



CITY OF COOPER CITY CITY COMMISSION SPECIAL MEETING

Friday, March 31, 2023 at 1:00 PM
City Hall Auditorium | 9090 SW 50th Place

MINUTES

PLEDGE OF ALLEGIANCE

Mayor Ross opened the meeting at 1:00 PM and led the assembly in the Pledge of Allegiance.

ROLL CALL

Present were Commissioners Mallozzi, Katzman, Shrouder, Green and Mayor Ross.

PUBLIC COMMENTS (4 MINUTES)

None.

TOPIC FOR DISCUSSION - City Manager Candidates

1. Discussion and possible action to Select a New City Manager
2. Ryan T. Eggleston

Mr. Eggleston thanked the Commission for the opportunity to meet the staff and visit the City. He advised he is originally from Titusville Pennsylvania, attended Syracuse University and then returned to Erie, PA. He has 16 years' experience as a City Manager. He prides himself on four core values customer service, collaboration, communication and fiscal responsibility. He has been married for 15 years and has five children. In his spare time he enjoys the outdoors and traveling. He is family focused and looking for a special fit with a City that focuses on education and safety.

Commissioner Green asked Mr. Eggleston what things he believes he can improve within the City. Mr. Eggleston said he has studied the CAFR, budget and strategic plan. He would spend time meeting staff, residents and business owners to build relationships.

Commissioner Katzman asked how he can help alleviate concerns with regard to him being an out-of-state candidate. Mr. Eggleston answered fit is important, he feels confident he would be a great City Manager in Cooper City as he is a great leader that can build great relationships. He has reached out to colleagues in the state to gain knowledge of Florida government.

Commissioner Mallozzi asked Mr. Eggleston to speak on concerns with regard to him being an out-of-state candidate and the stigma of moving to Florida for retirement reasons. Mr. Eggleston said he has a lot of work life left in his career. He wants to find a community that offers a good fit for him professionally and personally.

Mayor Ross asked about the learning curve with him being from out-of-state. Mr. Eggleston said learning is a lifelong process and he is a credentialed manager through ICMA. Mayor Ross asked about building relationships as opposed to other in-state candidates that already have those relationships established. Mr. Eggleston said he would look to City staff some who have many years' experience in the City. He also would like to extend relationships to members of County and State agencies.

Mr. Eggleston thanked the Commission for his time in the City the past two days.

Mayor Ross asked Mr. Eggleston his date of availability. Mr. Eggleston said he would like to give his current employer enough time for a smooth transition so either late May or June 1, 2023.

3. Arthur "A.J." J. Krieger

Mr. Krieger thanked Mr. Napoli, staff and the community. He stated the City has an impressive organization and community.

Commissioner Green asked Mr. Krieger what things he believes he can improve within the City. Mr. Krieger said there is some work to do in restoring and invigorating City staff. He would also work on catching up on some deferred maintenance.

Commissioner Katzman asked how he can help alleviate concerns with regard to him being an out-of-state candidate. Mr. Krieger answered the mechanism of good financial management knows no boundaries. Mr. Krieger said maintained parks and roads and small time feelings can translate to any state or community.

Commissioner Mallozzi asked Mr. Krieger to speak on concerns with regard to him being an out-of-state candidate and the idea that some individuals come to Florida for retirement reasons. Mr. Krieger said retirement is not on his mind. He advised this is a community he would love to be a part of.

Mayor Ross asked his availability if he is selected. He advised his current employment agreement requires 30 days' notice and he has personal family milestones approaching so he would estimate after Memorial Day.

4. Alejandro "Alex" I. Rey

Mr. Rey advised currently he is the City Manager of St. Pete Beach and has been in the public service sector for 40 years, the last 20 years as a City Manager. He is also by trade an Industrial Engineer.

Commissioner Green apologized for not being able to meet with Mr. Rey. He asked Mr. Rey what things he believes he can improve within the City. Mr. Rey said he would like to build a relationship with the Commission and he would like to address the issue of staff turnover. He would also look into available grants the City can apply for.

Commissioner Shrouder asked Mr. Rey if his availability for a start date and how he would bridge the gap starting as a new Manager within the City. Mr. Rey advised he would need to give his current employer notice and he also has a trip planned for Mya 15th. He stated he would listen to the Commission's needs and concerns and start building relationships with staff. Commissioner Shrouder asked if he has resources that could help with the vacant CFO position. Mr. Rey responded he has colleagues in the area with financial experience. Commissioner Shrouder asked how he would compare his current or former City to Cooper City. Mr. Rey said his previous City is a small tourist beach town community. A more comparable City would be the Town of Miami Lakes as it is more of bedroom community. Commissioner Shrouder said the City is practically built out and asked how he would look to enhance revenues. Mr. Rey answered he would find ways to balance revenues and expenditures. Commissioner Shrouder asked Mr. Rey to speak on his financial experience. Mr. Rey answered he started his financial experience in Miami. He started as a Proactivity and Efficiency Engineer eventually becoming the Assistant Director of Budget. Commissioner Shrouder asked if he has ever been terminated from a job. Mr. Rey answered no.

Commissioner Katzman asked Mr. Rey what tenure he is looking for as a City Manager. Mr. Rey answered he is looking to work for several more years. Commissioner Katzman asked Mr. Rey to speak on staff development. Mr. Rey said he encourages staff development and cross training.

Commissioner Shrouder asked Mr. Rey how he created avenues of opportunity for professional growth without losing employees. Mr. Rey answered cross training is essential and it allows staff to see how other departments handle issues from start to finish.

Commissioner Mallozzi asked about recreation in his previous positions. Mr. Rey spoke on park size and open space available to the public.

Mayor Ross asked Mr. Rey if he is a member of the ICMA. Mr. Rey is a member of the Miami Dade City Manager's Association. Mayor Ross asked if he has held any leadership positions in a membership group. Mr. Rey answered no.

5. Roberto "Rob" Hernandez

Mr. Hernandez thanked the Commission for the opportunity. Most recently he served as the City Manager in Cape Coral and prior to that the City Manager of Savannah, Georgia. He also has experience in Broward County government, Coral Springs and the City of Fort Lauderdale.

Commissioner Green apologized for not being able to meet with Mr. Hernandez this morning and asked him what he would do to move the City forward. Mr. Hernandez would address staff vacancies and the needs of the residents.

Commissioner Shrouder asked his availability for a start date. Mr. Hernandez answered the middle of May.

Commissioner Mallozzi asked Mr. Hernandez how he deals with people that have a hard time comprehending right from wrong. Mr. Hernandez answered we need to understand communication and education. He also said it is his job to inform individuals the right and ethical way. Commissioner Mallozzi asked Mr. Rey what people would say about him behind his back. Mr. Rey said a nickname he has been given is "Robo Rob" as he is always on the go.

Mayor Ross asked Mr. Hernandez his availability for a start date. Mr. Hernandez answered mid-May. Mayor Ross asked if he is a member of the FCCMA. Mr. Hernandez answered yes, he is also an ICMA credential manager. Mayor Ross asked Mr. Hernandez how he would increase revenue or decrease costs knowing we have a 5% increase in our public safety contract. Mr. Hernandez answered long-term redevelopment of commercial properties can become economically feasible. He also spoke on property tax exemptions that can be provided or possible tax rebate programs.

Mr. Hernandez thanked the Commission, staff and Mr. Napoli.

6. Christopher "Chris" J. Russo

Mr. Russo thanked the Commission for the opportunity. He advised he is originally from New York, he came to Florida and was appointed the City Manager of Sunny Isles Beach from 2000 to 2005. He then did some consulting was the Town Administrator of SW Ranches. In 2012 he returned to his position in Sunny Isles Beach for nine plus years.

Commissioner Green apologized for not being able to meet with Mr. Russo this morning and he asked what are some important decisions he would have to make in order to move the City forward. Mr. Russo said he would focus on storm water and the Stirling Road drainage project. He would also like to look at

redevelopment of older facilities. Commissioner Green asked about his resume stating he worked in Sunny Isles Beach from 2005 to 2012 but also the Village of Portchester 2008 to 2012. Mr. Russo said when he went to New York the Mayor offered him a position that he took for four years

Commissioner Shrouder asked Mr. Russo his start date if he was selected. Mr. Russo said he has a small trip in June but is available soon.

Commissioner Katzman asked him to elaborate on soon. Mr. Russo answered he is available tomorrow.

Mayor Ross asked Mr. Russo how he would handle not having a CFO. Mr. Russo answered he does know a number of individuals that have financial experience in the area. Mr. Russo said he is very impressed with the area and would enjoy working in this City.

Mayor Ross reminded the Commission of Sunshine regulations.

The Commission took a brief recess.

Mayor Ross asked the Commission to indicate their top two selections for City Manager.

The votes were as follows:

Commissioner Shrouder - Alex Rey

Commissioner Katzman - Ryan Eggleston and Alex Rey

Commissioner Green - AJ Krieger and Ryan Eggleston

Commissioner Mallozzi - Ryan Eggleston and AJ Krieger

Mayor Ross - Ryan Eggleston and Rob Hernandez

Commissioner Green said Mr. Krieger was not one of his selections originally but he believes Mr. Eggleston and Mr. Krieger responded more than adequately to all his questions. He was very impressed with Mr. Eggleston approaching the dais to shake everyone's hand and Mr. Eggleston watching every Commission meeting in its entirety the past year. Mr. Krieger also advised he watched several of the past few Commission Meetings.

Commissioner Shrouder said all five candidates are phenomenal. He looked at what two candidates would fit well within the City. Mr. Eggleston was very prepared, young vibrant and exciting. Mr. Rey is more analytical and quieter. He said he can look at Mr. Eggleston and it could be a great fit for the next 25 years or it might not work out. But he believes it will be a homerun. Mr. Rey has amazing notes and references especially the reference from the City Attorney of St. Pete Beach stating he worked on an entire code update. All of the references also spoke on his financial background and he also encourages employee development. Commissioner Shrouder said we have great staff and we need to work on professional development in the City. Commissioner Shrouder said Mr. Rey references speaking on his great choices for positions within the City. He stated all five candidates are great but he looked at which candidate could help specifically with issues we have in our City. He stated the only downside with Mr. Rey is how long he is looking to stay with a City. He said for him the science points to Mr. Rey but the appeal and personality moves him toward Mr. Eggleston.

Commissioner Katzman said for him Mr. Eggleston was number one and Mr. Rey was number two along with Mr. Krieger. He stated all five candidates were very well selected and he thanked the Colin Baenziger firm for their work. He would agree with a lot of things Commissioner Shrouder stated. Mr. Rey is a safe bet as he has experience and strong experience with budgets. He asked many colleagues in the area and

all of them spoke very highly of Mr. Rey. However, he does not want to have a situation where someone may resign early starting this process again. Mr. Eggleston has a lot of the experience the Commission is looking for just not that many years of experience in total. He has collective bargaining experience and he has refinanced debt. Commissioner Katzman said he loved the idea that Mr. Eggleston wanted to be a resident of the City and would have children in different grade levels of schools across the City. He also stated Mr. Eggleston has a lot of experience in Parks and Recreations including launching a dog park in 90 days.

Commissioner Mallozzi thanked the Colin Baenziger firm for their work. She also thanked staff for the reception and hard work. She stated all the candidates were phenomenal. She said Alex Rey was her third choice and she spoke to many colleagues that had mixed reviews. She also did not feel he had a strong background in Public Works and that is something our City needs. She said Mr. Krieger and Mr. Eggleston were her top two choices. She said Mr. Krieger has a head on approach to his style of management. Mr. Eggleston is one of the best choices due to his experience with revitalizing areas especially in parks and recreation. His personality also seems like it will be a great fit for employees to help encourage and boost moral. She also said it was a great dedication he showed with watching one year of Commission meetings. She also appreciated Mr. Eggleston helping the employees clean up after the reception last night. That shows he has no issue doing every aspect of City work.

Mayor Ross thanked the Colin Baenziger firm for their work. He also thanked staff for the reception and hard work that showed tremendously. He said while he stands by wanting a candidates from inside the state of Florida he said all of the candidates are highly qualified. He believes Mr. Hernandez was the best fit because of his experience in Broward County. He also stated Mr. Eggleston was prepared and energetic. He believes Mr. Eggleston is best for the City. Mayor Ross also suggested they look at a second selection as negotiations need to be made by the City Attorney. He also reminded the Commission that there will be a vacancy starting April 14, 2023 so they need to discuss options.

Commissioner Shrouder said he is most excited to work with Mr. Eggleston and most excited to learn from Mr. Rey. His only fear with Mr. Eggleston is one would get excited in speaking with him due to his personality but Mr. Rey is the safe bet.

Commissioner Green echoed what Commissioner Katzman said about wanting to have a committed long term manager. He believes Mr. Eggleston would be a slam dunk and Mr. Krieger would be a great second choice.

Commissioner Katzman said Mr. Eggleston quoted the Athenian Oath which is important to him. He also has experience with hurricanes.

Commissioner Green moved to accept Ryan Eggleston as the top candidate.

MOTION: Commissioner Green moved to have the City Attorney start negotiating the contract with Ryan Eggleston. Commissioner Katzman seconded the motion which prevailed by a unanimous roll call vote (5-0)

City Attorney Horowitz will negotiate contract terms with Mr. Eggleston and bring back a contract to the April 11, 2023 Regular Commission Meeting for Commission approval.

Mayor Ross asked for a motion for a number two candidate.

Commissioner Mallozzi made a motion for Mr. Krieger. Commissioner Green seconded the motion.

Commissioner Shrouder finds it highly unlikely the City will not be able to work out a contract with Mr. Eggleston.

Commissioner Mallozzi agreed and pulled the motion.

Commissioner Katzman asked what the negotiation process is.

City Attorney Horowitz stated he would take the current City Manager's contract as a starting premise and seek a proposal from Mr. Eggleston as to what he is expecting and looking for. Then he would take any input from this Commission to the extent that it was provided. If there was conflicting input he would work to reconcile any of those issues. A contract would then be brought back for approval to the April 11, 2023 Commission meeting.

Commissioner Mallozzi asked if there is any way we can ask him to move up his timeline with regard to a starting date.

Commissioner Green would love to have City Manager Napoli stay for an extra month. Commissioner Green also said all 5 candidates noted City Manager Mr. Napoli's professionalism and hard work. He personally thanked Mr. Napoli for dedication and managing this process in such a professional manner. He stated it would be a smoother transition if City Manager Napoli would want to stay on.

Commissioner Shrouder does not believe it is fair to ask City Manager Napoli to stay as they agreed on a date. He believes a Director can take on the role of acting during the transition and City Manager Napoli can remain available.

Mayor Ross said the entire interviewing process was handled professionally and all of the candidates complimented City Manager Napoli and staff. He stated there has been two times this Commission has placed him in a terrible situation. One was when we received an award from the Area Agency on Aging of Broward County and did not tender a donation. The second is today. He said they have not earned the right to ask City Manager Napoli to stay on but he will ask him.

City Manager Napoli thanked staff for their extraordinary work. He appreciates the need for continuity but there was a timeline established. He is committed to making sure he is available to help with the transition and he will start conversing with Mr. Eggleston immediately. He will work out a plan to assist in a smooth transition. He also advised the new City Manager should recommend the new CFO and resumes have been coming into the City. He advised Mr. Buffington who did the procurement assessment is available to assist and has experience as the former Finance Director of Fort Lauderdale. Finishing the audit and moving the budget process forward is key in the transition process.

Commissioner Shrouder asked Mr. Napoli to help designate an Acting City Manager. He sees the transition as a sort of overlapping in having someone available.

Commissioner Shrouder would like to address certain points with regard to the new City Manager's contract. He broke it into sections, severance, salary, raise performance and vehicle. For raises and performances he would like them to remain separate from staff. He would also like to define a better performance process. He wants to strengthen the language for termination with regard to conviction of a crime or bringing bad light or controversy to the City. He is also not in favor of a vehicle allowance. He would rather issue a city vehicle.

Commissioner Green disagrees with removing the vehicle allowance as most Cities have a vehicle allowance benefit.

Commissioner Shrouder clarified he would rather designate a City vehicle to the City Manager and then the City is still owning an asset.

Commissioner Green wants language that after a three year or five year mark through an evaluation process if the City Manager is meeting objectives they can be compensated additionally as such.

Commissioner Shrouder said Commissioner Green comments were fair. He would also like to have a clause stating 120 days' notice is required for notice.

Commissioner Mallozzi believes 120 days is unreasonable.

Commissioner Katzman suggested 90 days' notice at the least.

Mayor Ross said City Attorney Horowitz is negotiating the contract on the City's behalf and he can determine the numbers.

Commissioner Shrouder said they need to provide boundaries.

Commissioner Katzman said giving City Attorney Horowitz their consensus on their needs is a good idea. He would also like to consider the clauses that were considered in Mr. Napoli's contract with regard to applying at other entities.

Commissioner Mallozzi believes 90 to 120 days is unreasonable. She believes 60 days is fair and reasonable.

Mayor Ross said the City Attorney and Mr. Eggleston can speak on terms on behalf of the City.

Commissioner Shrouder would like to offer a tiered severance.

Commissioner Katzman asked Ms. Klein from Colin Baenziger if there is anything else she needs from the Commission. Ms. Klein stated the delegation of who will be negotiating the contract. The Commission designated City Attorney Horowitz.

Commissioner Shrouder asked for a recommendation for an acting City Manager by the April 11, 2023 Commission meeting.

Mayor Ross stated he would have liked to have the candidates available to the Commission after the meeting was finished.

ADDITIONAL PUBLIC COMMENTS (2 MINUTES)

None.

ADJOURNMENT

The meeting adjourned at 4:06 PM.

ADA NOTICE

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

00:00:00.000 --> 00:00:02.680

Cooper City Hall: I ask you all to weekends.

2

00:00:04.880 --> 00:00:11.530

Cooper City Hall: I pledge allegiance to the flag of the United States of America, to the Republic, of which it stands

3

00:00:11.580 --> 00:00:15.840

Cooper City Hall: under God, individual with liberty and justice for all. Thank you.

4

00:00:16.550 --> 00:00:18.110

Cooper City Hall: Have a roll call, please.

5

00:00:18.280 --> 00:00:20.030

Cooper City Hall: Yeah.

6

00:00:20.150 --> 00:00:25.590

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

7

00:00:25.800 --> 00:00:27.970

Cooper City Hall: Do we have any public comments.

8

00:00:30.270 --> 00:00:31.360

Cooper City Hall: all 2 members.

9

00:00:40.340 --> 00:00:52.780

Cooper City Hall: No, no one, no. thank you very much. And we have topic for discussion. And first is discussion and possible action to select a new city manager. We have 5

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00:00:52.990 --> 00:00:59.890

Cooper City Hall: very qualified candidates. and I will open it up for discussion by the Commission

11

00:01:00.390 --> 00:01:05.170

Cooper City Hall: as far as their thoughts concerns, etc.

12

00:01:05.280 --> 00:01:13.250

Cooper City Hall: First we're doing it. No, I think we're doing the individual ones.

13

00:01:13.260 --> 00:01:18.870

Cooper City Hall: and they want to. Okay, individually, they'll. They'll have 30 min each, and then

14

00:01:18.930 --> 00:01:20.100

at 40'clock.

15

00:01:20.340 --> 00:01:23.840

Cooper City Hall: Fair enough. It's right.

16

00:01:23.970 --> 00:01:24.810

Cooper City Hall: Thank you.

17

00:01:25.710 --> 00:01:28.150

Cooper City Hall: First and foremost

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00:01:28.900 --> 00:01:30.840

Cooper City Hall: is Ryan Eagleston.

19

00:01:37.980 --> 00:01:38.720

Cooper City Hall: you understand?

20

00:01:40.190 --> 00:01:43.040

Cooper City Hall: Good afternoon. Good afternoon, Mayor and

21

00:01:43.160 --> 00:01:52.360

Cooper City Hall: Commissioners. I'm not sure if there's a particular microphone. You'd like me the tallest one, and and you may have to lift it.

22

00:01:52.930 --> 00:01:57.660

Cooper City Hall: We'll we'll. We should be able to handle that. Yes, thank you so much.

23

00:01:58.000 --> 00:01:58.750

Cooper City Hall: And

24

00:01:59.470 --> 00:02:04.430

Cooper City Hall: if it's okay, would you like me to start just with a brief introduction, Mayor? Please be glad to so

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00:02:04.690 --> 00:02:17.130

Cooper City Hall: well again. I'm. Ryan Egleston, and thank you so much before I get started with telling you a little bit about myself. I just want to thank the Mayor and and the Commissioners for the opportunity to be here today.

26

00:02:17.130 --> 00:02:24.800

Cooper City Hall: The last day and a half has really been very informative and just terrific. Yesterday I enjoyed

27

00:02:24.960 --> 00:02:30.340

Cooper City Hall: my time with Mr. Napoli and the other candidates, and to see the behind the scenes. Look

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00:02:30.390 --> 00:02:48.300

Cooper City Hall: at Cooper City and meet some of the fine staff that you have, and really encouraged by what I saw with telling you something you already know, but just with a a strong staff. So that was very informative and very well run, and and nice to to meet the other candidates as well. And as the mayor just mentioned.

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00:02:48.360 --> 00:02:51.610

Cooper City Hall: I think you're you're blessed with 5 terrific candidates.

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00:02:53.150 --> 00:03:11.180

Cooper City Hall: I I will share just a little bit about myself. I'm, originally from Northwest Pennsylvania is where I hail from many, many moons ago one near lake Area, in a small town, close knit family town called Titusville, Pennsylvania.

31

00:03:11.240 --> 00:03:20.800

Cooper City Hall: famous for maybe 2 things: the the hometown of John Heisman, many, many years ago, who the college football trophy is named after.

32

00:03:20.990 --> 00:03:29.360

Cooper City Hall: as well as Edwin L. Drake, the first man to drill oil in 1,859 anywhere in the world, was a little old Titus

33

00:03:30.380 --> 00:03:33.650

Cooper City Hall: chalk that up for useless facts you might need for jeopardy.

34

00:03:33.860 --> 00:03:39.840

Cooper City Hall: From there I went to Syracuse University for my undergraduate degree. Go orange.

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00:03:39.890 --> 00:03:52.710

Cooper City Hall: I studied and got my degrees in history and political science. I may be one of the only I think one of the only candidates today who can say? They tried out for a National championship basketball team.

36

00:03:52.930 --> 00:04:05.910

Cooper City Hall: but did not make the team. I tried to make out, try out in 2,003 as a walk on for Jim Bayheim and the Orange, and ultimately got cut. But I am still a proud Orangeman. Needless to say.

37

00:04:06.130 --> 00:04:16.420

Cooper City Hall: after my time in Syracuse. I returned to Pennsylvania shortly thereafter. Got my masters in public administration. I'm Gannon University in Erie Pennsylvania.

38

00:04:16.769 --> 00:04:28.580

Cooper City Hall: and really ever since then I have been in local government, serving over 16 years as a city manager, both in Pennsylvania and in North Carolina.

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00:04:28.660 --> 00:04:40.170

Cooper City Hall: I've been actively involved in Icma as a credential manager since 2,017, and again a overall city manager. For over 16 years

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00:04:40.870 --> 00:04:51.740

Cooper City Hall: I I really pride myself and focus professionally on 4 core values. customer service. collaboration. communication.

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00:04:52.130 --> 00:04:57.590

Cooper City Hall: and fiscal responsibility. Those really help to shape who I am as a person as a leader.

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00:04:57.650 --> 00:05:03.680

Cooper City Hall: and someone who would work certainly daily with with accounts

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00:05:04.010 --> 00:05:18.850

Cooper City Hall: a little bit about myself. Personally, I'm married to my wife and Julia. We've been married for 15 years. We have 5 children, as I think most of you have heard by now.

44

00:05:18.910 --> 00:05:37.620

Cooper City Hall: Our oldest is a freshman in high school, and our youngest, our Our baby daughter, is 5, and i'll take a quick pause, and just say a happy birthday to my son Connor, who turns 15 tomorrow, the oldest, if you don't mind. So maybe a little later he can see this when he's out of school.

45

00:05:39.170 --> 00:05:54.690

Cooper City Hall: We we, you know, as far as our activities. When i'm not busy working, we obviously love to spend time with family activities. So certainly a lot of time, ball fields, be it for softball or soccer, or basketball.

46

00:05:54.790 --> 00:06:09.420

Cooper City Hall: and a few other sports, but extracurricular activities as well. Our kids really like the theatre and and plays. We do like to travel from time to time when vacation is is available.

47

00:06:09.570 --> 00:06:19.540

Cooper City Hall: and I also enjoy reading, and it really anything on the water. We're we're boaters. We enjoy boating, enjoy snorkeling.

48

00:06:19.600 --> 00:06:23.390

Cooper City Hall: and a little bit of fishing and jet skiing as well.

49

00:06:24.060 --> 00:06:40.340

Cooper City Hall: A couple of maybe just one or 2 quick fun facts. I I like useless facts. I'm a big jeopardy fan things you might not know about me. I've tried out twice for jeopardy, once in Cleveland, Ohio, and once in Washington, DC. But have yet to appear on the show. But maybe one day.

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00:06:40.500 --> 00:06:48.570

Cooper City Hall: and secondly, I actually was a Junior College basketball coach when I first got out of what undergrad

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00:06:48.590 --> 00:07:02.660

Cooper City Hall: I was not the head coach, but an assistant coach, and so if you Haven't figured out by now, I am tall. I played basketball. I was average at best, but I love love love to be around the game.

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00:07:02.940 --> 00:07:09.200

Cooper City Hall: And so, lastly, just for a quick moment, and I know you have important questions to ask me. Why, Cooper City.

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00:07:09.580 --> 00:07:15.650

Cooper City Hall: right? Why is this guy from Eastern North Carolina want to come down here and be a part of this community.

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00:07:15.930 --> 00:07:19.770

Cooper City Hall: I will say that as you've heard from my background.

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00:07:19.890 --> 00:07:27.780

Cooper City Hall: I'm: I'm. Really, family focused and fit is really important for me. I know it's important for all of you as well to make the best candidate.

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00:07:27.820 --> 00:07:30.260

Cooper City Hall: and what I see in Cooper City.

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00:07:30.340 --> 00:07:40.910

Cooper City Hall: I'm not a manager who applies and throws applications out there all over the United States. I'm. Really looking for that special fit with the strong community.

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00:07:41.060 --> 00:07:46.300

Cooper City Hall: with excellent schools, who prides itself on being one of the safest communities in the State.

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00:07:46.460 --> 00:07:50.430

Cooper City Hall: and so personally, it aligns very much with our personal goals

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00:07:50.640 --> 00:08:00.640

Cooper City Hall: professionally again. I've I've visited your parks over the last day or 2. I've seen your schools. I've had a chance as I shared to to meet some of your staff.

61

00:08:00.840 --> 00:08:10.300

Cooper City Hall: It's got so much potential, and I would love to be the person to help. Continue to move it forward and and bring us to the to the next level, working collaborative.

62

00:08:10.700 --> 00:08:19.820

Cooper City Hall: So without further ado, Mayor, i'll go ahead and turn it back over to you and the board for additional questions again. Thank you for your time.

63

00:08:21.060 --> 00:08:24.820

Cooper City Hall: Thank you, Mayor Ross, and thank you, Mr. Eglets.

64

00:08:24.970 --> 00:08:39.220

Cooper City Hall: in my Did I pronounce that right? If I did. It was enough. Thank you, Mr. Egleston. Just before I get started. Mr. Napley made the Syracuse Orangeman basketball team, so

65

00:08:39.220 --> 00:08:57.660

Cooper City Hall: it definitely needed a point Guard all small power forward a lot of human. No one was expecting it. Thank you so much, and we do appreciate you being here.

66

00:08:57.970 --> 00:09:15.800

Cooper City Hall: I have a question for you. So, as you have had the opportunity to spend some time here in Cooper City and look at some of the things that we do that we do here for our our residents and our businesses moving forward day One.

67

00:09:15.900 --> 00:09:28.310

Cooper City Hall: If you were to get the city manager position moving forward, what do you see as things that we can do in our community to improve what we already have here.

68

00:09:29.450 --> 00:09:32.360

Cooper City Hall: Certainly, Commissioner Green, and thank you for the question.

69

00:09:32.420 --> 00:09:47.490

Cooper City Hall: I would say, first and foremost, if I was lucky enough to be selected, I would hit the ground running. I think I've shared with each of you individually. I've done a lot of research ahead of time and feel like I would be well prepared. I've studied your cafr. I've studied your budget.

70

00:09:47.610 --> 00:10:05.640

Cooper City Hall: I've studied your strategic plan and and kudos to you all, and Mr. Napoli for putting together that document which really, I think, hopes to focus where a lot of our priorities will be in the in the next few years. I'll also share that if I were lucky enough to to to be selected that I would

71

00:10:05.640 --> 00:10:12.650

Cooper City Hall: really focus those initial days on being available and really working hard to to really meet. Staff.

72

00:10:12.730 --> 00:10:29.390

Cooper City Hall: meet community members, meet business owners, and and really i'm a people person by trade. As I shared early, I enjoy collaboration and communication, and so I would really focus my first few days on the job, really just spending an in in the amount of time

73

00:10:29.410 --> 00:10:36.250

Cooper City Hall: starting to build those inroads and develop those relationships which hopefully will last for many, many years to come.

74

00:10:37.270 --> 00:10:40.660

Cooper City Hall: Thank you, sir.

75

00:10:43.350 --> 00:10:48.350

Cooper City Hall: No, not I just finished with him, so I don't have a question. I'll wait

76

00:10:49.550 --> 00:10:50.880

Cooper City Hall: Mission of cats.

77

00:10:52.060 --> 00:10:54.650

Cooper City Hall: Thank you, Mr. Eglson.

78

00:10:55.660 --> 00:10:59.580

Cooper City Hall: You know we we we as a day as I talked a lot about.

79

00:10:59.610 --> 00:11:13.270

Cooper City Hall: You know the philosophy of bringing somebody from in State versus bringing somebody from out of state. And can you, you know, you know generally there there are some hesitations from from some people.

80

00:11:13.660 --> 00:11:16.740

Cooper City Hall: Can you help us overcome that question?

81

00:11:17.100 --> 00:11:29.070

Cooper City Hall: Absolutely a great question. It's certainly a legitimate question, and i'd love to articulate a a. What I hope is a strong answer for all you know. First and foremost, I would say, and

82

00:11:29.130 --> 00:11:38.300

Cooper City Hall: you probably heard this before, and i'll probably repeat it before we're done. This is probably the most important decision at the board has to make as a governing body.

83

00:11:38.570 --> 00:11:45.740

Cooper City Hall: and I think fit is really important. But I think ultimately, at the end of the day, anywhere I've ever worked.

84

00:11:45.750 --> 00:11:49.100

Cooper City Hall: and any employee I've ever hired at the end of the day.

85

00:11:49.330 --> 00:12:03.520

Cooper City Hall: You want to hire the best person for the job, right for the right reason. And so I have a lot of connections. I'm. I'm. Not from Florida. Originally I've visited this town. I'm sorry I visited this state many times through the years.

86

00:12:03.660 --> 00:12:06.510

Cooper City Hall: and I also offer a few observations.

87

00:12:08.080 --> 00:12:15.440

Cooper City Hall: I feel confident that I would be a strong dynamic city manager for Cooper City without direct Florida experience.

88

00:12:15.680 --> 00:12:24.140

Cooper City Hall: I think if you're a strong leader and know how to manage operations and build meaningful relationships

89

00:12:24.190 --> 00:12:32.550

Cooper City Hall: that there's there. There's so many similarities, whether you're a city manager in California or Florida or Main or Minnesota.

90

00:12:32.660 --> 00:12:38.100

Cooper City Hall: just for a specific example. A very good friend of mine, Randy Martin.

91

00:12:38.120 --> 00:12:53.420

Cooper City Hall: is the city manager right up the road in Klueston, about an hour northwest of here. He's been the city manager there for about 4 years. but many folks might not know before that he was a manager for a decade and a half, almost 2 decades in North Carolina.

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00:12:53.560 --> 00:13:01.420

Cooper City Hall: and I've reached out to him to really drill into some of those differences between North Carolina and Florida and the bottom line is certainly there are

93

00:13:01.450 --> 00:13:12.670

Cooper City Hall: a few different specific state statues, but the bottom line is, there are not many differences, and you're looking for someone who can lead and

94

00:13:13.000 --> 00:13:29.100

Cooper City Hall: really work with staff and work with the community to build partnerships. And I think I have those abilities. and I also share that I have a vast network of connections. I know other city managers in every State. I've been active in both

95

00:13:29.190 --> 00:13:46.920

Cooper City Hall: a league of cities in Pennsylvania and in North Carolina, and I certainly know this board with Mayor Ross and and others of you, have been very involved with the Florida League of Cities, and I would imagine I would I could integrate seamlessly with that, and in building those partnerships, and and those would come

96

00:13:46.960 --> 00:14:02.380

Cooper City Hall: very fast, it's able to be selected. And and and I think with that those connections across America, and also internationally, I work for city managers in Israel and Denmark and the United Kingdom and the Czech Republic and Romania.

97

00:14:02.380 --> 00:14:13.910

Cooper City Hall: There are a lot of innovative practices that are out there, some which are occurring right now in Florida. But there's a lot of things that I can bring from the outside, looking in, and at the end of the day it's all about

98

00:14:14.020 --> 00:14:21.020

Cooper City Hall: strengthening Cooper City and making it that place where families can be safe and call it. Thank you.

99

00:14:22.530 --> 00:14:24.570

Cooper City Hall: Thank you. Mentioned you. Are there any?

100

00:14:25.120 --> 00:14:28.360

Cooper City Hall: No, you say? Come back, Joan.

101

00:14:29.830 --> 00:14:39.140

Cooper City Hall: So you agree with me then that there's a learning curve for you.

102

00:14:39.270 --> 00:14:40.920

Cooper City Hall: Commissioner.

103

00:14:42.090 --> 00:14:44.520

Cooper City Hall: I want to thank you for coming.

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00:14:44.730 --> 00:14:47.520

Cooper City Hall: So a lot of people have said that

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00:14:47.540 --> 00:14:52.980

Cooper City Hall: the reason that people from out of state apply to

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00:14:53.090 --> 00:15:02.940

Cooper City Hall: Florida or a different state is because that's where they want to move to, and and it'll save them. The hassle of of coordinating the move, etc.

107

00:15:03.500 --> 00:15:16.690

Cooper City Hall: Discount that. Sure, I I will say there are a lot of managers, Obviously, as you all know, city managers that relocate to Florida. I would say there are also a lot of them. Are

108

00:15:17.520 --> 00:15:33.640

Cooper City Hall: there. Historically, there have been a lot that will work an entire career in one State, New York, or Virginia, or Pennsylvania or North Carolina, and then move south to work for 4 or 5 years, and then retire right.

109

00:15:33.780 --> 00:15:45.350

Cooper City Hall: That is, if you haven't. Yes, as I mentioned about my kids, that is certainly not me. I've got a lot of work life left in me, and I bring a lot of energy and excitement

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00:15:45.510 --> 00:15:52.360

Cooper City Hall: to that again. I talked a little bit about it, Commissioner, in my introductory statement.

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00:15:52.510 --> 00:16:05.720

Cooper City Hall: We're we're at that point in in our life with our children. We're we're ready for that next adventure. We're we're looking for a good fit for the board, and a good good fit for us.

112

00:16:05.790 --> 00:16:17.310

Cooper City Hall: This is not an elaborate plan to to relocate to Florida, to run away from North Carolina. It's really about finding a community

113

00:16:17.450 --> 00:16:18.240

Cooper City Hall: that

114

00:16:18.270 --> 00:16:30.470

Cooper City Hall: what it offers both for us as a family, and for me personally, is professionally. is a good fit for us, and that I would be able obviously to return that hopefully to the to the

115

00:16:30.580 --> 00:16:35.540

Cooper City Hall: Commissioners into the Mayor with coming on board, as I've shared with some of you.

116

00:16:35.610 --> 00:16:50.730

Cooper City Hall: Personally, you know we're we're not looking to live outside of Cooper City and and commute in. If I were lucky enough to be selected. This this would be our home. I've done a lot of Research on Cooper City. You know this school system and the playgrounds, and the parks

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00:16:50.820 --> 00:16:54.940

Cooper City Hall: and the safety I mean it's. It's a much bigger move than

118

00:16:54.950 --> 00:17:04.839

Cooper City Hall: Ryan Egleston, just looking at what's my next career job if that make our career career opportunity, if that makes sense to me. I'm good.

119

00:17:06.260 --> 00:17:08.780

Cooper City Hall: The learning curve

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00:17:08.950 --> 00:17:13.640

Cooper City Hall: you didn't speak about that. How long do you think your learning curve is?

121

00:17:13.819 --> 00:17:23.000

Cooper City Hall: Sure it's a great question, Mayor. First and foremost, I think it's so important on a transition that learning curve has to start well before you start.

122

00:17:23.339 --> 00:17:31.200

Cooper City Hall: So if you're if you're just starting your learning curve on day, one when you walk in the doors of the front front of City Hall. You're way behind the curve.

123

00:17:31.510 --> 00:17:38.050

Cooper City Hall: You know the son of a high school English teacher. My mom is still to me that

124

00:17:38.110 --> 00:17:40.550

Cooper City Hall: learning is a lifelong process.

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00:17:40.760 --> 00:17:51.420

Cooper City Hall: and I think that's applicable to long term city managers working in one town or myself, coming in as a new, a new city manager to the State of Florida.

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00:17:51.530 --> 00:17:53.010

Cooper City Hall: But again I would share.

127

00:17:53.310 --> 00:18:08.210

Cooper City Hall: I am a credentialed manager through Icma. I have, you know I've been involved with city managers. A friend of mine up until recently, for for many years was Chris Logger Bloom, who was

128

00:18:08.240 --> 00:18:25.540

Cooper City Hall: Fort Lauderdale City manager, who took over for Lee Feldman, who was also in Gainesville, and I know, leave very well for Icma, so as far as the learning curve, I I think it will be short. I think I've spent a lot of time researching already as much as I could from the outside looking in.

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00:18:25.720 --> 00:18:27.160

Cooper City Hall: and I think

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00:18:27.260 --> 00:18:30.130

Cooper City Hall: a learning curve is

131

00:18:31.360 --> 00:18:33.680

Cooper City Hall: is more easily negated

132

00:18:33.920 --> 00:18:47.730

Cooper City Hall: by a couple of factors. One, if you're willing to reach out and have discussions and get to know the board get to know the public like we did last night really reach out to the community and and start that conversation early.

133

00:18:47.800 --> 00:18:55.150

Cooper City Hall: I think that's an area where i'm really strong in, and that I would use that to my advantage to

134

00:18:55.250 --> 00:18:58.530

Cooper City Hall: get the ground running to go up my sleeves and work hard

135

00:18:58.550 --> 00:19:05.560

Cooper City Hall: and to build those relationships.

136

00:19:05.620 --> 00:19:14.460

Cooper City Hall: Equate building the relationships as opposed to the Florida candidates who already have the relationships established.

137

00:19:14.510 --> 00:19:20.320

Cooper City Hall: Yes, so I I would say first, and form a a couple of thoughts. First of all.

138

00:19:21.400 --> 00:19:30.210

Cooper City Hall: when I look at Cooper. City relationships are certainly important. I know first and foremost a lot of our the staff that I've met.

139

00:19:30.310 --> 00:19:47.460

Cooper City Hall: You know they're they're already entrenched here that many of them have a lot of experience. I know I met Denise in accounting. I think she had 16 years with the with the town. You know there there are resources within our own walls that have a lot of those connections. Regionally.

140

00:19:47.490 --> 00:19:53.360

Cooper City Hall: my job as a new CEO, just like any other person, a new super school superintendent.

141

00:19:53.410 --> 00:20:06.250

Cooper City Hall: a new college president, right forging those relationships. It it does take a little bit of time. You're right. I I won't have those the day that I walk in, but I would also propose to you that

142

00:20:07.420 --> 00:20:18.430

Cooper City Hall: if I were lucky enough to be selected that those connections and relationships will grow, and they'll grow fastly if you look at some of my references that were provided by the search firm.

143

00:20:18.470 --> 00:20:29.180

Cooper City Hall: I think they'll support just how dynamic a leader I am, and that the ability to build those relationships and grow those relationships in a short manner.

144

00:20:29.270 --> 00:20:32.250

Cooper City Hall: are critical. I also think that

145

00:20:32.280 --> 00:20:35.990

Cooper City Hall: you know I want to extend partnerships with State agencies.

146

00:20:36.140 --> 00:20:44.610

Cooper City Hall: and I have a lot of experience doing that in 2 States I want to extend up certainly to the County and the County Work Group.

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00:20:44.780 --> 00:20:52.450

Cooper City Hall: Certainly the League of Cities I've been intimately involved. I with the League of Cities in 2 States. So I I know how those

148

00:20:52.600 --> 00:20:59.870

Cooper City Hall: systems are set up, and I know how to access them, and and I know how to integrate with them. But I also say that

149

00:21:01.230 --> 00:21:14.030

Cooper City Hall: 80 or 90 of our work is going to happen within the 8 square miles of this community. and I will guarantee you that I will be entrenched in this community in a positive way.

150

00:21:14.150 --> 00:21:15.570

Cooper City Hall: and that

151

00:21:15.610 --> 00:21:22.820

Cooper City Hall: you you would see very shortly just how how strong I am in developing relationships that to in that.

152

00:21:23.480 --> 00:21:26.420

Cooper City Hall: Thank you. Any other questions

153

00:21:27.960 --> 00:21:30.610

Cooper City Hall: by any good. Yeah, okay.

154

00:21:30.840 --> 00:21:45.040

Cooper City Hall: I want to say Thank you very much. Thank you, Mary. If it's okay, I'd like just maybe 15 or 20 s for even though you're magnanimous. Thank you, Mayor. Well, just in closing Mayor and City commissioners.

155

00:21:45.230 --> 00:21:51.380

Cooper City Hall: I just again want to thank you for the last day and a half together. I think I've I've learned a lot.

156

00:21:51.410 --> 00:22:07.550

Cooper City Hall: I I will say again, I know you have a challenging choice ahead of you with 5 fantastic candidates. That's a great that's a great problem to have in front of you and I will. I will leave that to you. As I said before, I I do think respectfully that it's the most important decision

157

00:22:07.710 --> 00:22:20.840

Cooper City Hall: that a city commission can make. and I hope, during our time on our one-on-one's earlier, which I really appreciated and enjoyed and learned a lot from each of you and our time together yesterday with Staff.

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00:22:21.020 --> 00:22:26.490

Cooper City Hall: Yeah, hopefully, you've had a chance to learn a little bit about my strong abilities and my vision.

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00:22:26.580 --> 00:22:39.230

Cooper City Hall: For where Cooper City and move forward with us, working certainly collaboratively. It's it's vital for a a strong relationship between the board and the manager, and I would work diligently to do that.

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00:22:41.160 --> 00:22:47.940

Cooper City Hall: I I'll just say a last thought, and then i'll close out if you're looking for a city manager

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00:22:48.220 --> 00:22:56.080

Cooper City Hall: who is willing to roll up his sleeves, and hit the ground, running and and work tirelessly

162

00:22:56.710 --> 00:22:58.660

Cooper City Hall: to advance

163

00:22:59.090 --> 00:23:02.980

the causes and the goals of this commission and this city.

164

00:23:03.240 --> 00:23:08.210

Cooper City Hall: while being a resident and calling this place home with my family.

165

00:23:08.380 --> 00:23:10.790

Cooper City Hall: I I think i'm that candidate for you.

166

00:23:11.260 --> 00:23:15.890

Cooper City Hall: and I hope, if i'm lucky enough to be selected, that together

167

00:23:16.080 --> 00:23:28.230

Cooper City Hall: we could continue the process to make Cooper City some place special. Thank you very much, thank you, and and you mentioned it hit the ground running. I have one of the question. I apologize. No problem, your your date of availability.

168

00:23:28.680 --> 00:23:39.280

Cooper City Hall: Yes, it's a great question I would I would share would certainly want, if selected, to give my my current employer plenty of time as a transition.

169

00:23:40.320 --> 00:23:43.920

Cooper City Hall: probably not as long as Mr. Napoli, but I would say

170

00:23:44.110 --> 00:23:51.780

Cooper City Hall: I could. I could probably begin late late, May, or maybe let's say June first. You know that first week of June.

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00:23:52.000 --> 00:23:58.450

Cooper City Hall: and I may have some flexibility there, but I also want to be fair and respectable for.

172

00:23:58.880 --> 00:24:05.880

Cooper City Hall: and I know Mr. Napoli is leaving shortly. He's down to his last couple of weeks. I would also say that I

173

00:24:06.030 --> 00:24:18.780

Cooper City Hall: I know there may be a gap, a gap there, so I I could have certainly some availability, you know, on a part time, basis remote, or and I would also share Icma, As some of you may know.

174

00:24:18.830 --> 00:24:38.410

Cooper City Hall: The International City Managers Association has a great program nationwide, including what they used to call range riders, and now they're called senior advisors of retired managers specifically in the State of Florida that I would be more than willing to reach out to and and provide some names to the Commission as an as a possible interim manager that could just.

175

00:24:38.430 --> 00:24:50.180

Cooper City Hall: you know, be around. Let's say, if there was a 4 week or 6 week gap between, when Mr. Napoli leaves, and when I was able to start, and I would share that if I was lucky enough to be selected, I would I would certainly probably begin

176

00:24:50.320 --> 00:25:08.910

Cooper City Hall: and be down here ahead of my family, and then they may come a week or 2 later, so that I could really truly hit the ground running, and I want to have a chance to meet with the the different advisory committees you all have, and certainly with you and business members, and some of those folks I talked about earlier, and that, I think, would allow me that opportunity.

177

00:25:09.470 --> 00:25:17.530

Cooper City Hall: Thank you very much, mayor, if it's okay to just I'm: I'm: before I leave. Is it okay to approach the dial and just give a handshake to everyone before?

178

00:25:22.580 --> 00:25:23.560

Cooper City Hall: Okay.

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00:25:44.260 --> 00:25:44.850

Cooper City Hall: Yeah.

180

00:25:45.860 --> 00:25:49.090

Cooper City Hall: Next. We have Author Preger.

181

00:26:00.660 --> 00:26:04.200

Cooper City Hall: Right, Marsha. for 5 min ahead of schedule. You're going to lose it.

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00:26:27.760 --> 00:26:28.630

Cooper City Hall: everybody.

183

00:26:35.480 --> 00:26:37.530

Cooper City Hall: Good afternoon. Good afternoon.

184

00:26:39.010 --> 00:26:44.650

Cooper City Hall: You'd be an opportunity to please give an opening statement, if you will. and

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00:26:45.260 --> 00:26:55.270

Cooper City Hall: then we'll go into some questions, Sure, sure. Well, let me begin by thanking everyone on the Commission for your time, and for the

186

00:26:55.380 --> 00:26:59.270

Cooper City Hall: really thoughtful and interesting questions

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00:26:59.500 --> 00:27:03.520

Cooper City Hall: I really enjoyed my one on one with each of you

188

00:27:04.810 --> 00:27:12.360

Cooper City Hall: quickly. And, Mr. Napoli. It's really been an honor to meet you. You have my respect.

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00:27:12.510 --> 00:27:13.960

Cooper City Hall: and

190

00:27:14.300 --> 00:27:22.540

Cooper City Hall: you're definitely You have big shoes for someone to fill, so I hope you know that other professionals recognize that and appreciate that.

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00:27:22.640 --> 00:27:27.140

Cooper City Hall: I think you've got a great community. It's so interesting

192

00:27:27.280 --> 00:27:33.250

Cooper City Hall: for me to see your residence turn out not only you know today, but

193

00:27:33.260 --> 00:27:40.040

Cooper City Hall: but last night you and see, and here, and and touch and feel the passion

194

00:27:40.460 --> 00:27:50.520

Cooper City Hall: that they feel for their community, and that's that's really motivating, I think for a professional manager that's really motivating. And I've really enjoyed my time here.

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00:27:50.730 --> 00:28:02.430

Cooper City Hall: You've got an impressive community and impressive organization, and of course, whomever you select, and if that's if that's me, that'd be great. But whomever you select it'll be an honor and a privilege to work for.

196

00:28:03.020 --> 00:28:06.090

Cooper City Hall: Oh, thank you, thank you for the invitation. I really

197

00:28:06.960 --> 00:28:17.690

Cooper City Hall: thank you, Commissioner Green. Thank you, Mayor Ross, and thank you, Mr. Krieger, and certainly a pleasure meeting you yesterday evening, and having an opportunity to spend some time with you.

198

00:28:19.260 --> 00:28:23.470

Cooper City Hall: When I ask you the same question that I asked the gentleman before you.

199

00:28:24.630 --> 00:28:31.200

Cooper City Hall: If you're fortunate to get the be selected as the city manager here in the city of Cooper City.

200

00:28:31.480 --> 00:28:44.700

Cooper City Hall: What do you believe? No one having an opportunity to have spent some time here and and doing some research on this community. If you're selective, what do you believe are some of the most important

201

00:28:44.740 --> 00:29:04.340

Cooper City Hall: aspects that we need to that you would need to focus on in terms of moving our our city forward. Well, I think it's the life of a of a city manager is that we we often don't, exist on a single track. We work in an environment that has us working down multiple parallel tracks.

202

00:29:04.470 --> 00:29:07.960

Cooper City Hall: and I think that's the situation here in Cooper City.

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00:29:08.060 --> 00:29:16.700

Cooper City Hall: Clearly there's some work to do, maybe to restore and to re-vigorate the the organization you know the the city staff.

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00:29:16.780 --> 00:29:30.240

Cooper City Hall: Really impressed by a lot of the staff members that I met with, and had a chance to talk to. And again you can see, and then their commitment to the to the both. The agency and the community is palpable, and it's really admirable.

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00:29:30.340 --> 00:29:36.900

Cooper City Hall: But there's clearly some work to do to fill some vacant positions, and to kind of restore and re invigorate

206

00:29:37.020 --> 00:29:38.870

Cooper City Hall: the agency.

207

00:29:38.880 --> 00:29:50.500

Cooper City Hall: and I think from there, you know, my priorities will really come from you, but from the things that I've seen. I would imagine that catching up on some deferred maintenance would be a priority

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00:29:50.550 --> 00:29:58.440

Cooper City Hall: setting forth a multi-year what I would almost call a financial roadmap of fiscal plan to deal with

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00:29:58.640 --> 00:30:12.230

Cooper City Hall: some of the capital improvements, including something for maintenance. I think we even had a chance to talk briefly about the water system and aging elements and the water treatment plan. So

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00:30:12.980 --> 00:30:31.590

Cooper City Hall: you know, from a practical standpoint, of course, knowing the budget schedule is kind of right around the corner. That would be a great way for any new manager to immerse himself in this case into the organization, and learn, but also in really trying to understand what your priorities are as a commission.

211

00:30:31.590 --> 00:30:40.090

Cooper City Hall: and understand how you'll define success and how you'll define the objective we want to reach.

212

00:30:40.170 --> 00:30:44.610

Cooper City Hall: and I think all those things will happen literally beginning. They want.

213

00:30:45.770 --> 00:30:48.590

Cooper City Hall: Thank you, sir. Mission, to catch me.

214

00:30:50.150 --> 00:31:01.560

Cooper City Hall: I will also ask the same question. I don't know if you're watching in the back. Okay. So you're obviously one of 2 candidates who's here from not

215

00:31:01.720 --> 00:31:14.750

Cooper City Hall: being a manager in Florida, and i'm asking. You know there there's been some discussion on the day is, and and for hesitation on looking outside of the State, and i'm hoping you can elaborate on, on maybe some things.

216

00:31:15.110 --> 00:31:16.930

some reasons why

217

00:31:17.370 --> 00:31:29.640

Cooper City Hall: you you may think we should. Okay, look at that and look at you you as the best candidate

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00:31:29.700 --> 00:31:37.300

Cooper City Hall: You've got some good interest, and I think you're a really fortunate position as a commit or as a commission to make a decision based on fit

219

00:31:37.400 --> 00:31:48.490

Cooper City Hall: and hopefully so part of the answer would be hopefully, you will individually and collectively determine that i'm a good fit for you. Personality, wise style, wise experience, wise, etc.

220

00:31:48.700 --> 00:31:54.980

Cooper City Hall: And I think it was actually in our one. On one discussion.

221

00:31:54.990 --> 00:32:04.770

Cooper City Hall: you know the the the mechanics of good financial management, Financial acumen doesn't know a geographic boundary.

222

00:32:04.810 --> 00:32:08.790

Cooper City Hall: It's not like I wouldn't bring that from Colorado

223

00:32:08.980 --> 00:32:14.150

Cooper City Hall: the principles I think, of good public agency and management

224

00:32:14.260 --> 00:32:18.560

Cooper City Hall: aren't necessarily unique to any particular jurisdiction.

225

00:32:18.660 --> 00:32:22.700

Cooper City Hall: In fact, I probably have seen some things.

226

00:32:22.780 --> 00:32:34.170

Cooper City Hall: and I've been a part of things in my work in Illinois and Missouri and Colorado that might be beneficial might be new ideas might be new, potential best practices

227

00:32:34.300 --> 00:32:38.290

Cooper City Hall: here in a place like Florida. So I think that

228

00:32:38.540 --> 00:32:46.670

Cooper City Hall: you know I personally think I may be biased. I think I I think you wisely widened your net to bring in some other perspectives, and it'd be

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00:32:46.750 --> 00:32:55.650

Cooper City Hall: ultimately determined that of Florida manager was your best fit. At least you'd have a have had a different set of perspectives and

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00:32:55.780 --> 00:33:00.500

Cooper City Hall: different set of experiences with which you know to make that determination.

231

00:33:00.760 --> 00:33:05.210

Cooper City Hall: But when we talk about residents wanting clean save

232

00:33:05.360 --> 00:33:20.910

Cooper City Hall: desirable neighborhoods. When we talk about residents wanting to drive over roads that are well maintained, sidewalks that are well maintained. Residents want to take their children to parks that are well maintained and actively program.

233

00:33:20.950 --> 00:33:23.850

Cooper City Hall: We talk about things like small town. Feel

234

00:33:23.880 --> 00:33:29.920

Cooper City Hall: those don't know geographic boundaries, and those don't know they don't care about jurisdictional lines.

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00:33:29.980 --> 00:33:34.190

Cooper City Hall: and those are the kinds of things that as professional and experienced

236

00:33:34.210 --> 00:33:39.120

Cooper City Hall: city and town managers we've been doing. You know, our full of all lives I need.

237

00:33:39.130 --> 00:33:47.050

Cooper City Hall: I mean my 20 of the year of doing that, and and and my 29 year on local government, and I think those kinds of pursuits

238

00:33:47.270 --> 00:33:55.730

Cooper City Hall: are what a lot of my experience has been about. and will translate well to any any jurisdiction in any State. But specifically, Florida.

239

00:33:57.100 --> 00:33:58.290

Cooper City Hall: You mentioned a lodge

240

00:33:59.830 --> 00:34:06.560

Cooper City Hall: the same question that I posed. Oh, you weren't here sorry. having a moment.

241

00:34:07.290 --> 00:34:12.550

Cooper City Hall: Some people have said that people that are coming into the State

242

00:34:12.560 --> 00:34:22.010

Cooper City Hall: from another state, or doing it, because this is where they want to spend their golden years. This is where they want to retire, and that if they're hired. Then

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00:34:22.110 --> 00:34:27.699

Cooper City Hall: we're effectively moving them, and it's a cost win-win. So how do you discount that

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00:34:28.889 --> 00:34:34.480

Cooper City Hall: don't let my hairline fool you. I am not ready to to retire.

245

00:34:34.489 --> 00:34:45.170

Cooper City Hall: My oldest son is in college. I'm sorry, Mr. Napoleon. Yours probably didn't full name on either. We obviously go to the same barber, so he's a good guy.

246

00:34:45.239 --> 00:34:58.440

Cooper City Hall: you know. I mean let me put it in in sort of a as practical context as as I can. My oldest son is in college. I've got a daughter going to school next year. My youngest son's in in high school

247

00:34:58.940 --> 00:35:08.350

Cooper City Hall: retirement, or something like that, or golden years isn't. I hope to get there some day, but it's not. It's not all in my mind. It's not what i'm thinking about.

248

00:35:08.460 --> 00:35:21.650

Cooper City Hall: I think i'm here because and i'm i'm in. I was interested in Cooper City because I think my skill set in my experience lines up very well with your strategic plan, and lines up very well with your needs as an agency.

249

00:35:22.760 --> 00:35:29.890

Cooper City Hall: and i'm nowhere near retiring. You can't necessarily ask me, but i'll tell you i'm 55 years old.

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00:35:30.200 --> 00:35:33.680

Cooper City Hall: I I plan on working

251

00:35:33.700 --> 00:35:39.150

Cooper City Hall: 15, and so it is willing. Maybe, you know, 20 plus year. So

252

00:35:39.190 --> 00:35:41.200

Cooper City Hall: retirement isn't

253

00:35:41.340 --> 00:35:45.250

Cooper City Hall: isn't on my radar.

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00:35:45.510 --> 00:35:51.630

Cooper City Hall: Actually, as I said to the mayor 2 things if the Cardinals call I'm going. but they never call.

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00:35:51.930 --> 00:35:58.740

Cooper City Hall: and you know there's always a a powerball outlier. If If that were to happen, then, you know

256

00:35:59.100 --> 00:36:02.120

Cooper City Hall: I would. I would not have to leave. But

257

00:36:03.490 --> 00:36:07.170

Cooper City Hall: i'm not here thinking about. Move me down here.

258

00:36:07.330 --> 00:36:21.670

Cooper City Hall: and and then you know i'll handle from there. I'm. I'm thinking about this as a place where my family, where i'll continue to raise my children where my kids will come home to us and spend holidays. I'm thinking about this

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00:36:21.670 --> 00:36:27.710

Cooper City Hall: as a community that that my family and I want to be a part of my wife has been looking for Homes

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00:36:27.910 --> 00:36:32.420

Cooper City Hall: Mayor and I briefly talked about that. It's it's that's a difficult pursuit.

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00:36:32.530 --> 00:36:44.430

Cooper City Hall: but our search has been limited to Cooper City. I'm not moving down here just because it happens to be South Florida. There's a 1 million other places that have great weather and desirable, you know, quality of life.

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00:36:44.460 --> 00:36:49.680

Cooper City Hall: I'm moving down here because I think I can contribute meaningfully, or would potentially move down here.

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00:36:49.820 --> 00:36:55.990

Cooper City Hall: because I think I could contribute meaningfully to your priorities and objectives, and I want to be a part of it.

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00:36:56.450 --> 00:36:57.040

Cooper City Hall: Thank you.

265

00:36:58.100 --> 00:37:02.350

Cooper City Hall: And what is your availability if you're the selected candidate?

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00:37:02.400 --> 00:37:09.110

Cooper City Hall: Well, as I mentioned earlier, I have to by contract on unemployment agreement. I have to give

267

00:37:09.380 --> 00:37:15.620

Cooper City Hall: my current employer 30 days notice. I I I want to be. I want to be fair to them

268

00:37:15.660 --> 00:37:17.380

Cooper City Hall: as my family, we.

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00:37:17.530 --> 00:37:24.050

Cooper City Hall: and in addition to that, as a family, we have a couple of milestones coming up. My daughter will graduate from high school.

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00:37:24.190 --> 00:37:33.770

Cooper City Hall: I would think realistically. it would make sense for me to be here right after a Memorial day, so just that for the sake of a date I would say, probably on or about June. One.

271

00:37:38.060 --> 00:37:41.170

Cooper City Hall: Thank you. Any further questions from the Commission.

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00:37:42.610 --> 00:37:43.220

One

273

00:37:43.370 --> 00:37:46.270

Cooper City Hall: hearing none. Thank you very much. I appreciate it

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00:37:46.360 --> 00:37:53.500

Cooper City Hall: again. It has been my pleasure to to meet with all of you.

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00:37:53.780 --> 00:37:57.440

Cooper City Hall: I I really enjoyed meeting, and have a lot of respect.

276

00:37:57.540 --> 00:37:58.540

or your work

277

00:37:58.700 --> 00:38:10.400

Cooper City Hall: for your professionalism. I saw you yesterday Talk about those projects, and the the pride and and the commitment that was was evident. It's really gratifying. So from one

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00:38:10.660 --> 00:38:21.610

Cooper City Hall: presently town manager for one city city manager to another. Thank you, and thank all your staff, please. for all the time and effort they put into us. It's been great meeting, all of you. I wish you the best of luck.

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00:38:21.880 --> 00:38:25.030

Cooper City Hall: and if you water in one army or you can find.

280

00:38:25.680 --> 00:38:32.500

Cooper City Hall: thank you. As a matter of fact, if you. Just wait one moment, and i'll ask you to Ryan. Who's returned if you have any questions.

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00:38:32.580 --> 00:38:36.680

Cooper City Hall: Okay. thank you very much. Thank you very much.

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00:38:38.710 --> 00:38:41.640

Cooper City Hall: Next up. We have Alejandro Ray.

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00:39:22.560 --> 00:39:25.140

Cooper City Hall: Good afternoon, sir.

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00:39:25.300 --> 00:39:44.410

Cooper City Hall: We've all met you, but for our purposes we'd like to for you the opportunity to go ahead. Give what you call an opening statement, and then we'll have some questions. No, thank you, Mr. Mayor, and thank you. Everybody for the opportunity to interview with you guys and discuss my credentials.

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00:39:44.410 --> 00:39:46.440

Cooper City Hall: It's been a interesting

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00:39:46.590 --> 00:39:49.300

Cooper City Hall: one day 24 h in a in Cooper City.

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00:39:49.410 --> 00:40:01.650

Cooper City Hall: where you know I made some of you wonderful employees, and it. and I have the opportunity to to meet all of you. My name is Alex Ray. I'm. Currently the city manager of Thecos and Pete Beach.

288

00:40:02.080 --> 00:40:13.520

Cooper City Hall: I have been in the public service business for 40 years, the last 20 years. As a city manager. I spent 15 years in Vietnam and Lakes.

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00:40:13.870 --> 00:40:18.970

Cooper City Hall: and before that I was 20 years in Miami Bay County. I am.

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00:40:18.990 --> 00:40:22.760

Cooper City Hall: I am by trade, I, an industrial engineer.

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00:40:22.810 --> 00:40:24.710

Cooper City Hall: who really

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00:40:25.090 --> 00:40:33.250

Cooper City Hall: has become a administrator as a by for my experience and everything else. and

293

00:40:34.000 --> 00:40:38.570

Cooper City Hall: i'll be happy to answer any questions the information has. Thank you very much, Commissioner Green.

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00:40:39.800 --> 00:40:42.170

Cooper City Hall: Thank you, Mayor Ross.

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00:40:42.420 --> 00:40:57.250

Cooper City Hall: And first First and foremost my apologies for not being a being available to speak to you individually. Unfortunately, I had some work responsibilities that I could not get out of. So I do apologize for that.

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00:40:57.380 --> 00:41:05.120

Cooper City Hall: My question, and it's going to be the same question that I posed to the the the 2 gentlemen that preceded you.

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00:41:05.240 --> 00:41:10.180

Cooper City Hall: If you are selected for the city manager position here in Cooper City.

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00:41:10.590 --> 00:41:22.100

Cooper City Hall: what are some of the more important aspects? Do you see that you'll need to start to tackle once you arrived here as a city manager.

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00:41:22.740 --> 00:41:24.220

Cooper City Hall: I think that

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00:41:24.460 --> 00:41:26.520

Cooper City Hall: course on and foremost.

301

00:41:26.630 --> 00:41:32.190

Cooper City Hall: Yeah, how the role of the city manager is to build consensus E within within the Commission.

302

00:41:32.250 --> 00:41:34.390

Cooper City Hall: I'm. Trying to get a clear

303

00:41:34.690 --> 00:41:50.710

Cooper City Hall: all and vision for staff to work on from from the Commission. I think that allows the the opportunity to move a lot faster and make a lot more progress by spending time and and building that that consensus and that work in relationship, but trust really with the City Commission.

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00:41:51.520 --> 00:41:59.540

Cooper City Hall: I believe that we also need to work on the staff, and you have a lot of staff turn over in the last few years.

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00:41:59.570 --> 00:42:10.560

Cooper City Hall: and your senior staff tenure is really yeah. yeah. at the level that is troublesome for any kind of work in the session to be able to

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00:42:10.620 --> 00:42:13.110

Cooper City Hall: to move forward in a

307

00:42:13.400 --> 00:42:25.670

Cooper City Hall: productive and efficient manner. So I think that needs to be addressed. I not just like to see the staff level. But you know, improving the morale of what we people, because when they see rotating door among their

308

00:42:25.720 --> 00:42:30.720

Cooper City Hall: you know. there's they're seeing a staff. They. you know they they're

309

00:42:30.890 --> 00:42:40.870

Cooper City Hall: It brings a lot of anxiety every time you go to you have a new boss. You're wondering. Well, it is once you like me or not? How does it work? How does it like things done? So? All of that

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00:42:40.990 --> 00:42:42.630

Cooper City Hall: needs to be addressed

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00:42:42.700 --> 00:42:52.230

Cooper City Hall: on At the same time I was. You are okay today with your budget, and I think there's some structural issues long term, and.

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00:42:52.240 --> 00:43:05.260

Cooper City Hall: you know, need to be. Look in terms of how the city is going to have maybe a 5 or 7 year financial plan, so we can, you know, not be dealing with these things at the last minute on a annual budget basis, but have a real plan

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00:43:05.360 --> 00:43:11.750

Cooper City Hall: that brings in maybe additional revenues for grants or other opportunities. I I think that I can be there too.

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00:43:12.320 --> 00:43:13.900

Cooper City Hall: like balance. You see this budget.

315

00:43:15.830 --> 00:43:16.790

Cooper City Hall: Thank you, sir.

316

00:43:17.960 --> 00:43:22.950

Cooper City Hall: Me too, Sharon. Yes, Mr. Ray, if

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00:43:23.500 --> 00:43:40.590

Cooper City Hall: you're you're probably aware that our current managers leaving on April fifteenth, and our finance director is also leaving. So if you were selected the job, I guess 1 one of the questions would be, i'm sure you would have to give your current employer time, so the question would be, When would you be able to start? But, more importantly, what would you

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00:43:40.610 --> 00:43:44.540

Cooper City Hall: immediately. What would you seek to implement to

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00:43:44.810 --> 00:43:45.920

Cooper City Hall: bridge the gap?

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00:43:47.750 --> 00:43:52.620

Cooper City Hall: So yes, I I do have a contract that requires notice.

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00:43:52.670 --> 00:43:55.770

Cooper City Hall: I also have a trip already planning. Yeah.

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00:43:55.790 --> 00:44:04.550

Cooper City Hall: April 26 to May, 15. I'm going to Greece, Turkey, and Egypt One of those. My. what? I've spoke at least in trips. So

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00:44:04.980 --> 00:44:15.920

Cooper City Hall: we'll be doing that. So the any start day will probably be after that. and at the beginning my my approach is always to listen. Listen and listen.

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00:44:15.950 --> 00:44:23.090

Cooper City Hall: and so i'll be listening a lot to the employees, the rest of the elected officials to try to gather.

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00:44:23.420 --> 00:44:25.830

Cooper City Hall: I'm on areas

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00:44:25.900 --> 00:44:30.020

Cooper City Hall: so we can start building on that and start building on that patient for the city.

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00:44:30.440 --> 00:44:36.460

Cooper City Hall: And and I guess we're gonna. With regard to the finance firm, we're going to vacancy

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00:44:36.520 --> 00:44:38.400

Cooper City Hall: in the department. What type of

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00:44:38.780 --> 00:44:42.020

Cooper City Hall: resources, or

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00:44:42.900 --> 00:44:44.910

Cooper City Hall: you know you'll spend some

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00:44:45.140 --> 00:44:52.190

Cooper City Hall: most of your time in Florida, at least in this area. Would you be able to tap into to help bridge that gap because we're

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00:44:52.310 --> 00:44:54.850

Cooper City Hall: like, I said. I think it's April

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00:44:55.180 --> 00:44:58.190

Cooper City Hall: second or a Friday. I guess that our finance director

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00:44:58.470 --> 00:45:01.690

Cooper City Hall: it's his last day, and so

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00:45:02.150 --> 00:45:11.330

Cooper City Hall: between you, you, you and you mentioned some time after your trip, which is may so say we, said the end of May. and it would be. You know.

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00:45:12.480 --> 00:45:13.870

Cooper City Hall: something that I'm.

337

00:45:14.100 --> 00:45:25.050

Cooper City Hall: Yeah, I I have a lot of colleagues in the the area. Some of them are retired. Some of them might be interesting and coming and helping. Some of them have a specific financial background.

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00:45:25.190 --> 00:45:37.030

Cooper City Hall: And so. if we start those discussions, I there, there's a pool of people that can clearly reach out. I'm trying to get somebody up here that he's a high quality top performer that I can. I can breach a. G. That

339

00:45:37.200 --> 00:45:50.970

Cooper City Hall: probably will be interested in the job, because you know, they are enjoying retirement. Life but once in a while is is, you know, to get some opportunity to come and help you municipality people in in in our profession.

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00:45:51.030 --> 00:46:00.040

Cooper City Hall: and we're really sockage for public service. So even though the retired, they'll, you know. Yeah, i'm sure that I can find somebody that

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00:46:00.500 --> 00:46:05.570

Cooper City Hall: no, and probably common how the city And and then I guess, how would you?

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00:46:05.710 --> 00:46:07.850

Cooper City Hall: There, You're You're

343

00:46:08.140 --> 00:46:14.340

Cooper City Hall: current and prior city to Cooper City. As far as you know.

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00:46:16.080 --> 00:46:19.190

Cooper City Hall: how compatible are they? Or would that be

345

00:46:19.970 --> 00:46:26.990

Cooper City Hall: so, My My current city? Some P. Beach is a small beach town tourist community

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00:46:27.020 --> 00:46:29.390

Cooper City Hall: or the

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00:46:29.540 --> 00:46:32.230

Cooper City Hall: the compresses are really not that.

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00:46:32.650 --> 00:46:41.020

Cooper City Hall: and close in terms of the profile for the city, because about 35% of the tax base is from the hotel

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00:46:41.080 --> 00:46:46.950

Cooper City Hall: and hotel derived tourist industry, including food and all of that.

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00:46:47.480 --> 00:47:03.050

Cooper City Hall: Yeah, we see those having 136 employees, and it has a full, you know. Yeah, he's on fire department. But I think more comparable in terms of size, and the characteristics of this or the city is when I was in the town of I am the lakes.

351

00:47:03.150 --> 00:47:09.580

Cooper City Hall: the I don't mind my legs and a beautiful tree canopy that is very proud of that

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00:47:09.590 --> 00:47:18.510

Cooper City Hall: the moment that when I saw the the I saw the tree that that is like home, because the the

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00:47:18.870 --> 00:47:31.270

Cooper City Hall: the city was develop really would have, you know, the idea of having trees, and he has 17,000 trees, 12,000, which are oaks. And so it is. It's a very green area. Yeah.

354

00:47:31.300 --> 00:47:36.130

Cooper City Hall: And remember, Lakes is mostly also a residential communities, a bedroom community.

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00:47:36.240 --> 00:47:38.300

Cooper City Hall: and it does have

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00:47:38.410 --> 00:47:51.920

Cooper City Hall: the the difference, I think, is, Adam is as a town center and a little bit of office space. I have 30 something 1,000 dressing, so it's 6 square miles, so I think one of the lakes really is the one I can first. The

357

00:47:52.100 --> 00:47:58.970

Cooper City Hall: in the and in our city is pretty developed and built out, so to say, so.

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00:47:59.950 --> 00:48:05.930

Cooper City Hall: What is your, you know will ask for your opinion on what our next step would be.

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00:48:06.250 --> 00:48:08.280

Cooper City Hall: or what strategically

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00:48:09.210 --> 00:48:14.030

Cooper City Hall: he needs to be doing. Or I I think we just need to put up.

361

00:48:14.170 --> 00:48:28.960

Cooper City Hall: Yeah, without really making changes to the core of what you are and find ways to balance you Revenue and expenditures over, you know, over the long period. Yeah. So you can maintain the high quality of service that the rest and I'm getting used to

362

00:48:29.120 --> 00:48:33.440

Cooper City Hall: we putting too much pressure on the on the on the tax roll. Yeah.

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00:48:33.460 --> 00:48:38.910

Cooper City Hall: So that's that's I think, the the interesting challenge, because you got

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00:48:39.490 --> 00:48:42.050

Cooper City Hall: a couple of commercial areas. They they're not

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00:48:42.070 --> 00:48:44.020

Cooper City Hall: doing well, and

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00:48:44.090 --> 00:48:47.420

Cooper City Hall: it goes. I get to re ambition at some point, because.

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00:48:48.000 --> 00:48:58.230

Cooper City Hall: as you all know, and this is not a Cooper city issues a national issue; that although the retail has disappeared to the Internet, Amazon, and and

368

00:48:58.370 --> 00:49:15.450

Cooper City Hall: the rest is being stocked up by this mega malls. And so it's very little opportunity for the small retail operations, but a lot of them are becoming more activity centers in terms of more restaurants and bars and everything else, and things that services that people need to

369

00:49:15.630 --> 00:49:17.170

Cooper City Hall: one do

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00:49:17.430 --> 00:49:22.550

Cooper City Hall: their salons. Yeah, Karate schools and like that, but they there's probably an opportunity to

371

00:49:22.770 --> 00:49:25.850

Cooper City Hall: how to work with the owners of those models and

372

00:49:25.900 --> 00:49:31.440

Cooper City Hall: bring some more energy into it. And it's in that we provide, You know, locations for

373

00:49:31.450 --> 00:49:37.030

Cooper City Hall: the since to a mobile you know variety as you where they can go. I need or not.

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00:49:38.000 --> 00:49:43.610

Cooper City Hall: And my last question is just if you could touch on some of your experience financial experience.

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00:49:44.900 --> 00:49:46.020

Cooper City Hall: Yeah. So

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00:49:46.440 --> 00:49:52.780

Cooper City Hall: the all of my financial experience started in Miami, the county. I

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00:49:53.050 --> 00:49:53.930

Cooper City Hall: Yeah.

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00:49:54.040 --> 00:49:59.210

Cooper City Hall: I started there as a as a pro activity and efficiency engineer, and then I moved through

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00:49:59.300 --> 00:50:01.410

Cooper City Hall: the financial side of the house.

380

00:50:01.900 --> 00:50:06.740

Cooper City Hall: Yeah, I ended up being the assistant director of the Budget office in

381

00:50:06.780 --> 00:50:16.370

Cooper City Hall: where the budget was 7 billiondollars, and we have, you know, 30,000 right employees at the time. So it's it's a mega operation

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00:50:16.740 --> 00:50:19.740

Cooper City Hall: on that financial.

383

00:50:19.830 --> 00:50:22.020

Cooper City Hall: you know. Background is really what

384

00:50:22.780 --> 00:50:32.340

Cooper City Hall: yeah kind of got me my first city manager job, because in my my legs they were basically starting the city from from Scotch that just recently been incorporated.

385

00:50:32.500 --> 00:50:37.690

Cooper City Hall: And yeah, when I got there I had one employee. You see the clerk

386

00:50:37.740 --> 00:50:54.390

Cooper City Hall: I myself. So I was yeah, chief cocain bottle washer. So you know, I had to like. Start from putting together my the first budget for the city and everything else, and start, you know, hiring the employee, putting together all the departments. That's a wonderful experience. But he really strengthened my financial background.

387

00:50:55.850 --> 00:51:03.070

Cooper City Hall: My last question is, I I think, the other one was supposed to be the last one. But my my new last question is.

388

00:51:03.430 --> 00:51:08.330

Cooper City Hall: Have you? Have you separated or been terminated from?

389

00:51:08.720 --> 00:51:14.030

Cooper City Hall: No, no, no! I still have a contract there for 2 more years. and with Miami lakes

390

00:51:14.080 --> 00:51:16.100

Cooper City Hall: we my I retired from my

391

00:51:16.200 --> 00:51:24.880

Cooper City Hall: Yes, I it's kind of unusual for people in my line of work, but I never been terminated from any job in my entire career. So

392

00:51:27.330 --> 00:51:28.430

Cooper City Hall: i'm sure you're done that.

393

00:51:30.320 --> 00:51:31.460

Cooper City Hall: Mr. Melody.

394

00:51:34.630 --> 00:51:37.640

Cooper City Hall: of of the I'll commission to catch him

395

00:51:38.790 --> 00:51:42.680

Cooper City Hall: trying to be nice. Okay, so

396

00:51:42.900 --> 00:51:57.610

Cooper City Hall: you answered a lot of my questions. our interview, etc. I did want to briefly talk about, and I asked you this behind the scenes as well. You were quoted in the newspaper talking about, You know, when you turn 65

397

00:51:58.370 --> 00:52:13.830

Cooper City Hall: next year. I believe that you're this year. Okay, happy birthday that you know you're You're going to see what's next, and you you know we're we're looking for a city manager who is going to bring some consistency to Cooper City.

398

00:52:13.850 --> 00:52:19.330

Cooper City Hall: So i'm hoping that you can elaborate on where you stand and what

399

00:52:20.130 --> 00:52:22.810

Cooper City Hall: tenure you're looking to have if you become our manager.

400

00:52:23.100 --> 00:52:35.330

Cooper City Hall: Yeah, I I don't know that I can put a date to it, but I am not looking to be the same idea for the next 6 months, either. So and to me what's next is depends on.

401

00:52:35.360 --> 00:52:44.050

Cooper City Hall: and the right opportunity at the right place, and having an an environment where I feel i'm making a contribution. I'm productive.

402

00:52:44.200 --> 00:52:49.040

Cooper City Hall: I'm. I'm 65 years young I I you know I I

403

00:52:49.060 --> 00:52:52.480

Cooper City Hall: i'm really pretty upset. I I I got

404

00:52:52.540 --> 00:53:01.350

Cooper City Hall: no health issues, thank God! And and as long as i'm having, you know, a good time. I'm making a contribution. I you know I plan to be working for you know

405

00:53:01.460 --> 00:53:02.020

no

406

00:53:02.310 --> 00:53:06.190

Cooper City Hall: several years, so that's that's that's what I can tell you.

407

00:53:07.500 --> 00:53:13.430

Cooper City Hall: And as a follow up to that, Can you talk a little bit about staff development?

408

00:53:13.820 --> 00:53:14.940

You know we we.

409

00:53:16.010 --> 00:53:25.240

Cooper City Hall: I think one of the things that we could that would help Cooper City is is some secession planning and things like that. It is

410

00:53:25.460 --> 00:53:32.960

Cooper City Hall: if one thing that is something that I am proud of, and I really want to focus on is

411

00:53:33.020 --> 00:53:35.920

Cooper City Hall: you develop and all the stuff

412

00:53:35.990 --> 00:53:39.840

Cooper City Hall: I always like to. Whenever I leave a job

413

00:53:40.060 --> 00:53:42.790

Cooper City Hall: you have somebody there ready to

414

00:53:43.120 --> 00:53:49.700

Cooper City Hall: take over the job. It doesn't mean that the the Commission may or may not select the person, and

415

00:53:49.830 --> 00:53:56.680

Cooper City Hall: in best lay plans of men, and my some. I often go away because I believe in my. I have been training this person

416

00:53:56.980 --> 00:54:09.850

Cooper City Hall: 6 months before i'll be tired. She got picked up by. She's going to be the same I and she's like sorry guys. She was great, great and ready. You put somebody else natural from you before, and

417

00:54:09.920 --> 00:54:15.240

Cooper City Hall: but it's it's really important that as as a manager, I mentor

418

00:54:15.260 --> 00:54:19.540

Cooper City Hall: people, I find the people who are

419

00:54:19.640 --> 00:54:25.160

Cooper City Hall: willing to, you know. Take more leadership roles. I'm

420

00:54:26.680 --> 00:54:27.980

Cooper City Hall: find the right.

421

00:54:28.000 --> 00:54:30.220

Cooper City Hall: I'm training

422

00:54:30.390 --> 00:54:32.500

Cooper City Hall: for them to be able to

423

00:54:33.560 --> 00:54:34.660

Cooper City Hall: grow into

424

00:54:34.800 --> 00:54:42.070

Cooper City Hall: the the bigger role and part of what what I do. Then I mentioned this several of you. My philosophy in terms of

425

00:54:42.180 --> 00:54:46.430

Cooper City Hall: departmental lines is more blurred than many other managers

426

00:54:46.490 --> 00:54:48.120

Cooper City Hall: I like, or

427

00:54:48.230 --> 00:55:01.470

Cooper City Hall: a lot of cross training, and and I like for especially at the senior level, to really get engaged and involved in projects with all the departments. And because

428

00:55:01.500 --> 00:55:02.100

Cooper City Hall: if you.

429

00:55:02.550 --> 00:55:08.360

Cooper City Hall: if I have a great pull, it works sky. But he doesn't know any other than how it works.

430

00:55:08.440 --> 00:55:14.070

Cooper City Hall: The moment that you need a manager. he is going to be he or she will be really handic up.

431

00:55:14.130 --> 00:55:18.210

Cooper City Hall: or being here and say, Well, I know about all of the departments right.

432

00:55:18.270 --> 00:55:21.480

Cooper City Hall: and and by by exposing them

433

00:55:21.540 --> 00:55:25.610

Cooper City Hall: and working in teams and projects with all the people.

434

00:55:25.630 --> 00:55:31.050

Cooper City Hall: I I think it it develops. And and you, when you put a team together, you will see who flourishes

435

00:55:31.120 --> 00:55:38.760

Cooper City Hall: right, and you put it to your peers together, and it's a natural process, as you, who is going to exhibit the leadership characteristics.

436

00:55:38.830 --> 00:55:49.770

Cooper City Hall: you know. See how that flows on a and and if you work with them and mentor them, and you'll find naturally people with rage to step up to the next level.

437

00:55:51.450 --> 00:56:03.340

Cooper City Hall: I I had a question I thought of only because of that. So, having worked in my mealics, which is, I think it's pretty similar in staff size as us. What what did you do to be able to create

438

00:56:05.050 --> 00:56:08.610

avenues of opportunity for the staff

439

00:56:08.740 --> 00:56:11.730

Cooper City Hall: being at that? You know you're somewhat limited.

440

00:56:12.430 --> 00:56:17.430

Cooper City Hall: The opportunities are somewhat limited, because you know, with smaller stamp size. So how did you?

441

00:56:17.470 --> 00:56:23.170

Cooper City Hall: How are you able to allow for professional growth of the staff, and not necessarily losing them

442

00:56:23.580 --> 00:56:25.220

Cooper City Hall: within the constraints of the

443

00:56:25.290 --> 00:56:27.460

Cooper City Hall: you know. Employment size

444

00:56:28.170 --> 00:56:36.520

Cooper City Hall: you it's a small style side is is more of a mindset than and the reality to think about. You have a 100 employees here.

445

00:56:36.580 --> 00:56:41.470

Cooper City Hall: and so. and a lot of those employees do

446

00:56:41.610 --> 00:56:44.920

Cooper City Hall: a variety of different jobs. So the ability to.

447

00:56:45.300 --> 00:56:53.060

Cooper City Hall: you know, cross-rain and learn more about what other people do really can be. Yeah.

448

00:56:53.330 --> 00:56:54.020

Cooper City Hall: Yeah.

449

00:56:55.220 --> 00:57:00.050

Cooper City Hall: push if you have the rhyme entirely. So, for example, in a

450

00:57:00.060 --> 00:57:02.970

Cooper City Hall: in in my organization

451

00:57:03.150 --> 00:57:08.270

Cooper City Hall: people are not allowed to. They'll be wrestling. Yeah.

452

00:57:08.670 --> 00:57:17.600

Cooper City Hall: if they if they work in the parts of the apartment, and somebody has a an issue, a court enforcement or a pulthole. You're not allowed to go, tell the rest in Call it works.

453

00:57:17.940 --> 00:57:20.380

Cooper City Hall: No, I I don't like

454

00:57:20.610 --> 00:57:26.160

Cooper City Hall: that approach. So I I basically tell them, though, it's a resting approach. If you were a problem, you own the problem.

455

00:57:26.420 --> 00:57:32.210

Cooper City Hall: So I want you and go to public works and say, oh, by the way, there is a possible here.

456

00:57:32.380 --> 00:57:33.260

Cooper City Hall: and

457

00:57:33.630 --> 00:57:34.200

it's

458

00:57:34.250 --> 00:57:42.540

Cooper City Hall: Get an understanding from public works as to why, or this water punding, or whatever it is that will do the 2 things

459

00:57:43.710 --> 00:57:47.630

Cooper City Hall: you will get the person in parks to really understand.

460

00:57:47.660 --> 00:57:52.480

Cooper City Hall: and what what public works is doing, what they doing, and you know how

461

00:57:52.520 --> 00:57:58.340

Cooper City Hall: which time they're going to need to to fix this. And then, in terms of customer relationship with the with the Russian.

462

00:57:58.400 --> 00:58:01.040

Cooper City Hall: it the right. Now it has a face on the name

463

00:58:01.090 --> 00:58:08.960

Cooper City Hall: associated with. Okay. This person is getting back to me that this is when this is going to get done, and that kind of

464

00:58:09.290 --> 00:58:15.980

Cooper City Hall: approach kind of encourages that that level of to support the event.

465

00:58:16.500 --> 00:58:19.220

Cooper City Hall: It's. So. If something breaks, and

466

00:58:19.240 --> 00:58:29.830

Cooper City Hall: you know, and they can, and they can fix it. Well, just because you know normally, this department will fix it. No, you couldn't fix it. Fix it, you know. Yeah. And I think, Don.

467

00:58:30.260 --> 00:58:38.460

Cooper City Hall: it's you. You every time you do something new you learn. And what I found is that people like learning you sense.

468

00:58:41.400 --> 00:58:42.100

Cooper City Hall: Thank you.

469

00:58:43.100 --> 00:58:44.250

Cooper City Hall: Measure melody.

470

00:58:45.650 --> 00:58:48.330

Cooper City Hall: quick question. So

471

00:58:48.700 --> 00:58:51.050

Cooper City Hall: is it 101 parks

472

00:58:51.200 --> 00:58:55.200

Cooper City Hall: in Saint Pete? Or is it 0 parks?

473

00:58:55.280 --> 00:59:02.900

Cooper City Hall: I? It's hard to tell hard to read. This 101 parts is my relates.

474

00:59:03.020 --> 00:59:11.870

Cooper City Hall: okay, and and a lot of them just were their reference are a small packet parts. So

475

00:59:12.390 --> 00:59:17.360

Cooper City Hall: the way the community was designed. There are 1 2 3,

476

00:59:17.850 --> 00:59:25.500

Cooper City Hall: 3 large parts that are in acres or more. Yeah, but then we sprinkle throughout the community, and every little neighborhood

477

00:59:25.620 --> 00:59:27.210

Cooper City Hall: is a little

478

00:59:27.800 --> 00:59:37.720

Cooper City Hall: log that they left as a part. Some of them are the size of one single lot, who about sometimes 3 lots, and there's playground equipment

479

00:59:37.880 --> 00:59:39.540

Cooper City Hall: sprinkled all throughout.

480

00:59:39.600 --> 00:59:42.250

Cooper City Hall: and some of their mother by a lake.

481

00:59:42.880 --> 00:59:45.220

Cooper City Hall: You'll have some benches and chairs.

482

00:59:45.340 --> 00:59:55.090

Cooper City Hall: so it's just places to create green space, and for the neighborhood to meet with the kids at the I mean, I at the same time right.

483

00:59:56.610 --> 01:00:01.540

Cooper City Hall: Thank you. Have you ever been a member of the Ccm.

484

01:00:02.130 --> 01:00:06.570

Cooper City Hall: The

485

01:00:06.940 --> 01:00:10.560

Cooper City Hall: and the

486

01:00:16.480 --> 01:00:24.000

Cooper City Hall: and you presently remember. Correct? Yes, you have any leadership positions? No, no, sir. Have you ever taken any leadership position. No, sir.

487

01:00:26.120 --> 01:00:28.370

Cooper City Hall: thank you. Anything further.

488

01:00:30.140 --> 01:00:37.700

Cooper City Hall: Thank you. Ms. R. I appreciate that you have a moment. If you like to do a closing statement. I just want to, You know, we should go into the verses.

489

01:00:37.710 --> 01:00:47.640

Cooper City Hall: Yeah, Like, I said last night, I think you have a great, You know group of 5 candidates. And yeah, I'm: I'm sure you select the one that's the best fit for the on Cooper City.

490

01:00:47.900 --> 01:00:50.290

Cooper City Hall: Thank you. Good afternoon. Thank you.

491

01:00:53.510 --> 01:00:55.460

Cooper City Hall: Roberto Hernandez.

492

01:01:40.190 --> 01:01:42.360

Cooper City Hall: I think you would have given us

493

01:01:42.570 --> 01:01:48.130

Cooper City Hall: something to go bias

494

01:01:49.620 --> 01:01:50.630

Cooper City Hall: never.

495

01:01:55.500 --> 01:01:57.150

Cooper City Hall: Yeah, it's saved in

496

01:01:57.330 --> 01:01:57.990

of them.

497

01:01:58.520 --> 01:01:59.640

Cooper City Hall: she put in.

498

01:02:07.050 --> 01:02:15.290

Cooper City Hall: Good afternoon, sir. Good afternoon, Mayor Commissioners. We have an opportunity, if you like, to give what you call an opening statement.

499

01:02:15.380 --> 01:02:32.150

Cooper City Hall: That's what I call it my work, and then we'll give you some questions. Thank you, Mr. Mayor. I think what I'll do is just repeat, repeat some of the comments I made yesterday during the reception. My name is Robert Hernandez, and thank you for the privilege of being here, and

500

01:02:32.560 --> 01:02:48.310

Cooper City Hall: for the opportunity to be considered for the position in this great city. Most Most recently I served as the city manager for the city of Cape Col. Florida. I was there for about 2 and a half years. I've also been the city manager of the city of Savannah, Georgia.

501

01:02:48.310 --> 01:03:07.850

Cooper City Hall: In addition to serving as a city manager in those 2 communities I've been the number 2 in multiple communities to include Broward County Government, Fulton, Atlanta, Fulton County, Georgia, city of Fort Lauderdale, and also the city of Cold Spring. So broward county is on for me.

502

01:03:07.930 --> 01:03:26.950

Cooper City Hall: All of my family still continues to reside in Broward County. I'm. A product of the Broward County School system, graduated from Boy Anderson High School, received my master's degree from Nova Southeastern University here, next door in in Davy and I'm. Also a graduate of of of of Fyu.

503

01:03:26.950 --> 01:03:30.680

Cooper City Hall: So it's good to be back in row, and it's going to be that it's good to be here in Cooper City.

504

01:03:30.690 --> 01:03:33.580

Cooper City Hall: So thank you again for the opportunity to talk to you today.

505

01:03:33.950 --> 01:03:35.440

Cooper City Hall: Thank you, Commissioner Green.

506

01:03:35.920 --> 01:03:51.410

Cooper City Hall: Thank you, Mayor Ross. And first let me say, Mr. Hernandez, my apologies. I hadn't been able to meet with you due to some other obligations. I couldn't be here this morning. The question that I have for you is the same that I've had for the folks before you. If you are selected

507

01:03:51.450 --> 01:03:57.770

Cooper City Hall: for the city manager Position here in Cooper City. What do you believe are some of the most important

508

01:03:57.860 --> 01:04:03.210

Cooper City Hall: decisions that you'll have to make in terms of moving the the city forward.

509

01:04:03.460 --> 01:04:20.120

Cooper City Hall: Thank you for that question, Commissioner. So one of the first tasks that need to be addressed by your next city manager is to look at some of the personnel vacancies that are upcoming in terms of some departmental leadership. That, I understand

510

01:04:20.160 --> 01:04:26.860

Cooper City Hall: will be will be vacant. I. In fact, I believe, even as soon as today. So I think that's the first

511

01:04:26.980 --> 01:04:39.750

Cooper City Hall: order of business that needs to be addressed. It needs to be a strategy put in place to be able to address that key vacancy. And so you are basically entering into the beginning of of budget season.

512

01:04:39.750 --> 01:04:53.290

Cooper City Hall: I know, in another jurisdictions now is really the heart of the budget season, in order to get that that budget to you in in August. So the top 2 that I see will be again addressing the leadership void in one of your departments.

513

01:04:53.340 --> 01:05:09.450

Cooper City Hall: secondly, working on the upcoming budget, and third is coming in and getting to know and assess all of you, and also the organization and the the wants and needs and desires of all the stakeholders out there in the public.

514

01:05:10.680 --> 01:05:11.610

Cooper City Hall: Thank you, sir.

515

01:05:12.870 --> 01:05:14.150

Cooper City Hall: Mission is yourider

516

01:05:15.150 --> 01:05:25.730

Cooper City Hall: my one of my questions be. When would you like to be available for start date if we were chosen for? Thank you for the question. So

517

01:05:25.760 --> 01:05:38.930

Cooper City Hall: during my transition period, I'm. Taking advantage of this time, and and doing what my wife and I like to do, and we like to spend a lot of time on cruises, so I have an upcoming cruise at the beginning of of May

518

01:05:39.050 --> 01:05:47.280

Cooper City Hall: from May first to May 12. So, in terms of my availability. Probably sometime after the the middle of May.

519

01:05:58.060 --> 01:05:59.510

Cooper City Hall: Which one was you first.

520

01:06:01.310 --> 01:06:04.120

Cooper City Hall: he said after his May.

521

01:06:04.380 --> 01:06:14.580

Cooper City Hall: And yeah, right well, he he comes back here with me. He leaves. I think he comes back 26. So in speaking with him at least in person

522

01:06:21.610 --> 01:06:24.800

Cooper City Hall: i'm sorry you don't.

523

01:06:27.030 --> 01:06:34.880

Cooper City Hall: I spoke a lot. We answered a lot of questions, and I permission to catch me and Commissioner Melody.

524

01:06:36.550 --> 01:06:42.630

Cooper City Hall: Thank you for being here, and I asked a lot of questions during my interview. So if anyone thinks I didn't.

525

01:06:43.530 --> 01:06:45.750

Cooper City Hall: I swear they're all here. I did a good job.

526

01:06:47.330 --> 01:06:49.470

Cooper City Hall: So my question is this.

527

01:06:52.510 --> 01:06:54.460

Cooper City Hall: i'm trying to think of this.

528

01:06:55.710 --> 01:06:57.060

Cooper City Hall: How do you

529

01:06:57.940 --> 01:07:00.480

Cooper City Hall: deal with people that

530

01:07:01.650 --> 01:07:05.640

Cooper City Hall: you think are having the hard time comprehending

531

01:07:06.180 --> 01:07:08.140

Cooper City Hall: the difference between right and wrong?

532

01:07:12.830 --> 01:07:20.320

Cooper City Hall: So if allow me to try it first to rephrase your question. I think what you're what I'm being asked is, how do I go about

533

01:07:21.840 --> 01:07:24.770

Cooper City Hall: interacting with individuals that may have.

534

01:07:25.890 --> 01:07:29.180

Cooper City Hall: I think, some confusion over what what is ethically

535

01:07:29.680 --> 01:07:34.300

Cooper City Hall: correct. I'm trying to be politically correct. But okay, you could. We could go with your way

536

01:07:34.320 --> 01:07:35.490

Cooper City Hall: all right. So

537

01:07:35.730 --> 01:07:43.090

Cooper City Hall: listen a lot of what we have to deal with in a public life is about communication and education.

538

01:07:43.930 --> 01:07:49.060

Cooper City Hall: and helping people understand what the appropriate course of action

539

01:07:51.140 --> 01:08:04.250

Cooper City Hall: may be available to them if they decide to head in that direction. I don't think in heraling. People seek to do unethical things or the wrong things. They just may not know it, and especially in our line of work.

540

01:08:04.280 --> 01:08:16.520

Cooper City Hall: whether you're an elected official or a public employee where you just have. There seems to be a code, an ordinance to State law that governs everything, and it just may be that the person that you are interacting with, whether it's

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01:08:16.550 --> 01:08:20.120

Cooper City Hall: member of public or or the employee just, is not informed

542

01:08:20.420 --> 01:08:33.439

Cooper City Hall: as to what exactly the requirements are for making a certain decision or heading in a certain direct. And so, you know, it might be as simple as someone doesn't understand why

543

01:08:33.439 --> 01:08:49.939

Cooper City Hall: ABC. Pressure Cleaning Company just can't come in off the street and get a contract to pressure. Clean the city bill. Why is there a process? And you know, why does the process have to be an Rfp. And why does it have to go to the Council?

544

01:08:49.939 --> 01:08:57.370

Cooper City Hall: And so they don't know that there is, You know, German code in place. There are State laws that govern how local governments

545

01:08:57.450 --> 01:09:14.359

Cooper City Hall: procure goods and services because they just not exposed to it. And so it's our jobs as leaders in your organization, both as a city manager to leading the employees that that are under your charge, or in communicating and being in an informal leadership role with the public.

546

01:09:14.359 --> 01:09:25.439

Cooper City Hall: it is our responsibility to help, educate and inform those individuals that may not have the understanding of what is ethical or what is right? And what, what is it?

547

01:09:25.720 --> 01:09:32.890

Cooper City Hall: One more question. I am in this because we didn't get to finish my questions during our one on one is

548

01:09:33.660 --> 01:09:34.920

Cooper City Hall: last question

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01:09:35.060 --> 01:09:39.220

Cooper City Hall: for me is, what would people say about you behind your back

550

01:09:42.200 --> 01:09:53.770

Cooper City Hall: depends on who you ask. So I'm going to be positive about this. And and listen. We were actually we were just talking about that in the in the break room not too long ago that it seems that

551

01:09:53.979 --> 01:10:04.320

Cooper City Hall: you know you could be the best city manager out there, the most competent. You can have all the awards that Icm. A. Or F. Ccna made the still on people in our profession.

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01:10:04.350 --> 01:10:09.460

Cooper City Hall: and that there's still people out there that have never met you, and for whatever reason

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01:10:09.470 --> 01:10:13.760

Cooper City Hall: we'll never like you, we'll never have anything with this. But I think that

554

01:10:13.820 --> 01:10:31.820

Cooper City Hall: those people are in the minority, even though in today's day and age and social media, they can be very vocal, and they get Listen to the one thing that I can say that I think people will stay safe behind. My back is they'll use a nickname that I have often heard, and other places where I've worked, and that is Robo Robb

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01:10:32.030 --> 01:10:39.800

Cooper City Hall: that Robo Rob: yeah, like a Robo cop, Robo Rob, meaning that constantly on the go

556

01:10:40.100 --> 01:10:46.680

Cooper City Hall: constantly moving. There's always something to do, always something on my agenda

557

01:10:48.900 --> 01:10:54.180

Cooper City Hall: multitasking, dealing with 5 major projects at one time always always on the go.

558

01:10:54.500 --> 01:10:56.420

Cooper City Hall: I think that that's what you'll hear from.

559

01:10:56.930 --> 01:11:02.160

Cooper City Hall: But most of the people that actually know me and have worked with me and have had interactions with me all the time.

560

01:11:02.700 --> 01:11:15.070

Cooper City Hall: Thank you. Look. And if you just select a candidate. What is your availability? So again, Mr. Mayor, my availability will be probably sometime mid May at the earliest. Thank you.

561

01:11:15.620 --> 01:11:19.610

Cooper City Hall: And are you a member of the

562

01:11:19.960 --> 01:11:26.050

Cooper City Hall: Mayor. I am a member of Fccma, and I. I am also a icma credentialed manic

563

01:11:28.010 --> 01:11:29.650

Cooper City Hall: among other groups.

564

01:11:30.550 --> 01:11:35.180

Cooper City Hall: and off off the cuff. I I know you've handled a lot of

565

01:11:35.290 --> 01:11:37.340

Cooper City Hall: hurricane and storms.

566

01:11:37.500 --> 01:11:48.080

Cooper City Hall: I guess my question is for economic development, knowing that we have an increase in our so contract at 5%, or, or, roughly speaking, over a 1 million dollars a year.

567

01:11:48.340 --> 01:12:01.280

Cooper City Hall: What the economic development, or how would you see to increase revenue or decrease costs. So I think right now. Given the land use that you have here in Cooper City.

568

01:12:01.310 --> 01:12:12.340

Cooper City Hall: you know the predominant land use is residential, and so you're almost at build out. There's very little land left for commercial activity so long term.

569

01:12:12.390 --> 01:12:22.970

Cooper City Hall: I think that your best prospects will be when you get to the point where redevelopment of some of these commercial properties become economically feasible.

570

01:12:23.580 --> 01:12:27.850

Cooper City Hall: Now it also means that you may have to revisit your strategies

571

01:12:28.260 --> 01:12:46.170

Cooper City Hall: in terms of how do you facilitate and incentivize this type of redevelopment? And so there are numerous tools out there. I'll give you an example of one of the tools that I recently utilized in

a community where I worked, where it very similar in terms of the dynamic, you know, mostly residential.

572

01:12:46.460 --> 01:12:51.800

Cooper City Hall: They weren't really thinking about economic development, and, in fact, that community had a

573

01:12:51.830 --> 01:13:03.070

Cooper City Hall: city council directed policy that limited the amount of incentives that would be available for new business attraction, retention

574

01:13:03.230 --> 01:13:11.560

Cooper City Hall: to just 200,000 a year. and I told the governing body at that time that hey, this isn't going to make it if you want to be a major player

575

01:13:11.700 --> 01:13:24.960

Cooper City Hall: and economic development in the State of Florida. This Isn't going to work You're going to have to revamp your whole strategy and take advantage of all the tools that are out there. So some of the tools that we implemented in this community included, go into the voters and

576

01:13:24.960 --> 01:13:41.170

Cooper City Hall: and asking them for permission. It's allowed by the State Constitution and State law to adopt an AD valorem property tax exemption for certain types of businesses that are looking at relocating to your community

577

01:13:41.240 --> 01:14:01.160

Cooper City Hall: for expanding in your community. And i'm happy to say that on the very first time it appeared on the ballot the voters approved it. And so we have that now in place in that community, and it allows us to that allows that community to to be able to compete with similar committees. And then the other thing that we did is we came up with an entirely new.

578

01:14:01.160 --> 01:14:10.080

Cooper City Hall: The school box of economic Development strategies. and one of those that we included is what we call a a a tax rebate program

579

01:14:10.100 --> 01:14:24.490

Cooper City Hall: that identifies the specific type of developments and targeted industries that the city wanted to welcome into the into the city, and we created a schedule that said, If you invest certain amount of money

580

01:14:24.550 --> 01:14:44.190

Cooper City Hall: into this type of project as long as it met these parameters and created these number of jobs. Then you would be eligible for a rebate of your property taxes, a percentage over a period of time and all again it depended upon the the level of investment. So that was an entirely new approach.

581

01:14:44.540 --> 01:14:50.840

Cooper City Hall: and it's something that i'm proud to say that that community implemented very recently.

582

01:14:50.910 --> 01:15:07.250

Cooper City Hall: And sometimes you may also have to be. Look at yourselves as an investor in an economic development project itself. And so one project that I worked on in in the same community where, even though it was in a community redevelopment area.

583

01:15:07.250 --> 01:15:20.030

Cooper City Hall: the economics and the timing of the economics. You just didn't work. And so when I became aware of the project and met with the developer and the City council, I let them know that if we were going to have true redevelopment, that

584

01:15:20.060 --> 01:15:28.150

Cooper City Hall: we just couldn't follow the same formula that that every other community follows. And so we actually invested upfront

585

01:15:28.290 --> 01:15:31.440

Cooper City Hall: in the project 10 million dollar upfront

586

01:15:31.510 --> 01:15:44.380

Cooper City Hall: investment that doesn't mean that we gave the developer a a check for 10 million. There's still performance milestones that need that the developer needs to to meet. So it's almost like a construction.

587

01:15:44.410 --> 01:15:49.290

Cooper City Hall: But we put money in the project upfront. It was basically it loud. It was 10 million dollars.

588

01:15:49.450 --> 01:16:00.260

Cooper City Hall: and as part of that we essentially purchased as part of that project a pool of parking spaces that would be made available to the public

589

01:16:00.700 --> 01:16:14.140

Cooper City Hall: 24, 7 in the downtown area. So there was a public benefit that we got out of it. We put money into the deal which then allowed that developer to secure his final funding as her final funding for the project.

590

01:16:14.140 --> 01:16:26.320

Cooper City Hall: And now i'm glad to say that the project is is well under construction, and it's a transformational project. But anyway, I I share all that with you. So you know that at times you may have to do something different

591

01:16:26.940 --> 01:16:35.700

Cooper City Hall: and be creative and innovative in order to be able to attract that new project into into into your

592

01:16:36.710 --> 01:16:42.330

Cooper City Hall: I hope I answered the question absolutely and and more, and I thank you any other questions

593

01:16:43.150 --> 01:16:47.510

Cooper City Hall: you have not. You have an opportunity to make a clothing statement? If you will

594

01:16:48.390 --> 01:17:00.020

Cooper City Hall: thank you, Mr. Mayor. Again, I want to thank all of you for the opportunity to be here. I want to thank all of the residents that are here today. all of the ones that attended the reception yesterday.

595

01:17:00.090 --> 01:17:04.640

Cooper City Hall: I want to also thank the hospitality of your great staff.

596

01:17:04.700 --> 01:17:19.120

Cooper City Hall: I echo the comments that were made yesterday by, and many of my colleagues that are competing for the position in expressing how passionate your staff is about this city, and this city will continue to to

597

01:17:19.460 --> 01:17:34.270

Cooper City Hall: to reap the benefits of their passion, and continue to be successful. And I also, Mr. Mayor, would just like to acknowledge Mr. Napoli for his professionalism. I mentioned yesterday, when I met with the staff that he took the time

598

01:17:34.270 --> 01:17:47.310

Cooper City Hall: to meet with all of us, and to accompany us on the tour of the city. And that just speaks volume to to the professionalism that Mr. Napoli has, and I wish him nothing but the best of luck in this future as well.

599

01:17:47.330 --> 01:17:57.890

Cooper City Hall: Thank you so much for the opportunity to be here Godspeed to all of you. I know it's a very difficult decision. You still have another candidate. You probably have hours of debate and discussion, and

600

01:17:58.230 --> 01:18:08.880

Cooper City Hall: maybe make a decision. So I know it's a very difficult decision for you. But I want to wish you all the all the best today, and in the future thank you for the opportunity to be here, Mr. Mayor.

601

01:18:09.250 --> 01:18:12.200

Cooper City Hall: Thank you, and thank you for your military service as well.

602

01:18:17.380 --> 01:18:18.700

Cooper City Hall: We have Chris Russo.

603

01:18:53.830 --> 01:18:54.630

Cooper City Hall: It's a little hard.

604

01:18:56.070 --> 01:18:56.800

She was wonderful.

605

01:19:08.700 --> 01:19:09.360

Cooper City Hall: No.

606

01:19:18.610 --> 01:19:20.050

Cooper City Hall: good afternoon, Mr. Russo.

607

01:19:21.630 --> 01:19:24.710

Cooper City Hall: Any one of them, or

608

01:19:26.040 --> 01:19:38.940

Cooper City Hall: we have an opportunity now to learn a little more about you, and if you feel comfortable, go ahead and give an opening statement, if you will, and then we'll ask you some questions

609

01:19:38.950 --> 01:19:39.890

Cooper City Hall: to

610

01:19:40.170 --> 01:19:42.110

Cooper City Hall: be able to spend

611

01:19:42.270 --> 01:19:47.480

Cooper City Hall: one time in this beautiful city. Oh, this beautiful city

612

01:19:48.420 --> 01:19:54.070

Cooper City Hall: of of Cooper Cooper City, just saying how much I love this area.

613

01:19:54.140 --> 01:20:02.480

Cooper City Hall: I want you to be just a little bit of my background. Very briefly done this report I my I'm. From

614

01:20:02.670 --> 01:20:04.660

Cooper City Hall: Westchester County, New York.

615

01:20:04.690 --> 01:20:09.890

Cooper City Hall: I have my bachelor's degree and public administration.

616

01:20:09.950 --> 01:20:13.520

Cooper City Hall: Master's degree from Pace University.

617

01:20:13.730 --> 01:20:23.040

Cooper City Hall: When I had finished school, I got my first job as an assistant to the village manager of Scarsdale, New York. After that I became the first

618

01:20:23.810 --> 01:20:44.580

Cooper City Hall: administrator of the village of Ibro. There was a noon corporation in New York which is very rare. That was my first job. After 14 years I got the bug to go and come to Florida, because I was very interested in this new incorporation that I had heard about called Sunny aisle speech.

619

01:20:44.870 --> 01:20:48.090

Cooper City Hall: I was appointed the manager

620

01:20:48.120 --> 01:20:55.660

Cooper City Hall: there from 2,000 to 2,005, 2,005 by became an independent

621

01:20:55.790 --> 01:20:57.720

Cooper City Hall: person

622

01:20:58.430 --> 01:20:59.930

working

623

01:21:01.280 --> 01:21:02.780

Cooper City Hall: with.

624

01:21:03.240 --> 01:21:18.220

Cooper City Hall: consulting, mostly consulting. During that time I also got a position as the town administrator of Southwest ranches. Your neighbor, as everybody who's listening to this nose, I fell in love with the area

625

01:21:18.720 --> 01:21:24.000

Cooper City Hall: After 2 years. Unfortunately, I was called back to New York

626

01:21:24.010 --> 01:21:32.640

Cooper City Hall: to help my son with some learning issues. After about 4 years there I was called back by the Mayor of Sunny Aisles Beach

627

01:21:32.700 --> 01:21:36.830

Cooper City Hall: to come down and return to my position.

628

01:21:37.020 --> 01:21:44.350

Cooper City Hall: I did that in 2,012. And when I heard that now this time

629

01:21:44.580 --> 01:21:49.030

Cooper City Hall: I was in Sunny Alls Beach for 9 plus years.

630

01:21:49.160 --> 01:21:50.780

Cooper City Hall: and when I heard

631

01:21:50.880 --> 01:21:58.960

Cooper City Hall: that Cooper City managers position is open. I again I tell in love with the area, and

632

01:21:59.060 --> 01:22:06.360

Cooper City Hall: made my application. and that's why i'm here today.

633

01:22:06.790 --> 01:22:13.020

Cooper City Hall: I very much would like to work in the

634

01:22:13.040 --> 01:22:16.690

Cooper City Hall: this. Can you? Thank you very much, Commissioner Green.

635

01:22:17.980 --> 01:22:30.140

Cooper City Hall: Thank you, Mayor Ross and Mr. Russell again. My apologies for not being able to meet with you individually earlier today ahead of a prior obligation at work that I couldn't get out of. So I do apologize for that.

636

01:22:30.320 --> 01:22:42.280

Cooper City Hall: The question that I have for you. It's the same that I've had for the previous 4 individuals. If you are actually i'm gonna have to. I have 2 questions for you.

637

01:22:42.380 --> 01:22:43.840

Cooper City Hall: but the first one is.

638

01:22:44.220 --> 01:22:49.280

Cooper City Hall: if you are selected to become the new city manager for Cooper City.

639

01:22:49.400 --> 01:22:56.090

Cooper City Hall: What are, as you have had an opportunity to learn more about this community.

640

01:22:56.180 --> 01:22:58.870

Cooper City Hall: What are the most important

641

01:23:00.330 --> 01:23:02.310

aspects that you see

642

01:23:02.370 --> 01:23:05.190

Cooper City Hall: that will need to be addressed

643

01:23:05.600 --> 01:23:07.740

Cooper City Hall: as we move the city forward.

644

01:23:08.870 --> 01:23:16.780

Cooper City Hall: Okay, not in priority order. But I will tell you. I spent quite a bit of time with the

645

01:23:16.820 --> 01:23:23.690

Cooper City Hall: the drainage project on Sterling Avenue. That's nothing to be coming. That's a major project.

646

01:23:25.180 --> 01:23:26.540

Cooper City Hall: Storm water

647

01:23:27.550 --> 01:23:32.770

Cooper City Hall: being taken care of and removing a flooding is a very important one.

648

01:23:33.010 --> 01:23:42.740

Cooper City Hall: The other one is the issue of dollars and cents. I understand I have to speaking with many of you and Staff.

649

01:23:42.980 --> 01:23:45.320

Cooper City Hall: The increases

650

01:23:45.340 --> 01:23:47.940

Cooper City Hall: in the very

651

01:23:47.960 --> 01:23:51.070

Cooper City Hall: much needed Public safety area

652

01:23:51.240 --> 01:23:55.190

Cooper City Hall: is going to be a a difficult task.

653

01:23:55.680 --> 01:24:09.690

Cooper City Hall: I think there's got to be a lot of focus on more ways to increase without maybe putting up the sky.

654

01:24:09.780 --> 01:24:11.460

Cooper City Hall: not not putting up

655

01:24:11.600 --> 01:24:18.170

Cooper City Hall: buildings and development. That is not what you want, not in your zoning and planning

656

01:24:18.180 --> 01:24:28.700

Cooper City Hall: like we have in sunny out of speech with the high rises. I know you're not looking at that, but I was doing a quite a bit of research to find out how

657

01:24:28.810 --> 01:24:37.430

Cooper City Hall: on a development way or redevelopment of older facilities, and I've found some ordinances and some

658

01:24:37.770 --> 01:24:39.680

Cooper City Hall: plans and programs

659

01:24:39.810 --> 01:24:46.760

Cooper City Hall: that i've spoken with with your planning and zoning people on Carlos. I know it's titles a little different than that.

660

01:24:46.910 --> 01:24:54.820

Cooper City Hall: But I think I I think that's going to be a very, very important item is, is, is revenue.

661

01:24:54.970 --> 01:25:07.510

Cooper City Hall: Yeah, for the future. Small mortar. Is it a very important one? Also, I think those issues are going to be

662

01:25:08.440 --> 01:25:17.470

Cooper City Hall: when it comes to dollars, and that's always a major thing, but I think the the road work and the improvements are the 2 very important things.

663

01:25:18.290 --> 01:25:28.610

Cooper City Hall: Thank you, Mr. Russell. Just one other question, because, as I, as I've reviewed your resume you, you you have on your resume sunny Outs Beach

664

01:25:28.970 --> 01:25:29.960

Cooper City Hall: and

665

01:25:31.280 --> 01:25:34.310

Cooper City Hall: Florida, from 2,005 to 2,012.

666

01:25:34.700 --> 01:25:39.190

Cooper City Hall: But then, directly under that you have village manager.

667

01:25:39.490 --> 01:25:43.280

Cooper City Hall: village of Port Chester. 2,008 to 2,012 work.

668

01:25:43.300 --> 01:26:02.520

Cooper City Hall: Was that what could you elaborate on that, please. That was during the 7 years that I wasn't with the city when I went back up to New York because of my son's issues that he had the Mayor of Portchester and New York often be the position just the timing was that they were looking for

669

01:26:02.540 --> 01:26:14.120

Cooper City Hall: a village manager also, and he had known me from the past when I was in my brook, and he offered me the position for the 4 years that I was up there to be their manager.

670

01:26:14.490 --> 01:26:18.750

Cooper City Hall: Okay, so 2,005, 2,012 you weren't in sunny hours. You're in

671

01:26:19.050 --> 01:26:36.820

Cooper City Hall: right. And if I may also state that I get southwest ranches. Where was the manager? There also, for the first 2 years of the seventh, and I wasn't with the city of Sunny Outs beach. Okay, Thank you. That's how I fell in love with this area. Thank you, sir. I appreciate it.

672

01:26:36.990 --> 01:26:44.560

Cooper City Hall: Thank you. If If you were selected, When would you be able to start?

673

01:26:45.590 --> 01:26:49.180

Cooper City Hall: I would be able to start very soon

674

01:26:49.600 --> 01:26:56.950

Cooper City Hall: very soon. There's nothing holding me up right now. I have a small trip in June back for 4 days.

675

01:26:58.350 --> 01:27:03.130

Cooper City Hall: I can't think of anything that would really hold me up from Then again the saddle put it that way.

676

01:27:08.570 --> 01:27:13.750

Cooper City Hall: You can ask me. I don't know you mentioned catchment. Can you elaborate on what's very soon

677

01:27:17.050 --> 01:27:33.990

Cooper City Hall: I could start. I could start tomorrow. I could. I have one other project. I am helping the village of Bell Harbor, which is just south of me. They were very impressed in the village hall that I had spearheaded for Sunny Aisles beach.

678

01:27:33.990 --> 01:27:52.810

Cooper City Hall: and the manager has given me a small consulting gig, as they call it, to help him out there. I did the first I did the first City Hall in Rye, Brooklyn, New York, too. That was the first one. I had both included the police department and every other department.

679

01:27:54.900 --> 01:27:55.980

Cooper City Hall: Any other questions

680

01:28:01.050 --> 01:28:06.380

Cooper City Hall: you coming in if you, the selected candidate to a situation where our Cfo

681

01:28:06.950 --> 01:28:10.590

Cooper City Hall: is mi a how do you intend on handling that

682

01:28:12.290 --> 01:28:17.630

Cooper City Hall: I happen to No. A number of

683

01:28:18.310 --> 01:28:35.220

Cooper City Hall: of individuals who are very skilled at that still still working, and still retired. Some retired, but it will tell you. There, there, there. There is a a sisterhood and a brotherhood in this business. I have the contacts

684

01:28:35.330 --> 01:28:44.190

Cooper City Hall: bring in the right people that would absolutely help us in a situation like that. Thank you very much. Any further questions.

685

01:28:45.340 --> 01:28:47.900

Cooper City Hall: It's for zoom. If you like to go closing statement.

686

01:28:49.130 --> 01:28:51.930

Cooper City Hall: All I can say is, i'm really

687

01:28:51.970 --> 01:28:56.570

Cooper City Hall: I I i'm i'm just impressed with the area. I've always loved it.

688

01:28:56.600 --> 01:28:59.310

Cooper City Hall: I really

689

01:28:59.620 --> 01:29:03.130

Cooper City Hall: really would enjoy working for

690

01:29:03.260 --> 01:29:08.980

Cooper City Hall: this city and helping with staff

691

01:29:09.100 --> 01:29:13.010

Cooper City Hall: that that's always been one of my favorite things is.

692

01:29:13.150 --> 01:29:20.620

Cooper City Hall: it is working, improving, helping with the staff. I have a long list of

693

01:29:21.110 --> 01:29:25.220

Cooper City Hall: individuals who started as interns from a.

694

01:29:25.490 --> 01:29:39.750

Cooper City Hall: who are either the senior deputy managers in cities in South Florida. My one of my top ones is the deputy manager of Boyton Beach.

695

01:29:40.090 --> 01:29:41.580

Cooper City Hall: started as an Intern.

696

01:29:43.360 --> 01:29:44.590

Cooper City Hall: I'm very proud of that.

697

01:29:45.820 --> 01:29:47.360

Cooper City Hall: Well, I thank you very much.

698

01:29:49.310 --> 01:29:53.610

Cooper City Hall: Anything else. Thank you, Mr. Worship. Thank you.

699

01:29:55.530 --> 01:29:57.200

Cooper City Hall: You know

700

01:29:58.790 --> 01:30:02.290

Cooper City Hall: I I don't know, because i'm ready. It's a sunshine violation.

701

01:30:03.880 --> 01:30:07.140

Cooper City Hall: Okay, I don't want. And and so everyone knows.

702

01:30:07.320 --> 01:30:08.880

Cooper City Hall: Passing of notes

703

01:30:09.240 --> 01:30:21.450

Cooper City Hall: does not look good for sunshine violations. I will not be a part of that when you whisper to your neighbor. It is a sunshine violation, because you don't know what's being said. So it is a reminder.

704

01:30:21.640 --> 01:30:32.660

Cooper City Hall: It's the horror. Which am I, Mr. Horowitz? Am I incorrect? Thank you. If so. it it would be if it was something that correct.

705

01:30:32.940 --> 01:30:37.180

Cooper City Hall: But perception is reality for others. Thank you

706

01:30:38.040 --> 01:30:41.470

Cooper City Hall: all right. Anyone from the public question to speak at this time.

707

01:30:42.470 --> 01:30:44.440

Cooper City Hall: Anyone on virtual.

708

01:30:46.120 --> 01:30:48.750

Cooper City Hall: Then we'll go ahead and have motion for adjournment.

709

01:30:50.090 --> 01:30:53.940

Cooper City Hall: My.

710

01:30:55.030 --> 01:30:56.250

Cooper City Hall: it was no

711

01:30:56.360 --> 01:30:58.880

Cooper City Hall: what i'm sorry. When was it noticed?

712

01:30:59.330 --> 01:31:02.060

Cooper City Hall: Well, I don't there. There, Wasn't.

713

01:31:02.640 --> 01:31:19.420

Cooper City Hall: Yeah, yeah, yeah, my understanding there Commission and the clerk and correct me. This was noticed a special meeting for 10'clock. There's not another meeting. No, I don't. I don't believe there's another meeting scheduled for 4 book schedule. Yeah, just our schedule. Had that. Yeah, that's good, right, all right. So you didn't violate the sunshine.

714

01:31:19.680 --> 01:31:24.420

Cooper City Hall: Then we go into May we take a free

715

01:31:24.440 --> 01:31:28.210

Cooper City Hall: like 5, 10 min here. What? You think? Not a problem.

716

01:31:38.760 --> 01:31:39.330

And

717

01:31:42.680 --> 01:31:43.370

Cooper City Hall: thank you.

718

01:51:18.600 --> 01:51:20.780

Cooper City Hall: They will be Bill.

719

01:51:38.030 --> 01:51:41.000

Cooper City Hall: It's called

720

01:51:44.750 --> 01:51:46.000

Cooper City Hall: Oh, okay.

721

01:52:01.450 --> 01:52:03.140

Cooper City Hall: And they're doing that

722

01:52:05.670 --> 01:52:06.260

right?

723

01:52:12.220 --> 01:52:12.820

Yeah.

724

01:52:16.770 --> 01:52:17.880

Cooper City Hall: are we back on?

725

01:52:19.540 --> 01:52:23.160

Cooper City Hall: Alright, Thank you. It is now almost 30'clock.

726

01:52:23.340 --> 01:52:25.370

Cooper City Hall: We back reconvened.

727

01:52:25.790 --> 01:52:35.810

Cooper City Hall: and i'm going to ask the commission if you would. without saying number one or number 2. Just check off the 2 out of 5 candidates

728

01:52:35.920 --> 01:52:40.290

Cooper City Hall: that are your top choices. Hold it. and then

729

01:52:42.370 --> 01:52:46.230

Cooper City Hall: Ted, or will be by to pick them up.

730

01:52:48.790 --> 01:52:49.620

Cooper City Hall: Oh.

731

01:52:51.210 --> 01:52:52.720

Cooper City Hall: oh, gosh, I'm hoping

732

01:52:53.840 --> 01:52:55.050

Cooper City Hall: right. Okay?

733

01:52:55.730 --> 01:52:59.980

Cooper City Hall: No, I I thought you gave them. That gave them all to me by mistake, and I thought I would have to pass them out.

734

01:53:06.330 --> 01:53:08.870

Cooper City Hall: He said that Tedger was coming to his all the

735

01:53:14.300 --> 01:53:15.380

Cooper City Hall: I do you change?

736

01:53:17.910 --> 01:53:21.610

Cooper City Hall: Oh, she don't. Okay, because you have all the free time in your hands because we're ahead of schedule

737

01:53:24.140 --> 01:53:24.740

great.

738

01:53:26.930 --> 01:53:29.340

Cooper City Hall: And then, Ted, your I asked you to count them.

739

01:53:30.610 --> 01:53:31.950

Cooper City Hall: Okay, fair enough.

740

01:53:37.140 --> 01:53:44.830

Cooper City Hall: So you said Well, who in total so it can be less than 2 correct at least 2 for the most team.

741

01:53:44.890 --> 01:53:47.550

Cooper City Hall: Well. I think she wanted it on the screen.

742

01:54:06.500 --> 01:54:07.090

Cooper City Hall: Good! Perfect

743

01:54:07.370 --> 01:54:13.060

Cooper City Hall: that they want you to. I always gave Marsh or radio to that over there

744

01:54:14.740 --> 01:54:15.730

Cooper City Hall: that it's ready

745

01:54:21.270 --> 01:54:22.540

Cooper City Hall: for Commissioner Shrouded

746

01:54:25.800 --> 01:54:29.630

Cooper City Hall: Commissioner Katsman. Egleston. Alex Ray.

747

01:54:35.170 --> 01:54:37.850

Cooper City Hall: Commissioner Green.

748

01:54:38.310 --> 01:54:39.590

Cooper City Hall: Aj. Krieger.

749

01:54:45.180 --> 01:54:50.010

Cooper City Hall: Commissioner Melody, Ryan, Augustine, Egleston, and Aj. Krieger.

750

01:54:55.340 --> 01:54:59.750

Cooper City Hall: and I'm guessing Mayor Ross Ryan Exton and Rob Hernandez

751

01:55:07.260 --> 01:55:08.080

Cooper City Hall: there you go

752

01:55:09.250 --> 01:55:12.050

Cooper City Hall: gone i'm sorry

753

01:55:12.440 --> 01:55:16.660

Cooper City Hall: i'm just i'm i'm talking out loud. I'm sorry I did not mean

754

01:55:19.170 --> 01:55:21.520

Cooper City Hall: we have. What is your tally

755

01:55:31.550 --> 01:55:34.760

Cooper City Hall: based on that? We have a consensus? No, we don't

756

01:55:35.260 --> 01:55:37.740

Cooper City Hall: hold on there or hold on.

757

01:55:39.550 --> 01:55:40.250

Cooper City Hall: Let me

758

01:55:41.380 --> 01:55:47.100

Cooper City Hall: based on that. We have a consensus. We are now going to discuss the top

759

01:55:47.280 --> 01:55:52.740

Cooper City Hall: 2, if you will, and in this case it it actually works out to be 3

760

01:55:52.790 --> 01:55:54.070

Cooper City Hall: individuals.

761

01:55:55.420 --> 01:55:59.250

Cooper City Hall: Okay. I'll go first with Commissioner Green.

762

01:56:04.510 --> 01:56:06.890

Cooper City Hall: So I selected

763

01:56:07.270 --> 01:56:16.780

Cooper City Hall: the 2 candidates, Eccleston and Krieger, and I wanted to note for the record, and it was pointed out to me last night by Mr. Krieger

764

01:56:16.810 --> 01:56:21.540

Cooper City Hall: that he was not initially one of my selections

765

01:56:23.170 --> 01:56:27.750

Cooper City Hall: that when the Commission, when we were putting forth

766

01:56:27.790 --> 01:56:34.940

Cooper City Hall: recommendations. he was not one of them. But after my interview of him

767

01:56:34.950 --> 01:56:46.830

Cooper City Hall: and Mr. Eagleston last night, and again the questions that I had posed to everyone to include those 2 individuals. I felt that

768

01:56:46.860 --> 01:56:50.640

Cooper City Hall: both of them, Ryan, Eagleston and Mr. Krieger

769

01:56:50.720 --> 01:56:54.960

Cooper City Hall: responded more than adequately.

770

01:56:56.480 --> 01:57:00.660

Cooper City Hall: Mr. Eagleston, you know, as we

771

01:57:00.910 --> 01:57:05.340

Cooper City Hall: go through this process, and as you look at all of the

772

01:57:05.370 --> 01:57:11.710

Cooper City Hall: the resumes and their their credentials. You know they really

773

01:57:12.020 --> 01:57:17.060

Cooper City Hall: all 5 candidates in terms of their experience.

774

01:57:17.140 --> 01:57:31.640

Cooper City Hall: their credentials. They are all right there. And so when you have that when you have those type of situations you're really looking for what stands out amongst the 5 very qualified candidates.

775

01:57:31.750 --> 01:57:36.310

Cooper City Hall: I can tell you that I was very impressed, Mr. Egleston.

776

01:57:36.430 --> 01:57:47.260

Cooper City Hall: the the probably one of the most impressive things that he did this today. And then i'm gonna say what he did last night, what he did today which none of the candidates did.

777

01:57:47.530 --> 01:57:51.160

Cooper City Hall: At the end he said, I would love to have the opportunity

778

01:57:51.170 --> 01:58:02.140

Cooper City Hall: to approach. The day is, and to shake everyone's hand. Now I know that that sometimes you know, maybe that people may look at that and say, you know.

779

01:58:02.670 --> 01:58:04.530

Cooper City Hall: and that wouldn't a whole lot. But

780

01:58:05.030 --> 01:58:10.240

Cooper City Hall: sometimes it's those little it's those little things that make a huge difference.

781

01:58:11.480 --> 01:58:16.590

Cooper City Hall: Secondly. am I in my interview of him last night.

782

01:58:16.770 --> 01:58:27.380

Cooper City Hall: the only 2, unfortunately, that I was able to interview because I couldn't get here today, but I asked. I. I asked them the same question, and the question that I asked both of them, I said.

783

01:58:27.410 --> 01:58:36.030

Cooper City Hall: Have you had an opportunity to view any prior commission meetings and both gentlemen both gentlemen said.

784

01:58:36.040 --> 01:58:38.400

Cooper City Hall: Yes, Mr.

785

01:58:38.500 --> 01:58:46.130

Cooper City Hall: Creaker said, Yep, I I was able to watch. You know the last couple of commission meetings.

786

01:58:46.150 --> 01:58:54.120

Cooper City Hall: you know, not necessarily in their entirety. But I was able to watch, to try to get a sense for the day is

787

01:58:54.250 --> 01:58:57.290

Cooper City Hall: next Mr. Eagleston. I asked him the same question.

788

01:58:57.700 --> 01:59:02.470

Cooper City Hall: He said, I not I. I have watched every commission meeting

789

01:59:02.670 --> 01:59:05.510

Cooper City Hall: in its entirety for the last year.

790

01:59:07.530 --> 01:59:10.710

Cooper City Hall: and he started rattling off

791

01:59:10.960 --> 01:59:29.710

Cooper City Hall: all of the things that we had been talking about, and talking and commute and articulating to me. Hey, look after looking at your this body of work, he says, and he says, Commissioner, I gotta tell you, he says. Wow, he says, I, I wasn't prepared to be to review the 8 h and 9 h, but the fact

792

01:59:29.710 --> 01:59:31.140

Cooper City Hall: that he did

793

01:59:31.250 --> 01:59:40.270

Cooper City Hall: he did so, and he was able to to to share I I thought pertinent aspects of commission meetings

794

01:59:40.330 --> 01:59:44.060

Cooper City Hall: really sold me on the fact that

795

01:59:44.640 --> 01:59:47.270

Cooper City Hall: the gentleman is committed to being here

796

01:59:47.400 --> 01:59:53.820

Cooper City Hall: in this community, and for that, for those reasons, those 2 individuals, they they stood out to me the most. Thank you. Mayor

797

01:59:53.900 --> 02:00:08.200

Cooper City Hall: Michigan charter. Yes. all, all, all 5 of the applicants were actually a phenomenal. So what I tried to to not I wasn't able to find things that stood out

798

02:00:09.730 --> 02:00:12.330

Cooper City Hall: better for one than the other as much as I try to

799

02:00:12.720 --> 02:00:24.330

Cooper City Hall: take the these applicants strength and apply to the situation that we have in our city.
And so I came down to basically my

800

02:00:24.350 --> 02:00:29.780

Cooper City Hall: feeling 2 candidates that that that

801

02:00:30.290 --> 02:00:33.550

Cooper City Hall: you know I was it, you know, thought would fit well.

802

02:00:33.620 --> 02:00:36.430

Cooper City Hall: The first was Mr. Egleston.

803

02:00:36.710 --> 02:00:40.430

Cooper City Hall: and I think undoubtedly we could all agree. He

804

02:00:40.570 --> 02:00:43.690

Cooper City Hall: it's very prepared, very well spoken.

805

02:00:44.850 --> 02:00:58.560

Cooper City Hall: young, vibrant, exciting. you know. Somebody actually, you think you'd enjoy really hanging out with and and and a good person, and then the other one was Mr. Ray, and Mr. Ray

806

02:00:59.080 --> 02:01:03.990

Cooper City Hall: is probably a little more analytical little little drier, a little quieter.

807

02:01:05.690 --> 02:01:08.560

Cooper City Hall: but ultimately what I

808

02:01:08.680 --> 02:01:12.180

Cooper City Hall: I felt was with our situation.

809

02:01:12.450 --> 02:01:27.330

Cooper City Hall: I thought Mr. Egleston is going to either be a home run is out of the park or and we're gonna have them for the next 25 years, or it might not work out. and and I probably think it probably be a home run. But at the same time Mr. Ray just

810

02:01:27.820 --> 02:01:35.770

Cooper City Hall: his. When I I go back to his resume and his professional accomplishments, and just some of the

811

02:01:35.910 --> 02:01:42.440

Cooper City Hall: the the notes and the references. If you if you read the city attorney from St. Pete Beach.

812

02:01:42.550 --> 02:01:56.060

Cooper City Hall: I mean the things that the city attorney wrote about him phenomenal. I mean one of the things that the city attorney there wrote about is how they're undertaking to do a whole change of their code, which is something we've talked about.

813

02:01:56.330 --> 02:02:01.240

Cooper City Hall: and that's an issue we have coming up. And another another thing with Mr. Ray was.

814

02:02:01.330 --> 02:02:12.910

Cooper City Hall: Every single one of the references talked about is financial background. and and probably most important is. he seemed to be the strongest on professional development.

815

02:02:13.210 --> 02:02:21.580

Cooper City Hall: If you read through the references he absolutely seems to develop employees. So I try to look at it and think

816

02:02:21.830 --> 02:02:35.030

Cooper City Hall: you know, Mr. Egelson, I I look at him and think, man, if I if you had a a new up and coming city. You get him, I mean he would be just, you know you could light him on fire and and like I said, I don't think you go wrong with it. But we have.

817

02:02:35.920 --> 02:02:43.730

Cooper City Hall: I think we have good staff. We have great staff and and we're we're suffering from, maybe a professional development standpoint.

818

02:02:43.770 --> 02:02:55.900

Cooper City Hall: How do we develop them? How do we make opportunities within our confines? Some of the things that I just loved about Mr. Ray was the fact that my new lakes was very similar to to us in size.

819

02:02:55.990 --> 02:02:59.840

Cooper City Hall: and that's what he's been able to do is my meal. And then one of the

820

02:02:59.960 --> 02:03:06.470

Cooper City Hall: almost every reference mentioned innovative. you know, and and so

821

02:03:06.700 --> 02:03:07.700

Cooper City Hall: to me

822

02:03:08.350 --> 02:03:13.690

Cooper City Hall: for our current situation. My My question was, do we go with the

823

02:03:13.760 --> 02:03:15.830

Cooper City Hall: guaranteed proven leader.

824

02:03:16.020 --> 02:03:19.450

Cooper City Hall: Who this to be honest, Isn't going to work for 25 years.

825

02:03:19.520 --> 02:03:32.320

Cooper City Hall: you know that's that's you know that's not going to happen. So that's the risk we take. You know. Maybe Mr. 5, 7, 10 years. I don't know. Or do we go with

826

02:03:32.440 --> 02:03:39.610

Cooper City Hall: Mr. Egleston, who's young Energetic like I said his out the Park can. But I also

827

02:03:40.590 --> 02:03:48.890

Cooper City Hall: know that sometimes when you're interviewing people, you only look at the positives, and you don't think about. You know some of the other things.

828

02:03:49.150 --> 02:04:03.360

Cooper City Hall: and 1 one of the reoccurring themes I read in the references for Alex Gray was his ability to hire great people. I met the the Saint Pete City attorney talked about how he made hires that he didn't agree with that ultimately turned out to be right. The Hr. Director from Miami like said the same thing.

829

02:04:03.570 --> 02:04:09.190

Cooper City Hall: and that really resonated with me. And one of the things that Mr. Ray spoke to spoke about was

830

02:04:09.200 --> 02:04:13.730

Cooper City Hall: his philosophy of of owning a problem.

831

02:04:13.820 --> 02:04:19.390

Cooper City Hall: and you know he, his employees are expected. If the Resident reports a problem.

832

02:04:19.920 --> 02:04:25.470

Cooper City Hall: they're going to own it. They're going to follow through, even if it's not their department. It's not their their their discipline

833

02:04:25.600 --> 02:04:29.630

Cooper City Hall: there to follow it through. And and he has blurred lines. Everyone has to kind of

834

02:04:29.640 --> 02:04:37.450

Cooper City Hall: where multiple hats, and that's what's happened here in Cooper City. So I mean while these candidates were all great, I just tried to take

835

02:04:37.650 --> 02:04:44.420

Cooper City Hall: what I see is our biggest issues facing our city and our staff, and which

836

02:04:44.590 --> 02:04:47.380

Cooper City Hall: one of those candidates and to me I just

837

02:04:47.390 --> 02:04:55.430

Cooper City Hall: keep going back to Mr. Ray being, I could, I would believe the only potential downside of Mr. Ray would be. How long is he? Is he gonna work?

838

02:04:55.630 --> 02:04:57.840

Cooper City Hall: And I think. like he said.

839

02:04:57.870 --> 02:05:04.040

Cooper City Hall: somebody in that position if they're being challenged and the Commission is supportive. I think that

840

02:05:04.550 --> 02:05:07.520

Cooper City Hall: you know a lot of people are not gonna hang their head up early

841

02:05:07.770 --> 02:05:18.960

Cooper City Hall: now. I'm sure he's in a financial position, where, if he you know, if it's. you know you've got if it commissions is functional. not going to move along. He, I mean most people in that position. They i'm out.

842

02:05:19.250 --> 02:05:26.510

Cooper City Hall: But I don't think that's the situation. So that's where I kept going back to Mr. Ray. I mean he's. If if you read some of the

843

02:05:26.670 --> 02:05:42.130

Cooper City Hall: you know. And almost all his references were, we were staff that he worked with. So that's kind of where I'm at, you know, like just quote the Miami Lakes Human Research Director. He's an outstanding manager. She has never worked anyone like him.

844

02:05:42.580 --> 02:05:48.240

Cooper City Hall: He takes employees to meetings at the county level to introduce them. So they get experience

845

02:05:48.610 --> 02:05:57.100

Cooper City Hall: Finances is forte. He puts it, puts a budget together, and retains all information in his head can answer questions, never reacts emotionally

846

02:05:57.710 --> 02:06:05.900

Cooper City Hall: his his gift. and for hiring the right person for the right position as an asset. His Brady strength is budgeting, planning.

847

02:06:06.610 --> 02:06:13.020

Cooper City Hall: innovative, open minded performance, based budgeting. And this gentleman listed Council members

848

02:06:13.070 --> 02:06:17.080

Cooper City Hall: from Miami Lakes. from St. Pete Beach. He's

849

02:06:17.120 --> 02:06:22.170

Cooper City Hall: which we know is rare. It's common to get termin. He's never been terminated from a job.

850

02:06:22.540 --> 02:06:27.890

Cooper City Hall: So like I said, when when I go back to the to this, to the science of it.

851

02:06:27.910 --> 02:06:35.180

Cooper City Hall: I go with Mr. Right when I go to the appeal to the, to the personality, and all that. I go with Mr. Egleston. you know. But

852

02:06:35.940 --> 02:06:39.830

Cooper City Hall: as you know, and that's just where am I

853

02:06:40.060 --> 02:06:41.980

Cooper City Hall: like? How you guys feel?

854

02:06:42.310 --> 02:06:50.390

Cooper City Hall: You mentioned catching. Thank you, Mayor. Great feedback. I had right

855

02:06:52.150 --> 02:06:55.050

Cooper City Hall: to be honest Eggison was one. Ray was 2.

856

02:06:55.310 --> 02:06:57.270

Cooper City Hall: Krieger was also, too.

857

02:06:57.500 --> 02:07:01.590

Cooper City Hall: but I only got 2 votes so.

858

02:07:02.020 --> 02:07:08.570

Cooper City Hall: and, by the way, I will say that all 5 were very well selected, so I I will give kudos to

859

02:07:08.830 --> 02:07:14.260

Cooper City Hall: Lennell and Colin, giving us good names and good good people to that.

860

02:07:16.350 --> 02:07:29.070

Cooper City Hall: The a lot of the things that Commissioner shrouded said I would agree with. I think Ray is a is the safe. the safe bet in the sense that we know he he knows what he's doing. He's gonna come in here.

861

02:07:29.210 --> 02:07:37.670

Cooper City Hall: He's done this many times before he's very strong in budgets, which I think we need Somebody who understands finance very well.

862

02:07:39.630 --> 02:07:43.160

Cooper City Hall: I did. I asked around the community a lot.

863

02:07:43.210 --> 02:07:47.080

Cooper City Hall: South Florida community people know the the Florida people.

864

02:07:48.400 --> 02:07:53.880

Cooper City Hall: I did not hear one bad thing about Alex. Right? I mean everybody loves the guy.

865

02:07:56.550 --> 02:08:01.130

Cooper City Hall: so I do think he'd be a safe choice. I think. However.

866

02:08:01.490 --> 02:08:11.470

Cooper City Hall: you know some of the things you mentioned about timing, and I kind of asked those questions he put it out there about. You know his, his retirement plans, and I and he kind of made a comment to me behind the scenes where you know.

867

02:08:12.090 --> 02:08:14.060

Cooper City Hall: if i'm not happy, you know

868

02:08:14.210 --> 02:08:16.560

Cooper City Hall: so well, you know we're not

869

02:08:16.910 --> 02:08:23.670

Cooper City Hall: as as you, Mr. Napoleon might have tested. We're not always happy, so we we

870

02:08:24.310 --> 02:08:36.790

Cooper City Hall: I I just don't want to have a situation where you know, in 6 months we somebody does something, or there's a meeting that goes to one in the morning. And then he was like I. I had enough on out.

871

02:08:37.010 --> 02:08:44.060

Cooper City Hall: so just throwing that on the table for for our discussion. Going to Ryan Nicholson.

872

02:08:44.460 --> 02:08:45.990

Cooper City Hall: He has that X factor.

873

02:08:46.320 --> 02:08:55.950

Cooper City Hall: It's it's you know you describe. We I think we all felt it in some way. I don't want to speak for everyone else, but at least the 2 spoken so far.

874

02:08:56.100 --> 02:09:02.770

Cooper City Hall: He also has a lot of the experiences we were looking for. He just doesn't have as many years total. He has 16 years of experience.

875

02:09:02.920 --> 02:09:07.610

Cooper City Hall: He also has a leak of cities which I I know some might

876

02:09:09.420 --> 02:09:17.470

Cooper City Hall: enjoy. He he's refinanced debt. He saved his city almost 5 million dollars. He

877

02:09:17.780 --> 02:09:20.710

Cooper City Hall: has a ton of Negotiation

878

02:09:21.120 --> 02:09:33.850

Cooper City Hall: Union negotiation experience, collective bargaining experience. We're going through that right now. I think he could bring a lot to the table in that area, and he has kept his communities in good financial standing.

879

02:09:34.740 --> 02:09:39.410

Cooper City Hall: I love that. He wants to be a part of the community. He talked about his kids

880

02:09:39.420 --> 02:09:48.400

Cooper City Hall: going to the schools here, and I and and I get that? That's that's could be perceived as Fluff. But he has kids that would be at every level of education

881

02:09:48.460 --> 02:09:51.660

Cooper City Hall: in our city, and people move to Cooper City because of

882

02:09:51.680 --> 02:09:53.240

Cooper City Hall: our family centric

883

02:09:53.400 --> 02:09:59.740

Cooper City Hall: atmosphere and our schools. So the fact that he'll have that understanding, I think, will be very strong.

884

02:10:00.880 --> 02:10:05.910

Cooper City Hall: and and the relationships that he doesn't have. Now he will gather very, very quickly.

885

02:10:07.630 --> 02:10:18.470

Cooper City Hall: So i'm sure there's more if we if we go back and forth again. I'm just going through my notes on my computer real quick. One thing I thought was interesting is you put it in a dog park in 90 days.

886

02:10:18.730 --> 02:10:20.410

Cooper City Hall: We need a dog park.

887

02:10:20.520 --> 02:10:29.570

Cooper City Hall: He brought that up to me because he watched the meetings, and he knew that I cared about dog parks. So he watched the meetings for a year, which Commissioner Green mentioned.

888

02:10:29.580 --> 02:10:35.520

Cooper City Hall: I will say I was again. I was very impressed with all of the candidates. There were

889

02:10:35.560 --> 02:10:43.070

Cooper City Hall: things I mentioned from some meetings, including recent ones, that some of the candidates had no idea what I was talking about.

890

02:10:43.270 --> 02:10:45.180

Cooper City Hall: He knew exactly what I was talking about.

891

02:10:45.460 --> 02:10:49.080

Cooper City Hall: because he saw it, and

892

02:10:49.600 --> 02:10:59.540

Cooper City Hall: he also implemented technology into his city, which I think is something we've talked about here. I know we've done at some level, and

893

02:10:59.930 --> 02:11:13.900

Cooper City Hall: he has a strong interest in parks and Rec, which is also something Personally, I line with, and a lot of the residents align with, and he, we we are obviously implementing the urban planner in that area.

894

02:11:13.960 --> 02:11:16.770

Cooper City Hall: So I think he would be an asset in helping

895

02:11:16.920 --> 02:11:25.940

Cooper City Hall: go through that process. So i'll. I'd love to hear what my colleagues have to say, and on that. But i'm i'm good for now, thank you, Mayor.

896

02:11:27.900 --> 02:11:33.560

Cooper City Hall: First. I'd like to thank Lennell and Colin for this. I think you all did a great job.

897

02:11:34.650 --> 02:11:42.960

Cooper City Hall: and i'd like to thank Staff for everything that they have done. I appreciate the reception last night was very nice. The the bus rides, every candidate

898

02:11:43.000 --> 02:11:50.730

Cooper City Hall: commented on how they felt welcomed. And that's because we have great people. So thank you. Great people.

899

02:11:50.950 --> 02:11:57.630

Cooper City Hall: even though Lord is didn't go on the bus when I go in there. I'm messing with you.

900

02:11:57.970 --> 02:12:04.000

Cooper City Hall: So all of our candidates. I think, are phenomenal.

901

02:12:04.120 --> 02:12:12.710

Cooper City Hall: I think they are very qualified. I voted for Egleston and Krieger as as my tops.

902

02:12:15.040 --> 02:12:22.590

Cooper City Hall: But let's go to Alex right first. He was definitely he was. He was the third I could only do 2, so I was kind of the opposite of you.

903

02:12:22.820 --> 02:12:33.330

Cooper City Hall: What I got from I also call people and made calls. And what have you? So I I had a lot of good reviews, but I did have some mixed in there as well.

904

02:12:33.440 --> 02:12:44.740

Cooper City Hall: so that that left me a little. and then I felt that he did not have a strong background in public works. and that was something that

905

02:12:45.070 --> 02:12:59.500

Cooper City Hall: I think we need, because what do we have here. We, the majority of our employees, are our public works, employees, our partner, wreck and employees, and our water treatment, our utility employees.

906

02:12:59.620 --> 02:13:07.150

Cooper City Hall: He well, but we but he I didn't say I didn't say engineer, I he's got that. But I didn't know, because I, in my opinion.

907

02:13:07.230 --> 02:13:14.770

Cooper City Hall: public works is yeah, there is engineering, but our day to day, the majority of our complaints.

908

02:13:15.700 --> 02:13:26.920

Cooper City Hall: not from public works, but from residents, are sidewalks, trees, streets, lights, things like that, so not nothing that needs an engineer degree, but

909

02:13:27.050 --> 02:13:32.370

Cooper City Hall: everyday things that make our residents lives

910

02:13:33.290 --> 02:13:35.460

Cooper City Hall: the greatest. great

911

02:13:35.760 --> 02:13:38.160

Cooper City Hall: or right there in the middle, because

912

02:13:38.270 --> 02:13:50.910

Cooper City Hall: I've always said that we on this level affect residents more than Tallahassee more than Washington, because we're affecting the minute they walk out the door or wake up to the minute they come back.

913

02:13:51.510 --> 02:14:04.820

Cooper City Hall: So when we get the majority of our complaints are about things like that, and then that someone that's going to have to know how to delegate, do that and and all that. And so that was one thing that I also

914

02:14:05.070 --> 02:14:07.870

Cooper City Hall: put him that put him down on 3 for me

915

02:14:07.970 --> 02:14:14.930

Cooper City Hall: in reference to. Were we also going to talk about Craig because he was the the

916

02:14:15.530 --> 02:14:19.560

Cooper City Hall: your time to fall

917

02:14:20.120 --> 02:14:28.610

Cooper City Hall: in reference to Mr. Krieger. He was him and Egleston were my tops

918

02:14:30.140 --> 02:14:39.380

Cooper City Hall: fantastic. I had my own set of questions. I had a few pages that i'll thank my assistant for printing out for me. and

919

02:14:39.390 --> 02:14:47.340

Cooper City Hall: the his answers were phenomenal. Spot on, gave me an insight into his personality, into his management skills.

920

02:14:48.660 --> 02:14:55.880

Cooper City Hall: I thought he did a very good job. He is also, you know, loves dogs. So we we know the dog Park will will come to fruition.

921

02:14:57.940 --> 02:15:03.890

Cooper City Hall: I like the people that are out of state, because I think they bring extra

922

02:15:03.960 --> 02:15:15.610

Cooper City Hall: basically, in. In my opinion, Cooper City is a corporation where we're an entity, and you're going to run that. And you run that the same whether you're no matter where you are.

923

02:15:15.770 --> 02:15:27.280

Cooper City Hall: and they could potentially bring in a little extra insight. I actually asked the city manager How much do you interact with?

924

02:15:28.660 --> 02:15:48.310

Cooper City Hall: You know the the other leagues and and leagues, and to know rapport and whatnot, and he's like, you know, when I need something I do, and other than that he's. He's busy working and interacting here. I'm going to assume off towards him. He gets paid more. I'm going to assume that, you know in general that's that's a standard.

925

02:15:50.280 --> 02:15:54.380

Cooper City Hall: So yes, I liked Krieger. I thought he was very

926

02:15:56.040 --> 02:15:59.300

Cooper City Hall: forthcoming. very.

927

02:15:59.800 --> 02:16:09.570

Cooper City Hall: not not simple in his approach, but did not confuse matters. He took a head on approach to his style of management.

928

02:16:09.640 --> 02:16:18.490

Cooper City Hall: and was going to, you know. solve everything, and and I think he would run this this company efficiently.

929

02:16:19.630 --> 02:16:23.480

Cooper City Hall: Mr. Egleston is probably

930

02:16:23.840 --> 02:16:28.520

Cooper City Hall: one of the best fits, in my opinion. for a multitude of reasons.

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02:16:29.570 --> 02:16:32.540

Cooper City Hall: one of the reasons is going to be that

932

02:16:32.700 --> 02:16:46.129

Cooper City Hall: you know he did work on new cities. But there we are, just talking the other meeting about how we have consultants that are now going to revamp and look at revamping our parks.

933

02:16:46.129 --> 02:16:53.020

Cooper City Hall: We've got other consultants that are revamping our landscaping, and we are revitalizing, and those are my words only.

934

02:16:53.260 --> 02:16:55.590

Cooper City Hall: But when you are dealing with that.

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02:16:55.709 --> 02:17:01.000

Cooper City Hall: you have that fresh look that's coming to fruition. and

936

02:17:01.020 --> 02:17:09.549

Cooper City Hall: the person that has the most experience with that was right here. He also, if I look when I looked at what he did, what he was doing, what he is accomplished.

937

02:17:09.610 --> 02:17:10.930

Cooper City Hall: he did have

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02:17:10.959 --> 02:17:20.959

Cooper City Hall: a lot in parks, a lot in recreation, a lot in public works. And again, where the majority of my complaints come from.

939

02:17:21.129 --> 02:17:26.410

Cooper City Hall: That's where I want to make sure that that person is going to be responsive to that.

940

02:17:26.709 --> 02:17:27.820

Cooper City Hall: She is.

941

02:17:27.830 --> 02:17:29.309

Personality

942

02:17:29.340 --> 02:17:40.730

Cooper City Hall: was. I, I thought, would be a great fit for the employees for the city. We have historically

943

02:17:40.809 --> 02:17:46.900

Cooper City Hall: at this point, had a a high turnover in the last couple of years.

944

02:17:47.209 --> 02:17:58.879

Cooper City Hall: Our longest director is, I believe, 3 and a half years. so the one of the ways to keep costs down

945

02:17:59.090 --> 02:18:08.600

Cooper City Hall: is to not have a constant turnover. I think that where we have some members of this

946

02:18:08.719 --> 02:18:11.389

Cooper City Hall: employment Here have

947

02:18:13.010 --> 02:18:22.760

Cooper City Hall: i'm trying to think of it, Lisa, 2 point away to say this, said with love, Tedra. Some I I feel that there is a disconnect

948

02:18:23.090 --> 02:18:28.020

Cooper City Hall: among some of the employees. A lot of the employees, I feel, are

949

02:18:28.530 --> 02:18:40.830

Cooper City Hall: not happy, not feeling appreciated, and I think that his enthusiasm, and that that I mean no disrespect in any of this, and I think that his enthusiasm

950

02:18:41.000 --> 02:18:52.190

Cooper City Hall: and his general a of what he does would help to increase the morale that I think we are lacking at this point

951

02:18:52.620 --> 02:18:54.870

Cooper City Hall: the fact that he

952

02:18:54.950 --> 02:19:02.850

Cooper City Hall: has children that can, that they the fact that he watched a year's worth of meetings, and was still here.

953

02:19:03.790 --> 02:19:11.049

Cooper City Hall: I'm not sure if that says he's crazy. or if he is just, you know, has such faith in himself.

954

02:19:11.059 --> 02:19:19.280

Cooper City Hall: because that the fact that he watch, and and I know he did, because again all echo Commissioner Green things, he said, you only knew if you watch the meetings

955

02:19:19.320 --> 02:19:25.299

Cooper City Hall: I mean. He had insight that was phenomenal, and he didn't just watch the last view he watched.

956

02:19:25.459 --> 02:19:26.980

Cooper City Hall: So

957

02:19:27.650 --> 02:19:36.530

Cooper City Hall: I I appreciate. You know. I I think everybody came here, and they did their homework and all the candidates they knew about us. They knew it. Our our likes and dislikes were.

958

02:19:36.650 --> 02:19:51.290

Cooper City Hall: but I think he went above and beyond. And I also want to point out that several people that were that I know that 3 of us left at different times in separate cars, no breaking of sunshine early to go to a league of cities

959

02:19:51.620 --> 02:19:52.650

Cooper City Hall: night.

960

02:19:53.290 --> 02:19:57.520

Cooper City Hall: But I know people that we here till the end, and I will tell you that

961

02:19:57.590 --> 02:20:00.590

Cooper City Hall: several of them commented that he

962

02:20:01.370 --> 02:20:11.090

Cooper City Hall: stopped what he was doing, and was helping the employees clean up. and I have to say that that to me

963

02:20:11.570 --> 02:20:15.680

Cooper City Hall: is, speaks milestones to a person's personality, because

964

02:20:15.770 --> 02:20:23.620

Cooper City Hall: I have several friends that are Ceos Cfos, and they will tell me that in order to be an effective leader.

965

02:20:23.700 --> 02:20:26.520

Cooper City Hall: You must be able to do any job

966

02:20:26.980 --> 02:20:38.740

Cooper City Hall: in that organization, because then, you know, no one can hold anything over you because you don't you, you can if you need to get rid of someone you can. So i'm just using you because you're here because

967

02:20:38.760 --> 02:20:46.230

Cooper City Hall: you can do their job. So there's always you always so. If you know everything you're covered, you can slide right and do everything to the the plane.

968

02:20:46.330 --> 02:20:50.140

Cooper City Hall: Don't, land the plane, please. So with that being said

969

02:20:50.560 --> 02:20:56.550

Cooper City Hall: in in my interview questions with him, he had said, I will

970

02:20:56.660 --> 02:21:10.420

Cooper City Hall: learn how to do every person's job, and he had no problem going and digging holes in public works, or or fixing sewage with utilities that was him offering what he has done in his past

971

02:21:10.460 --> 02:21:19.470

Cooper City Hall: jobs, so to me that someone that is not afraid to get their hands dirty, not afraid to get in the trenches literally and figuratively.

972

02:21:19.580 --> 02:21:25.130

Cooper City Hall: and that is an effective leader, and that is a way to bring

973

02:21:25.160 --> 02:21:26.510

Cooper City Hall: respect

974

02:21:26.670 --> 02:21:30.070

Cooper City Hall: to from. She went from your employees.

975

02:21:30.220 --> 02:21:33.260

Cooper City Hall: and to me that meant an enormous amount.

976

02:21:35.100 --> 02:21:42.060

Cooper City Hall: And then. in reference to all 3 of them. I like the fact that

977

02:21:43.680 --> 02:21:58.200

Cooper City Hall: they're all pretty much starting the same time. Give or take. I I don't like it, but I mean there, so there's no there's no advantage of one over the other. Give or take, maybe a a few days, which is a negligible amount, and I guess that's

978

02:21:58.480 --> 02:22:03.860

Cooper City Hall: i'll take that personally and thank you for your indulgence.

979

02:22:04.800 --> 02:22:05.990

Cooper City Hall: Wasn't easy.

980

02:22:06.160 --> 02:22:08.920

Cooper City Hall: I'm sorry

981

02:22:10.080 --> 02:22:17.740

Cooper City Hall: I appreciate what Colin Bas and his firm did didn't agree with a lot of this stuff throughout the process.

982

02:22:17.950 --> 02:22:21.260

Cooper City Hall: But I always say, believe in the process because it works.

983

02:22:22.400 --> 02:22:34.440

Cooper City Hall: Staff was tremendous in what you did. and in the timeframe you did. and what you did. I gotta say I was impressed, I think seriously. you guys.

984

02:22:34.570 --> 02:22:38.940

Cooper City Hall: you did that in a ballpark. and and it was noticed and appreciated.

985

02:22:43.380 --> 02:22:47.070

Cooper City Hall: I stand by what I said. We should have had

986

02:22:47.940 --> 02:22:50.880

Cooper City Hall: the Florida State of Florida only.

987

02:22:51.800 --> 02:22:56.790

Cooper City Hall: and now we are looking at the 5 0 for Ryan, Eagleston

988

02:22:58.740 --> 02:22:59.660

Cooper City Hall: and I'll

989

02:23:00.690 --> 02:23:10.510

Cooper City Hall: stand corrected in regards to each and every one of these 5 with regard i'm sorry. thank you.

990

02:23:11.660 --> 02:23:12.410

Cooper City Hall: Andrew.

991

02:23:13.670 --> 02:23:16.310

Cooper City Hall: Each and every one of them

992

02:23:16.910 --> 02:23:19.590

Cooper City Hall: are qualified. They all can do the job.

993

02:23:19.840 --> 02:23:21.530

Cooper City Hall: It's really the fit

994

02:23:23.040 --> 02:23:24.900

Cooper City Hall: that you have to look to.

995

02:23:25.770 --> 02:23:30.780

Cooper City Hall: Candidly, I thought Mr. Hernandez was the best fit.

996

02:23:31.560 --> 02:23:33.530

Cooper City Hall: because he was

997

02:23:34.490 --> 02:23:36.690

Cooper City Hall: broward related, if you will.

998

02:23:36.740 --> 02:23:44.930

Cooper City Hall: coming back home immediately available. and I spoke to the Commissioners and Cape Coral.

999

02:23:45.880 --> 02:23:49.130

Cooper City Hall: and it depends on which commissioners you speak to

1000

02:23:50.660 --> 02:23:59.200

Cooper City Hall: the right of a lawsuit is what lawyers do. and that's how you do it. and that, I think may

1001

02:23:59.250 --> 02:24:04.350

Cooper City Hall: unfortunately have followed him, and that hurts him, and that's not I. I don't know.

1002

02:24:04.370 --> 02:24:08.030

Cooper City Hall: because I voted for him. None of you did so. I don't know the reason that asking.

1003

02:24:08.950 --> 02:24:13.050

Cooper City Hall: But I think it's important to note his capabilities

1004

02:24:13.700 --> 02:24:15.520

Cooper City Hall: because they they were terrific.

1005

02:24:15.900 --> 02:24:19.710

Cooper City Hall: Having said that the capabilities of it, Mr. Auguste

1006

02:24:19.820 --> 02:24:20.970

or the same.

1007

02:24:21.380 --> 02:24:22.300

Cooper City Hall: and

1008

02:24:23.350 --> 02:24:25.910

Cooper City Hall: Miss me shrouded, and I sorta

1009

02:24:26.280 --> 02:24:28.600

Cooper City Hall: for the like in the sense of

1010

02:24:29.020 --> 02:24:35.410

Cooper City Hall: he was to me the youngest out of them all. I don't know the ages you can't ask. But to me he was the youngest of all.

1011

02:24:36.020 --> 02:24:38.020

Cooper City Hall: and the energy

1012

02:24:39.770 --> 02:24:42.670

Cooper City Hall: was so apparent by the

1013

02:24:43.090 --> 02:24:45.700

Cooper City Hall: amount of research he did.

1014

02:24:45.770 --> 02:24:47.980

Cooper City Hall: because the questions I asked

1015

02:24:48.090 --> 02:24:53.700

Cooper City Hall: couldn't and weren't answered by the Florida people, but were answered by him.

1016

02:24:54.500 --> 02:24:57.490

Cooper City Hall: i'm bye. I sat back.

1017

02:24:57.720 --> 02:25:06.780

Cooper City Hall: and then gave it serious consideration, because I and I think you know it. While I have my thoughts ahead of time. I think we all do.

1018

02:25:07.150 --> 02:25:11.600

Cooper City Hall: Built in voices and prejudices. I kept an open mind.

1019

02:25:12.050 --> 02:25:17.350

Cooper City Hall: and I shocked myself when i'm actually checking off.

1020

02:25:17.770 --> 02:25:18.450

Cooper City Hall: So

1021

02:25:19.650 --> 02:25:23.240

Cooper City Hall: I think it's important to note what is best

1022

02:25:23.260 --> 02:25:24.200

the cooper sitting.

1023

02:25:24.910 --> 02:25:28.450

Cooper City Hall: and at this point I believe he is best

1024

02:25:28.830 --> 02:25:29.570

Cooper City Hall: now

1025

02:25:29.800 --> 02:25:40.510

Cooper City Hall: having, and I assume when I I ask for a a motion, I assume it will be as it was here in the consensus if I vote. but I don't know we're still waiting.

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02:25:40.520 --> 02:25:41.440

Cooper City Hall: No, I wouldn't.

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02:25:42.510 --> 02:25:46.300

Cooper City Hall: so. We also have to consider. Just so, you understand.

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02:25:46.850 --> 02:25:58.720

Cooper City Hall: negotiations will take place. If they are successful. Then we don't have to worry about choice number 2, but I think it's important that we have choice number 2

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02:25:58.800 --> 02:26:01.350

Cooper City Hall: by motion made, so that

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02:26:01.440 --> 02:26:14.510

Cooper City Hall: the Jacob, the attorney, on behalf of the city. can negotiate in good faith with one. If the first doesn't work out, he goes directly to the second. and then we have to discuss

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02:26:14.910 --> 02:26:17.680

Cooper City Hall: what we're going to do, because the 2

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02:26:17.780 --> 02:26:27.050

Cooper City Hall: high choices, if you will. of Ray and Agleston and and and

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02:26:27.350 --> 02:26:31.290

Cooper City Hall: and Kr. I'm not talking about Krieger. He, you know, for me.

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02:26:31.300 --> 02:26:33.970

Cooper City Hall: Ray would have been before pretty good, but that doesn't matter.

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02:26:35.220 --> 02:26:47.320

Cooper City Hall: We have to discuss what we're going to be doing for the approximate 6 weeks where the new either one of them cannot start until June first.

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02:26:47.330 --> 02:26:48.130

Cooper City Hall: Okay.

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02:26:48.220 --> 02:26:51.930

Cooper City Hall: we have our resignation by

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02:26:52.170 --> 02:26:56.110

Cooper City Hall: hour. Present city manager who

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02:26:57.270 --> 02:27:01.290

Cooper City Hall: is out of here April fifteenth. and

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02:27:01.800 --> 02:27:07.870

Cooper City Hall: 14. Excuse me, but you're not counting the days, and and

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02:27:08.580 --> 02:27:16.140

Cooper City Hall: when we get to that we'll have further discussion. So let's do the first things first. Is there any further discussion

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02:27:16.590 --> 02:27:24.060

Cooper City Hall: on these candidates? Yeah. so. And let me say this another way to

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02:27:24.410 --> 02:27:30.910

Cooper City Hall: I was most excited to work with Ingleston most excited to learn from Ray.

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02:27:31.370 --> 02:27:37.380

Cooper City Hall: That makes sense. Well, it's a, you know, and and so the only

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02:27:37.550 --> 02:27:46.390

Cooper City Hall: thing. And I, and it looks like Mr. Eglson's probably gonna prevail here. But the only thing that I would tell him and I would tell you guys, is I've done enough hiring

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02:27:46.840 --> 02:27:58.390

Cooper City Hall: in my short life to know that sometimes, when you're hiring people, you get excited because you're you only thinking about the positives? Not and that's my only fear

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02:27:58.610 --> 02:28:02.330

Cooper City Hall: with with Mr. Egleston. Is that

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02:28:03.240 --> 02:28:13.440

Cooper City Hall: the sex appeal? You know he's talking, and you're excited. You're like you know. He he's he's got energy he's got, you know, all this stuff, and I just have to. you know, ground myself and say.

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02:28:14.260 --> 02:28:19.020

Cooper City Hall: Mr. Ray, in my opinion, was was the safe back. You know what I mean, and

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02:28:19.100 --> 02:28:22.110

Cooper City Hall: and the professional development and stuff

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02:28:22.210 --> 02:28:35.870

Cooper City Hall: was just there, I could tell you without a doubt. I have no worries about right. and I could tell you Angleston is going to be their slam dunk or not like it's that's how it's going to just work out, and it'll probably be a slam down.

1052

02:28:36.080 --> 02:28:43.390

Cooper City Hall: But I do want to just discuss that with you guys, because it is. Maybe it's just me. I'm asking you guys to help me tip me, tip me over. But you know

1053

02:28:43.560 --> 02:28:54.980

Cooper City Hall: you're wrong about the Public Works thing because it right raised thing in how you took over the public works, department and stuff. But you know what i'll give the Commission a green opportunity.

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02:28:55.240 --> 02:28:58.050

Cooper City Hall: Thank you, my Ross and I hear that.

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02:28:59.440 --> 02:29:11.140

Cooper City Hall: and i'm going to kind of echo what Commissioner Katsman had in your question to Mr. Ray that was reported that he had reported, I guess, a a news article

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02:29:11.190 --> 02:29:13.840

Cooper City Hall: where the question had had arisen about.

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02:29:13.960 --> 02:29:17.250

Cooper City Hall: You're going to be turning 65. Now what?

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02:29:18.790 --> 02:29:26.640

Cooper City Hall: That gives me some pause, not. The age is not giving me pause for concern. But

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02:29:28.610 --> 02:29:32.040

Cooper City Hall: you know we are talking about a very seasoned

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02:29:32.200 --> 02:29:37.320

Cooper City Hall: and well experienced individual in Mr. Ray.

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02:29:37.480 --> 02:29:38.540

Cooper City Hall: and.

1062

02:29:39.710 --> 02:29:45.580

Cooper City Hall: you know, given the at times the the temple and the posture.

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02:29:46.910 --> 02:29:50.330

Cooper City Hall: The dynamics that exist here on the day is.

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02:29:51.920 --> 02:29:56.860

Cooper City Hall: and I think someone I think someone had said it all early stated it early. I didn't say it.

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02:29:56.950 --> 02:29:59.260

Cooper City Hall: You know I don't. I don't know

1066

02:29:59.460 --> 02:30:06.990

Cooper City Hall: if Mr. Ray is going to. If we have a 10'clock meeting 1 30 am. Meeting.

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02:30:08.930 --> 02:30:14.040

Cooper City Hall: If we have those, and i'm not saying or suggested that we are.

1068

02:30:14.360 --> 02:30:22.470

Cooper City Hall: But at the end of the day I want to get a sense, for you know, if that individual is going to be there

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02:30:22.820 --> 02:30:28.890

Cooper City Hall: unequivocally, I I just believe that Mr. Egleston, as Commissioner Sheriff said.

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02:30:29.320 --> 02:30:37.420

Cooper City Hall: would be a slam dunk. I think, of a a save second. in my humble opinion, would be Mr. Krger.

1071

02:30:38.210 --> 02:30:41.390

Cooper City Hall: He has to. I think he has the demeanor

1072

02:30:41.690 --> 02:30:45.000

Cooper City Hall: in the experience

1073

02:30:45.820 --> 02:30:50.290

Cooper City Hall: to be. If Mr. Egleston. It

1074

02:30:50.380 --> 02:30:52.710

negotiations weren't able to work out.

1075

02:30:52.760 --> 02:31:08.370

Cooper City Hall: He would be a safe choice. I had a chance, and when in chatting with him, you know, he spent, and i'm sure that you all were where that you it probably came up in your conversations with them. You know he had an opera. He spent time in Ferguson, Missouri.

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02:31:08.390 --> 02:31:12.180

Cooper City Hall: doing some very tumultuous times.

1077

02:31:14.070 --> 02:31:25.760

Cooper City Hall: and one of the things that really one of the things that stood out as he conversed about Ferguson was that the pressure that he had received that he was receiving

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02:31:25.910 --> 02:31:31.820

Cooper City Hall: from the day is from the Commission to make a personnel decision

1079

02:31:32.110 --> 02:31:33.230

Cooper City Hall: that he felt

1080

02:31:33.270 --> 02:31:37.760

Cooper City Hall: would not have been in the was not the right thing to do.

1081

02:31:37.950 --> 02:31:40.530

Cooper City Hall: and he was able to

1082

02:31:40.750 --> 02:31:43.430

Cooper City Hall: stand as ground.

1083

02:31:43.470 --> 02:31:51.680

Cooper City Hall: but also really convinced the the commission. Hey, look! This is why we don't want to do this. This is why it's important

1084

02:31:51.730 --> 02:31:54.570

Cooper City Hall: that we stayed a course.

1085

02:31:54.620 --> 02:31:55.610

Cooper City Hall: and

1086

02:31:55.940 --> 02:31:58.000

Cooper City Hall: you know that response.

1087

02:31:58.230 --> 02:32:00.880

Cooper City Hall: you know, showed me that

1088

02:32:01.050 --> 02:32:03.030

he is very prepared.

1089

02:32:03.160 --> 02:32:05.280

Cooper City Hall: that in the event

1090

02:32:06.500 --> 02:32:10.640

Cooper City Hall: things you know, things are not always as they seem anywhere.

1091

02:32:10.810 --> 02:32:29.610

Cooper City Hall: but I believe that he has the the the demeanor and the temperament to kind of stay the course, and to ensure that that we stay on the on straight and narrow, if if you will, so you know that would be my preference. But again, i'd love to hear what my colleagues are thinking.

1092

02:32:30.070 --> 02:32:31.310

Cooper City Hall: Further discussion.

1093

02:32:33.060 --> 02:32:34.200

Cooper City Hall: You, Mr. Catchman.

1094

02:32:35.250 --> 02:32:38.200

Cooper City Hall: I can try to

1095

02:32:38.800 --> 02:32:48.050

Cooper City Hall: you, Mister Mr. Schrodder, as you know us, to alleviate some of your concerns. And I did look back at some of my notes. I have a spreadsheet of all these

1096

02:32:48.630 --> 02:33:00.490

Cooper City Hall: notes that I took from the thousands of pages, and he he quoted the Athenian oath, which I thought was cool, because that's my favorite quote. Set it up my induction, or whatever it's called.

1097

02:33:01.860 --> 02:33:12.960

Cooper City Hall: He's also got experience with hurricanes. I think it was like in his bio, or something. It wasn't even.

1098

02:33:13.080 --> 02:33:19.760

Cooper City Hall: but he has experience with hurricanes. North Carolina obviously is a hurricane impacted. Say, we, we do get hurricanes here.

1099

02:33:20.290 --> 02:33:22.270

Cooper City Hall: Occasionally

1100

02:33:24.980 --> 02:33:39.100

Cooper City Hall: he also had experience with installing water meters, which I thought was interesting. I I i'm with you, he, you know, like I said he's everything he said was the right things. There are 2 additional reasons why, and that is, he's the Arp

1101

02:33:39.100 --> 02:33:56.760

Cooper City Hall: leagues of the American Rescue Plan, fully familiar with it, and he also has a collective bardon experience. I thought he's an online permit. He's a national things he goes to was the biggest disadvantage to him. Because how can we have you and him gone all the time, you know.

1102

02:33:56.760 --> 02:34:07.070

With that do I have a plane. We'll get a plan. You guys can fly together on it. Do I have a motion for what I like a motion to. I'd like i'd like to make a motion that we accept

1103

02:34:07.090 --> 02:34:13.240

Cooper City Hall: Mr. Ray Egleston as right, Mr. Ryan Egleston.

1104

02:34:13.540 --> 02:34:24.260

Cooper City Hall: as as our next city manager. Second. we've got it.

1105

02:34:24.760 --> 02:34:29.870

Cooper City Hall: I know. Oh, goodness, okay. Commissioner Melody.

1106

02:34:30.040 --> 02:34:35.320

Cooper City Hall: Yes, Commissioner, that we negotiate with them. Yeah.

1107

02:34:35.320 --> 02:34:50.710

Cooper City Hall: Commissioner Green. Yes, Mayor Ross. Yes, just for the record. If I May Mayor Commission, I would take that as direction to negotiate and bring back a contract with Mr. Egleston on April eleventh. That is correct. Now we'll need a motion in case Ms. Dablston is not able to

1108

02:34:50.740 --> 02:35:02.230

Cooper City Hall: succeed in the negotiations with our attorney. We need a second motion for direction for the city attorney to go for number 2,

1109

02:35:02.250 --> 02:35:03.180

for

1110

02:35:03.960 --> 02:35:10.790

Cooper City Hall: i'll make a motion for Mr. Krieger. We have a second that motion any further discussion.

1111

02:35:11.060 --> 02:35:16.380

Cooper City Hall: I I think we should discuss. Yeah, go. I said any further.

1112

02:35:16.820 --> 02:35:24.820

Cooper City Hall: Okay? Well, I just think we should discuss Krigger versus Ray in in the second and third category. I think we were kind of all like

1113

02:35:24.950 --> 02:35:26.060

Cooper City Hall: close on that one.

1114

02:35:26.140 --> 02:35:31.740

Cooper City Hall: not a problem. Let me first start with maker in motion. I'm: a

1115

02:35:38.170 --> 02:35:40.930

Cooper City Hall: okay before we can. I

1116

02:35:41.200 --> 02:35:42.920

Cooper City Hall: suggest something? Sure.

1117

02:35:43.270 --> 02:35:45.380

Cooper City Hall: I find it highly unlikely

1118

02:35:45.560 --> 02:36:05.490

Cooper City Hall: that we're not going to be able to reach a deal with Mr. Ingleston, because he's very excited about this. If this were Mr. Ray, I could tell you that we potential, maybe on compensation, we couldn't because he was a season person. I think we might just be going through. I think if we can't, we should just come back, you know.

1119

02:36:05.490 --> 02:36:10.520

Cooper City Hall: and you want to pull the motion. I have no difficulty with it. I would pull that and work with.

1120

02:36:10.790 --> 02:36:28.820

Cooper City Hall: because I i'm going to agree with Commissioner Shrouded that that man was like the Ted lasso of city managers, and had I mean that in a compliment, and had the enthusiasm, and I don't see him not wanting, I mean, unless all of a sudden the sky is falling. I don't see him not wanting this job.

1121

02:36:29.670 --> 02:36:32.010

Cooper City Hall: so I will pull that gladly. Thank you.

1122

02:36:32.300 --> 02:36:35.920

Cooper City Hall: It only pay 50,000 a year. No, it's just.

1123

02:36:36.100 --> 02:36:40.870

Cooper City Hall: And the point of withdrawn point of information. What is the negotiation process?

1124

02:36:40.960 --> 02:36:45.480

Cooper City Hall: We we hold them over a a cold, hot calls, and

1125

02:36:45.610 --> 02:36:56.660

Cooper City Hall: I think i'm joking. I think we should talk. Can we talk about ahead of time? A couple of our preferences? So Jake PET knows somewhat what's it? And they got a they work for free.

1126

02:36:57.100 --> 02:37:04.690

Cooper City Hall: We we would certainly take the contract that the current city manager has as a starting premise and

1127

02:37:04.800 --> 02:37:16.740

Cooper City Hall: seek proposal from Mr. Eagleston as far as what he is expecting what he is looking for. Then we would take any input from this commission to the extent that it was provided. If there was conflicting, input we would work to reconcile any of those issues.

1128

02:37:16.740 --> 02:37:25.270

bring back a contract that we felt, reflected. The intent of this commission something that Mr. Ellison would agree to. That'll come back on April eleventh.

1129

02:37:25.380 --> 02:37:44.900

Cooper City Hall: I'll get to the extent the Commission wanted to seek additional changes have further public conversation with Michael, Mr. Egleston. That's obviously an opportunity. At the appropriate time we would work to bring back a contract that both parties were satisfied with, and was in the interest, certainly in protecting the the city for a legal perspective, and sufficient to Mr. Allen.

1130

02:37:45.050 --> 02:37:48.830

Cooper City Hall: or maybe not necessarily a question. But while

1131

02:37:50.690 --> 02:37:59.790

Cooper City Hall: he and the other candidates had given us dates, when they think that they could be available, he now knows that he's, he's the man

1132

02:38:00.030 --> 02:38:11.300

Cooper City Hall: 5 unanimous vote, and I understand that you do not want to leave, and and I respect it 100. You do not want to leave your current job in a lurch for lack of a better word.

1133

02:38:11.340 --> 02:38:29.950

Cooper City Hall: But is there any way that he might be able to? We can ask him, and maybe this is you. We can ask him to move up his timeline again. He's we know he's not going to make it here in 2 weeks. I know that. But, Kenny, can we ask? We lose nothing by asking if he i'm sure move up your timeline just a little.

1134

02:38:30.070 --> 02:38:45.640

Cooper City Hall: and maybe we're premature on this. But the other thing, too, is depending on how we handle the second thing, regardless of whether it moves up to asylum. I could tell you this gentleman is going to be involved ahead of time, you know. I and I agree so. So i'd like to propose something, and I don't even know if this is.

1135

02:38:45.710 --> 02:39:04.760

Cooper City Hall: If this is even feasible, but I would love to know it during I know you're saying no, but I would love to have Mr. Napoli stay an additional month. I asked that already, and and and and and and and and and and I fail to say this before.

1136

02:39:04.950 --> 02:39:08.750

Cooper City Hall: and I apologize. Mr. Napoli.

1137

02:39:08.970 --> 02:39:12.230

Cooper City Hall: one of the other things that was so refreshing

1138

02:39:12.890 --> 02:39:16.490

Cooper City Hall: was that your professional counterparts

1139

02:39:16.890 --> 02:39:20.980

Cooper City Hall: recognized all of your hard work and all of your efforts.

1140

02:39:21.230 --> 02:39:24.250

Cooper City Hall: It was, it was noticeable

1141

02:39:24.400 --> 02:39:32.300

Cooper City Hall: to them. and I have said this to you on a on a number of occasions. I appreciate you.

1142

02:39:32.320 --> 02:39:41.430

Cooper City Hall: your hard work and everything that you do here, day in and day out, for the city has not gone unnoticed. You have been

1143

02:39:41.880 --> 02:39:56.060

Cooper City Hall: you've been, You have been incredible, and I thank you for managing this entire process in such a professional way that you know that's the expectation that we have have of you.

1144

02:39:56.070 --> 02:40:09.940

Cooper City Hall: You know I. You may not want to stay here for an additional period of time, but it would be, I think it would be an a. A smoother transition.

1145

02:40:10.030 --> 02:40:19.660

Cooper City Hall: knowing that Mr. Eagleston, if we're able to negotiate, Mister, and it would just be a smoother transition.

1146

02:40:19.760 --> 02:40:23.590

Cooper City Hall: and I think it would be one that our staff

1147

02:40:23.680 --> 02:40:40.340

Cooper City Hall: would probably appreciate, because now there's not an interim buffer in between the city manager that's going to be moving on to the one that's coming in. I I think that it would make for a smooth the transition. Not that you're gonna

1148

02:40:40.530 --> 02:40:42.510

Cooper City Hall: i'm just throwing it out there.

1149

02:40:42.580 --> 02:40:48.910

Cooper City Hall: Can I? Can. I bash you real quick. No, I'm, i'm not. Gonna it was a joke. Relax.

1150

02:40:49.970 --> 02:40:50.870

Cooper City Hall: you know.

1151

02:40:51.040 --> 02:40:58.610

Cooper City Hall: I I think, that we certainly should, you know. Ask Mr. Napoli to stay available, but I don't know that it's fair to keep

1152

02:40:59.730 --> 02:41:01.140

Cooper City Hall: extending dates.

1153

02:41:01.510 --> 02:41:11.290

Cooper City Hall: and Mr. Inglson the system about bringing an instrument. I'm not for that, I I think, between our directors one of them can be nominated, as you know, acting

1154

02:41:11.330 --> 02:41:22.200

Cooper City Hall: It's not that you know, difficult to hold the ship down, and and if we ask Mr. Napley to stay available for questions. That's what I think the easiest thing. But eventually you have to let somebody

1155

02:41:22.650 --> 02:41:39.010

Cooper City Hall: you know you can't keep holding someone back, and and you have to move on. What ends up happening, is it's not rocket science, you know, Mr. Napley said. You want to go out of town to Europe for a month. He would do it, and it would work, you know. So

1156

02:41:39.220 --> 02:41:46.590

Cooper City Hall: you know, I think we we committed to a date. and you know we should not keep pushing Mr. Napoli to

1157

02:41:47.790 --> 02:41:52.150

Cooper City Hall: hang around. I'd love to hear your thoughts, and if you would let me just say one thing.

1158

02:41:53.160 --> 02:41:56.270

Cooper City Hall: really, the whole process was terrific. The way you hand.

1159

02:41:56.290 --> 02:41:59.710

Cooper City Hall: and I. I know that because I didn't see

1160

02:41:59.770 --> 02:42:03.700

Cooper City Hall: behind the scenes what you were doing with them, because you had a whole day with them.

1161

02:42:03.840 --> 02:42:08.020

Cooper City Hall: but each and every one of them came back and complimented you and Staff.

1162

02:42:08.340 --> 02:42:11.340

Cooper City Hall: But really, you professional. terrific.

1163

02:42:13.040 --> 02:42:21.320

Cooper City Hall: they ever been 2 times that this Commission has placed me in a terrible position. The first time

1164

02:42:21.450 --> 02:42:36.370

Cooper City Hall: was when we were receiving a 40 year award from the aging area aging agency, and that was the year that we decided not to tender our donation to that

1165

02:42:36.860 --> 02:42:42.170

Cooper City Hall: very difficult to walk up and say, Thank you for the award, but he's not getting paid this year.

1166

02:42:43.220 --> 02:42:44.850

Cooper City Hall: The second is today.

1167

02:42:46.510 --> 02:42:47.520

Cooper City Hall: We don't.

1168

02:42:48.760 --> 02:42:50.610

Cooper City Hall: I have a hard time asking you

1169

02:42:51.780 --> 02:42:52.790

Cooper City Hall: to stay

1170

02:42:53.510 --> 02:42:56.320

Cooper City Hall: for the additional time. 6 weeks.

1171

02:42:57.200 --> 02:43:10.910

Cooper City Hall: What's going on with everyone. We don't have that right to ask you. We haven't earned that right? I'm still gonna ask you if that could be worked out.

1172

02:43:16.640 --> 02:43:22.310

Cooper City Hall: Well, first of all. Thank you for the comments, and the first thing I want to do is

1173

02:43:22.490 --> 02:43:24.870

Cooper City Hall: thank our staff. I mean

1174

02:43:24.880 --> 02:43:26.530

Cooper City Hall: you're

1175

02:43:26.610 --> 02:43:39.850

Cooper City Hall: you're a city. You're going to start. I'm. I'm a tough guy. No, your city was on display the past couple of days, and it was an extra, and it's not like.

1176

02:43:40.640 --> 02:43:42.480

Cooper City Hall: you know. We had to prepare for that.

1177

02:43:43.720 --> 02:44:02.800

Cooper City Hall: We took this, though them around yesterday, I mean meticulously planned by this group over here, I mean, who has ambassadors to move candidates around who has schedules built and books built in preparation made, but then just going around the city and and

1178

02:44:02.910 --> 02:44:05.060

Cooper City Hall: meeting our departments.

1179

02:44:05.170 --> 02:44:22.170

Cooper City Hall: and seeing you know our our employees, and you know the city was on display, and and obviously you know, all of them were impressed. Not one of them turned their back and and didn't come back today, so I just want to thank our staff for that. And but you know it's it. This is not

1180

02:44:22.390 --> 02:44:25.280

Cooper City Hall: me that's your team that

1181

02:44:25.410 --> 02:44:28.210

Cooper City Hall: that was on display yesterday, and did an extraordinary job.

1182

02:44:28.900 --> 02:44:38.360

Cooper City Hall: I appreciate the you know, the the need to have continuity, and this isn't about me. This is about having needing to have continuity, you know. During the interim

1183

02:44:40.930 --> 02:44:46.100

Cooper City Hall: I don't agree with Commissioner Shrouder a lot, but we get things done, and I agree with what he's saying.

1184

02:44:47.340 --> 02:44:50.830

Cooper City Hall: There's a time it was established.

1185

02:44:50.860 --> 02:44:58.580

Cooper City Hall: I've always committed to making sure that i'm available for a transition, and I and I can. I'll commit to that. But

1186

02:44:58.820 --> 02:45:04.630

Cooper City Hall: I don't know what I don't know what it Mr. Gilson's timeline is going to be like.

1187

02:45:04.780 --> 02:45:17.280

Cooper City Hall: I'm gonna start conversing with him tomorrow. Well, i'm not actually not tomorrow. I'm going to be in a golf turns tomorrow. But no, I will be conversing with him immediately. I did have a conversation with him yesterday.

1188

02:45:17.340 --> 02:45:19.400

Cooper City Hall: and he has an in-depth knowledge

1189

02:45:19.430 --> 02:45:36.430

Cooper City Hall: of this city, because he's been observing and we went over a lot of things, so there's no doubt my mind that he is well prepared and and and understands a lot of the dynamics in the city and the needs of the city. So we'll start that transition right away. Let me

1190

02:45:36.670 --> 02:46:04.580

Cooper City Hall: But you know what in between now, now, now and then, you know, work out how I can best be be of assistance. I you know I will be available. I do have some. You know, some things that I have to do as far as planning we do. You know, my wife, we do have a trip in May that we're going on, apparently everyone. What's all city managers travel in May. Well, this is then plan for European cruise with manager. I wish it was, but it we're going to a wedding that we had to go to. So it's not like an an exotic thing. But

1191

02:46:04.580 --> 02:46:14.720

but no, I I I will. You know I've committed to this, and I and I think you all know that you know, if I've said that i'm going to do something that I don't i'm an into it. So i'm I've committed to making sure that i'm available

1192

02:46:14.730 --> 02:46:22.250

Cooper City Hall: to assist Mr. Adelson for the transition. I would prefer not to stay past. You know the date that we've we've all agreed to.

1193

02:46:23.540 --> 02:46:27.200

Cooper City Hall: but I think we we we we can make. We can make this transition.

1194

02:46:27.690 --> 02:46:33.730

Cooper City Hall: and it's important. I think you all the it it's important for our staff to know. I mean, they know now.

1195

02:46:34.170 --> 02:46:53.060

Cooper City Hall: They met Mr. Eagles, and I'm. Sure. Everybody you know who met him yesterday was very happy that you know they've got a selection. Someone who's very personable, someone who knows a lot about the city. So I think that that's a huge load off the shoulders of our our staff. Now i'll be here through the fourteenth, and i'll be here available to assist

1196

02:46:53.060 --> 02:46:57.380

Cooper City Hall: the big. I'm sorry if I could just 1 s for sure. You know we've got the

1197

02:46:57.400 --> 02:47:02.900

Cooper City Hall: few big things coming up the Cfo selection, which I think should be on the new

1198

02:47:03.090 --> 02:47:21.750

Cooper City Hall: manager. But we do have a list. We can, You know. We can discuss that list. I mean, we we're still getting applications. But I've narrowed down the call. The ones who are qualified qualified right now would meet the qualification. So we can start looking at that. I think that that the Cfo is big. I I have.

1199

02:47:21.880 --> 02:47:32.210

Cooper City Hall: We have an opportunity, Mr. Buffington, who did our procurement assessment. He was the finance director for Fort Lauderdale. He was determined director, then the finance director.

1200

02:47:32.250 --> 02:47:41.230

Cooper City Hall: He we already have a contract with him. We just maybe need to add a few few things in on within the authority of the manager. It's under \$20,000, but he has agreed

1201

02:47:41.230 --> 02:48:00.430

to come in and and assist. Now he's not available every day, but he's available within the the next few weeks. He's given us a schedule, so I think if you all agree we can. We could have Mr. Perfect and help with with the finance. We have the the audit to finish, and Aaron is done. We're probably about 95% there, and then the budget and the budget process is already started.

1202

02:48:00.430 --> 02:48:03.630

Cooper City Hall: We're starting, or this year.

1203

02:48:03.810 --> 02:48:09.170

Cooper City Hall: you know, we bought that that new software budget preparation software

1204

02:48:09.230 --> 02:48:13.350

Cooper City Hall: and we're implementing it now. So that's going to hopefully.

1205

02:48:13.360 --> 02:48:28.250

Cooper City Hall: And we got everybody trained up. Hopefully, the budget process is going to be a lot smoother now that we have not. You know we don't have to do it manually, so I mean, those are the 3 things that you know the Trans. I think during the series is most important to getting the Cfo on board.

1206

02:48:28.250 --> 02:48:41.470

Cooper City Hall: finishing the audit and keeping the budget process moving. I think we can. We can smoothly do that. And I don't need to physically be here after the fourteenth. But i'll be available. And and so, from a legal standpoint.

1207

02:48:41.480 --> 02:48:42.290

Cooper City Hall: Okay.

1208

02:48:42.500 --> 02:48:47.300

Cooper City Hall: I would ask that one. You tell us

1209

02:48:47.510 --> 02:48:50.930

Cooper City Hall: or you help us with a backup.

1210

02:48:51.870 --> 02:48:56.000

Cooper City Hall: He used to use Aaron a lot, but he he's gonna be gone.

1211

02:48:56.140 --> 02:49:15.400

Cooper City Hall: and and rather that is the new, you know. That's gonna obviously help the new manager to. So which which director you designate. And then, depending on the the director. Obviously we know if it If you you decided, Mr. Good, we'd have a legal issue, we'd have to leave either you on or the other one have to come on

1212

02:49:15.400 --> 02:49:22.810

Cooper City Hall: regularly, so i'd ask you to consider who you would. You select as the not the word interim? What do you call it the

1213

02:49:23.250 --> 02:49:24.090

Cooper City Hall: acting.

1214

02:49:24.140 --> 02:49:35.250

Cooper City Hall: you know, so that we could. Because even if if Mr. Inleton started on, you know the fifteenth, he we could still probably need someone, you know, in case. And

1215

02:49:35.330 --> 02:49:39.870

Cooper City Hall: so if you could give us a recommendation as to who could be acting?

1216

02:49:39.920 --> 02:49:44.010

Cooper City Hall: And then I see it as we could overlap, you know, if

1217

02:49:44.140 --> 02:49:46.880

Cooper City Hall: they, if we have to point in acting.

1218

02:49:47.110 --> 02:49:48.200

Cooper City Hall: we can.

1219

02:49:48.470 --> 02:49:57.620

Cooper City Hall: you know Mr. Naple could still be available for questions or the other one either way, you know. Physically, I don't know that we need you, you know, even if we have you stay on.

1220

02:49:57.640 --> 02:50:08.430

Cooper City Hall: I don't know that it'd be fair to have you show up 9 to 5 Monday to Friday, or even if he can't physically come early, we might be able to sign a contract where somebody is.

1221

02:50:08.880 --> 02:50:24.800

Cooper City Hall: I don't want to bring in an interim anywhere. No, I agree. Yeah. So I guess that those are the logistic questions that we would. We'd have to go through, and what i'd like to do is bring in our city manager designate Nate designated. This time.

1222

02:50:29.870 --> 02:50:40.650

Cooper City Hall: I had some questions on on the direction for Jacob. I have some issues on. I don't see issues. I have some sticking points that I kind of want to talk to on negotiating.

1223

02:50:40.820 --> 02:50:47.170

Cooper City Hall: So before you go with your contract and then come back, and then it's a problem. So there's just I kind of broken into like

1224

02:50:47.490 --> 02:50:50.810

Cooper City Hall: column, severance, salary, raise performance.

1225

02:50:50.860 --> 02:50:55.520

Cooper City Hall: and the other One's just a personal PET peeve vehicle.

1226

02:50:55.960 --> 02:51:00.670

Cooper City Hall: you know. So you know. Certainly

1227

02:51:01.360 --> 02:51:05.570

Cooper City Hall: there's I kinda want to know what we'll start with the salary

1228

02:51:05.860 --> 02:51:15.020

Cooper City Hall: the commission. What are your guys feelings? Do we give? I hold on? Maybe we shouldn't say it rain. So we we gave the range. Now it's up to him to negotiate. Okay.

1229

02:51:15.070 --> 02:51:26.100

Cooper City Hall: all right. The raises and performance. In my opinion, the current contract has it with phrases go with the staff raises, and I think a lot of you a lot of contracts do that.

1230

02:51:26.560 --> 02:51:32.560

Cooper City Hall: But that just. I don't like that. Not it's not Mr. All your firms contracts. Almost all of them are kind of like that, I think.

1231

02:51:32.620 --> 02:51:58.230

Cooper City Hall: Yeah, I think that they should be separate different. You know what I mean. Does that make sense? But no, it's just that. It's not. I. I think you're probably saying the same thing something in the cola. Yeah, only the cola goes with this staff. Not not the merit reason. Okay. So I want like every time you lower the staff's pay. The managers pay goes up. No, i'm joking. But that was a joke. Okay, so that's fine. But I think we do need to define a better

1232

02:51:58.320 --> 02:52:06.440

Cooper City Hall: performance process, because it was kind of like in purgatory last time, you know. So I don't know if contract actually, we need to do that.

1233

02:52:08.620 --> 02:52:20.070

Cooper City Hall: The termination clause, I think, like the current one, and this obviously never applied to Mr. Napoli, but but it it said, like, you know, we terminate for calls. If someone is, is a convicted of a crime.

1234

02:52:20.520 --> 02:52:28.960

Cooper City Hall: I I want stronger language in that, you know, almost like you would have if you brought that light, you know.

1235

02:52:29.010 --> 02:52:44.460

Cooper City Hall: Well, I I don't know if we talked about. I'm i'm, I'm: i'm with it. Yeah. But you know something similar. So that was. And again, I I will take all of this conversation and harmonize it into the agreement that was as proposed. Yeah, so that I just think that

1236

02:52:44.500 --> 02:52:46.460

Cooper City Hall: say, we had somebody.

1237

02:52:47.210 --> 02:52:55.650

Cooper City Hall: you know. I don't know the right term, but some controversy, you know, you know. I I think managers wrote you that one.

1238

02:52:56.140 --> 02:53:09.790

Cooper City Hall: not not the manager, but you know what I mean, and then i'm not a I'm not a fan of wasting money on a vehicle allowance. I think either they take a city vehicle or they could drive their own. But to me it's a waste of money. It's. This is a small PET peeve.

1239

02:53:09.840 --> 02:53:25.880

Cooper City Hall: you know. I'd rather them have a city vehicle, and if they want to take a city vehicle home. I don't care. But are you so? You suggesting that in lieu of the city, in in lieu of the allowance that's the bump up in there as a part of the negotiation.

1240

02:53:26.310 --> 02:53:37.990

Cooper City Hall: because here he, you know, I I respectfully disagree with with 2 of my colleagues up here. You know this is we're talking about a benefits package that.

1241

02:53:38.070 --> 02:53:40.840

Cooper City Hall: and correct me if i'm wrong. Mr. Jacob.

1242

02:53:41.800 --> 02:53:57.000

Cooper City Hall: Generally speaking, most municipalities with the city managers contracts. They those are included into the packages. Typically, there's either a vehicle or a vehicle allowance. Right? I just rather the vehicle, not the allowance.

1243

02:53:57.480 --> 02:54:14.910

Cooper City Hall: So you would rather buy him a vehicle. One of it. It's a city vehicle, so like, say, in this case. Well like, if, if not to use Mr. Apple example. But say this was the case when and he left, the next person will get his city vehicle. It's not. It's a just like Mike Bailey. Right? Yeah.

1244

02:54:15.070 --> 02:54:26.320

Cooper City Hall: it's just instead of us spending \$6,000, which is essentially the city doesn't have anything at the end of it, at least this way we we still in the asset. Okay. So along with a okay, along with that.

1245

02:54:26.370 --> 02:54:29.420

Cooper City Hall: I I would love to have some languages in there that

1246

02:54:29.570 --> 02:54:38.810

Cooper City Hall: you know, if it's a 3 year or 5 year, 3 year contract, or whatever. The case is that if the city manager is hitting the marks

1247

02:54:38.850 --> 02:54:45.020

Cooper City Hall: is, is performing at the acceptable optimum level

1248

02:54:45.080 --> 02:54:50.890

Cooper City Hall: with the majority of this commission. If it warrants that they be compensated.

1249

02:54:51.190 --> 02:54:53.590

Cooper City Hall: that those are, If the

1250

02:54:53.610 --> 02:55:02.400

Cooper City Hall: the majority says, hey, through a an evaluation that he is meeting the objectives that it's automatically

1251

02:55:02.440 --> 02:55:09.430

Cooper City Hall: put in there, or there has to be some some language in there. because historically

1252

02:55:09.580 --> 02:55:13.400

Cooper City Hall: we would provide those evaluations.

1253

02:55:13.640 --> 02:55:24.350

Cooper City Hall: and they didn't go anywhere. and I don't believe that that's fair. I believe that if you're going to have evaluations. if this commission is going to evaluate people

1254

02:55:24.360 --> 02:55:42.590

Cooper City Hall: based on their performance, and if they are hitting those marks just like in any other with any other corporation or business, there is an expectation that there's going to be some compensation attached to that. So I would love to have. I would love to make sure that we have some a language

1255

02:55:42.590 --> 02:55:53.470

Cooper City Hall: that I know. We like to throw this word, this word around codified in there to to make sure that we are adequately adequately and properly

1256

02:55:53.730 --> 02:55:56.610

Cooper City Hall: compensating the city manager

1257

02:55:56.630 --> 02:56:11.640

Cooper City Hall: when when, when when they're hitting this, try and and you're that's fair, and that's what I was. I meant by saying like a more defined process, because, like you're right. Last time it you filled it out, but it didn't mean you're, you know. And so a more concrete thing in the beginning on how to get there

1258

02:56:11.710 --> 02:56:13.130

Cooper City Hall: the raises, and then

1259

02:56:13.350 --> 02:56:21.260

Cooper City Hall: I also think that we should require the manager to give, if the if they want to terminate

1260

02:56:22.360 --> 02:56:27.390

Cooper City Hall: the agreement that they have to, I I take 128 notice should be required.

1261

02:56:28.040 --> 02:56:30.990

Cooper City Hall: That's that's what's required in almost every

1262

02:56:31.120 --> 02:56:36.040

Cooper City Hall: professional in my pride when my private business when i'm reviewing professional contracts.

1263

02:56:36.150 --> 02:56:48.340

Cooper City Hall: That's what almost all of them are requiring. How many, how many days. Notice 120 days. That's 4 months. But yet you're asking you're asking, or at least I was asking him to potentially cut short

1264

02:56:48.360 --> 02:56:56.360

Cooper City Hall: 2 weeks, and he was going to come June first. All city, not the the other city? No, but I mean but we're already April's tomorrow.

1265

02:56:56.460 --> 02:57:02.510

Cooper City Hall: So you're looking at that's that's not. That's 2 months, and and we were hoping he could do it

1266

02:57:02.680 --> 02:57:18.010

Cooper City Hall: in in, or at least when I say we me in the mouse in my pocket, we were hoping that he could do it instead of 2 months in 6 weeks. So now you're asking him to put in a contract something that you wouldn't accept for him if you loved him.

1267

02:57:18.010 --> 02:57:36.330

Cooper City Hall: No, but I I well, but that you're right, but I don't I don't I don't do things like like I don't look at both people's interests. I look at my my cities, but I agree with you. I I think at the very least 90 days. Yeah. And you can't. It's not like you're going to make them work. What happens is you forfeit something so like right now. Maybe I don't know what you get. Maybe you get your

1268

02:57:36.330 --> 02:57:45.390

Cooper City Hall: whatever it is like you can't make someone work for 120 days. They just would end up for fitting things that they're entitled to. Maybe it's the saved up time. Maybe it's. I don't know whatever it is.

1269

02:57:45.480 --> 02:57:52.840

Cooper City Hall: but I think 120 days i'm gonna is is common. I i'm in almost every physician contract I ever use 120 days notice

1270

02:57:52.860 --> 02:57:53.810

Cooper City Hall: where you in green.

1271

02:57:54.080 --> 02:58:02.890

Cooper City Hall: No, sir, i'm gonna i'm i'm seeking. I'd like to hear your thoughts on this. I mean, you're the other attorney up here.

1272

02:58:03.350 --> 02:58:10.700

Cooper City Hall: while everything that you indicated is to be considered in the contract. He's negotiating it.

1273

02:58:10.930 --> 02:58:13.960

Cooper City Hall: and he's negotiating it on the city's behalf.

1274

02:58:14.280 --> 02:58:15.060

Cooper City Hall: So

1275

02:58:15.430 --> 02:58:17.720

Cooper City Hall: I don't again. I stay in my lane.

1276

02:58:18.000 --> 02:58:20.680

Cooper City Hall: and as a commission

1277

02:58:20.860 --> 02:58:44.090

Cooper City Hall: it's it's not a policy of he gets a car. He doesn't get a car. It's what he can negotiate. I don't know, because there are 2 people involved in this. It's what missed in this case. Mr. Egelstein wants, and what we can negotiate. So I understand what you're saying, and i'm not disagreeing with anything on the issue, just everything but the terms

1278

02:58:44.180 --> 02:59:03.590

Cooper City Hall: of the 2 of us as the only contract attorney. We have to give the contract attorney some some boundaries, and then the other. The guy could come back and say no, and then we say, all right, but we don't negotiate against ourselves. No, that's what i'm saying, and and and by by literally putting in you. You want to give a bonus. If he meets it.

1279

02:59:03.590 --> 02:59:14.770

Cooper City Hall: you could do that without the contract. There's nothing that you're. You're right, but we're just Jeff was right we should have a more. I like I like it delineate I I also think you know we

1280

02:59:14.860 --> 02:59:22.310

Cooper City Hall: well we have Mr. Horowitz. He's our city attorney. He he does work on the behalf of the city and the commission. So I I think, giving him

1281

02:59:22.570 --> 02:59:42.110

Cooper City Hall: our our consensus on what we what we're thinking is is a good idea, and, I may add, just for consideration amongst the group. I'm not. You know. I know, that there were certain causes that were discussed, or maybe implemented on on Mr. Napoli. One of your contracts about, you know, interviews with other organizations and things like that.

1282

02:59:42.140 --> 02:59:46.840

Cooper City Hall: We may want to consider. including that as well.

1283

02:59:46.920 --> 02:59:51.030

Cooper City Hall: You know that one really didn't have any.

1284

02:59:51.180 --> 02:59:55.930

Cooper City Hall: and but but if we got the 120, then right, i'm just saying, you know.

1285

02:59:55.960 --> 03:00:08.960

Cooper City Hall: But these are just things I would like to be discussed in the negotiations since I won't. Be there. Baby's gonna be over here trying to get rid of the rick and hire him, you know, so we gotta make sure we protect our our.

1286

03:00:09.950 --> 03:00:15.820

Cooper City Hall: I know. But I I i'm going to say it. I'm! I'm only 20 cents here, but I disagree

1287

03:00:16.020 --> 03:00:19.150

Cooper City Hall: with the 120 days. I think that's unreasonable.

1288

03:00:19.240 --> 03:00:31.810

Cooper City Hall: I also disagree with the 90 days. Because again, if any of these candidates that set up, I can't do it for 90 days, or I can't do it for 120 days we would be considering other people.

1289

03:00:31.810 --> 03:00:47.560

Cooper City Hall: So if it's if i'm a across the board, if it's good for one, it's good for the other. I think 60 days is is fair. We have to look at it within our best interests. But you're not a rather 5 years, but our best interests are having someone that feels that.

1290

03:00:47.690 --> 03:00:49.330

Cooper City Hall: Hmm. Okay.

1291

03:00:50.050 --> 03:01:04.680

Cooper City Hall: having someone that we knows that we are Not that we have their back, but knows that we're willing to be reasonable. We can't. I don't think all about you. Lose nothing by asking. I I I i'm that's like my mantra. But

1292

03:01:05.230 --> 03:01:16.040

Cooper City Hall: I think you need to be reasonable. It's almost like, how is it you bring home the person that your family despises? Because the one that your family is just a about

1293

03:01:16.140 --> 03:01:22.960

Cooper City Hall: they'll love. Once they see the guy that they despise it's, you know. So I don't want to see

1294

03:01:23.230 --> 03:01:28.180

Cooper City Hall: us start off on a on a potentially sour note.

1295

03:01:28.260 --> 03:01:33.020

Cooper City Hall: just because we want 4 months with, I think 60 days

1296

03:01:33.150 --> 03:01:43.630

Cooper City Hall: is reasonable. Mr. City Manager. Let the guy negotiate the

1297

03:01:43.640 --> 03:01:59.500

Cooper City Hall: and 2 members or 3 members, or one member depending. If If if the majority of us don't want to give something like 120 days, why would he negotiate that? When then he, if he comes with to us, and we don't want it

1298

03:01:59.500 --> 03:02:10.960

Cooper City Hall: 30, and know that we're going to go with it. But you're not going to go. If you heard the process, Jacob, at state he is going to have a contract. He is going to speak with

1299

03:02:11.580 --> 03:02:18.250

Cooper City Hall: the designated candidate. and then come back with a contract.

1300

03:02:18.340 --> 03:02:35.320

Cooper City Hall: So it's really he's waiting on the terms that Mr. Eggstein will give to him. He will hopefully be able to see what the issues are knowing what notes you've taken today. Come up with the contract. Come back to us, and we can discuss further. You may be.

1301

03:02:36.480 --> 03:02:53.300

Cooper City Hall: I think you may be better off doing it. The last question is, I think we're going to give severance. Okay, right, that's normal. That that you have separate at some point. The city man you, the Jacob, is gonna to negotiate. What my question is, do we want Jacob to think about a a tiered severance

1302

03:02:53.300 --> 03:03:06.650

Cooper City Hall: as we would, and it, which is very standard that we would offered a a scaled approach to that. Yeah, and there's so much looking for, so like, you know, if you're here 10 years you're gonna get, you know. Thank goodness it's not Jacob First rodeo. Yeah, thank you, Mr. Holmes. Thank you.

1303

03:03:06.720 --> 03:03:10.950

Cooper City Hall: Oh, married for 5 years you get this much 10 years you get this much.

Cooper City Hall: So the only thing I would do is to designate who is handling the contract negotiations generally, either. So it's Jacob: okay. And sometimes there's a member of the sapper

1310

03:04:16.320 --> 03:04:29.060

Cooper City Hall: say that last part. Sometimes there's a member of the staff and or a member of the Commission, or it can be us working with the attorney. However, you want to handle it. But very good. Hey, Jacob? Okay, I like Jacob and the man.

1311

03:04:29.190 --> 03:04:47.040

Cooper City Hall: Oh, Jacob! And then just that's why the neighbors, if the authority is delegated to member of the Commission. It becomes the sunshine issue and appreciation for the public. I don't want it. I was. It was teasing. Oh, okay. And then just know that if you have any questions along the way, or if you want our advice, if

1312

03:04:47.040 --> 03:04:51.630

Cooper City Hall: negotiations get stuck and you want to pull us in. We're happy to help. However, we can.

1313

03:04:51.910 --> 03:05:02.420

Cooper City Hall: I appreciate all you did, and all the candidates and all. I already said it. I like everybody. At this point I don't know. I don't understand why you When is our next meeting?

1314

03:05:03.090 --> 03:05:11.100

Cooper City Hall: The eleventh of April. Okay, all right. And so you'll have us a. A. An acting some names. Yeah.

1315

03:05:11.130 --> 03:05:20.210

Cooper City Hall: okay, it's like, I said in the beginning, not real happy with the process of found Col invasion. You did it certainly not happy that you, without my knowledge.

1316

03:05:20.290 --> 03:05:25.720

Cooper City Hall: send the candidates away.

1317

03:05:25.800 --> 03:05:38.360

Cooper City Hall: Yeah, that's true. Yeah. But she she she did. She told the entire. She told the kiss me. Okay, then reinforce it. Yeah, no. We weren't even supposed to have this till 4 motion to adjourn.

1318

03:05:38.430 --> 03:05:39.850

Cooper City Hall: you know. Second.

1319

03:05:42.630 --> 03:05:45.110

Cooper City Hall: tell Colin thank you very much. Once again

1320

03:05:45.870 --> 03:05:48.810

Cooper City Hall: he's all he's all barked Nobody

1321

03:05:49.990 --> 03:05:58.370

Cooper City Hall: Wait till the reputation goes around. You see him. Did you see him tearing up a little while ago? He's a little softer in late leads on.

1322

03:05:58.610 --> 03:06:07.400

Cooper City Hall: I'm going to be the good one. This meeting i'm the good one, this meeting just saying, Give her a hug. Gre right, please.

1323

03:06:07.680 --> 03:06:10.480

Cooper City Hall: You tell Bring the fire, chief, so you don't take.