



**CITY OF COOPER CITY
CITY COMMISSION SPECIAL MEETING**

**Wednesday, December 21, 2022 at 7:15 PM
City Hall Auditorium | 9090 SW 50th Place**

MINUTES

PLEDGE OF ALLEGIANCE

Mayor Ross opened the meeting at 7:15 PM and led the assembly in the Pledge of Allegiance.

ROLL CALL

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

PUBLIC COMMENTS (4 MINUTES)

TOPICS FOR DISCUSSION

1. Motion to approve the fourth amendment to the City Manager's employment agreement – Commission

MOTION: Commissioner Shrouder moved to approve the fourth amendment to the City Manager's employment agreement Commissioner Katzman seconded the motion which prevailed by a unanimous roll call vote. (4-0)

2. Discussion and possible action on the use of a professional recruiting firm for the position of City Manager – Commission

City Manager Napoli advised he received four proposals from professional firms. He advised in the short period of time they had they looked at four major criteria. They looked at familiarity with Cooper City, Broward County and Florida, cost, the process time from initiation and completion and if the firm is Florida based. The firm with the most experience is Colin Baenziger with experience in Cooper City and Broward County. Process time between all was between 3 to 3.5 months. City Manager Napoli recommends Colin Baenziger.

Commissioner Mallozzi asked if travel costs are included. City Manager Napoli answered travel costs are additional.

Commissioner Katzman asked if Colin Baenziger included marketing costs. City Manager Napoli said marketing is included.

Mayor Ross asked if Colin Baenziger listed guarantees.

City Manager Napoli read the guarantee from Colin Baenziger that included not approaching the selected candidate for any other position as long as the individual is employed by the city. If the selected individual leaves for any reason other than an act of God within the first year the search will repeat for the reimbursement of expenses. If the City is not satisfied with the candidates selected they will repeat the search until they are satisfied and the price is guaranteed.

City Attorney Horowitz along with the City Manager will work on an agreement with Colin Baenziger.

MOTION: Commissioner Mallozzi moved to approve the professional recruiting firm of Colin Baenziger and having the City Attorney and City Manager work on an agreement. Commissioner Shrouder seconded the motion which prevailed by a unanimous roll call vote. (4-0)

Commissioner Katzman asked about the timeline.

Commissioner Shrouder would like to meet with the firm the beginning of January to inform the firm about all 5 commissioners' expectations.

Commissioner Katzman asked to add the item to the January 10, 2023 meeting.

ADDITIONAL PUBLIC COMMENTS (2 MINUTES)

None.

ADJOURNMENT

The meeting adjourned at 7:47 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.

Please note the transcripts are edited due to a pause in the Meeting for technical difficulties.

00:00:00.010 --> 00:00:00.590

Okay.

2

00:00:02.990 --> 00:00:09.240

Cooper City Hall: Good evening, ladies and gentlemen. Welcome to the City of 100 and city special meetings today in the 20 first

3

00:00:09.310 --> 00:00:14.130

Cooper City Hall: we now 7, 15, I mean, if you would please. You know what I mean. The pledge of Leeds.

4

00:00:15.850 --> 00:00:25.880

Cooper City Hall: I pledge allegiance to the flag of the United States of America and to the Republic for which it stands. One nation under God, indivisible with liberty and justice for all.

5

00:00:26.020 --> 00:00:27.510

Cooper City Hall: Thank you may have a roll call.

6

00:00:30.030 --> 00:00:35.989

Cooper City Hall: Commissioner Melody. Yes, Commissioner Catsman. Yeah, Commissioner Shrouder. Yeah, Commissioner Green

7

00:00:36.420 --> 00:00:38.989

Cooper City Hall: And I am here.

8

00:00:39.530 --> 00:00:43.239

Cooper City Hall: We have anyone signed up public comments or anyone on virtual.

9

00:00:44.190 --> 00:00:51.949

Cooper City Hall: We right on to the topic for discussion. Do I have a motion to approve the Fourth Amendment to the City Manages employment Agreement

10

00:00:52.690 --> 00:00:57.890

Cooper City Hall: by Commissioner, by Commissioner Sherido, second by Commissioner Katsman.

11

00:00:58.290 --> 00:00:59.060

Cooper City Hall: No.

12

00:00:59.870 --> 00:01:03.940

Cooper City Hall: i'm sorry. I don't know everything, Commissioner. Your catchman. No.

13

00:01:04.390 --> 00:01:05.179

no.

14

00:01:09.130 --> 00:01:11.560

Cooper City Hall: Commissioner K. I mean i'm. Sorry, Commissioner Melody.

15

00:01:11.900 --> 00:01:16.390

Cooper City Hall: Yes, Commissioner Kasman. Yes, Commissioner Shrouder Mayor Ross. Yes.

16

00:01:16.900 --> 00:01:24.020

Cooper City Hall: moving on to second Item: Discussion. Possible action on the use of a professional recruiting firm for the position of city manager.

17

00:01:24.700 --> 00:01:26.399

Cooper City Hall: Mr. Napoli.

18

00:01:26.860 --> 00:01:29.030

Cooper City Hall: Yes, Mr. Mayor.

19

00:01:29.680 --> 00:01:30.350

what

20

00:01:30.600 --> 00:01:41.040

Cooper City Hall: it was a relatively short period of time. Really less than a week while a week to reach out, and then to try to get some proposals from firms, and I think we

21

00:01:41.080 --> 00:01:42.860

Cooper City Hall: we did get

22

00:01:43.130 --> 00:01:46.070

Cooper City Hall: proposals from 4 reputable firms

23

00:01:47.450 --> 00:02:05.369

Cooper City Hall: column bank, and your firm Gove Hr, which is more of a national firm. Mercer which is a more of a Florida firm, and then Baker Tilly, which is a a national firm, and we did get the proposals from for these these 4 and we

24

00:02:05.630 --> 00:02:08.040

Cooper City Hall: consolidated the information

25

00:02:08.139 --> 00:02:26.559

Cooper City Hall: and really brought it down to 4 criteria that we used, and we put summary sheets in front of you for each of the firms, and and really what we looked at, and and it was a relatively short period of time. But the the information we needed was in the proposals was Number One Familiarity

26

00:02:26.990 --> 00:02:27.850

Cooper City Hall: with

27

00:02:27.880 --> 00:02:31.810

Cooper City Hall: Broward County, Cooper City, Broward County in Florida

28

00:02:31.860 --> 00:02:34.570

Cooper City Hall: as a predominant criteria

29

00:02:35.280 --> 00:02:39.380

Cooper City Hall: cost. Obviously the time it would take for them

30

00:02:39.470 --> 00:02:44.149

Cooper City Hall: to pro the process that they would use for

31

00:02:44.390 --> 00:02:45.950

Cooper City Hall: ultimately from

32

00:02:46.080 --> 00:02:53.130

Cooper City Hall: initiating to completion, and then, if they were Florida base, those are the 4 criteria that we used. Yes.

33

00:02:53.190 --> 00:02:59.790

Cooper City Hall: somebody's text, and said that they couldn't see it on Grannicus, do we have to hit? Go or no?

Meeting was paused due to technical difficulties

198

00:20:27.050 --> 00:20:43.710

how do they know it's zoom and exactly zoom and and comcast on what is it, Jeff? 78 yeah. We're up. To item number 2: discussion Possible action on the use of professional recruiting firm for the position of city manager, and

199

00:20:44.030 --> 00:20:47.489

Cooper City Hall: Mr. Napoleon was explaining to us the various.

200

00:20:47.530 --> 00:20:57.589

Cooper City Hall: So we're very both at all factors that went into it right we were looked hard at Familiarity with Cooper City, Broward County in Florida in that order

201

00:20:57.790 --> 00:21:04.080

Cooper City Hall: cost the time it would take for the process. And Florida based.

202

00:21:04.240 --> 00:21:09.400

Cooper City Hall: and based on on that criteria, the the familiarity with

203

00:21:09.500 --> 00:21:12.019

Cooper City Hall: Broward County, Florida.

204

00:21:12.360 --> 00:21:17.010

Cooper City Hall: Well, Cooper city prior to Florida. the the firm

205

00:21:17.480 --> 00:21:35.729

Cooper City Hall: that has the the most experience is is Colin being so sure. you can see on that on the first sheet that how many they've had for city managed to include Cooper City back in 2,008 but They've also had 25 other well 25 total searches

206

00:21:35.740 --> 00:21:41.169

Cooper City Hall: in Broward County over the past several years, and 246 in florida

207

00:21:43.080 --> 00:21:58.389

Cooper City Hall: that the others you can see the numbers that they have column. Basin sure is based in Florida. The Mercer group is based in Florida. Baker Tilly is really nationwide primarily based in Virginia and cove hrs based in in Illinois.

208

00:21:58.590 --> 00:22:09.070

Cooper City Hall: the relative Costs column. Basinger is is the highest 34,500, and the others are fairly close. The the lowest is a mercer at 23,000

209

00:22:09.120 --> 00:22:17.829

Cooper City Hall: and then gove hr 23,500 and then baker Tilly at 26,000 500

210

00:22:18.400 --> 00:22:34.929

Cooper City Hall: the time on the pro. The process. Time was all relatively the same. Most of them were 3 months to, and I think one or 2 of them were 3.5. So it was between 3 months and 3.5, 3, and a half months for the entire process. Up up until selection.

211

00:22:34.960 --> 00:22:41.769

Cooper City Hall: And then, as I mentioned, the 2 that were based in Florida, are the Mercer group in the column Passenger firm

212

00:22:41.850 --> 00:22:46.840

Cooper City Hall: so based on that recommendation, even though they are more expensive, we thought familiarity

213

00:22:46.940 --> 00:23:06.250

Cooper City Hall: particularly in Cooper City and Broward County, was probably the the most prevalent criteria to use, so we we're recommending the column passenger group, even though they are the most expensive. I did talk to them today to see if they would lower the price. They? They said they they would not. They They think that this is

214

00:23:06.260 --> 00:23:07.540

Cooper City Hall: They're gonna

215

00:23:07.590 --> 00:23:10.020

Cooper City Hall: what the service they are going to provide.

216

00:23:10.070 --> 00:23:24.410

Cooper City Hall: They're familiar with with with the area that they would be firm on that price, and and would not be willing to reduce it, even though I did say that we receive proposals that have less prices.

217

00:23:25.000 --> 00:23:27.620

Cooper City Hall: Thank you. Any questions. The city manager

218

00:23:33.630 --> 00:23:34.849

Cooper City Hall: the

219

00:23:35.220 --> 00:23:36.359

Cooper City Hall: which one was it?

220

00:23:37.520 --> 00:23:40.730

Cooper City Hall: No, no, there's one that

221

00:23:44.880 --> 00:23:47.740

Cooper City Hall: The one in Illinois has

222

00:23:47.920 --> 00:23:56.240

Cooper City Hall: the twenty-three-five that says that it includes the recruitment fee recruitment expenses, and advertising.

223

00:23:56.370 --> 00:24:00.780

Cooper City Hall: But it doesn't have that the additional costs could include

224

00:24:01.180 --> 00:24:07.409

Cooper City Hall: the potential cost for candidates, transportation, hotel meal, and etc. So is that something that

225

00:24:08.090 --> 00:24:26.430

Cooper City Hall: it could include, and they just didn't say, or is that something that's built into their costs that's not built into their costs, and all of them the cost of of any transportation for candidates to come here would be the city's responsible. Okay, just wanted to make sure. All right, Thank you. And I'm: sorry anyone else have any questions. Yeah, sort of on that route

226

00:24:27.630 --> 00:24:33.619

Cooper City Hall: some of them broke out marketing and advertising costs is extra, and that and i'm trying to figure out if if

227

00:24:33.860 --> 00:24:35.320

Cooper City Hall: Colin Ben Zinger.

228

00:24:35.810 --> 00:24:38.340

Cooper City Hall: if that's included or not, that is included.

229

00:24:38.590 --> 00:24:40.909

Cooper City Hall: Okay, total class. This is what they okay.

230

00:24:41.320 --> 00:24:49.320

Cooper City Hall: I forget which one it was that indicated. They had. I think it may have been, Mercer had 3 different guarantees.

231

00:24:50.040 --> 00:25:03.630

Cooper City Hall: goes column beings, and your have the 3 guarantee. I believe it does. I? I? I will have to research that, but I believe that they did include their guarantees that I just need to. I'm pretty sure they.

232

00:25:06.460 --> 00:25:18.500

Cooper City Hall: and just to elaborate. You mean the guarantees that if the manager is not successful within a year

233

00:25:19.060 --> 00:25:20.570

Cooper City Hall: professional company would

234

00:25:20.610 --> 00:25:22.120

Cooper City Hall: coach one of our staff

235

00:25:30.040 --> 00:25:31.120

Cooper City Hall: request

236

00:25:32.940 --> 00:25:37.799

Cooper City Hall: yes, on on page 20. I'm sorry if you don't have it in front of you.

237

00:25:37.890 --> 00:25:40.830

Cooper City Hall: If I i'll read their their warranty.

238

00:25:44.150 --> 00:25:49.640

Cooper City Hall: We will not approach the selected candidate for any other position as long as the individuals employed by the city.

239

00:25:49.660 --> 00:25:53.940

Cooper City Hall: If it selected an individual lease for any reason other than an act of God.

240

00:25:53.990 --> 00:26:00.230

Cooper City Hall: Within the first year. We will repeat this search for the reimbursement of our expenses only.

241

00:26:00.640 --> 00:26:03.559

Cooper City Hall: If you are not satisfied with the candidates we present.

242

00:26:03.680 --> 00:26:04.590

Cooper City Hall: we will

243

00:26:04.650 --> 00:26:10.540

Cooper City Hall: repeat the search until you are satisfied, our price is guaranteed, and will not be exceeded for any

244

00:26:10.730 --> 00:26:14.989

Cooper City Hall: reason, even if contingents change after the contract is executed.

245

00:26:15.260 --> 00:26:18.519

Cooper City Hall: That's on the last page of their first

246

00:26:19.200 --> 00:26:19.940

Cooper City Hall: Okay.

247

00:26:20.180 --> 00:26:24.629

Cooper City Hall: My questions answered any other questions, and if there are none, do I have a motion

248

00:26:25.160 --> 00:26:26.870

Cooper City Hall: for Colin Beijing?

249

00:26:27.180 --> 00:26:28.880

Cooper City Hall: I have a motion. Do I have a second

250

00:26:29.200 --> 00:26:32.210

Cooper City Hall: second any further discussion?

251

00:26:32.230 --> 00:26:37.639

Cooper City Hall: The only the only amendment I would make to that if if you accept friendly amendment, is that it

252

00:26:37.740 --> 00:26:48.799

Cooper City Hall: not only be approved for Colin Basinger, but that the city manager and the attorney be authorized to sit down and go over a a contract, if you will.

253

00:26:49.270 --> 00:26:50.690

Cooper City Hall: Regarding that.

254

00:26:50.880 --> 00:26:52.200

Cooper City Hall: Yeah, Well.

255

00:26:52.810 --> 00:26:57.929

excuse me, I I think Mayor suggesting, is in the interest of expediency.

256

00:26:57.940 --> 00:27:14.530

Cooper City Hall: With the Commission's permission, we, the the manager and I would prepare a form contract with Mr. Beijinger's firm consistent with the terms and conditions set out in the in his proposal. Just so that we don't have without the need to bring it back to the Commission. It would be based on our standard terms and conditions along with the proposal you're considering this evening.

257

00:27:15.440 --> 00:27:18.000

Cooper City Hall: do you accept that friendly amendment.

258

00:27:18.230 --> 00:27:23.330

Cooper City Hall: the Commission Charter. You accept that it? Okay, it's a Yes, have not.

259

00:27:24.180 --> 00:27:40.159

Cooper City Hall: and I will hold off on asking for a vote. Oh, you' I don't see. I don't have my hand up. But I Are we going around the room? Or no? I I I said any anything further. Oh, i'm sorry. I just wanted to see. You know I've never been involved in a city manager. Search I know that

260

00:27:40.450 --> 00:27:42.210

Cooper City Hall: 2 of you have

261

00:27:42.310 --> 00:27:42.900

Cooper City Hall: a great

262

00:27:43.590 --> 00:27:45.790

Cooper City Hall: No, I've never been.

263

00:27:46.150 --> 00:27:46.850

Oh.

264

00:27:46.990 --> 00:27:58.200

Cooper City Hall: I I was wondering if we could. I mean I. We can talk about this after we vote if you want. Or now. if we can sort of discuss the timeline because we're not going to be meeting again until January tenth

265

00:27:58.300 --> 00:28:03.809

Cooper City Hall: as a commission. Unless we call for a special meeting. Something happens over the holidays in general.

266

00:28:03.920 --> 00:28:07.290

Cooper City Hall: They're going to get this up together, so

267

00:28:07.450 --> 00:28:13.750

Cooper City Hall: so backing that up. I guess we enter into an agreement with them. I would like the beginning of January to meet with

268

00:28:14.050 --> 00:28:27.690

Cooper City Hall: this it's part and parcel of the agreement. Okay, if you want to make sure that we're telling them what we want, they're going to interview each one of us. But I think we we might need to meet as a group, too, because if we give them 5 different ways, they need obviously

269

00:28:28.860 --> 00:28:40.560

Cooper City Hall: a you know, a uniform way, because, like just a personal preference. I want them to search for Ken. It's familiar with Florida law for the finance, and you know I don't really want to fly anyone in from

270

00:28:40.790 --> 00:28:42.840

Cooper City Hall: the Kalamazoo Michigan

271

00:28:43.280 --> 00:28:45.090

Cooper City Hall: to be, you know.

272

00:28:45.710 --> 00:28:51.159

Cooper City Hall: you know. And now, you guys all we all you know. So i'm just like, I think, before they go, and was their time putting together a whole.

273

00:28:51.190 --> 00:28:54.770

Cooper City Hall: You know they don't need to advertise, in my opinion, in Alaska.

274

00:28:55.030 --> 00:29:03.679

Cooper City Hall: So you're saying only statewide. Well, we should meet with them and tell them like these things together. Yeah. But at this point, if I if I may.

275

00:29:03.960 --> 00:29:19.190

Cooper City Hall: Mr. Mayor on on page 13, if you, if you may not have an in front of you, so i'll review it. But I mean there, there they provided a timeline beginning January fourth. obviously that that would change. But that that starts with a meeting with

276

00:29:19.200 --> 00:29:25.950

Cooper City Hall: the Commission members, and if you look on on that, and then it goes through March. Thirty-first would be the final selection.

277

00:29:25.960 --> 00:29:47.809

Cooper City Hall: but it starts with the meeting with the Commission members and other stakeholders, and I like how it comes back on January tenth, because maybe we, we, as a commission, could add it as their agenda item to discuss, to make sure if there is a. If there's not a consensus on some of the things we can have it. Let's put it on. We can always correct. Yeah, if you can make sure it's on the yeah. That's why i'm perfect.

278

00:29:47.820 --> 00:29:54.130

Cooper City Hall: I just wanted to make sure it aligned with our timeline, Brian. They are just on the same page

279

00:29:54.300 --> 00:29:55.620

Cooper City Hall: sky is falling.

280

00:29:55.790 --> 00:29:57.240

Cooper City Hall: Call the vote, please.

281

00:29:59.580 --> 00:30:06.529

Cooper City Hall: Commissioner Melody. Yes, Commissioner Catsman. Yes, Commissioner Shrouder.

282

00:30:06.630 --> 00:30:09.229

Cooper City Hall: Any additional comments from the public.

283

00:30:09.370 --> 00:30:10.500

Cooper City Hall: Anyone here in

284

00:30:10.600 --> 00:30:13.349

Cooper City Hall: to the wholeition to speak, or anyone on virtual.

285

00:30:13.480 --> 00:30:16.669

Cooper City Hall: Ask the nice man. There's one stand. It stands watching.

286

00:30:16.730 --> 00:30:28.509

Cooper City Hall: Dan is watching all right, and just want to get out the house, saying, then do I have motion to adjourn? Thank you very much. Have a great holiday. You don't have to vote on a motion.

287

00:30:28.990 --> 00:30:30.250

Cooper City Hall: Hello, Jack!

288

00:30:30.540 --> 00:30:31.400

Cooper City Hall: Motion.