay, but the yeah for a lot of. But the total cop plan is 3, 15.

1271

02:58:37.030 --> 02:58:39.970

Cooper City Hall: Okay, we're going to be at 3, almost 370.

1272

02:58:40.210 --> 02:58:47.220

Cooper City Hall: So that's the whole thing. You know. Most places don't have in the senior management, which costs an additional 30. So

1273

02:58:47.570 --> 02:58:57.560

Cooper City Hall: why, i'm saying it is you got to pick one or the other. If you want the higher salary you got to come off on the benefits. The CD 4 line is a lot larger. Is that something you can do, Mr. Aglson.

1274

02:58:58.090 --> 02:58:59.340

Cooper City Hall: Well.

1275

02:58:59.760 --> 02:59:10.470

Cooper City Hall: so if you have, if you, if you go for a higher salary, and then have a little bit less and benefits. And then is that going to be a good wiggle? That sounds wrong with so many people? Sorry.

1276

02:59:10.530 --> 02:59:14.380

Cooper City Hall: So I, you know just a couple of a couple of you know. I would share that.

1277

02:59:14.390 --> 02:59:33.130

Cooper City Hall: I think if Fort Lauderdale were to hire that new manager 2 years later, that number and that total package would be a lot more respectfully Commissioner Shouter than right, but on on in his defense, and and you don't live here, so you probably have absolutely no idea. Fort Lauderdale's, the largest city in Brown County. A lot of dell has.

1278

02:59:33.130 --> 02:59:49.350

Cooper City Hall: I mean, for a lot of jail just is. There's you cannot compare us to them in any way, shape or form. It's like wearing a cat to an orangutan. They don't. They don't work sure, so I understand that, but also understand that they are in a league that we are nowhere near and will never be.

1279

02:59:49.670 --> 03:00:06.260

Cooper City Hall: Yeah, so. And and I guess you know, from my framework, you know I, when I look back to Mr. Napoli's first contract in 2,018, you know his. His salary was 205, and he was able to participate in the Frs.

1280

03:00:06.550 --> 03:00:09.330

Cooper City Hall: And so I I I just.

1281

03:00:09.750 --> 03:00:20.560

Cooper City Hall: you know, from my framework I look at it and say, okay, If Mr. Napoli was in the Frs. And his salary was 205. How much has the cost of living changed since

1282

03:00:20.770 --> 03:00:28.680

Cooper City Hall: January of 2,020, until June, or April of 2,023.

1283

03:00:29.090 --> 03:00:47.130

Cooper City Hall: But that's not. You know that's really not our that's really your problem, not our problem. Well, no, no, that's no I respect. I respectfully disagree. That's not just to live here right? Not not necessarily. And I well, I want him to live here. He needs to be here in in the state of able to live here, he needs to be able to.

1284

03:00:47.130 --> 03:01:01.550

Cooper City Hall: You know it's not just him. That's exactly this problem. So if he had a second home here, we would say, we're going to pay you less. I mean, we're getting into subjectivity. We have someone that's working. I'm. I'm going to. And I apologize. Commission agree. You have someone that's working here.

1285

03:01:01.600 --> 03:01:06.450

Cooper City Hall: and they're they're not living comfortably, or they they're They're not able to live

1286

03:01:07.000 --> 03:01:16.390

Cooper City Hall: Then that's going to reflect on everything.

1287

03:01:16.690 --> 03:01:17.820

Cooper City Hall: I don't know Europe.

1288

03:01:17.980 --> 03:01:35.230

Cooper City Hall: and they need x amount to movement. Or do we? I mean, we're still fine. He's. He's he's asking to be able to live here. But it's so it's it's 30% more than we budgeted. Well, and I understand that. And i'm gonna i'm trying to fit, and trying to see if I can find out how much the cost of living has gone up

1289

03:01:35.230 --> 03:01:43.420

Cooper City Hall: there. These are good points. I do hear what Commissioner Shrouded is saying, and I hear what Mr. Egelson is saying. He's saying that today's cost of living is high.

1290

03:01:43.610 --> 03:01:45.900

Cooper City Hall: I need the money now

1291

03:01:45.990 --> 03:01:46.990

Cooper City Hall: to

1292

03:01:47.290 --> 03:01:53.680

Cooper City Hall: relocate, to purchase a home in Cooper City to become part of this community, which is exactly what we want.

1293

03:01:55.340 --> 03:01:56.160

So

1294

03:01:56.250 --> 03:02:01.310

Cooper City Hall: it sounds to me like the salary being higher and the benefits

1295

03:02:01.430 --> 03:02:11.710

Cooper City Hall: the the the retirement is important, but retirement. If there is a little wiggle room on the retirement we can, we can get you on that salary here.

1296

03:02:13.450 --> 03:02:17.390

Cooper City Hall: and you can live. I don't want to say comfortable, you know, but but

1297

03:02:17.910 --> 03:02:27.020

Cooper City Hall: feel feel comfortable in your salary, and then the retirement is going to change, you know. Inflation. We're going to go through ups and downs in the economy, anyway. So

1298

03:02:27.240 --> 03:02:28.800

Cooper City Hall: is that

1299

03:02:29.920 --> 03:02:38.400

Cooper City Hall: is that a better way to look at it where we give you the salary that you need today. And you did. You know you also said there's a little wiggle room. So so what can we do

1300

03:02:38.470 --> 03:02:39.330

Cooper City Hall: on that?

1301

03:02:41.920 --> 03:02:45.550

Cooper City Hall: And and I'm always up for compromise.

1302

03:02:45.940 --> 03:02:57.950

Cooper City Hall: you know I and I do, and and Commissioner Shrouder. I'm. I'm definitely sensitive as well to the overall total compensation cost, you know, and I would also suggest to the board, even at that increased amount that

1303

03:02:58.320 --> 03:03:04.280

Cooper City Hall: you know it's well under one of just the general fund budget for the year

1304

03:03:04.600 --> 03:03:08.580

Cooper City Hall: at that total compensation, not not counting

1305

03:03:08.750 --> 03:03:15.820

Cooper City Hall: the utility funds at all, but just based on the you know, the budget for the general fund. That. But is that a standard?

1306

03:03:16.730 --> 03:03:24.920

Cooper City Hall: No. But I just offered to say that I, you know, just in the in the broad scheme of the overall

1307

03:03:24.930 --> 03:03:26.650

Cooper City Hall: cost to do business.

1308

03:03:26.870 --> 03:03:31.440

Cooper City Hall: I understand that it's definitely going up. but I also think

1309

03:03:31.540 --> 03:03:44.730

Cooper City Hall: you know strongly. I I you you all don't know as well as I do what I think respectfully. You're going to get in me as a candidate. I think there's value there. Respectfully. Commissioner Kasman to your point.

1310

03:03:45.130 --> 03:03:47.150

Cooper City Hall: you know. I'm. I'm willing.

1311

03:03:50.350 --> 03:03:53.830

Cooper City Hall: I'm i'm definitely willing to be flexible. You know I think

1312

03:03:56.460 --> 03:04:02.430

Cooper City Hall: I got a bunch of notes up here and and to your point, you know i'll share to

1313

03:04:11.120 --> 03:04:15.130

Cooper City Hall: I was making. I made a a few notes or a few from there. So

1314

03:04:16.880 --> 03:04:21.900

Cooper City Hall: you know I I would say that I i'm i'm willing to come off of

1315

03:04:25.220 --> 03:04:36.540

Cooper City Hall: I I can be flexible on on several different things. I hear what the Commission is saying, which is the F. R. S. And the 401 K. Is really not not feasible, as I think what i'm hearing.

1316

03:04:37.280 --> 03:04:39.020

Cooper City Hall: I'm I am

1317

03:04:39.490 --> 03:04:56.720

Cooper City Hall: reluctant to migrate away from the Frs. Just because I think again that's you know 65 isn't doesn't seem as far away as it did a decade or 2 ago in in the profession, and I think 8 years, even 8 years to vest is

1318

03:04:56.760 --> 03:05:08.180

Cooper City Hall: is an opportunity, and and i'll just share with you. I you know I I will be. I'm vested in the State of North Carolina, so I've got, You know something there that it won't be a lot but it When I get to 65 it will be something.

1319

03:05:08.360 --> 03:05:11.170

Cooper City Hall: so I I I will just.

1320

03:05:11.330 --> 03:05:12.890

Cooper City Hall: you know, say that

1321

03:05:16.460 --> 03:05:29.220

Cooper City Hall: i'm willing to be flexible somewhat, but I I will say that the salary piece is important as well, because your Point Commissioner Cats minutes, you know I've I've crunched the numbers, and to get, you know, to to be able to afford a 4 bedroom house here

1322

03:05:30.720 --> 03:05:40.130

Cooper City Hall: with 5 kids and a wife and I'd even consider a 3 bedroom. You know your my my cost of of housing on a monthly basis is

1323

03:05:40.200 --> 03:05:49.340

Cooper City Hall: is going to go up at least \$4,000 a month anywhere from 4,000 to \$6,000 a month compared to where I'm. At right now.

1324

03:05:49.440 --> 03:06:03.470

Cooper City Hall: And so i'm I know that's a big jump for a number for the board. I'm very respectful of that. But I also I want to be here in the town, and i'm just trying to make those numbers work, respect.

1325

03:06:03.770 --> 03:06:05.010

Cooper City Hall: Yeah.

1326

03:06:14.950 --> 03:06:19.620

Cooper City Hall: yeah, I would propose, you know, maybe something for the Board to consider that

1327

03:06:21.070 --> 03:06:24.420

Cooper City Hall: I would. I would be willing to take.

1328

03:06:24.760 --> 03:06:30.680

Cooper City Hall: maybe, to to move us down a little bit, to say 244. Now.

1329

03:06:30.970 --> 03:06:34.450

Cooper City Hall: with an opportunity that the Board

1330

03:06:36.490 --> 03:06:41.680

Cooper City Hall: say 6 months from now would reevaluate just my

1331

03:06:41.830 --> 03:06:45.300

Cooper City Hall: my overall performance, and if i'm meeting or exceeding

1332

03:06:46.870 --> 03:06:47.950

Cooper City Hall: your

1333

03:06:48.200 --> 03:06:59.620

Cooper City Hall: expectations that you would maybe consider moving up from that 244 to the 247 that I had originally grown out. I'd also suggest that i'd i'd be willing to

1334

03:07:02.200 --> 03:07:10.770

Cooper City Hall: but take the 401, the additional 401 K. The 5% off the table and just focus on the Frs. Piece, which I know is more of a cost for the board.

1335

03:07:11.350 --> 03:07:18.500

Cooper City Hall: and I I'd also be willing to to definitely move to the sick sick.

1336

03:07:18.840 --> 03:07:31.590

Cooper City Hall: you know, sick provision, and and even if it was just something that said 30 day, you know. 30 days of sick time. I had more time than that, but just some type of a You know, that I would start with 30 days, you know, of sick time.

1337

03:07:31.650 --> 03:07:34.810

Cooper City Hall: and that those 30 days would not be cash now

1338

03:07:40.360 --> 03:07:47.880

Cooper City Hall: would not be cached out. I'm. I'm not looking. You know i'm not looking for that. That compensation. You know it's 30 days.

1339

03:07:48.970 --> 03:08:00.940

Cooper City Hall: My, My, you know You talked about your 8 year investment. I'm asking you to make it an 11 year, 11 years to vest. And so what that means is in the first 3 years you're not in it, and then you negotiate to go in it.

1340

03:08:01.450 --> 03:08:07.690

Cooper City Hall: and then you you know it's fine. If if it doesn't work in the first

1341

03:08:07.780 --> 03:08:09.040

Cooper City Hall: 8 years.

1342

03:08:09.540 --> 03:08:18.220

Cooper City Hall: you're not the I don't know that there's I don't know if there's any. There's very, very few city manager jobs that are in Fs. And State of Florida.

1343

03:08:18.590 --> 03:08:22.520

Cooper City Hall: So you pretty much wasted that that that time wasted, you know.

1344

03:08:22.950 --> 03:08:35.670

Cooper City Hall: So I think the better thing to do is to take the higher salary and a forego 3 years in Frs. Because it's going to save you 3% contribution.

1345

03:08:36.200 --> 03:08:38.420

Cooper City Hall: which so, if you were at 247

1346

03:08:38.830 --> 03:08:42.440

Cooper City Hall: that's going to put you down to 240, just having to lose 3% there.

1347

03:08:42.690 --> 03:08:55.410

Cooper City Hall: So I really think that's the gamble, you know. Does it work out? You? You're saying it's gonna work out. So you know the average tenure here. We've only had 3 managers in in how many years this you know. 50 something years.

1348

03:08:56.770 --> 03:08:58.060

Cooper City Hall: you know you. It's

1349

03:08:58.330 --> 03:09:02.040

Cooper City Hall: so. It's a 3 year trial period. Then you jump into this 30%.

1350

03:09:03.100 --> 03:09:08.660

Cooper City Hall: So I I I respectfully disagree with that Commissioner shrouded what we're asking.

1351

03:09:08.800 --> 03:09:20.250

Cooper City Hall: We're asking him to basically come to work and get the salary, and with with no investment into

1352

03:09:20.480 --> 03:09:22.850

Cooper City Hall: the Frs.

1353

03:09:25.320 --> 03:09:41.660

Cooper City Hall: I I hadn't heard anything. I hadn't heard you say anything about the other 401.

1354

03:09:43.620 --> 03:09:47.120

Cooper City Hall: If I'm coming in, I would rather go into the F. R. S.

1355

03:09:47.810 --> 03:09:51.840

Cooper City Hall: To his, to his, to his point. But you can't invest on this contract.

1356

03:09:52.300 --> 03:10:02.180

Cooper City Hall: and you can't vest on the extension of this contract. You need 8 years. If you don't mind, Commissioner, i'll say the only thing on the back end where that becomes important is.

1357

03:10:02.990 --> 03:10:08.130

Cooper City Hall: you know, if if i'm lucky enough to still be breathing at 65,

1358

03:10:08.370 --> 03:10:09.100

Cooper City Hall: you know

1359

03:10:09.190 --> 03:10:14.040

Cooper City Hall: the the you know the all those years count to that that overall system, right?

1360

03:10:14.470 --> 03:10:21.940

Cooper City Hall: So if you know, basically I'm i'm 42, I you know, if you go to full retirement. You're talking 23 years.

1361

03:10:22.100 --> 03:10:33.070

Cooper City Hall: so basically that those years go into that calculated service as well. So you'd you would walk away from that. Well, 2 a year. Yeah. So you would. You would walk away from 6.

1362

03:10:33.940 --> 03:10:41.560

Cooper City Hall: But in lure that you got 15% more, because 5, 5 and 5 on the on the 401,

1363

03:10:43.070 --> 03:10:47.150

Cooper City Hall: but the isn't the Frs. Is in the Frs. It's 8 years

1364

03:10:47.240 --> 03:10:51.790

Cooper City Hall: 8 years the vest. But you don't even be leaving 3 of 8 years to this.

1365

03:10:53.700 --> 03:11:01.540

Cooper City Hall: And so what I think what I'm hearing you say is okay. If it's 8 years to vest and the Frs.

1366

03:11:02.090 --> 03:11:04.910

Cooper City Hall: What I think i'm hearing you say is okay.

1367

03:11:04.930 --> 03:11:15.780

Cooper City Hall: Give us the first 3 years, and we're not investing in Frs. And then, if you and then, if You're still here after 3 years now we can start it with.

1368

03:11:20.040 --> 03:11:27.610

Cooper City Hall: you know. I want him to delay starting at 3 years because he couldn't vest in in under this contract, Anyways, you need 8.

1369

03:11:27.850 --> 03:11:29.980

Cooper City Hall: So if so.

1370

03:11:31.410 --> 03:11:32.640

Cooper City Hall: Mr. Horowitz.

1371

03:11:33.330 --> 03:11:42.690

Cooper City Hall: the contract, the contract that we so i'm hearing what's being discussed if we offered him. Whatever the salary was.

1372

03:11:42.750 --> 03:11:50.630

Cooper City Hall: what what was there while Mr. Napley did didn't accept it. But what was there was?

1373

03:11:50.760 --> 03:12:00.370

Cooper City Hall: Whatever the percentage was 31% into F. R. S. If if he, if we offered him a contract that he agreed to. he would have to wait

1374

03:12:00.950 --> 03:12:14.170

Cooper City Hall: before he could start investing into that, or would that be immediately? Well, this this is a negotiated term, I think. What Commissioner Shrouded is saying. Is, is the proposal be to strike the reference to any Frs. Contribution to this contract.

1375

03:12:14.530 --> 03:12:29.300

Cooper City Hall: Mr. Egleston, as an alternative to an F. Rs payment would receive our open of 10% be 10% contribution into either a 4, 57, or a 401 plan. And then, at the end of the term of this contract, which is a 3 year term.

1376

03:12:29.380 --> 03:12:44.680

Cooper City Hall: Mr. Egilson had the opportunity to renegotiate his contract, and at that time would be able to join Frs. If it was agreed to between the parties which would begin the his, his clock for vesting purposes. So essentially the 11 years would be the 3 year term of his current contract.

1377

03:12:44.770 --> 03:13:02.470

Cooper City Hall: and then, if he chose to enter into Frs. In the fourth year he would begin to contribute, and the clock, as it relates, to vesting at that time, and then 8 years out, he would fully invest. So it'd be 11 years, but only contributing after the first 3. But what i'm here. Okay. But what i'm hearing him say is

1378

03:13:02.900 --> 03:13:04.390

Cooper City Hall: he would prefer?

1379

03:13:04.790 --> 03:13:10.350

Cooper City Hall: I know we have start out with the with the with the statements that you can't have

1380

03:13:10.460 --> 03:13:17.010

Cooper City Hall: you? You can have one over the other, I think what I'm hearing him say is, I would prefer to have the Frs.

1381

03:13:18.490 --> 03:13:20.310

Cooper City Hall: And 4 go

1382

03:13:20.460 --> 03:13:32.100

Cooper City Hall: the the the 457, or the I don't want to speak for Mr. Eagle to, but that if I heard that, what I is that what I mean, I i'm not putting words to him out. But is that what I'm hearing you say? Essentially.

1383

03:13:33.270 --> 03:13:39.230

Cooper City Hall: Yes, and and I think that that does speak to and just you know, obviously at a broad base, that

1384

03:13:40.680 --> 03:13:49.950

Cooper City Hall: it is basically that I mean the the short term advantages you. I could get more additional compensation, and my deferred compensation. The the long term.

1385

03:13:50.050 --> 03:14:00.150

Cooper City Hall: perhaps, maybe, draw back is, you know, for for me to vest instead of being able to vest in the State at 50 i'd i'd have to be at least 53 years of age.

1386

03:14:00.540 --> 03:14:01.430

Cooper City Hall: So it is.

1387

03:14:01.550 --> 03:14:18.720

Cooper City Hall: you know it's a it's a trade off, if you will, if I may just one of the things that that also assumes that when Mr. Egleston Repa negotiates his next contract, that was a term that both parties agreed to, and we shipped it from a a 457 or 400 onek contribution to an frs contribution in year. 4.

1388

03:14:18.800 --> 03:14:20.970

Cooper City Hall: We could put that in there that

1389

03:14:21.240 --> 03:14:25.480

Cooper City Hall: we could put that you want to put in today. You could do that time renewal.

1390

03:14:25.510 --> 03:14:27.880

Cooper City Hall: and and because the the reality is.

1391

03:14:28.010 --> 03:14:39.230

Cooper City Hall: I either you're going to be here for a while, or you're not, and and that's where I see the fat, because if you're not, you you lose the money in. We lose the money in the State of Florida. It gets the money

1392

03:14:39.290 --> 03:14:51.540

Cooper City Hall: when, when when they they talked about an option of putting the we looked at the option of putting the the elected officials going into Frs. And the elected officials. It's

1393

03:14:51.710 --> 03:15:04.920

Cooper City Hall: 57%, and it just it doesn't make sense. It it. It just doesn't make sense because of the amount of money it it it to do that. and with the senior management it's this: it's the same, because it's 31,

1394

03:15:05.070 --> 03:15:12.340

Cooper City Hall: you know. Regular is 11.9, one, almost 12%. So just almost 32%.

1395

03:15:12.920 --> 03:15:21.000

Cooper City Hall: It's a great benefit to have. But you're it's not like you, you. You've been in the Fs for 20 years, and and I could understand that

1396

03:15:21.410 --> 03:15:33.900

Cooper City Hall: you're talking about 3 at the beginning. I think that. And you're You're young compared to a lot of you know, manager candidates. I really think that that's where we get you to the money you need now upfront.

1397

03:15:34.370 --> 03:15:50.380

Cooper City Hall: And the reality is, we're not going to come off the 10. You're really gonna have the front loaded on that. You're saving your 3% contribution, because that fors requires you 3. You'd be getting 10% on that. You're gonna have a higher base salary which they're on for. It's not going to come down. You know you're you know it's compounding.

1398

03:15:50.680 --> 03:15:53.420

Cooper City Hall: It's basically like taking social security earlier.

1399

03:15:53.470 --> 03:15:56.000

Cooper City Hall: You know little less money if you take it earlier.

1400

03:15:56.520 --> 03:16:09.510

Cooper City Hall: But if you hold out longer you get a higher amount, and I and I think that's the analysis. If I had an actuarial spreadsheet, I bet you you. Would. You would work out better for you to go that route, not to mention it.

1401

03:16:09.600 --> 03:16:13.660

Cooper City Hall: It allows us to not have to go up 30 this year.

1402

03:16:16.730 --> 03:16:17.980

Cooper City Hall: Hope I sold you on it

1403

03:16:19.410 --> 03:16:24.010

Cooper City Hall: so I mean I'll just be honest, I think you know, giving up the so.

1404

03:16:24.630 --> 03:16:30.690

Cooper City Hall: The the F. Rs. Let's say hypothetically parted ways at 7 years.

1405

03:16:30.790 --> 03:16:35.390

Cooper City Hall: and short of that vest. you that that money, unless

1406

03:16:35.740 --> 03:16:56.700

Cooper City Hall: you know that that money doesn't necessarily go away. And so you know the pension plan. It does. You don't get it so you would have to then go back in and and right. But you you would have that. You're right, but you would have that credit. So, for example, let's say it was here 7 wonderful years, and that new board came in, and and they decided to part ways

1407

03:16:56.920 --> 03:17:02.790

Cooper City Hall: at that point, you know. If I if I went to another community in Florida and worked for

1408

03:17:02.860 --> 03:17:13.830

Cooper City Hall: a year, I I would be able to vest. But most manager positions in Florida vast majority are not an Frs. It's very few that are.

1409

03:17:13.990 --> 03:17:32.150

Cooper City Hall: or one of the select few that I. And the reason why we are is because our our prior manager came from the county and switched it over, and that's why he was the only one in it. And so he was the situation of a 20 something year employee. Who? Who? That's why they stopped it. Most of them are not in that

1410

03:17:32.350 --> 03:17:32.970

I think.

1411

03:17:33.320 --> 03:17:44.480

Cooper City Hall: Commissioner, to your point, because I think the reason why this commission switched to the F. Rs. Because under the city's old a retirement plan.

1412

03:17:44.500 --> 03:17:46.340

Cooper City Hall: the city was paying

1413

03:17:46.670 --> 03:17:58.270

Cooper City Hall: Correct me if i'm wrong, Commissioner Melody, because you you were here, the city was planned paying an in in S in in excess of 24% of whatever the number was per

1414

03:17:58.280 --> 03:18:12.390

Cooper City Hall: per employee. And so when we move to the Frs. We actually saved the city money because it was capped at 5%, and the the and the employees had to contribute 3% that they. So they said that. But our Pension Council

1415

03:18:12.390 --> 03:18:31.130

Cooper City Hall: told us last time that it probably wasn't beneficial, because we closed out the plan, and we it cost us more money, so I know I don't know. But no, we. We closed out the plan because it was that plan that plan was costing over the long over. The long haul was going to cost the city more money than what it was, cost what it costs for

1416

03:18:31.130 --> 03:18:35.520

Cooper City Hall: the new employees to be in the Frs. That is what you guys were told.

1417

03:18:35.660 --> 03:18:54.120

Cooper City Hall: I don't know that it's shaped out that way, but we well, we don't know that we don't know that for certain, because we close that old pension plan, and if we so with that with that logic, if we still, if we, if we still had the old pension plan in place, that means that today

1418

03:18:54.120 --> 03:19:00.150

Cooper City Hall: we would be paying, contributing the city would be contributing into each employees

1419

03:19:00.400 --> 03:19:02.590

Cooper City Hall: 24%.

1420

03:19:03.600 --> 03:19:04.750

Cooper City Hall: So

1421

03:19:04.940 --> 03:19:23.600

Cooper City Hall: it would. It absolutely that was years ago it would be greater than that. And so it would be cost in the city a considerable more money to do that. That's why we close that that pension plan. Yeah, I know i'm not. I'm not blaming you guys. The data they gave you was accurate the time, but the data that Mr. Clausner

1422

03:19:23.600 --> 03:19:29.170

Cooper City Hall: told me, and I think told all of us was that it would probably have been cheaper now.

1423

03:19:29.550 --> 03:19:45.540

Cooper City Hall: looking at it now to stick with our own plan. That and he was a pension council then and now. But I don't know how he could say that if we're going to be paying 24%, if we, because it wouldn't have been. What happened was, there was major changes in like 2,000, when one of the changes, 2,010,

1424

03:19:45.540 --> 03:20:03.610

Cooper City Hall: 12,010. So most cities change their plans. The other thing that what happens is, say, you have someone who you really you can't tell. You have to look at actual reports. Because, say you said, it takes 10 years to the best, right? Well, f for us, we we pay that money. Someone does 9 years. We pay that money, and they don't invest, we lose it and our own plan. It stays in the plan. The person loses it.

1425

03:20:04.370 --> 03:20:19.510

Cooper City Hall: and and the other thing is, you don't have employees. You don't have as much turnover with employees because they can't go from one from your Fs plan to the next Fs plan. If they don't. If they're not vested, they lose the money that stays in the in the plan. So now I have a pitch. If we ran an actual report, we're probably paying double

1426

03:20:19.510 --> 03:20:29.560

Cooper City Hall: as a result of it. But that wasn't the data provided at the time. So okay, so I think I think at the end I think what we have to make sure that we're that's not what's not being lost is that

1427

03:20:29.810 --> 03:20:36.880

Cooper City Hall: we to your point earlier. Commissioner Catsman. We all voted by unanimously

1428

03:20:37.150 --> 03:20:39.760

Cooper City Hall: for Mr. Eagleston, because we believe

1429

03:20:39.870 --> 03:20:43.610

Cooper City Hall: wholeheartedly that he is the right fit

1430

03:20:43.810 --> 03:20:45.670

Cooper City Hall: for the city.

1431

03:20:47.300 --> 03:20:48.320

Cooper City Hall: and

1432

03:20:49.610 --> 03:20:50.500

Cooper City Hall: you know

1433

03:20:50.630 --> 03:20:54.580

Cooper City Hall: it's. You know this is a relationship, and so.

1434

03:20:54.850 --> 03:21:00.580

Cooper City Hall: as I stated earlier, there is give and take. and every relationship. But I think at the end of the day.

1435

03:21:01.370 --> 03:21:08.110

Cooper City Hall: but at least for me, and I can only speak for myself is I want to make sure that that

1436

03:21:08.200 --> 03:21:10.080

Cooper City Hall: we, as a partner

1437

03:21:10.230 --> 03:21:14.680

Cooper City Hall: we're putting forth our best, our putting, putting forth our best foot.

1438

03:21:15.080 --> 03:21:19.740

Cooper City Hall: and in turn Mr. Eagleston is putting forth his best best foot.

1439

03:21:20.510 --> 03:21:22.450

Cooper City Hall: Realize understanding that

1440

03:21:22.810 --> 03:21:24.910

Cooper City Hall: we are, we're not.

1441

03:21:25.140 --> 03:21:33.600

Cooper City Hall: The the 2 parties are not going to be completely happy or satisfied with the agreement, but it's something that we definitely

1442

03:21:33.640 --> 03:21:41.090

Cooper City Hall: can live with. I understand what i'm sensitive to the needs of of our city. I understand.

1443

03:21:41.120 --> 03:21:42.530

Cooper City Hall: You know.

1444

03:21:42.730 --> 03:21:51.390

Cooper City Hall: You know this this is on the the, on, the on the tax on the taxpayers shoulders. I I I get that that's not lost on me.

1445

03:21:52.330 --> 03:21:59.510

Cooper City Hall: What's not what also is not lost on me is that you know this gentleman has stated repeatedly

1446

03:21:59.780 --> 03:22:17.880

Cooper City Hall: that his intent is to try to move is to move into this city and completely be vested in this community, and he's envisioning where he's going to be here longer than 8, 3 years, 5 years, 8 years, 10 years. We hope that I hope that he retires here when we're long gone.

1447

03:22:17.880 --> 03:22:19.970

Cooper City Hall: He wants to be here.

1448

03:22:20.540 --> 03:22:28.480

Cooper City Hall: Yeah. I believe we want him. I want him to be here. and I understand that that's gonna cost us more.

1449

03:22:29.100 --> 03:22:37.170

Cooper City Hall: I I just understand that it's gonna cost us some more in order for him to be here, and I don't want that to be lost on the commission

1450

03:22:38.480 --> 03:22:43.350

Cooper City Hall: you know we want. I know we want him to be here. I want him to be here. I know you all want him to be here.

1451

03:22:46.990 --> 03:22:49.160

Cooper City Hall: I hear what you're saying. Commissioner shrouded

1452

03:22:49.900 --> 03:22:56.230

Cooper City Hall: it, you know. There's no getting away from it's just it's it. It it it's. It costs a lot more

1453

03:22:56.290 --> 03:23:00.480

Cooper City Hall: to do business in this in the current state that we're in.

1454

03:23:02.170 --> 03:23:02.870

Cooper City Hall: Oh.

1455

03:23:04.520 --> 03:23:16.070

Cooper City Hall: so while y'all were talking, I googled how much cost of living has gone up since 2,021 and

1456

03:23:16.580 --> 03:23:21.280

Cooper City Hall: housing markets gone up 9%, and the rest

1457

03:23:21.530 --> 03:23:25.680

Cooper City Hall: I'm: I'm. Lumping. Everything else has gone up 4.2 for.

1458

03:23:25.780 --> 03:23:26.870

Cooper City Hall: So if

1459

03:23:27.260 --> 03:23:29.870

Cooper City Hall: if if we were to just do

1460

03:23:29.930 --> 03:23:33.690

Cooper City Hall: 2, 15, with a 9%,

1461

03:23:33.830 --> 03:23:39.200

Cooper City Hall: and I just a little bit extra because you're going to throw in the extra 4.

1462

03:23:41.390 --> 03:23:44.820

Cooper City Hall: Just throw in 20 grand. You're looking at 235,

1463

03:23:45.050 --> 03:23:47.040

Cooper City Hall: with just covering

1464

03:23:48.560 --> 03:23:59.890

Cooper City Hall: the cost of living increase. So i'm still off from the 244. But I understand now more. Why. he wants the 244.

1465

03:24:00.140 --> 03:24:01.140

Cooper City Hall: So

1466

03:24:05.800 --> 03:24:10.040

Cooper City Hall: I just I want you to point that out. because I do understand that

1467

03:24:11.040 --> 03:24:13.200

Cooper City Hall: you are coming here.

1468

03:24:13.690 --> 03:24:19.160

Cooper City Hall: even if you weren't coming, even if you lived, you know, in Tampa, and you were coming here. You're still coming here.

1469

03:24:21.010 --> 03:24:40.520

Cooper City Hall: and and i'll share just a couple of other things, maybe, for the board to consider. Come down a little bit more. Give me a little more. I know you can well, and i'll share this and and Jacob for this before you know I You know the the automobile topic came up, and I told Jacob. Hey, I am under, I understand. From the commission I watched the meeting there was concern about. Hey, let's let's migrate away from there.

1470

03:24:40.640 --> 03:24:41.530

Cooper City Hall: You know it's

1471

03:24:41.600 --> 03:24:58.400

Cooper City Hall: that that will be the first time in my, you know, in my time, with contracts where I haven't had an automobile allowance, and i'm fine with that. I know that's not a huge piece, but I I didn't even bring that up to the board. I told Jacob I was fine with that that's 7 grand right there that I

1472

03:24:58.400 --> 03:25:01.810

Cooper City Hall: you know I was. I was willing to to work with everyone. I know that

1473

03:25:01.960 --> 03:25:18.000

Cooper City Hall: the time related to my notice and giving notice. You know I I was fine with, you know. I I know there was a concern of hey, this can't be 30 days. Can it be long, or can it be 60, or can it be 90 days I was. I was fine. I told Jake up 60 days.

1474

03:25:18.010 --> 03:25:23.750

Cooper City Hall: which which i'm good with. So I, you know, just offer those to say that

1475

03:25:27.120 --> 03:25:28.700

Cooper City Hall: I I

1476

03:25:30.230 --> 03:25:42.120

Cooper City Hall: i'm i'm trying in in good faith to work for sure and and commissioner to your point. I mean Wall Street Journal within the last week if you followed the trends on real estate, and I know several of you who are more familiar than I.

1477

03:25:42.180 --> 03:26:00.600

Cooper City Hall: You know the western part of the Us. Housing prices are coming down, or or slowing pretty much to minimal here as well they are. I've been watching very quick, but I will say that the projection from Wall Street Journal is that even with this year, even with all the craziness that you know it, it is still a market, probably unlike.

1478

03:26:00.780 --> 03:26:07.090

Cooper City Hall: you could argue anywhere else in America at at this point in April of 2,023

1479

03:26:07.250 --> 03:26:09.730

Cooper City Hall: as it compares to other places.

1480

03:26:11.800 --> 03:26:16.750

Cooper City Hall: So how do you like to 40? That's just me throwing at a number? I'm. Only i'm only 1 one first

1481

03:26:18.610 --> 03:26:29.200

Cooper City Hall: that include a free babysitting Commissioner Lucy. You know you're happy with that. Maybe that's a dangerous yeah.

1482

03:26:29.620 --> 03:26:47.530

Cooper City Hall: we don't want to know. I wouldn't so so Commissioner Melosa, you say 240. What about. What do you all think about this? 240, and coming down? I I know that Mr. Eglson had expressed an interest in being in the frs 240, and coming down on the percentage

1483

03:26:47.610 --> 03:26:50.240

Cooper City Hall: instead of 30

1484

03:26:50.560 --> 03:26:52.680

Cooper City Hall: instead of 31%

1485

03:26:52.700 --> 03:26:56.030

Cooper City Hall: coming down to maybe a mandate that we 31.

1486

03:26:56.770 --> 03:27:04.340

Cooper City Hall: Yeah, we can't. That's in there. We don't have a choice.

1487

03:27:04.980 --> 03:27:08.920

Cooper City Hall: So what if we did 240 and the Rs

1488

03:27:10.090 --> 03:27:17.420

Cooper City Hall: to me? I got it's all about the total compensation package, you know, like I don't care how they sliced and dice.

1489

03:27:18.100 --> 03:27:21.440

Cooper City Hall: Sorry I apologize again. We have.

1490

03:27:21.510 --> 03:27:37.670

Cooper City Hall: you know. Let's just sorry, Mr. Napoli, you're here. I have to, but I have to use you so. He's got 2 15. But when you add in everything else he has, it's more than 2 for 2. No, I I have what we budget for him. It was 285 to 85 is the whole total budget for

1491

03:27:37.860 --> 03:27:45.560

Cooper City Hall: okay, but you, but everybody saying, oh, just making 2 15. Well, he is. But then, when we add everything, he's not in that he's not. An Frs: so you gotta take that into consideration.

1492

03:27:45.580 --> 03:27:58.540

Cooper City Hall: And and again, no offense meant Mr. Napoli. I mean, this is a nice possible way he's at the end of his career. I'm not. I'm not discriminating. I'm. Stating a fact.

1493

03:27:58.700 --> 03:28:11.460

Cooper City Hall: and and i'm not employing him so it doesn't. It's no Barry. He's got to have some faith in us right. Mr. Napley does not have to have faith in him. But here's the thing. Mr. Natalie does not have a severance clause, but we gave it to him. This is the right thing to do.

1494

03:28:11.510 --> 03:28:14.430

Cooper City Hall: So. He has seen how we've treated

1495

03:28:14.510 --> 03:28:28.150

Cooper City Hall: our managers. I love you, set in the next, and at the end of the day it's true, but but now so if he is okay, so he's also seen he's watched a year's worth of meetings. So while you say that he is also seen

1496

03:28:28.270 --> 03:28:39.810

Cooper City Hall: tirades people losing their mind, you know i'm not saying i'm not saying you i'm just saying in the past year he has seen employees of this city

1497

03:28:39.840 --> 03:28:46.450

Cooper City Hall: be verbally abused, and that has not happened in the last several months. That's not true.

1498

03:28:46.450 --> 03:29:05.400

Cooper City Hall: With that we have we? That's not true. But so here. So so let's focus on this. Yeah. So I want to make sure that what we're focusing on is oh, but I mean so i'll. You know we can sate them as we have to. The Commissioner Cassman, talking about putting taking a lower thing, and then putting these measurements in at the end of the day. How are we going to come up with an extra 100,000

1499

03:29:06.160 --> 03:29:09.450

Cooper City Hall: Commissioner shrouded, and i'm glad you said that because

1500

03:29:09.840 --> 03:29:24.970

Cooper City Hall: you know at the end of the day what what Mr. Egleston had pointed out earlier was that the compensation package that he is, that he is hoping that we can come to at least close to that represents

1501

03:29:25.040 --> 03:29:29.890

Cooper City Hall: one of the city's overall budget.

1502

03:29:30.370 --> 03:29:32.840

Cooper City Hall: That's what it represents if we look at it.

1503

03:29:32.880 --> 03:29:36.800

Cooper City Hall: and it's in it's most simplistic terms.

1504

03:29:36.880 --> 03:29:45.970

Cooper City Hall: That is what it represents. Yeah, but he could say that with a straight face, Commissioner, because that's not a standard anywhere. I've never seen. No, no, no, no, no, no, no! This is

1505

03:29:46.230 --> 03:30:05.010

Cooper City Hall: no, no, I he! I I think what he i'm not putting words in your mouth, Mr. Egleston. But I what what he said was, hey? Just a perspective for you all to consider was that you know the compensation package that i'm looking at as I looked at your at as I looked at your General Budget Fund.

1506

03:30:05.030 --> 03:30:17.600

Cooper City Hall: What it represents in your General Budget Fund is 1% just right. Just that's what it represents, and it's in it's in it's simplistic terms.

1507

03:30:18.840 --> 03:30:23.420

Cooper City Hall: We're I I want to. Well, it's. I hope that it's our intent

1508

03:30:23.730 --> 03:30:24.910

Cooper City Hall: that

1509

03:30:25.170 --> 03:30:31.500

Cooper City Hall: we recognize that I I I believe that with my heart that we are going to get

1510

03:30:31.720 --> 03:30:36.710

Cooper City Hall: an individual like we've had in Mr. Napoli. But we're going to have an individual

1511

03:30:36.740 --> 03:30:39.860

Cooper City Hall: of that caliber that's going to be here

1512

03:30:39.900 --> 03:30:47.240

Cooper City Hall: that is going to put forth everything that he has for this community, and

1513

03:30:47.620 --> 03:30:52.860

Cooper City Hall: to the Commissioner Melosi's point. He's already invested. He's already made that

1514

03:30:52.910 --> 03:30:59.700

Cooper City Hall: made that investment in in terms of you know, the viewership of the Commission meetings right

1515

03:30:59.990 --> 03:31:06.160

Cooper City Hall: only to my, to my knowledge, the other elect, the other candidates, with the exception of Mr. Krieger.

1516

03:31:07.030 --> 03:31:10.320

Cooper City Hall: they didn't do that. and they were in state.

1517

03:31:10.540 --> 03:31:18.500

Cooper City Hall: They were in state. Candidates that may have looked May had a different perspective

1518

03:31:18.540 --> 03:31:22.240

Cooper City Hall: on what they were going to be walking into.

1519

03:31:22.270 --> 03:31:28.040

Cooper City Hall: So I want to that hopefully. That's not lost on this commission. I want to make sure that

1520

03:31:28.070 --> 03:31:38.590

Cooper City Hall: we are meeting; that we are meeting; that both parties are meeting somewhere in the middle, that both parties can live with, because at the end of the day

1521

03:31:39.150 --> 03:31:47.540

Cooper City Hall: this man is going when he comes here, even if he doesn't live in Cooper City, and he's in South Florida.

1522

03:31:48.330 --> 03:31:51.560

Cooper City Hall: He is going to be paying considerably more

1523

03:31:51.660 --> 03:32:01.140

Cooper City Hall: for housing. Now I know what I know that in other places it's cooling off. But just today, in the newspaper

1524

03:32:01.210 --> 03:32:21.050

Cooper City Hall: it was talking about housing shortages. Here in South Florida there is that we had a whole conversation earlier with regards to the vacation rentals. How investors have bought all these properties, and they're using it as vacation rentals, and it's squeezing people out. People are not having the ability

1525

03:32:21.050 --> 03:32:28.210

Cooper City Hall: to to, to to find affordable housing that's not lost on me, and what?

1526

03:32:28.630 --> 03:32:40.880

Cooper City Hall: And in the sack of the the sacrifice, quite honestly, that Mr. Ecleston and his family is going to make it. Now I know that you know. We say that. Well, that's on him. Well, no, that's that's I I truly believe that's

1527

03:32:41.190 --> 03:32:48.920

Cooper City Hall: that's on the both of us. We have to. I think we all agree on that. I I do. And okay, I just want a unit of measurement, and we hired an expert.

1528

03:32:48.930 --> 03:32:52.170

Cooper City Hall: They told us my words not opening.

1529

03:32:52.180 --> 03:33:03.060

Cooper City Hall: Maybe if you get hired you can fix the it. But you have it here. I closed it. Okay, and and it do you have a picture of what they said? So yeah, our experts said

1530

03:33:04.100 --> 03:33:06.760

Cooper City Hall: that this is what it should be.

1531

03:33:09.260 --> 03:33:13.510

Cooper City Hall: I get all that stuff. But our our expert says the average salary

1532

03:33:13.960 --> 03:33:19.290

Cooper City Hall: is 213. That's what our expert says. When you actually have written out.

1533

03:33:19.730 --> 03:33:24.280

Cooper City Hall: This would be of of the 18 this would be the 7. This would be the second highest.

1534

03:33:24.420 --> 03:33:36.140

Cooper City Hall: I mean Avantor is paid less, Aventur is. If you look at these cities they get a lot more going. The the the experts say that it was a salary range, the low end

1535

03:33:36.360 --> 03:33:40.850

Cooper City Hall: so quick. Thanks. So if we were to do 240 base.

1536

03:33:41.170 --> 03:33:55.560

Cooper City Hall: and then calculated on the 240, 30% Frs. Which was what you said. It was that I I I did. I did 30 because I did it. My 75. It was 72, K. 242 K. 312.

1537

03:33:56.060 --> 03:34:10.220

Cooper City Hall: So you're looking at plus health insurance plus 30, 2920, 29, but the health insurance is going to be something that we're going to. Give yeah, we're just talking about total compensation. I mean, that was part of the 2 85. It's that off.

1538

03:34:10.220 --> 03:34:20.690

Cooper City Hall: Well, it's I mean it's still. But I mean we're looking at it was 27 without including the health insurance. It was 27,000 more than what we are currently paying

1539

03:34:20.910 --> 03:34:27.830

Cooper City Hall: hour, because our our Joe Jonap only was 280, with the with 30,000 in house, and

1540

03:34:28.560 --> 03:34:30.900

Cooper City Hall: but he that was with the

1541

03:34:30.930 --> 03:34:45.500

Cooper City Hall: So if if we're paying, if we're currently paying the city manager 2 80, and Commissioner my low total total package. And so now, if we were to to increase

1542

03:34:45.590 --> 03:34:46.970

Cooper City Hall: the package.

1543

03:34:47.020 --> 03:35:03.900

Cooper City Hall: you you said 285; and even if I throw in an extra 30,000 for health insurance, which is really 24,000 correct lord, is not for this one that looks like she's saying, Yes, look, but she knows maybe the dependence. No, I have this. Okay, it's 2,300.

1544

03:35:03.900 --> 03:35:17.800

Cooper City Hall: I bet you should have first of my numbers here \$23,805 regularly. with paying the dependent stuff. It's 29718. You get the same closet, Mr. Nap. He has.

1545

03:35:18.050 --> 03:35:24.980

Cooper City Hall: Okay, so that's 57,000 more than we currently have. Budgeted. So if I divide that out

1546

03:35:26.090 --> 03:35:38.680

Cooper City Hall: like 2, 84 9 4 4. It's that's 20% more. And that's with throwing in this the soap story about the vehicle, because reality is he's he's not walking. He's not walking. It's just we're paying for the car.

1547

03:35:38.910 --> 03:35:42.850

Cooper City Hall: We we we'd say that's a wash. That's 20% more.

1548

03:35:43.220 --> 03:35:46.680

Cooper City Hall: The the only thing we have to think about here is, you know I

1549

03:35:46.690 --> 03:35:48.260

Cooper City Hall: We we all want

1550

03:35:48.540 --> 03:35:55.700

Cooper City Hall: Mr. Aglson to be here by the end of the night. We're going to come up with it, not me. It's depending on the price.

1551

03:35:55.740 --> 03:36:07.180

Cooper City Hall: But I just want to remind everyone up here we're we have a comp study coming out soon, so we're gonna have to start looking at salaries internally, and we're gonna have a big price tag on our hands

1552

03:36:07.400 --> 03:36:10.110

Cooper City Hall: to for good, for good reason for good people.

1553

03:36:10.230 --> 03:36:19.960

Cooper City Hall: And i'm not discounting that, but but some how we have to pay for that. And and the only revenue that we have really in this community is Millage.

1554

03:36:20.290 --> 03:36:23.930

Cooper City Hall: our property taxes. So we have to realize that

1555

03:36:24.110 --> 03:36:36.150

Cooper City Hall: the implications of this are directly going to impact the residents here, unless we come up with some creative way of getting more grants, which I know Mr. Eaglesen is going to help us. Commissioner Castman. I completely agree with you, right.

1556

03:36:36.150 --> 03:36:51.730

Cooper City Hall: So if that when that comp study comes back in. It says that the that the city manager that the range, the salary range is higher than what we're currently hot the offering, or what he's currently asking then what right? Because now

1557

03:36:51.800 --> 03:37:04.230

Cooper City Hall: I don't think the city manager is gonna now, because no, no, we're higher than that. We just got a: we just yeah, we just have the So okay. So my so my question to you all.

1558

03:37:04.320 --> 03:37:22.410

Cooper City Hall: So the cost of living Hasn't: gone up. So let's just start with the the last year. So our usage are. Are you all suggesting that the cost of the the cost to do business has not gone up, and that's gonna okay, we, I I know that just employees that we currently have here and not to talk. I'm not saying, sailor.

1559

03:37:22.440 --> 03:37:24.860

Cooper City Hall: I'm saying that the ones that we have

1560

03:37:24.900 --> 03:37:28.090

Cooper City Hall: retain. We have had to pay

1561

03:37:28.190 --> 03:37:50.360

Cooper City Hall: them more actually money. Because why? The assistant utility director, I remember I was. It was to go who Davy was after. Right what, you guys, Aren't realizing, is we're higher than all those other cities on the manager thing right now. I understand that. But what do we pay, Rogers? What did we pay our assistant utilities like ones 17 or 1, 20, or something.

1562

03:37:50.610 --> 03:37:54.400

Cooper City Hall: so we would be above it. So the

1563

03:37:54.910 --> 03:37:56.070

it would be above it.

1564

03:37:57.310 --> 03:38:16.350

Cooper City Hall: I can. When you think about it, you're getting an assistant Utilities director. No, that you want. That's that's the most anecdotal analogy I've ever in my life, you know i'm trying to make it. And now I don't you got to look at the other ones that make the other ones that we got our consultant, but in his defense. But we have to make sure this is the CEO. We're hired before.

1565

03:38:16.800 --> 03:38:20.820

Cooper City Hall: so we we don't it's not like it costs living increases, you know.

1566

03:38:22.070 --> 03:38:24.810

Cooper City Hall: Oh, I i'm on! I am now I am on.

1567

03:38:24.900 --> 03:38:32.440

Cooper City Hall: They get cost of living increases. So really that's not, and they get merit increases. That's another logical fallacy like. Oh, when they're hired

1568

03:38:32.870 --> 03:38:40.670

Cooper City Hall: right, so theological fallacy, because when you and then you. you know you're not. You're going to say that those people never got raises

1569

03:38:40.980 --> 03:38:53.220

Cooper City Hall: never got a of. Of course I did. Yeah, I didn't that no one's arguing that what I what I'm. Suggesting or not suggesting the facts. The facts are that to Commissioner Melosi's point.

1570

03:38:53.590 --> 03:39:04.040

Cooper City Hall: The the cost of living has gone up 9% factor in you said An additional 4% is I want to make because i'm not putting words in your mouth.

1571

03:39:04.460 --> 03:39:15.440

Cooper City Hall: It's 4. Point 2 for everyday items, right? And it was 9%. And so if you combine that that's 13,000 milk right now. If when you go to public it's \$5,

1572

03:39:15.440 --> 03:39:30.990

Cooper City Hall: you don't look at eggs eggs. It's yeah, I I I want it. Don't don't look at eggs and don't look at cheese because it has gone. It's gone. I know, I know. But again a gallon of milk and ford to go, Vegan.

1573

03:39:30.990 --> 03:39:44.280

Cooper City Hall: So so let's get back. Let's get back on track. I'm going to walk away for 2 min. You all have it figured out. What about the mayor? Is he still around? I am. I thank you for that. We've had this conversation. Yes, sir.

1574

03:39:44.280 --> 03:39:54.110

Mayor Ross: I I have a question of Mr. Egleston, because I do not know, and I hate being a lawyer and asking question that I don't know the answer to. But I don't live in North Carolina.

1575

03:39:55.300 --> 03:39:58.540

Mayor Ross: Is their state income taxes in North Carolina.

1576

03:39:59.050 --> 03:40:01.120

Cooper City Hall: Yes, yes, there is, sir. I,

1577

03:40:02.070 --> 03:40:03.350

Mayor Ross: and what are they?

1578

03:40:04.410 --> 03:40:08.000

Cooper City Hall: The State income tax is 5%

1579

03:40:08.760 --> 03:40:09.480

Cooper City Hall: oof.

1580

03:40:10.530 --> 03:40:14.370

Mayor Ross: in fact, to that. And did we? So we need to.

1581

03:40:15.490 --> 03:40:34.590

Mayor Ross: I think, what we're what we're doing is looking at. You're talking 13% increase cost of living. I'm looking at, based on a \$50,000 increase from 178, roughly speaking, to 2 and a quarter. You're talking to 30% increase which well covers your 13

1582

03:40:34.690 --> 03:40:40.160

Mayor Ross: percent increase. And then I look at the one of them is 9, the other one's 4, but not compounded.

1583

03:40:40.300 --> 03:40:53.350

Mayor Ross: Okay, fair enough, fair enough. And and then i'm looking at the No State income tax here in the State of Florida. So you gaining that I recognize it, is a self-imposed

1584

03:40:54.820 --> 03:41:11.460

Mayor Ross: requirement that you are living in cooper city, but we're not requiring that it's your self and position, and while I respect that truly neighboring cities might be better off, and then, when you sell that home

1585

03:41:11.460 --> 03:41:21.000

Mayor Ross: at an increase, as you recognize, we do here in Cooper City you make that profit, and that doesn't come back to us. That's in your pocket.

1586

03:41:21.290 --> 03:41:24.100

Mayor Ross: So if if you do buy that home

1587

03:41:24.150 --> 03:41:34.890

Mayor Ross: from, I think you said, from 7, 50 or 700 to 1.2 right now you buy it at 1.2, and in 3 years it may be I don't know 1.5, 1.6.

1588

03:41:35.470 --> 03:41:38.140

Mayor Ross: So again there's a game

1589

03:41:38.390 --> 03:41:53.370

Mayor Ross: for you. Nothing for us. I I've got to be candid. I will, I will, By by what you're you're trying to do, and what you're trying to do, I think maybe fit a square pegging around whole.

1590

03:41:53.450 --> 03:41:54.510

Mayor Ross: It may not

1591

03:41:54.930 --> 03:42:14.200

Mayor Ross: not be the fit you're thinking it is. But if you do, then pay what you think you should, i'm i'm candidly, more fiscally conservative than what i'm hearing up there, because I believe that the fair price that should be paid to the city manager.

1592

03:42:14.850 --> 03:42:27.100

Mayor Ross: who may be very right in the value that he says he will bring to Cooper City. But that's why. In a year we review, and that's what bonuses and raises are made for.

1593

03:42:27.310 --> 03:42:33.070

Mayor Ross: So you know. I can only indicate to you that I, I think

1594

03:42:33.400 --> 03:42:34.620

Mayor Ross: you know, can't

1595

03:42:34.700 --> 03:42:54.350

Mayor Ross: repeatedly based on past history of what we paid Bruce Laux. And then, when Joe Napoli came in what we paid him, and what we're actually paying him. Now, I think going up to the 2 and a quarter was more than fair, and I recognize that's not where Mr. Eglstein wants to be that

1596

03:42:54.770 --> 03:43:14.480

Mayor Ross: it's not where I want to be. That's called compromise. He gets to choose the Frs. I think Brian was right about the limitation on the number of years, but I think it's something that we all have to consider in how we handle this, and I recognize that it's our

1597

03:43:14.730 --> 03:43:26.250

Mayor Ross: commission that's making us pay more for a city manager. I do. I recognize that so trying to look out for the residents. I do not look out for the city manager.

1598

03:43:26.320 --> 03:43:39.820

Mayor Ross: I must look out for the residents. That is my focus. That's who voted me in the city manager. Didn't you recognize that I might have been right? This is what you all get. But coming into

1599

03:43:39.820 --> 03:43:54.420

Mayor Ross: a situation of hiring and out of counter and at a stater when you had talent here in the State of Florida. But we all agreed he was my second choice. We're trying to make this work if we can, terrific, if not.

1600

03:43:55.170 --> 03:44:14.440

Mayor Ross: pull the plug and let them want but one of the issues, actually 2 other issues which I have to just indicate. You asked us to accept liability from North Carolina for your sick time. I think it was, or vacation time. I I don't agree with that. There's no obligation, and and I I would not do

1601

03:44:14.820 --> 03:44:30.690

Mayor Ross: that candidly. That's not being fair to the residents, and when I go to court, it's not arbitration. I'm a certified arbitrator as well, and i'm telling you that's not the route to take, nor would I agree to that. But having said that I I

1602

03:44:31.020 --> 03:44:34.340

Mayor Ross: I will listen to the commission, and

1603

03:44:34.660 --> 03:44:40.750

Mayor Ross: i'm sure you'll have folks for what you need, and we'll we'll try and wrap this up.

1604

03:44:40.830 --> 03:44:41.760

Mayor Ross: Thank you.

1605

03:44:41.950 --> 03:45:00.710

Cooper City Hall: Thank you, Mayor Ross. I appreciate that, and I certainly it's not lost on me on the comments that you've made with regards to this commission paying the city manager more, and the burden is on the on the residence. It's certainly not lost on me concert that this commission

1606

03:45:00.710 --> 03:45:04.250

Cooper City Hall: has paid our employees more

1607

03:45:06.560 --> 03:45:10.070

Cooper City Hall: the last year, the last 2 years

1608

03:45:10.380 --> 03:45:14.720

Cooper City Hall: the city has added staff at it needed staff

1609

03:45:15.820 --> 03:45:25.480

Cooper City Hall: to ensure that this city is running at at an optimum level. I I I hear you. I I agree with you.

1610

03:45:25.720 --> 03:45:35.720

Cooper City Hall: But what we are, what we are contemplating tonight is as we move forward as we continue to move. This, for the city forward is that we are bringing in

1611

03:45:35.760 --> 03:45:41.110

Cooper City Hall: what this commission the 5 of us in the unanimous vote

1612

03:45:41.420 --> 03:45:45.900

Cooper City Hall: we recognize that this individual, Mr. Eagleston.

1613

03:45:45.960 --> 03:45:48.010

Cooper City Hall: was the best fit

1614

03:45:48.460 --> 03:45:51.660

Cooper City Hall: for for this community.

1615

03:45:51.740 --> 03:45:55.040

Cooper City Hall: It's not lost on me. Concert, you know.

1616

03:45:55.770 --> 03:46:07.260

Cooper City Hall: There's other Ha! There's housing. There's other. There's neighboring cities that you know, Mr. Egeles didn't could live in, and it's self-imposed. You're absolutely

1617

03:46:07.290 --> 03:46:10.450

Cooper City Hall: correct in saying that

1618

03:46:10.890 --> 03:46:16.040

Cooper City Hall: it's not been lost on me that in time i'm not going to even talk about it in times past.

1619

03:46:16.110 --> 03:46:19.350

Cooper City Hall: I think what's important is, how do we move forward.

1620

03:46:19.380 --> 03:46:27.130

Cooper City Hall: knowing that this is the candidate that we want? We need to move forward and find some middle ground that

1621

03:46:28.520 --> 03:46:31.860

Cooper City Hall: that works for both the city

1622

03:46:31.980 --> 03:46:38.470

Cooper City Hall: and for this individual. When the community came out and met all the candidates.

1623

03:46:38.810 --> 03:46:42.260

Cooper City Hall: The over the overwhelming response was that

1624

03:46:42.430 --> 03:46:45.290

Cooper City Hall: this city recognized that Mr. Egelson

1625

03:46:45.370 --> 03:47:01.970

Cooper City Hall: would be a good fit for this community, and I certainly want certainly. I'm. I'm. Certainly hoping that that's not lost on this commission. I believe that he has a lot to offer this community. And so again, folks who

1626

03:47:02.450 --> 03:47:03.660

Cooper City Hall: where do we.

1627

03:47:04.020 --> 03:47:18.500

Cooper City Hall: We have to come to a happy Median. I can tell you where i'm at I If if you're going to stick with the senior management, Frs. Plan the highest i'm willing to go, which really makes me uncomfortable, is 225 and not the additional 5% there. I mean that

1628

03:47:18.900 --> 03:47:27.420

Cooper City Hall: 5% on top of Frs. Is is to me it's just outrageous. So it would be 225 plus the

1629

03:47:27.570 --> 03:47:29.080

Cooper City Hall: You're in the Frs.

1630

03:47:29.330 --> 03:47:41.370

Cooper City Hall: Which is 31. I'm not interested in paying any sick time from anyone else. I I group the Mayor no arbitration clauses, and and then this

1631

03:47:41.420 --> 03:47:43.390

Cooper City Hall: clause 5 2

1632

03:47:43.450 --> 03:47:59.190

Cooper City Hall: that talks about cost of living increases. I don't agree with this because we're negotiating your salary now because of the cost of living. And then we're going to have a cop study come in on the rest of the employees who have not been getting those, and then we'll go up again. So to me that's that's totally a separate situation.

1633

03:47:59.320 --> 03:48:05.330

Cooper City Hall: You can't negotiate in the high end, because the cost increases and then get the benefit of the other People's cost increases.

1634

03:48:05.930 --> 03:48:13.120

Cooper City Hall: you know. So that's yeah. This is granted to general common managerial city employees, and I don't

1635

03:48:13.770 --> 03:48:21.500

Cooper City Hall: I agree with that if we're going to go, so of course it's like being in a step plan. But you're coming up with that.

1636

03:48:21.540 --> 03:48:35.320

Cooper City Hall: Yeah. So 225 is the most i'm comfortable. I'm not even comfortable doing that. But yes, costs have come up. We have given other people, but when we keep talking about Mr. Napoli's salary that is, with increases, that's with the increases.

1637

03:48:35.380 --> 03:48:39.510

Cooper City Hall: you know that's not his base salary what he came in at. So you know

1638

03:48:39.570 --> 03:48:41.310

Cooper City Hall: those, whatever

1639

03:48:41.580 --> 03:48:46.220

Cooper City Hall: I mean. If I ask Mr. Napoli, I bet you. He would tell me he thinks 225 is more than fair.

1640

03:48:46.550 --> 03:49:00.600

Cooper City Hall: That's more than he was being paid. and if I look at the cost study, the cost study from the expert we hired. All those other things are good. They're touchy feeling things. But be honest, I don't it doesn't really matter me if you live in the city or not.

1641

03:49:00.850 --> 03:49:11.030

Cooper City Hall: because i'd rather you not know the neighbors, You know that's what's gonna happen, hey? And I want you to live within the area. I don't want to live in the west coast of Florida.

1642

03:49:11.290 --> 03:49:12.140

Cooper City Hall: you know.

1643

03:49:12.830 --> 03:49:18.380

Cooper City Hall: We Mr. Locks lives in the west coast of Florida, I think. But you know

1644

03:49:19.600 --> 03:49:32.120

Cooper City Hall: I don't care if you want to live, you know, an open locker than my so, Commissioner, what would be the total compensation package, I heard you say, yeah, 325. No, no, 2, 25 plus whatever. The yeah.

1645

03:49:32.120 --> 03:49:41.060

Cooper City Hall: I did correct your second. It's 225. Yeah, I'm talking about the total compensation. So it would be 2, 25 plus about 70 for the frs

1646

03:49:41.280 --> 03:49:45.780

Cooper City Hall: plus 29. I'm rounding it to 30 so 325.

1647

03:49:46.520 --> 03:49:49.770

Cooper City Hall: That's still 40,000 more than what

1648

03:49:49.970 --> 03:49:51.340

Cooper City Hall: Mr. Not believes.

1649

03:49:51.740 --> 03:49:57.420

Cooper City Hall: And Commissioner and Mayor, if I if I might share, you know, just just based on some rough numbers.

1650

03:49:57.760 --> 03:50:09.700

Cooper City Hall: I I I believe. Ballpark, that one Mr. Napoli, was hired his salary, let's say his salary at 205. He was in F. R. S. So that's 30%

1651

03:50:09.770 --> 03:50:13.910

Cooper City Hall: at the city pay. That's roughly 60, 60, or 61,000.

1652

03:50:14.120 --> 03:50:23.520

Cooper City Hall: He obviously he would have had insurance for himself, and at least a dependent. So that's going to be about 15,000 versus the 30,000 for family coverage.

1653

03:50:23.600 --> 03:50:30.140

Cooper City Hall: and he got the automobile allowance so roughly 293,000, the automobiles a wash. But go ahead. No, no, I

1654

03:50:30.570 --> 03:50:35.690

Cooper City Hall: 293,000 in January of 2,020,

1655

03:50:39.090 --> 03:50:39.980

Cooper City Hall: So

1656

03:50:42.210 --> 03:50:47.850

Cooper City Hall: yeah. at 247 Frs. And medical and no automobile allowance.

1657

03:50:47.910 --> 03:51:00.610

Cooper City Hall: That number goes up from 293 to 349 total package, roughly 56,000 more than what you were paying, Mr. Napoli the day he walked in the building 3 plus 3 and a half years ago.

1658

03:51:01.860 --> 03:51:08.240

Cooper City Hall: and so I i'm not sure. I know we. We were throwing out a lot of numbers, but I think you know

1659

03:51:08.290 --> 03:51:28.220

Cooper City Hall: that's about an 18 or 19% increase compared to our revenues capped at 3% a year. Almost all of our revenue is homestead. It's cap to 3% a year. It doesn't matter if the cost of living goes up 100% to 3% a year. So we can't compound. You know we could plan about the sheriff's office, but that's capped at 5%.

1660

03:51:28.340 --> 03:51:34.340

Cooper City Hall: You want to go up, you know. I don't know how many you came up with, but that's 4 times our biggest complaint.

1661

03:51:38.410 --> 03:51:55.500

Cooper City Hall: and and I and I, and that's why I told you. I understand. If you, if you needed more cash upfront because of the not unique situation to be in North Carolina, having to buy a property he didn't have to buy. This guy lives in a mansion. It's like you should see he's got armed guards at the you know the neighborhood. I get it. He was he was locked in.

1662

03:51:55.720 --> 03:52:04.420

Cooper City Hall: and so that's why I said, that's the Wiggle room for me is that is that pension. If you wanted to go renegotiate that thing in in in 2 years.

1663

03:52:04.440 --> 03:52:15.400

Cooper City Hall: i'm. I'm. I'm for that in the reality is, You've been in this business long enough, you know. If things are going well. the commission's going to say, hey, you! You come in here. You've crunched all these, and you look at you with the numbers. Now you're doing great.

1664

03:52:15.410 --> 03:52:32.880

Cooper City Hall: You've got enough confidence in yourself, you know you can come back to us get yourself in that senior management plan once you have the savings, so you gotta believe in yourself a little bit. I I think if you came back to this commission, said, here I saved here saved here. I want to move into the senior management. This group is going to say yes, I mean, we give things out around here.

1665

03:52:33.070 --> 03:52:36.890

Cooper City Hall: but you gotta take a little bit of skin in the game, you know. Make us a little comfortable with that.

1666

03:52:37.440 --> 03:52:46.910

Cooper City Hall: What what if we were to do what? Oh, i'm sorry, respond I apologize. I didn't mean to interrupt you. So you're fine.

1667

03:52:49.550 --> 03:52:51.600

Cooper City Hall: I believe in you.

1668

03:52:51.930 --> 03:52:54.590

Cooper City Hall: You can call

1669

03:52:55.670 --> 03:52:57.250

Cooper City Hall: No.

1670

03:52:57.470 --> 03:53:16.110

Cooper City Hall: and and in the fact, as you've been in this long enough, you know it it. Listen. This is going to go either bad or good, right if it goes bad, I mean early on. If it goes bad. The F is is, you know. Come on, you're gonna You're gonna to vest for a year. I mean it really Isn't, if it goes good. You're going to be in for a while, and you're going to be able to come back to us, and

1671

03:53:16.480 --> 03:53:19.520

Cooper City Hall: if we make it clear now that that's a term that you can

1672

03:53:19.540 --> 03:53:30.310

Cooper City Hall: come negotiate, and you're not. It's not being a pig. You're not trying to come slide something, and we all know that on day one you wanted it. We asked you to hold out and come back to us, and you know i'd like

1673

03:53:30.380 --> 03:53:42.880

Cooper City Hall: 3 years. That's a lot. So what if we said 18 months. you know. then that, and it's clear that that's not you coming trying to be agree. That was a, you know, almost like Commissioner Katman said. Hey.

1674

03:53:43.000 --> 03:53:54.800

Cooper City Hall: we're going to put stuff out there, and that's the because that's the big kicker for us, and that gives you time. as the headhon show, to come and work a budget out. And I can see to you, Ryan, You figure out how many you you say I'm gonna pay this way and this way and this way.

1675

03:53:55.200 --> 03:53:57.680

Cooper City Hall: and i'm gonna you know what you got. It covered.

1676

03:54:01.000 --> 03:54:02.590

Cooper City Hall: Might get rid of Jacob.

1677

03:54:03.230 --> 03:54:07.740

Cooper City Hall: you know, cut Greg's travel, I don't know, but i'm sure you'll figure it out and

1678

03:54:07.900 --> 03:54:12.540

Cooper City Hall: coming into it. It's in public. That that was a term you wanted on day one.

1679

03:54:12.590 --> 03:54:16.200

Cooper City Hall: and you've deferred negotiation on that term.

1680

03:54:18.780 --> 03:54:23.560

Cooper City Hall: and i'm sorry. What term was that?

1681

03:54:24.730 --> 03:54:34.810

Cooper City Hall: But we'll give the so the so the 10%. So if it's preferred. the 10% is going into the

1682

03:54:35.110 --> 03:54:55.330

Cooper City Hall: and and that's that's really the kicker. You get your 10%, and you're deferring, negotiating on the Fs. Everything works out. You're going to keep your 10 and get your Fs. You know what that's what we call you know when, when, when and and I and I honestly, Ryan, I believe you're going to make out better, and that's a fair deal. You took more risk upfront

1683

03:54:55.580 --> 03:54:59.580

Cooper City Hall: on on losing out on 18 months of Frs.

1684

03:55:00.750 --> 03:55:05.250

Cooper City Hall: In exchange for the higher salary that's going to be compounded. And

1685

03:55:05.410 --> 03:55:14.060

Cooper City Hall: and you're going to be in this a long time. So what what would the salary be then? At it under the F under the 10%?

1686

03:55:15.360 --> 03:55:26.510

Cooper City Hall: What were you? I'm sorry we're. So what we what we want to go with you say 280. I'm: Sorry. You know what I, Mr. Shrouded. What do? You think

1687

03:55:27.140 --> 03:55:29.060

Cooper City Hall: Yeah. 235.

1688

03:55:29.890 --> 03:55:34.140

Cooper City Hall: Sure. No, no, no. I'm talking about 235 to 10%

1689

03:55:34.190 --> 03:55:45.590

Cooper City Hall: coming back in 18 months. I'm: okay, with doing what's that? One, you one of the 2, 4.
I'm: okay, with the 240 as you. That was. That was me. What were you? Okay, yeah, he said, 240,

1690

03:55:45.900 --> 03:55:50.860

Cooper City Hall: 240, and the 10%, and the that's fair. That puts them around 300,000.

1691

03:55:51.220 --> 03:55:53.170

Cooper City Hall: What do you think? Plus a car.

1692

03:55:53.240 --> 03:55:55.570

Cooper City Hall: Jude.

1693

03:55:55.600 --> 03:56:04.860

Cooper City Hall: I mean. Here's all i'll. I'll say respectfully, is, you know, stepping away from the Frs.

1694

03:56:08.950 --> 03:56:26.740

Cooper City Hall: That that's that's a huge that's a huge step away. But you look at that. A total step away. I'm talking about an 18 month delay on it. But but you know I I was saying, You know respectfully that basically if I took 247 at 10% f a contribution plus the health insurance

1695

03:56:26.740 --> 03:56:42.680

Cooper City Hall: i'm pretty much starting today where Joe was at 3 years ago.

1696

03:56:42.910 --> 03:56:46.410

Cooper City Hall: The number you asked for the 2 47, right out the gate

1697

03:56:46.500 --> 03:56:56.100

Cooper City Hall: with your 10% and delay on the Frs. That's a Dan. Good job that will put you on this list they gave us at this 18. You would be the seventeenth, highest paid

1698

03:56:56.160 --> 03:56:57.400

Cooper City Hall: city manager

1699

03:56:58.510 --> 03:57:01.440

Cooper City Hall: and and help me understand.

1700

03:57:05.180 --> 03:57:07.730

Cooper City Hall: you know, if I if I might just

1701

03:57:07.940 --> 03:57:09.960

Cooper City Hall: share, because I you know.

1702

03:57:10.410 --> 03:57:19.930

Cooper City Hall: as it relates to not doing the Frs. You know respectfully. could. Why could that percentage not be greater than 10%?

1703

03:57:20.650 --> 03:57:24.170

Cooper City Hall: Well, it was 5. But what happens is you also get

1704

03:57:24.530 --> 03:57:36.190

Cooper City Hall: that the it could but the out. But if you want to keep it, that one is, is the ideas. If you negotiate that you're gonna you're gonna keep it. Really, I think if you're an F. R. You don't get any 401.

1705

03:57:36.240 --> 03:57:41.540

Cooper City Hall: But you know, I think that that's something we could we could sell. But the other thing is, you're saving 3%.

1706

03:57:41.930 --> 03:57:49.130

Cooper City Hall: So don't forget about that. Because if you're an F for us, you're having to contribute thankfully, the town would save 20% additional on top of my 10.

1707

03:57:49.970 --> 03:57:52.070

Cooper City Hall: Well, no, that's on top.

1708

03:57:52.420 --> 03:58:11.350

Cooper City Hall: right. But I but i'm saying that I would I would I would save 3, but the town would be what the town would would see savings of an additional 20%. No, because we're green to the higher salary, that's you know you got it. It doesn't you on. Whatever the salary is, you're saving 3. We're agreeing to a higher salary. So

1709

03:58:11.370 --> 03:58:15.020

Cooper City Hall: that's that's not. But you you stand to end up

1710

03:58:16.360 --> 03:58:28.430

Cooper City Hall: having Frs. A 4 one which is unheard of, because that for us gives you that option or an investment plan they have both is, is, you know, unheard of, and and the high end coming in at the highest salary

1711

03:58:29.110 --> 03:58:47.210

Cooper City Hall: that that is not paying State income tax that's that's believing in in the work you're going to do, and you know, when you're in the seat, and you had all the numbers, and you come and say, this is what we're not going to tell you. No, if you got the savings there. But if you're going to come and tell us, hey, I got a

1712

03:58:47.210 --> 03:58:56.110

Cooper City Hall: I gotta do cut this, Cut this and cut that to get you. You know you. You've been in this business. You know how it works. It's Either they're happy with you, or they're not.

1713

03:58:56.140 --> 03:59:08.090

Cooper City Hall: and we gave you on the severance we gave you. We gave you on all these things. and and I would share. I mean. I I think big picture, you know. Let's let's say your numbers 2, 25 with the F. Rs.

1714

03:59:09.320 --> 03:59:17.000

Cooper City Hall: You know I I had talked about 242 we're, you know we're off 17. So we're talking about basically 17,000.

1715

03:59:17.260 --> 03:59:28.150

Cooper City Hall: I really wasn't I really wasn't comfortable with the 225. It was a spur of the moment to try to seal the deal. I really wasn't comfortable with that number but if we're going to crunch, crunch numbers, and that, you know

1716

03:59:28.410 --> 03:59:36.460

Cooper City Hall: I don't know about the 17 or anything like that. So I I just share in the context of you know, some of the responsibilities that I'm going to be working on.

1717

03:59:37.020 --> 03:59:43.740

Cooper City Hall: you know, finding 2 new department heads figuring out where you know, working with the board to figure out where we can find.

1718

03:59:43.820 --> 03:59:50.550

Cooper City Hall: you know, a 1 million dollars for the for the renewal next year of the 5% on the on the Bso contract.

1719

03:59:50.720 --> 03:59:56.850

Cooper City Hall: So I mean, they're in the in the broad scheme of things. But that's why we're paying you top dollar. You're the man.

1720

03:59:57.000 --> 04:00:06.280

Cooper City Hall: Yeah, and i'll and i'll share you know I I saw I stumbled on this a few years ago. I think I might have shared with you some of you. You know a a franchise operator of a chick-fil-a.

1721

04:00:06.470 --> 04:00:17.650

Cooper City Hall: This was a couple of years ago, so it's dated makes about 190,000 a year. You're not managing a budget of 3 or 4 million dollars, and we're

1722

04:00:18.230 --> 04:00:24.200

Cooper City Hall: you're not. You're not running a chick-fil-a right. Absolutely. And I and I just share that to say that

1723

04:00:24.320 --> 04:00:38.580

Cooper City Hall: you know we're running a 40, 50, 60 milliondollar business, you you you! You're laughing when you're singing, because you know it's not comparable at the end of the day. The job has comparable salaries. We know what those are. We're willing to pay you the high end.

1724

04:00:38.610 --> 04:00:47.040

Cooper City Hall: It's not common to have a pension in there. So we're not telling you not to have it. We're saying, Take a delay on it. Believe in yourself. I think you're You're gonna You're gonna be fine.

1725

04:00:47.200 --> 04:00:49.710

Cooper City Hall: I really do. I think you're going to end up.

1726

04:00:50.170 --> 04:01:09.490

Cooper City Hall: There's going to be a time when you have one of the highest paid. Well, you're going to have one of the highest paid, but in in Broward County, but probably in the State. And when they asked, you're going to say you know what? Well and anyone questions that you say upfront. I took the risk I relocated. I agreed to not taking these benefits in exchange. And look, this is what this is, how I perform.

1727

04:01:10.410 --> 04:01:14.630

Cooper City Hall: and it's not you like, I said. There's a difference between you coming and asking the commission for a raise.

1728

04:01:15.140 --> 04:01:21.920

Cooper City Hall: or you come in before the Commission for a delayed, negotiated thing. We know you're going to come before us for this.

1729

04:01:21.960 --> 04:01:31.570

Cooper City Hall: It's not like at an out of any, you know, all of a sudden the guy wants more. This is a a combination of what Commissioner Cassman was kind of saying about putting

1730

04:01:31.660 --> 04:01:38.730

Cooper City Hall: Yeah, just a a metric, and and I think you know we're just asking you to compromise a little here, you know, and I and I can totally respect

1731

04:01:38.870 --> 04:01:45.490

Cooper City Hall: we all, most of us. I think all of us know what it's like to raise a family. It's not. You know it's it's it's expensive, and

1732

04:01:46.440 --> 04:01:49.950

Cooper City Hall: we want to make sure your family is set obviously in in.

1733

04:01:50.010 --> 04:01:53.200

Cooper City Hall: and I would love for you to live in Cooper City.

1734

04:01:54.790 --> 04:02:01.700

Cooper City Hall: But I think I do think this is a. This is a lot of money, I mean. We're talking about about \$300,000 here, and that's

1735

04:02:02.730 --> 04:02:05.580

Cooper City Hall: I think that's a reasonable package.

1736

04:02:06.720 --> 04:02:08.640

Cooper City Hall: and the and but the current

1737

04:02:09.010 --> 04:02:14.030

Cooper City Hall: the city manager's current seller. This package is to what 85 to 85,

1738

04:02:14.320 --> 04:02:16.990

Cooper City Hall: and and also when Joe was in the

1739

04:02:17.380 --> 04:02:21.430

Cooper City Hall: Frs. At 1 point he was in the investment side.

1740

04:02:21.650 --> 04:02:22.320

Cooper City Hall: right?

1741

04:02:23.550 --> 04:02:30.000

Cooper City Hall: Which is 7%. So really you were talking about. So when we're giving you 10%, we're losing 3%,

1742

04:02:30.130 --> 04:02:35.160

Cooper City Hall: because on the investment side. For, as Lisa says, at the end of your career.

1743

04:02:35.190 --> 04:02:40.640

Cooper City Hall: those fellas only we only cost a 7%, not you know, 32.

1744

04:02:40.700 --> 04:02:45.160

Cooper City Hall: But but the contract did allow respectfully for the for the

1745

04:02:45.270 --> 04:02:56.440

Cooper City Hall: if he so chose to enter into. Yeah. But you know it's like anything when you negotiate the salary with a total comp package. So what so what do you think? So i'm gonna throw this out. You say, 18 months right?

1746

04:02:56.970 --> 04:03:07.710

Cooper City Hall: What about the Mr. Eagleston. What about the 247 is? I think you had mentioned that Commissioner shrouded 247. The 10% in the in the 401 K. Plan.

1747

04:03:07.950 --> 04:03:14.220

Cooper City Hall: the the insurance. And you said, 18 month deferral.

1748

04:03:14.330 --> 04:03:25.670

Cooper City Hall: What if we were to reduce that down to 12 months. The the reason I was trying to go with that is really has to hit a budget time, you know. So if we we have a few months before the budget.

1749

04:03:27.060 --> 04:03:39.840

Cooper City Hall: You know what it what is August? So that's 14 plus a year. Give me 16. So I was just kind of like, you know we we want to budget for it right, but that would be so. But a but 12 months from that would put us right at

1750

04:03:39.850 --> 04:03:52.600

Cooper City Hall: going into the going into the Budget workshop where we can, where we would be able to. We would have a year a year of working with Mister Mr. Egleston.

1751

04:03:52.600 --> 04:04:00.120

Cooper City Hall: He could be looking at identifying some additional savings. And then that that puts us right at.

1752

04:04:00.270 --> 04:04:14.260

Cooper City Hall: Okay, folks, here is where we're at. Here is where we will. Here is where we started on day. One here is where we are at 12 months from from from this point, and this is what we have been able to accomplish.

1753

04:04:14.300 --> 04:04:21.180

Cooper City Hall: Not that that you know, not that dis. But I think because we start the year October one.

1754

04:04:21.620 --> 04:04:34.410

Cooper City Hall: you know the year. Yeah, but we really it's. We start the year October one that's when the budget goes in. We're not going to amend the budget half right, but we're starting to budget. But we're starting to budget workshops

1755

04:04:34.720 --> 04:04:35.650

Cooper City Hall: and

1756

04:04:35.790 --> 04:04:54.650

Cooper City Hall: the end of April the beginning of May. I know that we have 2, but 2 public input workshops in May. There's a lot of work that's going on from that point to when we have to pass the budget, and we have to submit it. So there is, I I understand what you're saying. But

1757

04:04:54.860 --> 04:05:01.540

Cooper City Hall: a year, 12 months from now puts us right at where, because in 12 months we can say

1758

04:05:01.690 --> 04:05:06.380

Cooper City Hall: we would have the information. Mr. Egleston would have the information, and

1759

04:05:06.560 --> 04:05:11.940

Cooper City Hall: we can all look at and say, hey, you know what this is, where this is, where we're at right.

1760

04:05:12.500 --> 04:05:20.800

Cooper City Hall: Let's say at that point in 12 months, Commissioner, shrouded in 12 months, Mr. Eagles and say, says, hey, we're gonna have to cut.

1761

04:05:21.100 --> 04:05:21.990

Cooper City Hall: Then.

1762

04:05:22.140 --> 04:05:38.880

Cooper City Hall: Okay, Mr. Eglson, based on your your recommend recommendation. You know we were, we were we? We were contemplating. Well, we had to delay deferment for 12 months. Maybe we're going to have. Maybe. Now we extended by 6, giving you the 18 months.

1763

04:05:39.040 --> 04:05:56.750

Cooper City Hall: Yeah, I mean, really wanted to go with 2, because he said, you know it was 3, but really we'd have to do a budget amendment. So we we would end up having to do a budget amendment passing it, because if we approve it, we have to budget them in, and there's probably a time when you can even start it. I don't know if it's October.

1764

04:05:58.690 --> 04:06:10.370

Cooper City Hall: Yeah, I won't. I don't know when you can roll into it, but I think that October one on a budget years clean. It comes in with the data we have. But I don't. But I don't believe that we would have a problem to your point, or earlier.

1765

04:06:10.420 --> 04:06:24.930

Cooper City Hall: if he is hitting the metrics, if he is hitting all the points. If he's moving the city forward and see if he's appreciating against me. I'm not I I i'm. I'm not trying to. I know I know I I I hear what you're saying. I I just think

1766

04:06:26.060 --> 04:06:29.010

Cooper City Hall: again you said to to your point.

1767

04:06:29.030 --> 04:06:42.870

Cooper City Hall: You said Mr. Mr. Eagleston. You got to believe in yourself right. That's what you said, but he's going to produce a budget for us. That's fine. I don't care you could bring it up in 12 months. That's fine. Yeah. Yeah. But 12 months bringing up to you. Okay, with that, Are you? Okay? With that?

1768

04:06:42.990 --> 04:06:52.980

Cooper City Hall: So you know, just if I could, you know, maybe a couple additional thoughts if if I just thinking about 2, 47, and 10%

1769

04:06:53.030 --> 04:06:57.750

Cooper City Hall: for a one K. And health insurance. you know respectfully that

1770

04:06:57.760 --> 04:07:09.320

Cooper City Hall: that puts my total compensation package about \$8,000 more than what Mr. Napoli's was when he started in January of 2,020. No, because you, you your how do you come up with that?

1771

04:07:09.690 --> 04:07:10.600

Cooper City Hall: I you?

1772

04:07:10.790 --> 04:07:15.290

Cooper City Hall: But how do you come up with that? He he was he was not at 31%,

1773

04:07:16.550 --> 04:07:17.170

Cooper City Hall: but

1774

04:07:17.200 --> 04:07:26.910

Cooper City Hall: but he could have, and he could have had more children that need to go on the on the plan the agreement the agreement offered it so from a cost perspective that the town.

1775

04:07:27.960 --> 04:07:35.430

Cooper City Hall: the the was there. When the agreement was signed in January of 2,020, we we don't, we don't.

1776

04:07:35.540 --> 04:07:43.600

Cooper City Hall: We don't account for potential liabilities not yet, and in in in you know what i'm saying to Mr. Shrouder is, if you.

1777

04:07:44.130 --> 04:07:49.860

Cooper City Hall: if you. If you went to your finance director in January, 2,020, and cost it out. This document

1778

04:07:50.260 --> 04:08:07.780

Cooper City Hall: Mr. Napoli's cost would be \$293,000. Roughly, I'm. I'm coming up with a number for me at 3 0 one Mr. Napoli's invaded like 4 countries. Okay, he's a long term you know West Point, Columbia I mean he, you know he fights with me non-stop, you know.

1779

04:08:07.780 --> 04:08:13.720

Cooper City Hall: Tough guy. I I just it's to me. It's apples and oranges. You know what I mean. Let me let me can, I interject.

1780

04:08:13.730 --> 04:08:29.280

Cooper City Hall: But but I will go ahead. No, no, there's just saying pigs get fat hogs get slaughtered off, and everything, and and i'll share with you and I'll. I'll say this with Mr. Napoleon, and it's not meant. I'll just say in the context of of of the town.

1781

04:08:29.460 --> 04:08:31.820

Cooper City Hall: You know it's

1782

04:08:32.700 --> 04:08:35.510

Cooper City Hall: I'm sorry the city. Thank you, Mayor Mayor. Sorry.

1783

04:08:37.490 --> 04:08:38.270

Cooper City Hall: You know

1784

04:08:39.440 --> 04:08:50.230

Cooper City Hall: you were very fortunate in 2,020 to get Mr. Napley to come in. Obviously he lived in the area, and he was, and I haven't had this direct conversation with Mr. Napley. But

1785

04:08:50.260 --> 04:09:06.350

Cooper City Hall: thank you for your service, Mr. Napoli, and I believe you and and you don't have to respond. But your economic situation may be different than mine, based on your years of service in the military, and so that's neither here nor there. But i'll only say that

1786

04:09:08.120 --> 04:09:09.520

Cooper City Hall: you know I I

1787

04:09:10.130 --> 04:09:24.480

Cooper City Hall: i'm. I'm not looking. I you know I I don't want to bore you with spreadsheets when I reference you're right, but by me going up to 2. But i'm not talking about. I'm giving you the salary you want. So that's why it's not an issue. I'm not fighting on the salary.

1788

04:09:24.700 --> 04:09:32.890

Cooper City Hall: You can't tell me that 18 month deferral, and the Fs. Affect you buying a house. I'm giving you the salary you asked for, not even coming off of it a nickel.

1789

04:09:33.650 --> 04:09:40.400

Cooper City Hall: But I but I think, Commissioner, it is in in some degree it's negotiating against myself, because

1790

04:09:40.750 --> 04:09:42.640

Cooper City Hall: you know that that the

1791

04:09:42.660 --> 04:09:48.560

Cooper City Hall: the retirement F. Rs program is in place. It it was part of the overall piece.

1792

04:09:48.770 --> 04:09:55.690

Cooper City Hall: I want to get rid of it. You want to get rid of the F. Rs senior management plan for the manager.

1793

04:09:57.250 --> 04:10:09.930

Cooper City Hall: Most cities have a 401 for the directors, and you know, but I you know. So i'm being reasonable, I want you to be reasonable. Take an 18 month referral. I mean it. It varies, I I think. Certainly.

1794

04:10:10.020 --> 04:10:21.160

Cooper City Hall: Managers have pensions and have 401 K. Some have just 400 oneks, some very close to here. Have pensions and 400 oneks. It's all like we're offering you.

1795

04:10:24.660 --> 04:10:29.060

Cooper City Hall: Okay, yeah. So let me ask, let me ask. Yeah.

1796

04:10:29.910 --> 04:10:37.190

Cooper City Hall: You you and Jennifer are going to give him whatever i'm not going. That's my offer. I'm. I don't think. Apparently

1797

04:10:37.630 --> 04:10:48.720

Cooper City Hall: you know you came in here talking about how fur you are, and now you're you're you're throwing, you know, money like we're i'm not in any way, shape or form or much for me. I'll chief dog.

1798

04:10:48.840 --> 04:10:57.550

Cooper City Hall: Hmm. You try. Okay. I I would just. I'm: Sorry, Commissioner, I I I would just say that I I understand

1799

04:10:57.580 --> 04:11:05.990

Cooper City Hall: was your shrouded, your your points. I would just say, You know my my my preference would be to stay in the Fi, the Frs. Program.

1800

04:11:07.500 --> 04:11:10.500

Cooper City Hall: and I understand that that may affect

1801

04:11:10.570 --> 04:11:15.630

Cooper City Hall: where your bottom line number is, as it relates to the It's fair enough.

1802

04:11:15.930 --> 04:11:22.380

Cooper City Hall: Okay. So we have a a an impasse. We need to figure out how to get through this impasse.

1803

04:11:26.230 --> 04:11:26.990

Cooper City Hall: Okay.

1804

04:11:27.670 --> 04:11:29.840

Cooper City Hall: I'm running numbers down.

1805

04:11:34.450 --> 04:11:51.410

Mayor Ross: I think now would be a good time, maybe, to take a break, or to tell you that without and and i'm waning, i'm telling you now i'm waiting and and I correct me if i'm wrong, Jacob. But without all 5. Nothing could be done as far as hiring city convention, city manager.

1806

04:11:51.760 --> 04:11:53.610

Cooper City Hall: It

1807

04:11:53.680 --> 04:12:05.040

Cooper City Hall: Thank you, Mayor and Mayor Commission, just just for reference. It takes a majority of 3 to approve a contract for the city manager. However, the manager's contract must be voted on by a full commission.

1808

04:12:05.220 --> 04:12:08.290

Cooper City Hall: It takes 5 votes, but it takes a majority of 3.

1809

04:12:08.370 --> 04:12:28.230

Cooper City Hall: Oh, I didn't know that I don't wait. That's the same thing. So no, it's not. This is in the question of respectfully. You're not. You're not looking for a super majority. I know a majority of somebody. You're saying if you if he hangs up the phone, I'm saying that that's what I'm indicating is i'm i'm ready. I'm ready at this point to do that, so I I need this moves along.

1810

04:12:28.230 --> 04:12:32.780

Cooper City Hall: and and and just excuse me, I would call up the Charter just for reference, if I could.

1811

04:12:33.560 --> 04:12:41.850

Cooper City Hall: So, Mayor, what what's your I don't want to say best and high is, or what are you thinking? I I was thinking exactly what you did at the 225,

1812

04:12:42.580 --> 04:12:54.020

Cooper City Hall: and and just for reference, Mayor Commission 4.0, one of the charter sub one, the city manager, shall be appointed or removed by motion or resolution adopted by the full commission. Okay, so

1813

04:12:54.180 --> 04:12:58.580

Cooper City Hall: so can we.

1814

04:12:58.780 --> 04:13:01.680

Cooper City Hall: So I think you're awesome.

1815

04:13:01.730 --> 04:13:07.460

Cooper City Hall: and everybody here thinks you're awesome. We just have to just decide the degree of awesomeness, and we want to make sure we do this before

1816

04:13:09.150 --> 04:13:11.630

Cooper City Hall: we someone hangs up the phone. So

1817

04:13:12.100 --> 04:13:14.180

Mayor Ross: i'm not someone. It's Mayor Ross.

1818

04:13:14.240 --> 04:13:15.190

Cooper City Hall: Yes.

1819

04:13:15.200 --> 04:13:17.810

Cooper City Hall: So my question is this.

1820

04:13:20.040 --> 04:13:21.220

Cooper City Hall: You brought up

1821

04:13:22.270 --> 04:13:26.790

Cooper City Hall: almost like a tiered system, or maybe it was one of y'all brought up

1822

04:13:26.810 --> 04:13:33.740

Cooper City Hall: a tier with 6 months 18 months. So what if we were to do

1823

04:13:37.900 --> 04:13:40.500

Cooper City Hall: your fr that you want.

1824

04:13:42.060 --> 04:13:46.060

Cooper City Hall: but guaranteed tears for the first 18 months.

1825

04:13:46.310 --> 04:13:55.710

Cooper City Hall: like 6, 1218, if everything is Mac. and sorry. Yes, yes, with salary. and then

1826

04:13:56.640 --> 04:14:03.970

Cooper City Hall: so you might start out a little bit lower. But if you have faith in yourself, and you know that you're going to hit whatever benchmark.

1827

04:14:04.050 --> 04:14:09.040

Cooper City Hall: then you're going to be it where you want, and everybody's going to be happy because we're going to.

1828

04:14:09.150 --> 04:14:25.220

Cooper City Hall: Does that make sense? Is that something you can work with? Because i'm trying here. You gotta work with me. said in the nicest way. And i'm. you know I i'm certainly willing to to talk through what that might look like, okay, we got to talk fast.

1829

04:14:26.840 --> 04:14:37.250

Cooper City Hall: So is there a way that you can, if we go full on on the Frs. With the 33%. I'm just rounding to 30,000

1830

04:14:37.670 --> 04:14:43.060

Cooper City Hall: with with the I'm rounding to 30%, because it's easier in my head than I have to take out my phone again.

1831

04:14:43.610 --> 04:14:45.710

Cooper City Hall: and we so what if we do

1832

04:14:46.010 --> 04:14:55.670

Cooper City Hall: but for let's say now to to what do you want to? 2, 25, that's never going to fly? What if we were to start at 235

1833

04:14:56.730 --> 04:15:01.150

Cooper City Hall: with full. and then in 6 months it can go up to

1834

04:15:01.240 --> 04:15:05.170

Cooper City Hall: or 2, 2, 36 months, 235,

1835

04:15:06.970 --> 04:15:11.220

Cooper City Hall: 12 months to 40, 18 months.

1836

04:15:11.640 --> 04:15:13.510

Cooper City Hall: 245,

1837

04:15:13.890 --> 04:15:16.440

Cooper City Hall: 244 whatever the end result was

1838

04:15:16.750 --> 04:15:23.340

Cooper City Hall: not for me. Yeah, that's not the the since the first is 37%

1839

04:15:23.860 --> 04:15:28.410

Cooper City Hall: you

1840

04:15:28.420 --> 04:15:38.960

Mayor Ross: performing. If you you his performance and based on a review of a performance, you can always bonus them, or nothing will prevent you from doing that.

1841

04:15:39.460 --> 04:15:50.960

Cooper City Hall: There's a separate clause with that, and we have to set met. We have to set the the things. Now, that would be very, Mr. Aglson. Give me your bottom line, and let's see if we can work with it, but make it something that we can actually work with. Please

1842

04:15:56.020 --> 04:15:58.550

Cooper City Hall: take a simple water.

1843

04:16:03.290 --> 04:16:06.570

Cooper City Hall: We know you want to be here, you know we want to be our

1844

04:16:06.660 --> 04:16:10.270

Cooper City Hall: but there's gotta be a there's gotta be a compromise because

1845

04:16:11.350 --> 04:16:12.490

Cooper City Hall: phone

1846

04:16:12.580 --> 04:16:20.400

Cooper City Hall: in person. You see that that we're trying plus. I did not. I was not aware of this little term. Now I don't know I can get up and walk out.

1847

04:16:20.520 --> 04:16:23.900

Cooper City Hall: You know. Leverage change, you know.

1848

04:16:26.950 --> 04:16:29.200

Cooper City Hall: Yeah, I I mean, I I

1849

04:16:37.640 --> 04:16:40.100

Cooper City Hall: and don't forget employees. Use the gym for free

1850

04:16:40.690 --> 04:16:44.530

Mayor Ross: and the income tax in the State of Florida.

1851

04:16:44.880 --> 04:16:54.590

Cooper City Hall: Yes, and and commissioner or Mayor I I you know i'll just share. I I'm. I'm. Definitely. I know that topic has come up with several folks, and and you know I will share that.

1852

04:16:55.750 --> 04:17:08.470

Cooper City Hall: and that is certainly that that piece is a windfall on on a larger amount of about 12,000. However, the real estate taxes in Broward County are going to are basically going to negate that at least as well.

1853

04:17:09.160 --> 04:17:11.810

Cooper City Hall: Hey, what's your bottom line?

1854

04:17:13.060 --> 04:17:19.300

Cooper City Hall: Well, I that probably would be more helpful to just here where the board is at, and and

1855

04:17:23.180 --> 04:17:24.720

Cooper City Hall: I think I mean, I think

1856

04:17:24.940 --> 04:17:35.260

Cooper City Hall: respectfully, you've kind of heard. We're all you know. We we're looking for you to give us some something a little like you want the F. Rs gotta go down a little on the salary If you want the 10%,

1857

04:17:35.550 --> 04:17:38.720

Cooper City Hall: 401 will go to the top of the salary.

1858

04:17:42.790 --> 04:17:45.540

Cooper City Hall: and that'll get your foot in the door, and then prove.

1859

04:17:49.020 --> 04:17:59.190

Cooper City Hall: Get your foot in the door, darling. Set it in the nicest way. Those feet. Watch out for those feats. I don't don't even know what that means.

1860

04:18:06.060 --> 04:18:17.720

Cooper City Hall: I I mean I I would I would be willing to look at something like a 2, 2, 40, plus the F. R. S. And then an opportunity not to say i'm automatically bumped up, but not in 6 months. The Commission would just evaluate

1861

04:18:17.810 --> 04:18:23.640

Cooper City Hall: my performance and see if it if I if it merits moving me up further than that.

1862

04:18:24.580 --> 04:18:27.080

Mayor Ross: Thank you. I'm like I said. I'm weaning.

1863

04:18:27.220 --> 04:18:35.700

Mayor Ross: Have a good night. This will have to come up for a special meeting.

1864

04:18:35.700 --> 04:18:55.420

Cooper City Hall: Well, I'm going to go ahead plus frs. I'm. Motioning to call the vote for 245. So come on that's not the right thing. It's here, then he needs to. He needs to be reasonable because he drove. That means we give tens of thousands of dollars for hey, folks, we now I know that.

1865

04:18:55.420 --> 04:18:59.260

Cooper City Hall: And then hold on, She she did. She called up. She called a vote

1866

04:18:59.510 --> 04:19:03.260

Cooper City Hall: she called a motion. The motion was for 2 40,

1867

04:19:03.300 --> 04:19:17.430

Cooper City Hall: plus the plus the Frs. So that you said the F. Rs. Was 4 is 70,000. I I it was 32, 75, so it's more. So it's 75 at 240.

1868

04:19:18.010 --> 04:19:29.170

Cooper City Hall: We're talking about a 345 do you think 345 package we we it needs to be. We also prevention. Just not rush to something. So there's a hold on! There's a motion.

1869

04:19:29.530 --> 04:19:31.870

Cooper City Hall: Is there a second

1870

04:19:31.990 --> 04:19:34.070

Cooper City Hall: on the floor for discussion.

1871

04:19:35.410 --> 04:19:44.060

Cooper City Hall: seeing that there's no second, the motion dies. Now what i'm going to say, Mayor Ross. And when I'm and i'm going to say to this commission.

1872

04:19:44.210 --> 04:19:52.990

Cooper City Hall: I'm. Going to remind this commission that we have spent more time we have. We have spent more time with with things

1873

04:19:53.580 --> 04:19:55.140

Cooper City Hall: important things.

1874

04:19:55.430 --> 04:20:00.030

Cooper City Hall: but to my and my humble opinion, not as important as the decision

1875

04:20:00.040 --> 04:20:19.450

Cooper City Hall: that we're going to make, and I think that all of us to include you. Mayor Ross has a responsibility to stay here and not threaten, not threaten the commission to say, Well, you know what we're I'm. I'm. I'm waiting, and i'm walking out, and and i'm hanging up. I don't believe that that is the proper course of action

1876

04:20:19.450 --> 04:20:23.330

Cooper City Hall: for this commission, knowing that we have stayed here

1877

04:20:23.490 --> 04:20:34.340

Cooper City Hall: for longer occasions, but with things that aren't that are that are important. But not that's going to determine

1878

04:20:34.380 --> 04:20:42.870

Cooper City Hall: what the city, how we move forward. We know that. Mr. Napoli, this is his last commission meeting.

1879

04:20:43.840 --> 04:21:00.300

Cooper City Hall: and I believe that we have an obligation, and we have a responsibility to make sure that we hammer out an agreement with Mr. Eagleston like I said before, where both sides we're gonna we're gonna be a little unhappy. But at the end of the day

1880

04:21:00.300 --> 04:21:22.090

Cooper City Hall: we're going to say, hey, we can make we're we're comfortable with this. We can make it. We can make it work. We can move forward. This gets this gets us moving in the right direction, and i'm hoping, and i'm and I implore you, Mayor Ross, please do not hang up. Please let's stay with this. Let's stay committed to this, and I know that i'm confident that

1881

04:21:22.090 --> 04:21:28.260

Cooper City Hall: the 5 of us we can get this done. or the I'm sorry the 6 of us we can get. This done.

1882

04:21:28.740 --> 04:21:46.620

Cooper City Hall: the Commission and Mr. Eagleston the 6 of us. We can get this done, and we can move forward, and just like we were happy. We were abundantly happy and satisfied when we, when unanimously we we voted to to select him. Can we take him?

1883

04:21:46.620 --> 04:21:52.220

Cooper City Hall: Give them a minute and deal with one other issue first. So more pressing. So, Mayor, would you

1884

04:21:53.520 --> 04:22:10.310

Cooper City Hall: What we need to go ahead and appoint an intram for when Joe's gone, because if the mayor drops off the phone and we don't have a contract well, i'm in meeting before then i'm imploring the Mayor Mayor Ross. I'm all you like, Commissioner. I I am not

1885

04:22:11.120 --> 04:22:14.210

Mayor Ross: focused like I should be at this point.

1886

04:22:14.850 --> 04:22:25.430

Mayor Ross: I do not feel comfortable moving forward, and and I I feel better off there. Please stay on for a minute. I you got you got a minute. Go

1887

04:22:26.200 --> 04:22:28.220

Cooper City Hall: in the hint room.

1888

04:22:28.370 --> 04:22:31.380

Cooper City Hall: From a procedural standpoint. We have to nominate our interim.

1889

04:22:31.460 --> 04:22:48.160

Cooper City Hall: No, we no, we're we, Commissioner Shrouded we are. We are on this item. We need to. We need to. We need to finish up this item, let me ask. Mr. Egleston has to turn your question. How many do we need for the interim? So

1890

04:22:48.240 --> 04:23:03.670

Cooper City Hall: the the the the concept of the interim manager is not contemplated by our code or our charter. Our charter speaks to an acting manager, which which which really is, is the situation where the city manager is absent is on vacation, is in firm, is unable to perform in that of in that capacity.

1891

04:23:03.670 --> 04:23:16.300

Cooper City Hall: An interim manager is is, in fact, the city manager, because you have no other person who is performing in that function until Mr. Egerson or Mr. Napoli's successor comes in to be so I would like the way I read. That is.

1892

04:23:16.640 --> 04:23:21.510

Cooper City Hall: we have to have 5 for an interim manager. So yes or no.

1893

04:23:21.720 --> 04:23:22.380

Yes.

1894

04:23:22.500 --> 04:23:49.310

Cooper City Hall: the the Charter doesn't say that I would be more comfortable with having a full commission appointed, but if you didn't, I would just want to solve that issue. But no, no, No, we we have been, we have. We have been discussing for the last hour or 2 about I I hear. No, no, you're 100% wrong, he just said he's more comfortable. But I said 4 or 5, and he can go either way. So you know what this is

1895

04:23:49.310 --> 04:24:06.160

Cooper City Hall: we. This is our job. Our job is to figure out if we can work something out or not work something out. I'm done. But the rest of all the other items are our job, too, you know what then? All the other items, but also this is done because I need 3 of us for all of the other items.

1896

04:24:06.360 --> 04:24:18.560

Cooper City Hall: But this man needs to see if he's going to have a

1897

04:24:18.660 --> 04:24:22.080

Cooper City Hall: just to. So, is it?

1898

04:24:24.560 --> 04:24:34.430

Cooper City Hall: I'm sorry i'm sorry. No, no, and I want to be respectful of your all, You all as well. I maybe I could just pose this opportunity while everyone's here

1899

04:24:34.470 --> 04:24:37.520

Cooper City Hall: to say, maybe to look at.

1900

04:24:37.910 --> 04:24:43.630

Cooper City Hall: You know 2 2 options from the commission's standpoint, and just if I might say.

1901

04:24:43.690 --> 04:24:54.050

Cooper City Hall: you know, with the salary and in in being an Frs. What is that best reasonable number to the board as a whole, and then maybe an option B, which is

1902

04:24:54.070 --> 04:24:58.520

Cooper City Hall: salary and No. F. R. S. To Commissioner shrouded's. Point the 10%

1903

04:25:00.250 --> 04:25:01.560

Cooper City Hall: a piece.

1904

04:25:01.650 --> 04:25:15.060

Cooper City Hall: What? That? You know what that best puzzle is, and then, perhaps you know, the Board could could take action to offer one of those 2 options, and then, you know, we've been up here for an hour or 2. I know everyone is getting to that point.

1905

04:25:15.120 --> 04:25:24.880

Cooper City Hall: and those options are Mr. Eggleston. So salary and no Frs: so what that latter let's talk about that first. So so basically there, you know respectfully, if the if the board would put.

1906

04:25:24.890 --> 04:25:31.270

Cooper City Hall: you know, basically, an option a which would be salary with Frs. This is a best reasonable number from the Board

1907

04:25:31.500 --> 04:25:40.560

Cooper City Hall: and option B, a salary with No. Frs. And a percentage of, you know compensation to be put in. And then.

1908

04:25:40.730 --> 04:25:50.210

Cooper City Hall: you know, if there's consensus from the board. you know we've been here 2 h.

1909

04:25:50.300 --> 04:25:54.620

Cooper City Hall: What that salary is with Frs.

1910

04:25:54.640 --> 04:26:13.330

Cooper City Hall: Versus what that salary is without. Frs: right? What? That? What that? What that number give us the no latter without. Yeah, and and what I might suggest, you know, and I don't know if it's if the board's okay with it. If if it's permissible with the attorney by law. Is there an option?

1911

04:26:13.330 --> 04:26:16.550

Cooper City Hall: I I don't I I don't want to

1912

04:26:16.700 --> 04:26:23.570

Cooper City Hall: upset or or agitate anyone on the board, you know. Perhaps it's better to hear from the board those 2 options.

1913

04:26:23.670 --> 04:26:31.260

Cooper City Hall: What is what is instead in the nicest way you've heard us throw out numbers all night. I need to know

1914

04:26:31.460 --> 04:26:47.480

Cooper City Hall: what you what you want for your salary and no Frs. I want a number, and I want to know what your salary is with Frs. I want a number, and I and I may sound mean, and I don't mean to, but I need it. I need a number. I need that to work to. So this can move forward

1915

04:26:47.610 --> 04:26:50.550

Cooper City Hall: or or it's. Yes.

1916

04:26:55.870 --> 04:26:57.500

Cooper City Hall: and I do the jeopardy music.

1917

04:27:09.310 --> 04:27:28.590

Cooper City Hall: Yeah. And and I I will just say I I don't want to beat that dead horse, but I feel like I've thrown out several numbers, and it it might be better for the board just to say, here's the the number of numbers that we know that you've thrown out. I've been

1918

04:27:28.650 --> 04:27:33.100

Cooper City Hall: in the nicest possible way for a specific, the salary that you want

1919

04:27:33.240 --> 04:27:42.490

Cooper City Hall: with no Frs. Or the salary that you want with Frs. I'm looking for 2 numbers with an an Frs thrown on the back end.

1920

04:27:42.680 --> 04:27:43.520

Cooper City Hall: That's it.

1921

04:28:11.520 --> 04:28:13.100

Cooper City Hall: Excuse me.

1922

04:28:29.130 --> 04:28:30.850

Cooper City Hall: I'll go back to that.

1923

04:28:53.080 --> 04:28:58.910

Cooper City Hall: I mean, I think, with with the Frs. You know I I I at 247 I

1924

04:28:58.950 --> 04:29:09.100

Cooper City Hall: you know 242 is a number that comes to mind that I think I I could. I could make work that's with

1925

04:29:17.230 --> 04:29:23.360

Cooper City Hall: but is there an option for the board to give me what their best number is without the Frs. Because i'm asking you first.

1926

04:29:35.670 --> 04:29:46.250

Cooper City Hall: you know i'd say something like 235 with 17 instead of 10 to 35, with 17, with no Srs.

1927

04:30:03.670 --> 04:30:05.630

Cooper City Hall: I'm talking to myself and sorry

1928

04:30:09.610 --> 04:30:16.320

Cooper City Hall: maybe. That's 3 of So that would be a total compensation package if i'm not

1929

04:30:16.620 --> 04:30:18.570

Cooper City Hall: if I'm. If i'm correct

1930

04:30:18.640 --> 04:30:20.490

Cooper City Hall: of about 305,

1931

04:30:21.380 --> 04:30:21.950

Okay.

1932

04:30:22.320 --> 04:30:23.970

Cooper City Hall: the 2, 35,

1933

04:30:24.460 --> 04:30:37.590

Cooper City Hall: plus the the 1717% of 235 is for 40. Grand is 40, so that's 2 that would be 275 plus the plus the insurance is 30,000, which gives you a total of 305 or 316,

1934

04:30:38.070 --> 04:30:42.140

Cooper City Hall: 240,

1935

04:30:42.370 --> 04:30:47.500

Cooper City Hall: Mring. Let's look at how ridiculous this is. Okay. So

1936

04:30:47.520 --> 04:30:50.260

Cooper City Hall: follow me here. You ask for 7% more.

1937

04:30:50.280 --> 04:30:54.810

Cooper City Hall: That's 17%, which which comes up is 16,450, right

1938

04:30:54.890 --> 04:31:06.300

Cooper City Hall: and 10,000 less No how much less is it because we, I said, 247? You're saying 2, 4 to 12,000. So you're you're talking about \$4,000 difference in the offer

1939

04:31:07.740 --> 04:31:14.810

Cooper City Hall: just to the 2 47, 500 in the 10. You're talking about \$4,000 difference.

1940

04:31:16.550 --> 04:31:30.990

Cooper City Hall: So So I this is for him. and and about that. and and and and here's and and it's a higher money upfront. So we cover the whole issue about the cost of whatever.

1941

04:31:32.360 --> 04:31:43.280

Cooper City Hall: Yeah. And and that's where I I I don't want to PIN you guys in a corner, and I know we've. We've already spent several hours on this. That's Why, I think you know, if I might suggest Mayor and and Commissioners.

1942

04:31:43.500 --> 04:31:50.870

Cooper City Hall: you know. Is there an opportunity for you? You all to just, you know. Come up with. This is the offer we'd like to offer you, Mr. Eggleston.

1943

04:31:51.110 --> 04:31:52.200

Cooper City Hall: and

1944

04:31:52.350 --> 04:32:05.320

Cooper City Hall: so, perhaps at this juncture just allow me the evening to you know. Just go home and and ponder that offer and talk to my wife, and just maybe circle back in the morning with with Attorney Horowitz.

1945

04:32:05.470 --> 04:32:08.930

Cooper City Hall: So so you don't. So

1946

04:32:10.310 --> 04:32:22.000

Cooper City Hall: you want us to. You put forth the 2 options. You want us to make a motion. He wants us to put it out for him, and he wants to be able to crunch the numbers. Listen, I don't disagree with you. Having

1947

04:32:22.160 --> 04:32:34.660

Cooper City Hall: be able to crunch these Honestly, we're we're just anecdotally guessing here. So why don't we? What's wrong with us? Scheduling. narrowing all the issues to the compensation, and then us getting

1948

04:32:34.780 --> 04:32:40.020

Cooper City Hall: some information from our staff and and experts? He even looking at his end, and then we could.

1949

04:32:40.080 --> 04:32:51.270

Cooper City Hall: So, Commissioner Schrodinger, are we so? What i'm hearing? Are we going to be calling a special meeting? Because to Mr. Horowitz point we need to have 5.

1950

04:32:51.340 --> 04:33:06.099

Cooper City Hall: So will we be calling a special meeting, giving him an opportunity to wait to to discuss this. Yeah tomorrow. There's no no, not tomorrow. It's next week, or I'd rather try to get this done.

1951

04:33:06.140 --> 04:33:22.250

Cooper City Hall: I agree. I mean, if he wants time to think about it. So how are we saying? Give him a number. We'll wake up tomorrow. But you, but that's that's that's definitely a commissioner that we're just. You know we've. We've talked about a lot of different numbers and a lot of different things. I'm respectful of the that. The board only has

1952

04:33:22.250 --> 04:33:26.740

Cooper City Hall: so much ability as it relates to the overall compensation package.

1953

04:33:26.750 --> 04:33:33.220

Cooper City Hall: And so I I've thrown out several different numbers. I know you all have as well. I think it would be helpful to frame it in to say.

1954

04:33:33.470 --> 04:33:37.119

Cooper City Hall: you know. Here, here's where we think is from the Board's perspective.

1955

04:33:37.400 --> 04:33:52.490

Cooper City Hall: You know our best and fairest number, and then let me sleep on it for the night, and and if we, if we, if I come back and give 2 thumbs up, then we're good, and and if not, we can figure out if maybe a special meeting is required. If that's what the Board would like to do.

1956

04:33:52.490 --> 04:33:59.369

Cooper City Hall: Alright, I like to make a motion to adopt a salary of 247,000.

1957

04:33:59.540 --> 04:34:07.290

Cooper City Hall: Would you accept 247,000? With the 12 contribution to a 401, which is about 30 grand.

1958

04:34:09.130 --> 04:34:11.800

Cooper City Hall: So total package is about 306.

1959

04:34:11.820 --> 04:34:20.259

Cooper City Hall: Then you have health insurance. so that's 306. I I second that motion.

1960

04:34:20.640 --> 04:34:22.110

Cooper City Hall: Well, that's good to take that

1961

04:34:22.529 --> 04:34:41.240

Cooper City Hall: for discussion, Mr. Egleston. So i'm sorry I second at the motion. So the gavel gets passed to you, Commissioner shrouded. I'll i'll second to keep the gavel. Okay, so I I remove my motion. The motion is second by Commissioner Melosie Commissioner. Well, so, Mr. Mr. Egleston.

1962

04:34:41.470 --> 04:34:46.099

Cooper City Hall: what what Commissioner Katzman and Melosi have motion

1963

04:34:46.140 --> 04:34:59.720

Cooper City Hall: was a salary of 2, 47, 12% in a 401 k plus the insurance, which is about \$30,000, which would bring your compensation package to \$306,000,

1964

04:35:00.270 --> 04:35:09.360

Cooper City Hall: which is roughly \$13,000 more than the current city manager. What his total compensation package is.

1965

04:35:09.439 --> 04:35:12.660

Cooper City Hall: It's actually 20. Yeah, it it really

1966

04:35:12.740 --> 04:35:25.439

Cooper City Hall: okay. So the motion there's a motion. You can make it like a motion, because we have all the other items in there. So let's just ask if he's okay with that, then we can all his other issues, Mr. Eagleston. It it won't matter if I leave that.

1967

04:35:25.660 --> 04:35:31.220

Cooper City Hall: No, it does matter. But we are not voting

1968

04:35:31.669 --> 04:35:37.340

Cooper City Hall: Yeah, I you know it, and i'll defer to maybe the Board and Mr. Horowitz I I

1969

04:35:37.380 --> 04:35:41.730

Cooper City Hall: I would I I would be glad if you if you would, if you could.

1970

04:35:41.980 --> 04:35:46.779

Cooper City Hall: and i'm very respectful the offer. If I know it's It's a

1971

04:35:46.939 --> 04:35:53.240

Cooper City Hall: a deviation from where I think my brain started at the beginning of this meeting. you know, if there's a way that

1972

04:35:53.500 --> 04:36:08.840

Cooper City Hall: you know the Board could allow me just I'm in the evening to think it over and talk to my wife. I mean, I'm. I'm okay, with saying, hey, these are the term subject to oh, you know, 12 like shark tank 12 h, too. But here's a deal we have to totally contract

1973

04:36:09.009 --> 04:36:20.529

Cooper City Hall: to send back to you. Otherwise we have to have a special meeting.

1974

04:36:21.180 --> 04:36:29.529

Cooper City Hall: The Commission is comfortable getting this document in a clean form that would constitute an offer of the Commission to Mr. Egleston.

1975

04:36:29.560 --> 04:36:44.450

Cooper City Hall: based on \$247,000 salary, 12 for onek contribution. There are a few other points. I would ask the Commission to run through very quickly with me, just to ensure that we have a clean document that could potentially be approved by this commission this evening.

1976

04:36:44.560 --> 04:36:56.570

Cooper City Hall: That'd be submitted to Mr. Egleston as an offer. They it is essentially an employment offer. I like that. Okay. And then Mr. Egleston would have say it till the end of business tomorrow, whatever it is, to accept that offer.

1977

04:36:56.619 --> 04:37:01.770

Cooper City Hall: He would advise my office, who advised the clerk that he's, accepted the offer or not.

1978

04:37:01.840 --> 04:37:10.660

Cooper City Hall: in the event that he chooses not to accept that offer. We would obviously advise the commission of his decision, and then it would either necessitate a special meeting.

1979

04:37:10.770 --> 04:37:13.860

Cooper City Hall: or the Commissioner have to revisit the matter when we meet again in 2 weeks.

1980

04:37:14.490 --> 04:37:24.410

Cooper City Hall: that if he does not accept, if he does not, if he accepts the offer. We we will advise the Commission either way, but if he accepts the offer, then you'll have a binding contract. He'll sign the contract. We'll have an agreement between the parties

1981

04:37:24.430 --> 04:37:38.540

Cooper City Hall: if he doesn't, for whatever reason, except the commission's offer, then we'll advise the Commission, and either any one member of the Commission can call his special meeting under the procedures in the code. Excuse me, the mayor, or a majority of the Commission would be able to call a special meeting under our charter.

1982

04:37:38.550 --> 04:37:57.419

Cooper City Hall: and absent a special meeting in the matter. It' be revisited on the 20 fifth April. Surely isn't a big deal, and you would have an interim city manager, because again, Mr. Napoli's last day is Friday. You'd have the interim manager acting in that capacity between Friday and the 20 fifth of April. That's still happening either way.

1983

04:37:57.610 --> 04:38:13.040

Cooper City Hall: I just wanted that longer. I'm sorry I didn't hear you chemistry. Are you still looking at June first, or is there an earlier start? Date? No, I I I would say we'd still be right about that June first, if that's if that's our paid another one.

1984

04:38:13.040 --> 04:38:26.029

Mayor Ross: So if if I if I if I make yes, I can just run down. Yes, you other points in the contract to make sure that that I understand what this, what the city's offer is going to be. This essentially is the city's offer. Yeah, good. You got 30 s. I'm done.

1985

04:38:26.169 --> 04:38:39.290

Cooper City Hall: Thank you, Mayor again. The salary we spoke to of 247 12 for one K. We would take the 4 cause definition that was right into the record earlier by Mr. Egleston, there would be

1986

04:38:39.300 --> 04:38:57.189

Cooper City Hall: the no acceptance or cool of any previously accrued sick leave. We would strike that the arbitration provision would be stricken. It would go back to the laws of Florida that would govern, and and then you would be in Broward County for any disputes. I'd be up to 3 Association conferences per year.

1987

04:38:57.189 --> 04:39:11.529

Cooper City Hall: I believe those were the only other sticking points, and the other one was 5, 2, which was the in 5.2, the the cola would be effective on the one-year anniversary. No, no, I think we negotiated with the merit, or whatever.

1988

04:39:12.020 --> 04:39:21.180

Cooper City Hall: Just Just so. The commissions that will be just the the merit increases. Yeah. if I could just speak to the cola as well, I mean, i'm perfectly comfortable if the

1989

04:39:21.200 --> 04:39:29.520

Cooper City Hall: salary survey comes back and says your overall group has to go up so 5% in 2 months not being

1990

04:39:29.619 --> 04:39:34.849

Cooper City Hall: included in that. But I think you know, on regular years beyond that

1991

04:39:35.110 --> 04:39:42.750

Cooper City Hall: compensation study. I would like to be considered for that and similar to other employees. Okay, so

1992

04:39:42.930 --> 04:39:47.620

Cooper City Hall: so for the this coming considered is different than than a contractual term.

1993

04:39:47.910 --> 04:39:49.370

Cooper City Hall: You're always considered.

1994

04:39:49.490 --> 04:39:53.560

Cooper City Hall: But so no, you would not be entitled to any cola

1995

04:39:53.740 --> 04:40:05.310

Cooper City Hall: in the first year. That's fair. A mandatory call on the first year. Yeah, because that's how that's going to work out with the compensation. Yeah, so that's fair. And then thereafter

1996

04:40:06.400 --> 04:40:14.230

Cooper City Hall: we'd see receive it with managerial. They're all managerial city employees. Well, you have general common managerial.

1997

04:40:14.530 --> 04:40:22.770

Cooper City Hall: What? What? What would you? You're not looking for? Well, what's the general employees? We managerial?

1998

04:40:22.910 --> 04:40:27.470

Cooper City Hall: Because now we're you know, we're going to have Coles at different times. Right? The targeting units and

1999

04:40:28.120 --> 04:40:30.410

Mayor Ross: we good on the other issues. Jacob

2000

04:40:30.950 --> 04:40:37.250

Again it. Those are the changes that we would make, and based on that discussion that would reflect the offer of the city to Mr. Egleston.

2001

04:40:37.800 --> 04:40:38.830

Cooper City Hall: Call a vote

2002

04:40:42.790 --> 04:40:50.150

Cooper City Hall: Commissioner Melody. Yes. Commissioner Katzman. Yes. Commissioner. so

2003

04:40:50.510 --> 04:40:55.730

Cooper City Hall: no no To To accept. The acceptance will be the end of business tomorrow.

2004

04:40:56.900 --> 04:41:01.220

Mayor Ross: Commissioner Green. Yes, Mayor Ross, reluctantly. Yes.

2005

04:41:01.700 --> 04:41:07.140

Cooper City Hall: thank you, Mayor, and we appreciate we appreciate you being here. Mayor. Thank you so much for staying.

2006

04:41:07.230 --> 04:41:09.340

Mayor Ross: Have a good evening. You, too.

2007

04:41:09.420 --> 04:41:18.540

Cooper City Hall: Thank you. Thank you, Mr. Egleston. Certainly, if it's okay. I know you guys have other business, but I would like to, at least before I step out. Just step up and shake your hands again. Yes, sir.

2008

04:41:18.550 --> 04:41:23.580

Cooper City Hall: Oh, and hopefully, they're great. All of you are raised.

2009

04:41:23.800 --> 04:41:25.810

Cooper City Hall: I appreciate. I know it was some

2010

04:41:26.140 --> 04:41:34.860

Cooper City Hall: good, healthy debate and discussion, but I hope you're tight with the rest of our money like then?

2011

04:41:47.530 --> 04:41:50.000

Cooper City Hall: Thank you, Mr. Egleston and I,

2012

04:41:50.310 --> 04:41:58.480

Cooper City Hall: madam clerk, could you? Where are we now? The Mayor still here. No, he

2013

04:41:58.570 --> 04:42:17.620

Cooper City Hall: item Number 9. Okay. Item: item number 9. And before before we, before we a motion is made there, hey? I just want to thank this commission. Thank you. I know that I know we weren't. We weren't all on the same page. We're all over the place. I think. Thank you for what we did.

2014

04:42:17.620 --> 04:42:18.780

Cooper City Hall: It's a

2015

04:42:18.890 --> 04:42:34.230

Cooper City Hall: It's a good step in the right direction. So I just wanted to say that. Okay, we are on a item Number 9 Motion to approve an authorized Task order. Second Motion. Moved by Commissioner shrouded second by Commissioner Katzman. Is there any discussion?

2016

04:42:34.590 --> 04:42:35.700

Cooper City Hall: Call the Vote

2017

04:42:37.350 --> 04:42:44.710

Cooper City Hall: Commissioner Shrouder? I'm sorry. Commissioner Melody. Yeah, Commissioner Catsman. Yes, Commissioner

2018

04:42:45.880 --> 04:42:47.110

Cooper City Hall: Mayor Ross is going.

2019

04:42:48.240 --> 04:42:58.970

Cooper City Hall: so we are on to item Number 12. Mr. Horow was, or ordinance. We we already. I don't number 20, i'm sorry. I'm sorry, at least forgive me.

2020

04:42:59.340 --> 04:43:10.880

Cooper City Hall: but we're on a item ordinance item number 11 ordinance 20. No, I'm sorry. Hold that he's got a week resolution. I number 10 Resolution 23.60,

2021

04:43:11.040 --> 04:43:16.460

Cooper City Hall: i'm sorry, my my my my my humble apologies. We're on motion

2022

04:43:16.460 --> 04:43:37.990

Cooper City Hall: resolution 23 dash 6. I'm sorry that's what we're going to approve. And just for the record resolution the city cooper city Florida proving and authorizing Mayor and City clerk to execute the 49 year Community redevelopment. She'll be community. Be about Block Grant that cdbg application for the senior transportation, minor, home repair and persistence programs touches exhibit a corporate here in invited for conflict, severability, and an effective date.

2023

04:43:38.070 --> 04:43:45.610

Cooper City Hall: A motion by a commissioner shrouded. Is there a second second by commission of Catsman? Any discussion, you know. Call the Vote Commissioner Melody

2024

04:43:45.660 --> 04:43:50.010

Cooper City Hall: Commissioner Catsman. Yes, Commissioner.

2025

04:43:50.610 --> 04:43:59.690

Cooper City Hall: Good job moving on to item Number 11 ordinance, 23 dash, 10 Mr. Horror, 12 to the Commission we 2. That was the vacation on the light, and we took. Oh, yeah, my apologies.

2026

04:43:59.700 --> 04:44:28.590

Cooper City Hall: please forgive me. Item Number 12 Ordinance 23 d. 12. Mr. Or which Thank you, Commissioner Green. The end is an ordinance of the city of Cooper City Florida amending Chapter 23 article for the city's code of ordinances entitled District Regulations, specifically Amending Section 2414 entitled schedule of dimensional standards, mending section 2,362 entitled X one that's a civic district, establishing height restrictions for the civic district, zoning classification by it for conflicts by it, for cloud codification find them desperability planning for an effective name.

2027

04:44:28.610 --> 04:44:33.190

Cooper City Hall: Motion is there it? But I

2028

04:44:34.080 --> 04:44:48.490

Cooper City Hall: okay motion made by Commissioner Melosi, second second by Commissioner Katsman, Discussion Commissioner Melosey I had brought up. I want to say it was the last meeting, if not, it was the one before that that I wanted to

2029

04:44:48.640 --> 04:44:53.620

Cooper City Hall: limit the height of new structures from now on

2030

04:44:53.700 --> 04:44:57.010

Cooper City Hall: to instead of them being able to go to 100 feet.

2031

04:44:57.110 --> 04:45:05.090

Cooper City Hall: I wanted them to be matched out at 50. I would even compromise if I needed to a little bit more. But

2032

04:45:05.450 --> 04:45:13.290

Cooper City Hall: I had said before, when I drove past the very pretty church. the Baptists on

2033

04:45:13.380 --> 04:45:25.040

Cooper City Hall: Palm Avenue and share it in right in there. That's an 87 foot structure. It was 400, and neither 410 or 420 feet from Embassy, and that's without going over the wall.

2034

04:45:25.100 --> 04:45:36.660

Cooper City Hall: so it's far, but that is in your face. It is very large, and to me it is bothersome. We had item before, you know in January or

2035

04:45:37.130 --> 04:45:49.420

Cooper City Hall: December that came up that had the potential to be right next to residential homes, and almost they they were looking for 100 feet, and if they were in this district they could have potentially had that.

2036

04:45:49.950 --> 04:45:56.100

Cooper City Hall: And we have other areas that have not been developed that are surrounded by our residents

2037

04:45:56.390 --> 04:46:06.610

Cooper City Hall: when we were here, and at the end of the year, in the beginning of the year we clearly heard people say they did not want large structures in their backyard.

2038

04:46:07.290 --> 04:46:08.950

Cooper City Hall: and I think that

2039

04:46:09.300 --> 04:46:17.010

Cooper City Hall: I heard them clearly, and I know again when I drive past that while it might be stunning, it's in your face, and I don't think it.

2040

04:46:17.260 --> 04:46:22.440

Cooper City Hall: It's right here. The largest structures that we have here are 40 feet.

2041

04:46:23.610 --> 04:46:27.190

Cooper City Hall: so I think, limiting to 50 feet

2042

04:46:27.230 --> 04:46:35.290

Cooper City Hall: is reasonable. And then i'm not forcing something in my neighbor's backyard. We have it here

2043

04:46:35.460 --> 04:46:42.540

Cooper City Hall: to where, under the now analysis, 35 is the maximum height. The buildings within 200 feet.

2044

04:46:42.820 --> 04:46:44.820

Cooper City Hall: I would like it to say

2045

04:46:46.200 --> 04:46:50.360

greater than 200 feet is a maximum height of 50 feet.

2046

04:46:51.650 --> 04:46:57.180

Cooper City Hall: and I don't know if I have support. but that is what I would like.

2047

04:46:57.590 --> 04:47:17.070

Cooper City Hall: You would eliminate. No, no, no, I was going to say, Commissioner Kevin, you would eliminate the middle or the third tier, and just have 2 tiers, 35 and 50. Well, yeah, 35. Max. Height, 35. If the building is within 200 feet of a plot zone detached one family dwellings, 2 family dwellings or townhouses.

2048

04:47:17.070 --> 04:47:18.970

Cooper City Hall: and then number 2 would be

2049

04:47:18.990 --> 04:47:24.180

Cooper City Hall: greater than 200 feet, and go to a Max height

2050

04:47:24.420 --> 04:47:27.410

Cooper City Hall: of 50 feet done.

2051

04:47:27.680 --> 04:47:33.320

Cooper City Hall: and that way we don't have to worry about our residents having unsightly structures in their backyards.

2052

04:47:33.690 --> 04:47:39.530

Cooper City Hall: because we know that they don't want it. We know that what we already have is on is while pretty

2053

04:47:39.770 --> 04:47:45.510

Cooper City Hall: not. you know. Again, everybody used the Baptist Church as as an example.

2054

04:47:46.090 --> 04:48:02.510

Cooper City Hall: and while very pretty. It's in your face, and it's far away. So we have other property that has not been developed, or also you could potentially have things that are redeveloped right? And they're right next to people. And if you put something that's in this district

2055

04:48:02.920 --> 04:48:12.400

Cooper City Hall: that's a 100 feet, it's enormous. The largest structure we have in the city other than the church. Did you say it was away from Embassy

2056

04:48:13.060 --> 04:48:15.960

Cooper City Hall: 400 410 or 420,

2057

04:48:16.540 --> 04:48:21.660

Cooper City Hall: which would mean it couldn't go. It would be 55. Yeah, okay. So what if we just put

2058

04:48:21.770 --> 04:48:24.570

Cooper City Hall: greater than 200 feet

2059

04:48:24.950 --> 04:48:35.160

Cooper City Hall: up to 50 feet. and then you're not 500 there, and a 1,000 there.

2060

04:48:35.460 --> 04:48:38.200

Cooper City Hall: You gotta be able to put 83 feet in.

2061

04:48:38.360 --> 04:48:43.530

Cooper City Hall: because what if you own a ton of. So so Commissioner Melosi to Commissioner Shrouded's point.

2062

04:48:43.770 --> 04:49:03.110

Cooper City Hall: Let's say that we we have Pro x one, and we're talking about the X one. This is currently the X one. Yes, okay. So the property, the development that's coming in on on Sheridan and Douglas is that X One is that zone for X one? No.

2063

04:49:03.110 --> 04:49:07.690

Cooper City Hall: no, no, no, no, not the Bright Star Credit Union.

2064

04:49:07.720 --> 04:49:16.280

Cooper City Hall: I'm. At the residential, the residential Homes. Now, that's not. It's not x one. Okay. So we Don't have to worry about. So the bright Star Credit Union is that X one?

2065

04:49:16.830 --> 04:49:22.500

Cooper City Hall: No, the X One is limited to churches. a government facilities

2066

04:49:23.690 --> 04:49:24.320

Cooper City Hall: that

2067

04:49:27.900 --> 04:49:32.880

Cooper City Hall: basically community community related facilities.

2068

04:49:34.100 --> 04:49:37.530

Cooper City Hall: So they're not. They're not really meant, you know, schools.

2069

04:49:37.590 --> 04:49:45.410

Cooper City Hall: those kind of So if I so, if a school was built in an X one zone they could have

2070

04:49:45.450 --> 04:50:04.490

Cooper City Hall: the high, the highest that they could go is 83, 500 feet right now, 100. 100. If we don't get okay. So in the X one they can go 100 feet, but without any distance from residential, without any distant the the distance. So this this ordinance would create that tiered process. Okay, so then, the to

2071

04:50:04.490 --> 04:50:15.100

Cooper City Hall: to what I was saying. The largest structure we have in Cooper City is 40 feet tall. Now you have wait. Let me finish. Let me finish.

2072

04:50:15.110 --> 04:50:16.440

Cooper City Hall: You have a steeple

2073

04:50:16.480 --> 04:50:19.110

Cooper City Hall: that is 87, and you have

2074

04:50:19.520 --> 04:50:22.150

Cooper City Hall: 83 sorry and you have the monolith.

2075

04:50:22.520 --> 04:50:29.940

Cooper City Hall: which is the the big M. When you enter Montera the the the little white structure thing

2076

04:50:30.050 --> 04:50:39.640

Cooper City Hall: is greater than that other than that those 2 and Montera, when they had asked for the approval of that, there was nothing else around anything. Everything was coming after.

2077

04:50:40.400 --> 04:50:51.470

Cooper City Hall: Remember, you were here. So Montera was, was all that was was undeveloped. And so when they asked for that, anyone that moved in knew that that was there. So and and there was nothing.

2078

04:50:51.750 --> 04:51:09.790

Cooper City Hall: So I was okay. So can we go with this on a second reading? Consider that I have this. I Can't you consider this on that? I got to look at data and to cap it at 55 feet, you know you must have a 55 feet. Well, I wanted to cap it. 50, feet. Okay, but if it, if it 55 is a compromise, and that's why I

2079

04:51:09.910 --> 04:51:11.600

Cooper City Hall: So this is first reading

2080

04:51:12.050 --> 04:51:26.650

Cooper City Hall: So so we're so, Commissioner Melosa, you're at 55 feet. I'm sorry 50 50 feet if I have. If I have consensus so I don't know if i'm so. I'm not I don't know if i'm at 50 or 55, feet.

2081

04:51:27.670 --> 04:51:32.720

Cooper City Hall: And that's why I asked the question. you know, with the new development coming in.

2082

04:51:32.970 --> 04:51:43.970

Cooper City Hall: it would not apply. It wouldn't apply, but I don't know in terms of, so that maybe this is a question for Mr. Vega. So the X one districts can you tell us geographically

2083

04:51:44.570 --> 04:51:49.000

Cooper City Hall: some of the areas that would be considered that are not that that are not developed.

2084

04:51:49.490 --> 04:52:00.300

Cooper City Hall: that our X one currently right now we don't have any other vacant lands that are better zone for X one. So it'd be an existing property or a regional

2085

04:52:00.530 --> 04:52:07.990

Cooper City Hall: is what without that. Okay? So existing properties that could potentially be

2086

04:52:08.400 --> 04:52:10.520

Cooper City Hall: Rezon the X one correct

2087

04:52:12.010 --> 04:52:23.220

Cooper City Hall: we do. We have properties that potentially could be rezoned. Well, yeah, you can redevelop us to the zone pretty much any property within

2088

04:52:24.070 --> 04:52:28.940

Cooper City Hall: the land development rights. Okay. So I see your point. It's already

2089

04:52:31.110 --> 04:52:35.010

Cooper City Hall: There's a there's a good chance that

2090

04:52:35.830 --> 04:52:37.600

Cooper City Hall: there is not going to be

2091

04:52:39.020 --> 04:52:42.180

Cooper City Hall: other than schools. No schools are excluded.

2092

04:52:42.460 --> 04:52:49.010

Cooper City Hall: I think you, I heard you say governmental facility, facilities, schools, churches, are are the main

2093

04:52:49.270 --> 04:52:57.600

Cooper City Hall: uses, and in the civic district we also there would be a variance process. Right? So

2094

04:52:57.710 --> 04:53:13.590

Cooper City Hall: so if if there was a school. let's just say the elementary school was redeveloping the rebuilding and decided to go up versus out. They need to go 3 stories, and they came here and sold their case. We could still grant them, and not really, if we went back by the letter of the variance of all them.

2095

04:53:13.900 --> 04:53:28.850

Cooper City Hall: Well, they have more students, and they can't fit them on the campus or something, and they've showed us that it wouldn't be. So the Commissioner let me ask you, in the spirit of cooperation. I hear the Commissioner Melody, I think, Commissioner Catsman, You're okay with 50,

2096

04:53:29.710 --> 04:53:39.860

Cooper City Hall: or or are you? I'm sorry. I definitely think i'd like to limit I I would like to hear the conversation flush out a little bit. Okay.

2097

04:53:40.090 --> 04:53:44.440

Cooper City Hall: I can move it forward either way with direction of Staff to bring us back some data.

2098

04:53:44.640 --> 04:53:56.980

Cooper City Hall: because I don't mind moving it forward her way. But for us to arbitrarily. Well, this is first of reading. No, no, I hear you what you're saying this first. I just went above what we currently have like. I said. Baffy Woods, I believe, is the tallest structure we have in Cooper City

2099

04:53:57.340 --> 04:54:04.800

Cooper City Hall: other than the the people and the modeling. No, there's no way that the Montera has 4 story apartment buildings.

2100

04:54:05.390 --> 04:54:06.660

Cooper City Hall: Okay, fine.

2101

04:54:06.820 --> 04:54:07.950

Cooper City Hall: You, I thought.

2102

04:54:08.850 --> 04:54:18.180

Cooper City Hall: is that excellent conversation you said 40 feet was the tallest. Yeah, but that's not that. Yeah, but that's not that. Yeah, but yes, Well, exactly. That's one right now. So

2103

04:54:18.260 --> 04:54:18.950

Cooper City Hall: yeah

2104

04:54:20.290 --> 04:54:31.960

Cooper City Hall: again, I just know that we had several 100 residents. I'm with you. I've got one. I I I want to make sure that we see things through that we.

2105

04:54:32.180 --> 04:54:46.030

Cooper City Hall: I agree with both points. So this is first reading. It can come back with the additional day data from Mr. Vega, and you can tell us what that potentially would look like, how that would or how that would potentially impact

2106

04:54:46.340 --> 04:54:50.830

Cooper City Hall: existing and or new development.

2107

04:54:51.990 --> 04:55:05.810

Cooper City Hall: So the data. But there you have to, or is for proposal to cap that what you what do you want? I had said 50. But again, yeah, okay, the impact of what? That would have the potential impact that would have

Cooper City Hall: Right? I'm: Good. Okay. Get all the both. I yeah, I'm: Sorry. Missing apple. I I would recommend Carlos that you do take the time.

2114

04:56:13.650 --> 04:56:24.200

Cooper City Hall: or I think we do the second reading you need. I think you need a little more time for. because there's a lot going on. Is X. One also is worse complex?

2115

04:56:25.480 --> 04:56:35.630

Cooper City Hall: Yes. So if we want to do a 3 story basketball stadium. Yeah, that would apply. That was being facetious, because people over as an example.

2116

04:56:36.090 --> 04:56:45.760

Cooper City Hall: No. So the extra time. Yeah. Okay, Thank you. The the Implications

2117

04:56:46.100 --> 04:56:51.970

Cooper City Hall: Commissioner Melody. Yes, Commissioner Katsman. Yes, Commissioner Shrouder
Commissioner Green. Yes.

2118

04:56:52.060 --> 04:57:21.550

Cooper City Hall: thank you. Moving Item: Number 13 ordinance, 23 day 7, Mr. Horowitz Thank you, Commissioner Green. The item is Norden to the City Cooper City, Florida, mending the City's Code of ordinances by amending Chapter 2 entitled Administration article 5, entitled Boards Commission, the Committees lending Section 2 130 entitled, creating a planning and zoning board, establishing a quasi-judicial process for the board's consideration a and development matters right it for legal representation fine for codification fiber conflicts provided for separability, fighting for an effective date. And, Commissioner, this is a public hearing.

2119

04:57:22.540 --> 04:57:29.320

Cooper City Hall: So this is a public hearing, Madam City Clerk. Are there? Is there anybody in the audience that we wish to speak on this item

2120

04:57:29.670 --> 04:57:38.820

Cooper City Hall: hearing Madam Clerk, is there anyone that's zoomed in that wishes to speak on this item. So i'm gonna close the the open. The public

2121

04:57:38.880 --> 04:57:39.710

Cooper City Hall: meeting.

2122

04:57:40.240 --> 04:57:48.930

Cooper City Hall: Is there a motion to motion by Commissioner shrouded second by Commissioner Katsman, Commissioner shrouded nothing Mission or Katsman.

2123

04:57:49.390 --> 04:57:51.210

Cooper City Hall: I just want to point out that

2124

04:57:53.110 --> 04:58:05.780

Cooper City Hall: want to thank the Mayor for referring this to P. And Z. We had a resounding 100, vote. and I wish he was here to to vote on this matter

2125

04:58:06.330 --> 04:58:09.090

Cooper City Hall: with that I'm. Good Commissioner.

2126

04:58:09.680 --> 04:58:16.300

Cooper City Hall: Call the Vote Commissioner Commissioner Commissioner Commissioner

2127

04:58:17.510 --> 04:58:46.480

Cooper City Hall: Item Number 14 ordinance. 23 dash 9. Commit Mr. Horowitz. Thank you, Commissioner Green. The item is an ordinance of the city of Cooper City, Florida, amending the city's code of ordinances by amending check to in type of administration article 2 entitled City Commission specifically amending section 2 23, entitled City Commission Candidates Residency provided for consistency between the Charter and the city's code of ordinances regarding Residency Requirements for candidates, right for codification, Fight for conflicts fighting for severability and finding for an effective gate. Excuse me effective date and against the public hearing. Commissioner.

2128

04:58:46.890 --> 04:58:53.550

open public mayor hearing. Is there anybody in the audience that wishes to comment on this particular ordinance?

2129

04:58:53.950 --> 04:59:04.550

Cooper City Hall: Hearing none. Madam City clerk, is there anyone on line that wishes to comment. So i'm gonna close this port the port? This portion. Is there a motion motion by Commissioner Katsman.

2130

04:59:04.920 --> 04:59:12.270

Cooper City Hall: a second by Commissioner Melody. Commissioner Catsman. I'm. Good. Mr. Melosey. Mr. Shrouded

2131

04:59:12.600 --> 04:59:19.240

Cooper City Hall: Commissioner, Commissioner, Commissioner, Commissioner, Shrouded Commission, agree Yes.

2132

04:59:20.190 --> 04:59:37.070

Cooper City Hall: Item, number 15 ordinance. 23 days 11. Mr. Horowitz. Thank you, Commissioner, an ordinance of the City of Cooper City Florida, amending the city's code of ordinances by mending Chapter 13 entitled Public Safety Mending Article 6 entitled to Code Enforcement, by specifically amending section 1371, entitled Scheduling and Conduct a hearing

2133

04:59:37.070 --> 04:59:55.650

Cooper City Hall: authorizing the City Manager, or the managers doesn't need to make recommendations to the special magistrate on code, enforcement and Building code enforcement matters running for codification, 5 for conflicts fighting for severability and Friday for the effect date, and against our last public hearing. Commissioner. So is there anybody in the audience that wishes to comment on this ordinance

2134

04:59:56.240 --> 05:00:02.140

Cooper City Hall: hearing the Madam City clerk. Is there anyone on line? So we're gonna close this portion? Is there a motion

2135

05:00:02.210 --> 05:00:04.210

Cooper City Hall: motion by Commissioner Melody, Second.

2136

05:00:04.240 --> 05:00:07.900

Cooper City Hall: second Second by Commissioner Cats man and Commissioner

2137

05:00:08.390 --> 05:00:11.420

Cooper City Hall: Mission of a captain, Commissioner shrouded. Nope.

2138

05:00:11.690 --> 05:00:19.800

Cooper City Hall: called the Boat Commissioner Melosey, Commissioner Katsman. Yes, Commissioner Schrodder, right? Commissioner Green. Yes, City manager. Report

2139

05:00:20.500 --> 05:00:31.480

Cooper City Hall: Mr. Napoli. Yes, commissioner, a few things I there's a budget transfer on there, and that's just so that utilities can do more work with their Gis system

2140

05:00:31.610 --> 05:00:33.910

Cooper City Hall: this year

2141

05:00:34.490 --> 05:00:37.100

Cooper City Hall: regarding the executive assistant position.

2142

05:00:37.220 --> 05:00:41.480

Cooper City Hall: I know that your executive system has spoken to all of you.

2143

05:00:41.740 --> 05:00:53.540

Cooper City Hall: and we're looking at making a position. It's currently a part time position that supports the Hr. Department and the city clerk to a permanent position.

2144

05:00:53.810 --> 05:01:01.030

Cooper City Hall: I just want to get consensus to go ahead and move forward. Yes, ma'am. man. absolutely commission.

2145

05:01:01.910 --> 05:01:09.620

Cooper City Hall: I had I that the person that was mentioned very nice seems to be very well like does a good job, from what I hear, but

2146

05:01:10.760 --> 05:01:16.870

Cooper City Hall: we it didn't advertise it, and while I know we may not have to advertise it because it's just changing

2147

05:01:18.300 --> 05:01:27.960

Cooper City Hall: like there might be other people that are interested. and I don't necessarily want to show favoritism. I don't know if that's the right word. but

2148

05:01:30.380 --> 05:01:38.340

Cooper City Hall: I think other people should also have the ability to apply for that. or I I don't think it's fair.

2149

05:01:39.540 --> 05:01:45.400

Cooper City Hall: The the only thing I would say commissioners, this job, if she was advertised

2150

05:01:45.440 --> 05:01:50.310

Cooper City Hall: that she's currently in

2151

05:01:51.110 --> 05:01:55.840

Cooper City Hall: to the making. Her full time is making her marsha's assistant. or

2152

05:01:55.880 --> 05:01:58.270

Cooper City Hall: the half work for

2153

05:01:59.700 --> 05:02:03.870

Cooper City Hall: right. She currently that side of the house, and half of the work on this side of the house

2154

05:02:04.040 --> 05:02:04.980

Cooper City Hall: and

2155

05:02:05.060 --> 05:02:09.630

Cooper City Hall: them. I think there might be other people that are interested in working

2156

05:02:09.850 --> 05:02:11.450

Cooper City Hall: this side of the house.

2157

05:02:12.500 --> 05:02:14.730

Cooper City Hall: and that I don't want to

2158

05:02:17.580 --> 05:02:21.470

Cooper City Hall: not show favoritism. Yeah, I mean. you know what i'm saying.

2159

05:02:21.920 --> 05:02:28.670

Cooper City Hall: I don't. I don't. I I don't want to show you all here. Just take it because I think there are other people that are interested.

2160

05:02:28.960 --> 05:02:31.320

Cooper City Hall: So I don't want to Just

2161

05:02:31.470 --> 05:02:37.170

Cooper City Hall: so, and I hear what you're saying, Commissioner Melody, Mr. Napley.

2162

05:02:37.720 --> 05:02:38.340

Cooper City Hall: I.

2163

05:02:38.370 --> 05:02:43.370

Cooper City Hall: So we currently have a part time. We have an employee. That's a part time

2164

05:02:43.660 --> 05:02:45.340

Cooper City Hall: your

2165

05:02:45.390 --> 05:02:48.530

Cooper City Hall: that is going to be

2166

05:02:48.900 --> 05:02:54.960

Cooper City Hall: change to a full time status. That's correct. the individual that's currently working. She will continue to

2167

05:02:55.250 --> 05:02:59.350

Cooper City Hall: serving a number of roles to include

2168

05:02:59.750 --> 05:03:10.130

Cooper City Hall: backing up Ms. Moran. When the time calls for correct. Yeah, okay. I just want to make sure that I'm: I Commissioner Melody, I hear what you're saying. I don't.

2169

05:03:10.240 --> 05:03:13.170

Cooper City Hall: I don't believe that. That's so.

2170

05:03:14.320 --> 05:03:27.830

Cooper City Hall: I I don't look at this. Look at that as favoritism. They're converting the part. Time position to our full time position. That's just me. If if my colleagues have

2171

05:03:27.910 --> 05:03:31.480

Cooper City Hall: any additional thought, i'd love to hear what you have to say.

2172

05:03:31.680 --> 05:03:35.150

Cooper City Hall: Okay, yeah, absolutely. So with respect.

2173

05:03:35.400 --> 05:03:40.270

Cooper City Hall: Mr. Manager. I we have a new.

2174

05:03:40.670 --> 05:03:50.130

Cooper City Hall: We have a change in leadership coming. and I am a little uncomfortable creating or reorganizing any departments or positions

2175

05:03:50.720 --> 05:03:55.740

Cooper City Hall: without having the new manager come in and and assess the situation.

2176

05:03:57.410 --> 05:04:03.440

Cooper City Hall: I, you know, if if they, if our if our if our assistant would like to stay, i'm comfortable.

2177

05:04:03.910 --> 05:04:14.740

Cooper City Hall: But I don't feel comfortable creating or adjusting positions until we've really had a chance for our manager for the new. The new manager to make a decision on this kind of

2178

05:04:14.760 --> 05:04:15.630

Cooper City Hall: Elements

2179

05:04:17.100 --> 05:04:20.800

Cooper City Hall: Commissioner shrouded any. I'm easy doesn't matter to me.

2180

05:04:20.880 --> 05:04:30.040

Cooper City Hall: Okay, I do think, since the Secretary, the Assistant does most of Greg's work, we should probably get his opinion, but

2181

05:04:30.230 --> 05:04:38.290

Cooper City Hall: it's less than building. Maybe he's traveling quicker now that you know I mean he's lines faster. so

2182

05:04:38.290 --> 05:04:56.860

Cooper City Hall: what? I what? So so what i'm what i'm hearing is that you you all would feel well what i'm Here you said Commissioner Kasman. You'd right. You would rather the city manager what the new city manager weigh up, and it has nothing to do with the individuals or anything else. I just feel like, especially because this is part of the administrative department. It's going to directly impact.

2183

05:04:57.120 --> 05:05:00.960

Cooper City Hall: Maybe the manager has a different way of organizing that department. I don't.

2184

05:05:01.030 --> 05:05:10.910

Cooper City Hall: Okay, Commissioner Melosia, you are. You Are you comfortable with that, or are you

2185

05:05:10.940 --> 05:05:26.570

Cooper City Hall: so, Mr. Napley? We'll let's let's hold off on that one, and and allow the hopefully the new we'll. We'll know about close the business tomorrow on that, on that, on that one anything else. I have a few other things. Yes, sir.

2186

05:05:26.680 --> 05:05:30.560

Cooper City Hall: so I don't know if you all saw. But that School board did

2187

05:05:30.590 --> 05:05:54.170

Cooper City Hall: have their meeting today regarding Sos. So they agreed to pay a 103,000. So it's a significant increase from what they were offering originally, which is 73. No, actually, then it went down to 0, and our our going in position was full compensation, which I think, should we? You know I know that you will support that, but that will continue to be the position.

2188

05:05:54.190 --> 05:06:06.320

Cooper City Hall: So if that'll be about a \$40,000 per so about a \$200,000 increase from what we budgeted for this year we budgeted for the 62,000,

2189

05:06:06.380 --> 05:06:14.250

Cooper City Hall: but so it's somewhat of a of a positive, but we certainly need to continue to push for full full reimbursement.

2190

05:06:16.230 --> 05:06:20.560

Cooper City Hall: You know that's not a chief thing that's a that's a city thing.

2191

05:06:20.720 --> 05:06:23.050

Cooper City Hall: What would be full?

2192

05:06:23.170 --> 05:06:25.620

Cooper City Hall: What would be? Well, 1 83.

2193

05:06:25.660 --> 05:06:38.360

Cooper City Hall: Yeah. The general figure from Yes, so I think, was 165. But we were also pushed for the Supervisor, and they did not support the Supervisor Supervisor would have been, I think, about 212.

2194

05:06:41.800 --> 05:07:11.770

Cooper City Hall: We did have the 5. The walk through today. Final walk through for the designation for autism. Friendly City went very well. More than likely we are going to get the designation. We'll get the final determination on Friday. So on the 20 fifth the meeting on the 20 fifth, we should receive the official designation for Autism Friendly City. So it's a significant accomplishment. It's been about a year and a half and working want to thank Stacey, who really took the lead on this. But the rest of our staff who participated.

2195

05:07:12.020 --> 05:07:30.350

Cooper City Hall: and all of the necessary training, and as they were during when I spoke to them today, they were saying, the designation is really a start. It's it, and we need to continue to build on them.

They're going to be partners with us as we continue to build. So I think that's pretty significant accomplishment. And again, one of the things Stacy for leading that

2196

05:07:32.660 --> 05:07:39.920

Cooper City Hall: this will be Tom Tom Goods last meeting, and I want to thank Tom for the past almost year and a half

2197

05:07:40.000 --> 05:07:53.500

Cooper City Hall: brought a lot of knowledge and technical expertise to that public Works department and put us on a good footing for projects that we've submitted for the futures of one of certainly thank Tom for always

2198

05:07:53.720 --> 05:07:56.830

Cooper City Hall: support and expertise during the past year and a half.

2199

05:07:57.080 --> 05:08:07.800

Cooper City Hall: And then, finally you asked me to bring a recommendation for the England City manager. I'm going to recommend Carlos. He's a he's like accepted that.

2200

05:08:07.960 --> 05:08:12.410

Cooper City Hall: and I think it'll. It'll do just fine.

2201

05:08:12.420 --> 05:08:16.120

Cooper City Hall: I'm in the in between now and

2202

05:08:17.040 --> 05:08:21.990

Cooper City Hall: June first, as I expect Mr. I will send to be on board.

2203

05:08:22.050 --> 05:08:23.250

Cooper City Hall: No, so

2204

05:08:24.460 --> 05:08:30.060

Cooper City Hall: I think we need a consensus. I don't I like a motion actually

2205

05:08:30.700 --> 05:08:41.560

Cooper City Hall: motion made by Commissioner Losey, second by Commissioner Catsman. Any Discussion Commissioner Melosey. Mission or cast minute mission of shrouded

2206

05:08:41.820 --> 05:08:42.710

Cooper City Hall: call about

2207

05:08:43.090 --> 05:08:52.030

Cooper City Hall: Commissioner Commissioner, Commissioner, Commissioner Commissioner. Thank you, Mr. Nap. All right. Thank you.

2208

05:08:52.200 --> 05:08:55.880

Cooper City Hall: Oh. more questions or I I'll

2209

05:08:56.910 --> 05:09:25.390

Cooper City Hall: I'll hold them for? Okay. Okay, City Attorney report, Mr. Horowitz. Thank you, Commissioner Green. Just one. No quick item as as the commission's aware. You know our office monitors. Some of the activity that's going on up in Tallahassee. And there was a hearing today in the Ethics Committee that I thought warranted just a brief update to the Commission, as as you all are well aware, annually you file a form one which is a statement of financial interest. We're all familiar with that. I file one to manager files one.

2210

05:09:25.390 --> 05:09:52.100

Cooper City Hall: I know you all follow them as well. There's been a bill pending. I think this is the third or fourth session that it's actually been filed in Tallahassee. This session has actually gotten some traction. It's been approved twice in committee. It was amended. Once it's an engrossed bill currently it's a a bill. It's a references Senate Bill 774 and what it would do would be to transition, among other things, all local officers from form one files to whatever for it to form 6 filers.

2211

05:09:52.100 --> 05:10:10.450

Cooper City Hall: The Form 6 essentially, is a statement of financial interests, essentially a net worth statement. The same disclosure that judges, file, state legislators, file county commissioners, file city elected officials, municipal officials, and other local officials file a form one which is a much less detailed, less invasive statement.

2212

05:10:10.450 --> 05:10:16.930

Cooper City Hall: So just wanted to give you all the heads up that the the bill seems to have some traction in Tallahassee for the first time in several sessions.

2213

05:10:16.930 --> 05:10:33.930

Cooper City Hall: we'll continue to monitor it to the extent that it does move further on through that process. But one of the mayor and the Commission to be aware, and with regards to Mr. Vegas want to let the Commission know. Obviously my office will do whatever we can to support him in that interim capacity until he, new city manager, is in place. Thank you, Mayor Commission, that's all I had.

2214

05:10:34.170 --> 05:10:36.390

Cooper City Hall: Thank you. Police Chief support.

2215

05:10:36.560 --> 05:10:53.240

Cooper City Hall: Good evening, commissioner, City manager. Staff residents are with us. I know I send it to my report ahead of time. There's a few items that would like to highlight on that report, unless there is any other questions specifically. When it comes to the traffic enforcement, we have continued with our

2216

05:10:53.240 --> 05:11:11.980

Cooper City Hall: aggressive driving, enhanced services here in the city. We had Fridays and Saturday additional speeding operations to target aggressive driving, where we had 30 additional citations that were issued for speeding in our major thoroughfares.

2217

05:11:11.980 --> 05:11:29.870

Cooper City Hall: the highest, which was 74 miles on Sheridan between high us and palm i'm in addition to that, our priority service units continued their enhanced services on proactive public safety. We've had several significant arrests since our last report to include removing

2218

05:11:29.870 --> 05:11:44.550

Cooper City Hall: drivers that we're driving under the influence on our roadway to include one that just the past week was driving the high rate of speed down Griffin Road late in the evening on a rim with no tire.

2219

05:11:44.600 --> 05:12:02.400

Cooper City Hall: and we were able to successfully stop that drive and remove that dangerous driver from the roadway. So these enhanced services are going to continue, and keeping with the mou that we had signed with the city. I appreciate city support on that. You know the city and the Residency, the value in that enhance service.

2220

05:12:02.400 --> 05:12:20.680

Cooper City Hall: the Gate Compliance initiative. Very pleased to let you know that, as of today, public storage, which is our last remaining non-compliant entity is now, as of today, installed the linear device, and is now compliant. So all gate within the city are now compliant.

2221

05:12:20.680 --> 05:12:36.030

Cooper City Hall: The on that the Rtcc. Is essentially completed. At this point we are waiting for an Internet connectivity that I know. The city has already worked towards a solution for that. But we look forward to launching that real time cram center this month.

2222

05:12:36.030 --> 05:12:53.760

Cooper City Hall: and again to plan that grand opening in conjunction with our city partners, to make sure that we have a a good well reception on this this milestone that concludes my report, unless there's anything specific that you like to ask of me any questions of the Chief.

2223

05:12:53.950 --> 05:12:54.780

Cooper City Hall: Anyone.

2224

05:12:55.480 --> 05:13:07.580

Cooper City Hall: Okay, Thank you. Yes, sir. I'm sorry, Commissioner Green. There was one more thing that I wanted to touch on in the last week. We've actually had a uptick and mental health crisis type calls.

2225

05:13:07.580 --> 05:13:37.570

Cooper City Hall: We've had 2 suicides in the city in the last week, and an attempted to assign in addition to that mobile baker acts in this last week alone. I'm not sure exactly why we had that uptick. But this is the higher than normal. I just want to remind the residents. Listen. We are our brothers keeper. We all have a part to play and helping ensure that our neighbors are healthy and well, and to let them know that suicide is preventable. The national hotline is 988. If you're looking for help at any time of the

2226

05:13:37.570 --> 05:13:55.780

Cooper City Hall: you can call 998. Also, if you're a veteran, there's a dedicated line for veterans to call the crisis line, which they can simply text 838 255 and then, of course, Broward, 211 is also 20 four-seven, or our local station as a resource, 435,000.

2227

05:13:55.780 --> 05:14:08.110

Cooper City Hall: So we just want to get that message out there. We did post that on our Facebook page and let people know that if you need help, if you're in a in a place of crisis. There are people that care and will listen, and a suicide is preventable.

2228

05:14:08.960 --> 05:14:10.160

Cooper City Hall: Thank you, Captain.

2229

05:14:10.240 --> 05:14:23.640

Cooper City Hall: Just a question to for Mr. Horowitz and Mr. Napoli. And please forgive my ignorance if it's there Are we able? Do we have the ability to post that type of inf. Is that information already on the website. Okay.

2230

05:14:24.550 --> 05:14:27.250

Cooper City Hall: It's on the website. Okay?

2231

05:14:27.760 --> 05:14:33.020

Cooper City Hall: And a health information. Yes, yes, we have a. We have a dedicated page to manifold. Thank you, sir.

2232

05:14:33.090 --> 05:14:37.830

Cooper City Hall: By our chief report we should excuse him because the mayor is not.

2233

05:14:38.250 --> 05:14:40.830

Cooper City Hall: Do you mean Miss City manager.

2234

05:14:41.010 --> 05:14:44.160

Cooper City Hall: commissioner. staff, and residents.

2235

05:14:44.530 --> 05:14:47.550

Cooper City Hall: a couple of additions to

2236

05:14:47.610 --> 05:14:49.170

Cooper City Hall: the report.

2237

05:14:49.810 --> 05:14:54.500

Cooper City Hall: We're going to be doing a paint of truck at Cooper City Elementary this Friday.

2238

05:14:55.630 --> 05:15:05.430

Cooper City Hall: and we will be doing the autism awareness Event this Saturday, the fifteenth. and we will also be doing the paint of truck at that event

2239

05:15:06.720 --> 05:15:08.420

Cooper City Hall: next week.

2240

05:15:08.590 --> 05:15:11.140

Cooper City Hall: traveling to Wisconsin

2241

05:15:11.570 --> 05:15:14.530

Cooper City Hall: to do the final inspection of our fire truck.

2242

05:15:15.530 --> 05:15:21.240

Cooper City Hall: and if everything goes as planned and it meets the Bso. And an Fpa. Specs

2243

05:15:21.530 --> 05:15:27.980

Cooper City Hall: within a few weeks after that I expect the truck to be to to be delivered to South Florida.

2244

05:15:29.670 --> 05:15:34.400

Cooper City Hall: Excellent other than that. Do you have any questions about my report

2245

05:15:34.500 --> 05:15:38.250

Cooper City Hall: before you do whatever you have to do to accept the vehicle

2246

05:15:38.610 --> 05:15:43.530

Cooper City Hall: please arrange with Lord, is to make sure the thing is fully insured.

2247

05:15:44.840 --> 05:15:49.460

Cooper City Hall: This Pso. Did have one that got an accident, as it was being delivered.

2248

05:15:50.100 --> 05:15:52.800

Cooper City Hall: I'm Broward Boulevard. Yeah

2249

05:15:53.950 --> 05:15:56.410

Cooper City Hall: insured.

2250

05:15:56.510 --> 05:16:08.140

Cooper City Hall: Make sure they're gonna as they're bringing it down. I don't know on the contract. Who's in charge of risk. A loss. So if it's us, make sure this. Yeah, I believe we would actually take delivery of it, and at that point

2251

05:16:08.600 --> 05:16:15.550

Cooper City Hall: it would need to be insured, but i'll I'll check with whatever the contract requires for the risk of loss. Make sure we get it covered.

2252

05:16:16.110 --> 05:16:22.250

Cooper City Hall: We do any additional questions for the chief. I just want to know how many days the quint has been out of service this month

2253

05:16:23.290 --> 05:16:30.780

Cooper City Hall: in the report. That total of 0. Thank you. But thank you. And one final question

2254

05:16:30.910 --> 05:16:34.910

Cooper City Hall: is the quint the truck that's going to be painted this weekend?

2255

05:16:34.940 --> 05:16:43.080

Cooper City Hall: Just joking. Sorry to you, but it is in service. Sorry, Chief. Thank you. Commissioner. Concerns Commissioner shrouded.

2256

05:16:43.260 --> 05:16:44.430

Cooper City Hall: All right.

2257

05:16:44.450 --> 05:16:47.710

I've been thinking about how i'm gonna to deliver this message.

2258

05:16:48.780 --> 05:16:51.360

Cooper City Hall: and so I think i'm gonna talk to myself

2259

05:16:55.090 --> 05:16:56.110

Cooper City Hall: as I.

2260

05:16:57.440 --> 05:17:00.870

Cooper City Hall: I hate to use the word mature, but as I learn more.

2261

05:17:01.720 --> 05:17:03.310

Cooper City Hall: I realized that

2262

05:17:04.530 --> 05:17:07.070

Cooper City Hall: oftentimes I've said things

2263

05:17:08.220 --> 05:17:14.400

Cooper City Hall: and not realize the impact that those things have on people, and I attribute that to

2264

05:17:14.750 --> 05:17:23.720

Cooper City Hall: to Well, first, I have pretty thick skin, and it be somewhat cynical, and one of my faults.

2265

05:17:23.740 --> 05:17:28.870

Cooper City Hall: I believe my fault is not understanding

2266

05:17:30.190 --> 05:17:32.120

Cooper City Hall: the impact words can have

2267

05:17:32.790 --> 05:17:36.400

Cooper City Hall: and back to an organization

2268

05:17:36.700 --> 05:17:38.250

Cooper City Hall: and be detrimental.

2269

05:17:38.850 --> 05:17:44.670

Cooper City Hall: so i'm probably responsible for more than one person

2270

05:17:44.970 --> 05:17:45.900

Cooper City Hall: being upset.

2271

05:17:46.150 --> 05:17:50.440

Cooper City Hall: but as I grow I try. You know. I guess i'm trying to grow.

2272

05:17:52.070 --> 05:17:59.580

Cooper City Hall: But what I've learned is this: the Commission really can't get anything done. It's the staff that has to get things done.

2273

05:17:59.640 --> 05:18:17.480

Cooper City Hall: We have to rely on staff. and in order to to really move as fast as i'd like, or all of us would like. We have to have professional competent staff. And how do? How do we get that? And and because we all know that

2274

05:18:18.480 --> 05:18:23.430

Cooper City Hall: you don't join public service for the money you you join it because it's a calling

2275

05:18:23.530 --> 05:18:29.480

Cooper City Hall: your public servant intrinsic value you get for contributing to the community. So

2276

05:18:31.420 --> 05:18:33.490

Cooper City Hall: if we're going to keep

2277

05:18:34.850 --> 05:18:36.250

Cooper City Hall: the best staff.

2278

05:18:36.580 --> 05:18:40.300

Cooper City Hall: the culture that I create matters.

2279

05:18:40.310 --> 05:18:42.940

Cooper City Hall: and i'm saying, me because i'm probably the most guilty.

2280

05:18:43.430 --> 05:18:45.990

Cooper City Hall: I'm doing that.

2281

05:18:46.480 --> 05:18:47.920

Cooper City Hall: But that being said.

2282

05:18:49.250 --> 05:18:54.960

Cooper City Hall: I think we have a really good staff. I do not say that publicly enough.

2283

05:18:56.880 --> 05:18:58.930

Cooper City Hall: and I think that

2284

05:18:59.200 --> 05:19:03.870

Cooper City Hall: all of the commissioners in the Mayor actually want

2285

05:19:04.060 --> 05:19:13.680

Cooper City Hall: what's best, you know, although we might, we may not agree on things, or we have different ways to getting things. And and obviously I'm. I'm probably the most.

2286

05:19:13.710 --> 05:19:14.740

Cooper City Hall: I'm mad if

2287

05:19:14.970 --> 05:19:19.190

Cooper City Hall: and you need to learn the most. But with that said, I am the youngest.

2288

05:19:19.670 --> 05:19:35.250

Cooper City Hall: So what I think. from my standpoint us. the recent loss of of Mr. Good to me is is a major loss to the city, and I and I think it's resulting from

2289

05:19:35.980 --> 05:19:39.480

Cooper City Hall: miscommunications or or

2290

05:19:39.690 --> 05:19:43.200

Cooper City Hall: mis delivery of things. That's just my personal opinion.

2291

05:19:44.820 --> 05:19:55.510

Cooper City Hall: And when I, when I think about this, or I try to assess it. I I come back to myself, probably being the biggest corporate of of anyone. At least Joe will agree with that

2292

05:19:55.960 --> 05:19:57.910

Cooper City Hall: right. But

2293

05:19:59.070 --> 05:20:08.720

Cooper City Hall: I don't. I think Mr. Good in a little bit of time I've dealt with them is the consummate professional.

2294

05:20:10.000 --> 05:20:21.300

Cooper City Hall: He's a gentleman that I look to to be mentored. I look to have questions, answered his styles opposite of mine. He's it's deliberate. maybe slow.

2295

05:20:21.560 --> 05:20:27.540

Cooper City Hall: you know. I like to get in the room and knock things down, and he's the type of person who probably has a plan in place first.

2296

05:20:27.760 --> 05:20:30.760

Cooper City Hall: And so I you know I look at that. And I say.

2297

05:20:30.900 --> 05:20:36.280

Cooper City Hall: you know, wow, maybe I need to learn from somebody who's who's been there and knows how it's it's done.

2298

05:20:36.570 --> 05:20:37.990

Cooper City Hall: and

2299

05:20:39.400 --> 05:20:48.890

Cooper City Hall: and I think we have to be careful sometimes with our let me say I have to be careful sometimes with conclusions. I I say a words I say.

2300

05:20:49.200 --> 05:20:52.070

Cooper City Hall: because they can be misconstrued.

2301

05:20:52.320 --> 05:20:58.860

Cooper City Hall: not what I really intend. I might have picked your skin in the most. And if you want to keep good professional people.

2302

05:21:00.450 --> 05:21:03.950

Cooper City Hall: I can't create a culture or an environment

2303

05:21:04.000 --> 05:21:12.810

Cooper City Hall: that's gonna subject them, or question question them because somebody who's good and worth it. They're not going to put up with that, You know. They're gonna say I don't need this.

2304

05:21:13.260 --> 05:21:14.420

Cooper City Hall: you know. So

2305

05:21:16.340 --> 05:21:21.030

Cooper City Hall: with that being said I, I want to make it clear how much I appreciate

2306

05:21:21.810 --> 05:21:27.330

Cooper City Hall: Mr. Good. I would like Mr. Good to reconsider, and I could tell Mr. Good

2307

05:21:28.060 --> 05:21:29.690

Cooper City Hall: that he's got my support.

2308

05:21:30.000 --> 05:21:33.880

Cooper City Hall: I believe in him. I think he's one of the most admirable

2309

05:21:34.180 --> 05:21:39.540

Cooper City Hall: ethical people. At the same time I believe in my. My My colleagues are all

2310

05:21:39.630 --> 05:21:41.910

Cooper City Hall: up here doing things for the right reasons.

2311

05:21:42.100 --> 05:21:45.340

Cooper City Hall: So i'm faced with a situation where

2312

05:21:45.750 --> 05:21:49.800

Cooper City Hall: I would like to try to salvage

2313

05:21:50.350 --> 05:21:54.020

Cooper City Hall: some things, you know. Situation. I'm usually the one creating.

2314

05:21:55.120 --> 05:21:59.700

Cooper City Hall: And so that's where i'm. I'm kind of looking for the support of you guys.

2315

05:22:01.940 --> 05:22:06.280

Cooper City Hall: I don't believe that

2316

05:22:08.170 --> 05:22:12.890

Cooper City Hall: one of my colleagues comments were meant to accuse somebody of something. I really don't.

2317

05:22:13.490 --> 05:22:17.580

Cooper City Hall: I know my colleague. I know the person, and I know people pretty well.

2318

05:22:17.870 --> 05:22:20.100

Cooper City Hall: I do think things can come off

2319

05:22:20.950 --> 05:22:23.890

Cooper City Hall: wrong because a lot of things I say come off wrong.

2320

05:22:24.150 --> 05:22:38.920

Cooper City Hall: But as leaders. I have a responsibility to stand up here and say that words matter. I think our words were wrong. and we should stand behind

2321

05:22:39.330 --> 05:22:50.770

Cooper City Hall: Mr. Good. I believe in his work. I want them to continue working with us, and I want. and not to be in a situation where he feels that

2322

05:22:52.090 --> 05:22:53.830

Cooper City Hall: his integrity is being questioned.

2323

05:22:54.310 --> 05:23:00.540

Cooper City Hall: So how do I do that, you know. So that's where I come to, you guys, and I take a little bit of you know.

2324

05:23:00.830 --> 05:23:16.020

Cooper City Hall: Commissioner Greens Page, you know. out of his book, and I realized you know what I probably should be a little bit more like Commissioner Green. I'm realizing I'm probably gonna. You know I got my girl over here, Lisa. There's probably not anybody who's more cynical than me. Besides her.

2325

05:23:16.340 --> 05:23:28.180

Cooper City Hall: You know, when I when I thought about. How do I talk to my colleague Lisa? I figured i'd talk to myself that's what i'll do. and you know, so I know I know her limitations are my limitations. You know we're we're natural.

2326

05:23:28.440 --> 05:23:30.050

Cooper City Hall: you know.

2327

05:23:30.120 --> 05:23:42.450

Cooper City Hall: defenders, so to say, you know, with the type of people that don't take. You know we. We look at situations, and and my wife will tell you, you know I'll I'll go after a situation or an argument, and

2328

05:23:42.600 --> 05:23:56.030

Cooper City Hall: to a lot of people that there they take that as a personal attack, and that's not how I I literally look at. You know each thing separately. so i'm rambling. But at the end of the day the point I'm trying to make is one

2329

05:23:56.490 --> 05:24:02.660

Cooper City Hall: I support Mr. Good. I don't question his integrity. I think he's phenomenal. I don't think he's replaceable.

2330

05:24:02.690 --> 05:24:07.660

Cooper City Hall: I look at him as a mentor. He has a lot of information, a lot of knowledge.

2331

05:24:08.250 --> 05:24:11.500

Cooper City Hall: and he delivers that intrinsic value

2332

05:24:11.800 --> 05:24:12.840

Cooper City Hall: to this city.

2333

05:24:13.860 --> 05:24:16.930

Cooper City Hall: He provides us with.

2334

05:24:17.120 --> 05:24:23.830

Cooper City Hall: you know, another level, and I never told Mister Mr. Good. But when it was when we were consider hiring him

2335

05:24:24.180 --> 05:24:35.760

Cooper City Hall: somebody. Some. Some staff came to me. They were very concerned, you know what they had heard about them. and you know he's a ball, Buster, or whatever.

2336

05:24:35.850 --> 05:24:42.500

Cooper City Hall: and pretty soon after him getting there the same staff. So they probably the best director they've ever worked for.

2337

05:24:42.930 --> 05:24:46.480

Cooper City Hall: so that that you know that really tells you something about someone you know.

2338

05:24:48.270 --> 05:24:58.840

Cooper City Hall: so my plea is to my commission. my colleagues, to support and come out with. You know what I think. It'd be appropriate to make a stand, that we all

2339

05:24:59.100 --> 05:25:05.700

Cooper City Hall: may disagree sometimes, but a commitment. especially for me to do a better job, and not

2340

05:25:05.960 --> 05:25:14.210

Cooper City Hall: voicing some of those things without understand the repercussions, and to Mr. Good letting him know how valued he is here.

2341

05:25:14.810 --> 05:25:19.880

Cooper City Hall: And you know, if he's willing to

2342

05:25:20.010 --> 05:25:24.440

Cooper City Hall: take a little time to reconsider things. I wouldn't. I don't want to put anybody on the spot.

2343

05:25:25.170 --> 05:25:38.520

Cooper City Hall: I I think that that would be what's in the best interest of the city. So I was hoping you guys could help me out. Thank you, Commissioner Shrouder, and we're going to continue with the commissioner's concerns, and it i'm going to go to Commissioner Katzman.

2344

05:25:40.230 --> 05:25:43.330

Cooper City Hall: I have a lot of concerns tonight

2345

05:25:44.660 --> 05:25:48.300

Cooper City Hall: tagging on to what Commissioner shrouded, said

2346

05:25:49.610 --> 05:25:59.330

Cooper City Hall: I. Echo everything about Mr. Good. You are someone who I've learned a lot from. I've worked with you on a lot of

2347

05:25:59.630 --> 05:26:02.680

Cooper City Hall: high profile, or or I would say.

2348

05:26:02.710 --> 05:26:11.190

Cooper City Hall: important resident projects and and community projects. Pine Island has been a concern of the residents

2349

05:26:11.530 --> 05:26:18.620

Cooper City Hall: hiatus has been a concern All of these projects that we've gotten to work to work on together, that I think we've pushed

2350

05:26:18.670 --> 05:26:29.230

Cooper City Hall: possibly farther than A and i'm not just saying me and you I mean we I will give. Mr. Napoli was was heavily involved in those as well, and I want to thank you for that.

2351

05:26:30.490 --> 05:26:31.100

Cooper City Hall: I

2352

05:26:31.500 --> 05:26:41.780

Cooper City Hall: I want you to stay. I think the city needs you to be here to during this time. and I never, I can tell you.

2353

05:26:42.880 --> 05:26:45.930

Cooper City Hall: I echo what Commissioner Shrouder said, that I

2354

05:26:46.670 --> 05:26:52.560

Cooper City Hall: know that you have the highest level of ethics, and you also have a perspective that most members of staff just

2355

05:26:52.730 --> 05:26:59.310

Cooper City Hall: don't have, because they they aren't in the similar position that you are where you where You've been in our shoes.

2356

05:26:59.350 --> 05:27:01.100

so I

2357

05:27:01.230 --> 05:27:03.300

Cooper City Hall: would love for you to reconsider

2358

05:27:05.240 --> 05:27:06.920

Cooper City Hall: on that.

2359

05:27:08.220 --> 05:27:16.060

Cooper City Hall: I have a lot of things that I do want to thank Mr. Napoli. and this is your last meeting with us, and

2360

05:27:16.380 --> 05:27:17.180

Cooper City Hall: you've

2361

05:27:17.250 --> 05:27:29.490

Cooper City Hall: You've done a lot of great things for for Cooper City. You've been here for 3 years. You've You've seen our ups and downs, and I know we we haven't always made your life easy. I know you came in with a full head of hair, and

2362

05:27:29.700 --> 05:27:34.630

Cooper City Hall: you were 6 feet tall, and here you are today. But but you are.

2363

05:27:36.310 --> 05:27:41.000

Cooper City Hall: You're a professional. You're a good person, and I know that you will

2364

05:27:41.610 --> 05:27:56.790

Cooper City Hall: do really great things wherever you move to the next step, and I hope we can. Your, you know. Hope you'll keep in touch and let us know what's going on in your life, and and thank you for everything. Thank you. On behalf of the residents and and the staff.

2365

05:27:59.270 --> 05:28:14.550

Cooper City Hall: Carlos. Mr. Vega, I wish you the best of luck in this new role you are. You have some big shoes to fill for a short term, and I I will ask my colleagues to remember that he's stepping up as a

2366

05:28:14.960 --> 05:28:26.550

Cooper City Hall: a volunteer, as you know, somebody who's adding on to his job description for a short term, and then he's gonna go back to being a director of a department. So let's remember that, you know, in expectations

2367

05:28:28.250 --> 05:28:45.380

Cooper City Hall: to Mr. Eagleston. We had a fun discussion tonight for a couple of hours, and I can see he's very persistent and very strong in his convictions. I think he's gonna be a great manager here in Cooper City, and I'm confident that he's going to join us, because I think he sees that that

2368

05:28:45.470 --> 05:28:52.620

Cooper City Hall: this is a great opportunity for for our community and for him and his family, and we welcome the Eggleston family Here.

2369

05:28:54.900 --> 05:28:59.940

Cooper City Hall: couple one other. There are 2 other quick things I do want to thank the city.

2370

05:29:00.090 --> 05:29:15.920

Cooper City Hall: and all I know. We're going to focus on this more at the next meeting. This is autism awareness month. The autism event is on Saturday, and Unfortunately, I can't be there due to some travel. But please please come out to that, and and I want to thank the city staff, Mr. Napoli Ms. Weiss

2371

05:29:15.940 --> 05:29:25.610

Cooper City Hall: for really taking a lead on that that idea that became something that we can really be proud of here in Cooper City, and the last thing I wanted to say is

2372

05:29:25.760 --> 05:29:34.480

Cooper City Hall: on Sunday living word, open Bible Church will be celebrating its thirtieth anniversary, and I want to commend

2373

05:29:34.480 --> 05:29:47.250

Cooper City Hall: Reverend Karl Francis and the entire team over there. We will be presenting a proclamation on Sunday evening at their ceremony, and I welcome anybody to attend. I think it's a public event, if not

2374

05:29:47.420 --> 05:29:51.900

Cooper City Hall: hopefully. They got extra food, but but

2375

05:29:52.410 --> 05:30:00.240

Cooper City Hall: but I think I I think I've spoken a lot, but I just I thought there were a lot of important things to discuss tonight and and again. Thank you, Mr. Napoli.

2376

05:30:01.120 --> 05:30:03.460

Cooper City Hall: Thank you. Commissioner Catsman, Commissioner.

2377

05:30:05.260 --> 05:30:16.970

Cooper City Hall: Mr. Napoli, while I haven't had the time to work with you for a very long period. I appreciate your effort. I appreciate everything that you did, and I wish you all the luck

2378

05:30:17.220 --> 05:30:21.570

Cooper City Hall: in whatever your next chapter holds for you.

2379

05:30:23.810 --> 05:30:24.860

Cooper City Hall: Tom. Good.

2380

05:30:24.930 --> 05:30:40.420

Cooper City Hall: I've known you for gosh, I don't even want to say, because we all know. But I've known you for a very long time, and as a person I like you, I think you're awesome. I love your wife. I love looking at your kids, how they've matured from.

2381

05:30:40.420 --> 05:30:45.310

I mean this tall to this tall to to full adults. They are no longer kids anymore.

2382

05:30:46.570 --> 05:30:49.480

Cooper City Hall: but what I said

2383

05:30:49.590 --> 05:30:54.270

Cooper City Hall: I I I every single person up here has to.

2384

05:30:55.750 --> 05:31:00.560

Cooper City Hall: I didn't raise my temper. I didn't flail. I did not

2385

05:31:00.650 --> 05:31:09.140

Cooper City Hall: I I just very calm. But what I what I said was a concern that I had. It was information that I wanted, and I

2386

05:31:09.260 --> 05:31:20.360

Cooper City Hall: have a right to ask for that. Everyone up here, if I I have no problem waste management gave me a \$1,000, I believe. Campaign contribution.

2387

05:31:20.640 --> 05:31:27.370

Cooper City Hall: They have that. Or you guys put that in place, and I want to say it was you Commissioner, shrouded.

2388

05:31:27.440 --> 05:31:30.320

Cooper City Hall: so that there is 100% transparency

2389

05:31:30.620 --> 05:31:36.750

Cooper City Hall: because they don't want You didn't want i'm assuming you didn't want the public to second guess anything

2390

05:31:36.940 --> 05:31:48.020

Cooper City Hall: or to read into something, or to say something that potentially give ammo to something that may not have have have ammo.

2391

05:31:49.300 --> 05:31:50.900

Cooper City Hall: That same thing

2392

05:31:52.820 --> 05:32:03.370

Cooper City Hall: a holds true for everyone. and while Mr. Good is in a unique position because he's, he's an employee here, he's also an employee in another city.

2393

05:32:03.450 --> 05:32:08.010

Cooper City Hall: and he might be the only one that is in a position

2394

05:32:08.110 --> 05:32:17.960

Cooper City Hall: to potentially take a campaign contribution. I'm not saying that there was anything illegal, but you're looking at transparency, and that is needed.

2395

05:32:19.030 --> 05:32:30.630

Cooper City Hall: but it is disclosed the same way we disclose them. You know it wasn't, and that was my issue. And now that's what I had questions about, and we're going to agree to disagree. But

2396

05:32:30.630 --> 05:32:47.210

Cooper City Hall: you ask questions about sometimes the most random things. Oh, i'm the worst I admit that, and and sometimes with pre-quisishy times. You are much more argumentative than I have been in my whole 2.0 phase. See my little heart that I going on here.

2397

05:32:47.280 --> 05:32:52.720

Cooper City Hall: but i'm still entitled to my inquisitions, not my inquisitions. My inquisitive

2398

05:32:52.800 --> 05:32:58.370

Cooper City Hall: nature is still there. and it comes out, and I ask questions. and

2399

05:32:59.330 --> 05:33:18.000

Cooper City Hall: and I agree with you 100, and and can I tell you I don't hold on, Commissioner, Commissioner's Router. You had an opportunity. I asked this. I asked for you guys, this is this: this is Commissioner Concern. This is what we're doing. I can't stop how I feel. Well, I can. I like someone. I said it. I I

2400

05:33:18.000 --> 05:33:21.170

Cooper City Hall: again known the man, probably longer than everyone up here.

2401

05:33:21.190 --> 05:33:39.920

Cooper City Hall: but I still have an issue with that. I'm not saying that there was anything done that was shady, underhanded, or what have you? But I have an issue with that i'm entitled to have an issue with that we're going to agree to disagree. I still think you're an awesome person. I love Paddy.

2402

05:33:39.960 --> 05:34:05.660

Cooper City Hall: Selfie Stick is just world-renowned everybody knows about it. But I that's how I feel. I thank you for your time. Can I give you an thank you? Thank you. Well, I'm an I did for you guys to discuss with me. But but that's not what we're doing now. After I finished, you got you then went on to the but this is commit, Commissioner shrouded. This is Commissioner concerns, and while you ask us to weigh in that on that

2403

05:34:05.660 --> 05:34:12.760

Cooper City Hall: we certainly have a prerogative not to do so. But you know, Jeff, if I, if we said something that a. And I would

2404

05:34:12.870 --> 05:34:18.440

Cooper City Hall: I Honestly, I'm being honest with you. I thought you were gonna I mean, I I assess this, and I figured

2405

05:34:18.950 --> 05:34:37.940

Cooper City Hall: this brought me closer to to you know I understand where Jeff comes from. So i'm asking you for a little level. So Commissioner shrouded. I hear what you're saying. and you've had an opportunity to speak. Commissioner Catsman's had an opportunity to speak. Commissioner Melosey, under the commissioner's concerns. I want to. I want to provide

2406

05:34:38.000 --> 05:34:39.720

Cooper City Hall: my

2407

05:34:39.780 --> 05:34:44.270

Cooper City Hall: my comments before we have the additional public comments.

2408

05:34:44.370 --> 05:34:46.230

Cooper City Hall: if I may

2409

05:34:50.380 --> 05:34:52.800

Cooper City Hall: go to Mr. Good.

2410

05:34:53.140 --> 05:34:56.560

Cooper City Hall: I know this is your last night, and

2411

05:34:56.580 --> 05:35:06.850

Cooper City Hall: you and I had a conversation. You know how I feel about you. You know that I have the utmost respect for you. You know that when I called you I grabbed, and I said.

2412

05:35:07.110 --> 05:35:08.470

Cooper City Hall: please stay.

2413

05:35:08.480 --> 05:35:19.350

Cooper City Hall: and I'm just sharing that with the rest of the Commission publicly. We had a a conversation, and I and I respect your position.

2414

05:35:20.020 --> 05:35:22.390

Cooper City Hall: and I know that

2415

05:35:22.610 --> 05:35:26.990

you have to do what you believe is right for you, and I respect that.

2416

05:35:28.820 --> 05:35:36.020

Cooper City Hall: I said to you. Then I said to you now. I don't want to see you go. I think you you bring value to to the city.

2417

05:35:36.110 --> 05:35:38.810

Cooper City Hall: but I certainly respect your position.

2418

05:35:40.200 --> 05:35:42.800

Cooper City Hall: and I honor your position.

2419

05:35:42.940 --> 05:35:44.390

Cooper City Hall: and

2420

05:35:45.520 --> 05:35:49.890

Cooper City Hall: if you're not going to be here. you know that

2421

05:35:50.000 --> 05:35:55.040

Cooper City Hall: i'm going to be calling you and the relationship. Our relationship

2422

05:35:55.190 --> 05:36:01.380

Cooper City Hall: is intact. It's we're good. We're good. You are going to. You're gonna be missed

2423

05:36:02.930 --> 05:36:05.010

Cooper City Hall: tremendously. You are.

2424

05:36:07.050 --> 05:36:10.220

Cooper City Hall: You were a very important part

2425

05:36:10.550 --> 05:36:13.930

Cooper City Hall: of the success of this

2426

05:36:14.170 --> 05:36:17.360

Cooper City Hall: community in a very short time, and I do appreciate you

2427

05:36:17.370 --> 05:36:20.960

Cooper City Hall: for your service, and and I wish you only the best.

2428

05:36:21.010 --> 05:36:24.490

Cooper City Hall: and pray for you and your family that only the best happens for you

2429

05:36:25.850 --> 05:36:35.160

Cooper City Hall: to and that and I'm gonna go back. I appreciate Commissioner. I appreciate what you said.

2430

05:36:35.310 --> 05:36:39.510

Cooper City Hall: because you said something that was very impactful, very powerful.

2431

05:36:39.780 --> 05:36:43.140

Cooper City Hall: You said that the culture that we create matters.

2432

05:36:44.230 --> 05:36:52.480

Cooper City Hall: and you're absolutely correct in that. I dare venture to say that unfortunately the culture that

2433

05:36:54.550 --> 05:36:55.900

the Commission.

2434

05:36:55.980 --> 05:36:58.590

Cooper City Hall: over the years that we have created

2435

05:37:00.350 --> 05:37:10.160

Cooper City Hall: to my, in my humble opinion, has been detrimental to this city. We have seen a lot of people, a lot of good people. A lot of qualified people

2436

05:37:10.300 --> 05:37:18.100

Cooper City Hall: leave this city as a result of the culture that we've created.

2437

05:37:18.290 --> 05:37:24.890

Cooper City Hall: and I think, moving forward the commission, and I agree with you moving forward. We have. We've got to.

2438

05:37:24.980 --> 05:37:36.520

Cooper City Hall: and i'm i'm talking to me First and foremost, we've got to make sure that everything it's, not. It's not only what we say, but it's also what we do. It's the manner in which

2439

05:37:36.920 --> 05:37:40.850

Cooper City Hall: we say things. It's the manner in which we do things.

2440

05:37:41.120 --> 05:37:50.230

Cooper City Hall: and as we create as we do, that with not our what, not us in mind.

2441

05:37:50.680 --> 05:38:00.950

Cooper City Hall: but this city and mine, our staff in mind. I think the culture that that we that we are going to create moving forward is going to be better for everyone.

2442

05:38:01.820 --> 05:38:04.690

Cooper City Hall: Mr. City Manager, Mr. Napoli.

2443

05:38:06.900 --> 05:38:08.160

Cooper City Hall: you are.

2444

05:38:08.260 --> 05:38:12.310

Cooper City Hall: You have been one of the finest people I've had an opportunity

2445

05:38:12.340 --> 05:38:22.690

Cooper City Hall: to work alongside with. I appreciate everything that you have done for the city. The manner in which you have moved the city forward.

2446

05:38:23.150 --> 05:38:30.440

Cooper City Hall: You have been a gentleman. You've been a consummate professional. You have

2447

05:38:30.680 --> 05:38:37.700

Cooper City Hall: endured quite a bit. You've taken it with stride. You've been graceful about it about it.

2448

05:38:37.940 --> 05:38:40.660

Cooper City Hall: and I have nothing but

2449

05:38:41.060 --> 05:38:43.710

Cooper City Hall: I I will continue to sing your praises.

2450

05:38:45.900 --> 05:38:48.290

Cooper City Hall: Never once have I ever said.

2451

05:38:48.460 --> 05:38:52.500

Cooper City Hall: you're perfect, because none of us are. But I certainly appreciate

2452

05:38:52.580 --> 05:38:54.190

Cooper City Hall: all that you have done

2453

05:38:54.200 --> 05:38:59.510

Cooper City Hall: for the city. You have brought some tremendously talented people here

2454

05:38:59.640 --> 05:39:00.860

Cooper City Hall: to the city.

2455

05:39:01.040 --> 05:39:03.500

Cooper City Hall: Miss Allen, Mr. Good

2456

05:39:03.720 --> 05:39:07.280

Cooper City Hall: Chief Harrington. Captain D. Giovanni.

2457

05:39:08.440 --> 05:39:14.370

Cooper City Hall: Mr. Aaron Kendrick, Sandra Bridgman. They're all the it.

2458

05:39:15.540 --> 05:39:18.470

Cooper City Hall: Our our I, our Hr. Director.

2459

05:39:18.800 --> 05:39:25.880

Cooper City Hall: You have brought in some extremely talented people, and and I know that i'm missing. I I know that i'm missing

2460

05:39:25.930 --> 05:39:30.340

Cooper City Hall: some Stacy Josh. The list goes on

2461

05:39:31.000 --> 05:39:35.900

Cooper City Hall: all of that, sir. and be attributed to you.

2462

05:39:36.420 --> 05:39:42.610

Cooper City Hall: and I appreciate you. and I have said publicly, time and time again, I don't want to see you go, but I

2463

05:39:42.680 --> 05:39:45.830

Cooper City Hall: I know that that's not a reality. So I

2464

05:39:47.100 --> 05:40:00.460

Cooper City Hall: I respect you. I applaud you. I thank you for your service. You have made this city better. You are going to be missed. You are. You definitely have made all of us better.

2465

05:40:00.550 --> 05:40:03.350

Cooper City Hall: and I only hope that that i'll be able to

2466

05:40:03.390 --> 05:40:06.370

Cooper City Hall: to continue to be the the example

2467

05:40:06.600 --> 05:40:19.980

Cooper City Hall: that you've accept, that you've set for all of us. So thank you. Thank you to Mr. Egleston for being here tonight. It was a long, spirited conversation.

2468

05:40:20.130 --> 05:40:39.920

Cooper City Hall: but we do appreciate it. We are so looking forward to you, being i'm gonna speak that by faith that that you and your your wife are going to preferably consider this opportunity and that you're gonna stay with it. And so we we. We look forward to working with you, and continuing to move our city forward.

2469

05:40:39.990 --> 05:40:51.060

Cooper City Hall: just make sure that you reach out to Mr. Horow was by Clb. Tomorrow. so we can consummate this deal to Mr.

2470

05:40:51.260 --> 05:40:54.500

Cooper City Hall: Carlos Vega. Thank you so much for volunteering to step up

2471

05:40:54.630 --> 05:41:14.250

Cooper City Hall: just to just demonstrate that the the caliber person that you are, we are. We're so grateful to have you, I will say to finally to Miss Morren, because I know that Marcia had was going to leave.

2472

05:41:14.250 --> 05:41:29.490

Cooper City Hall: but she has reconsidered and and we're so we're so appreciative of that. Marshall. You continue to be a phenomenal person. I believe that you are in the in the integral part of the overall success of this city.

2473

05:41:29.590 --> 05:41:39.230

Cooper City Hall: and thank you for reconsidering, and thank you to this commission for supporting her. We look forward to hopefully many more years working alongside you.

2474

05:41:39.600 --> 05:41:49.860

Cooper City Hall: you know. With that I'm. Well, we have a we have a we have additional public comments. But I would I would that like I'd like 30 more seconds.

2475

05:41:50.200 --> 05:41:54.020

Cooper City Hall: We have hold Hold on. We have additional public comments.

2476

05:41:54.340 --> 05:42:08.660

Cooper City Hall: None. Okay, Mr. Shui, Commissioner shrouded. You have 30 s. Yes, we'll put the timer on he's got 36. But my my analogy I wanted to make, and I think it's a good analogy commissioner. My Lucy.

2477

05:42:09.280 --> 05:42:13.170

Cooper City Hall: you you said I took a You took a campaign contribution right? And

2478

05:42:13.230 --> 05:42:25.090

Cooper City Hall: I could if somebody could spin that. But I I actually know you fairly well. So if somebody told me that Lisa took a 100,000 and campaign phones from waste management.

2479

05:42:25.440 --> 05:42:31.730

Cooper City Hall: I could tell them that it's not going to impact this opinion. I because I know how you are.

2480

05:42:31.950 --> 05:42:52.690

Cooper City Hall: I you know. And so I, although it would be a legitimate question for them to question. I could tell you. or I could. I would bet the farm it's not going to impact. I I know exactly how you are, and you the person how principal based you are, and and that's not going to impact at all, but it would be a legitimate question, and I so I not disagreeing with you, having a legitimate

2481

05:42:52.860 --> 05:42:53.730

Cooper City Hall: question

2482

05:42:54.680 --> 05:42:57.600

Cooper City Hall: to ask what I. What I think is

2483

05:42:57.860 --> 05:43:02.220

Cooper City Hall: the insinuation can be that

2484

05:43:02.390 --> 05:43:07.270

Cooper City Hall: there's something more nefarious, and that is what I was hoping that we could.

2485

05:43:07.500 --> 05:43:08.560

Cooper City Hall: as a group.

2486

05:43:08.580 --> 05:43:12.680

Cooper City Hall: explain to Mr. Good that we don't believe anything nefarious.

2487

05:43:12.900 --> 05:43:14.440

Cooper City Hall: So I was hoping you would

2488

05:43:14.520 --> 05:43:21.630

Cooper City Hall: agree that you don't believe anything nefarious has happened. You were just asking the question, would you.

2489

05:43:21.910 --> 05:43:31.900

Cooper City Hall: you know, inquired about? So those are your commit your additional comments. Is there a motion to adjourn? I'd like to hear a response. I mean

2490

05:43:32.440 --> 05:43:34.910

Cooper City Hall: You're not going to respond the motion to adjourn.

2491

05:43:37.020 --> 05:43:39.580

Cooper City Hall: but we have a director.