



CITY OF COOPER CITY CITY COMMISSION SPECIAL MEETING

Monday, May 06, 2024 at 5:00 PM
City Hall Auditorium | 9090 SW 50th Place

MINUTES

PLEDGE OF ALLEGIANCE -

Mayor Ross opened the meeting at 5:00 PM and led the assembly in the Pledge of Allegiance.

ROLL CALL

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

PUBLIC COMMENTS (3 MINUTES)

No public comments.

TOPIC FOR DISCUSSION

1. Discussion regarding the City Manager's resignation and next steps pertaining to the forthcoming vacancy in the City Manager Position. – Mayor Ross

Commissioner Green said he was not interested in having a special meeting as he wanted to receive information on the next steps.

Mayor Ross said the Commission sets the policies and procedures. He called the special meeting for the residents and staff. When a City Manager resigns the employees have concerns. He wants staff to know they recognize the concern and they want to take action as soon as possible.

Commissioner Shrouder said the City Manager is resigning for personal reasons and is relocating. The budget season is right around the corner and he wants to find a replacement as soon as possible. He asked City Manager Eggleston to outline the upcoming budget schedule. City Manager Eggleston said on May 28th there is the Public Input Workshop and on June 11th there is the Commission Input Budget Workshop. Staff will be internally working on the budget with a draft to the Commission on July 12th. Commissioner Shrouder wants to find a replacement as soon as possible and overlap the replacement with the current City Manager if possible so there is no lapse in knowledge.

Commissioner Katzman voiced is disappointed that City Manager Eggleston is leaving as he enjoyed working with him. He went back to the City Manager search less than a year ago to see where the Commission stood on other applicants. There seemed to be a consensus on two runners up, Arthur Krieger and Alex Rey. He happened to have Mr. Rey's phone number from the night of the interviews and called him to see if he was interested. He is currently doing some consulting but is interested. He would like his colleague's opinions on going back to the search conducted less than a year ago to find someone who is eager and ready to go.

Commissioner Mallozzi said while she appreciates Commissioner Shrouder's "go get em" attitude the City Manager has been here less than a year so how much institutional knowledge could he have. We are also missing two directors so how much institutional knowledge do we have in those departments.

She does not believe having an Interim City Manager will have any bearing on how the City is ran or the budget process. The Finance Director seems to be handling the finances well and the Acting Utilities Director and staff in Public Works have worked on budgets before. She does not want to rush the process as there was a reason why the other candidates were not picked. The Mayor stated prior with regard to the Special Magistrate selection process that we could miss potential applicants if they chose one individual without opening the process for applicants.

Mayor Ross said that the Special Magistrate was chosen so the precedent was set. He is not in favor of waiting. The search for the Public Works Director has been torpedoed twice. There are currently two potential candidates for the Public Works Director position and two potential candidates for the Utilities Director position. He likes the idea of the transition or overlap period. He went back and reviewed his votes from the selection process. He was the one who did not want an out of state candidate but City Manager Eggleston changed his mind. He thanked him for his work the past 10 months as he left the City in a better position than when he started. He asked if anyone called the other candidate Arthur Krieger. The Commission answered no. Mayor Ross said he is not interested in waiting. He would like to hear the Commissions thoughts on Alex Rey.

Commissioner Green said based on the poll at the meeting where the City Manager candidates were selected Mr. Rey was selected by Commissioners Shrouder and Katzman. Mr. Krieger was selected by Commissioner Mallozzi and himself. He agrees with moving this process ahead and he believes they should contact Mr. Krieger if Mr. Rey was contacted. He asked City Attorney Horowitz if there was a clause in the contract with Colin Baenziger that stated there would be no cost to the City if the individual did not stay for one year. City Attorney Horowitz answered yes, in the backup to the Mayor's agenda item this evening is a copy of the proposal from Colin Baenziger that was submitted when the Commission went through this exercise about a year and a half ago. Included in the warranty section it states that if the selected individual, that being Mr. Eggleston, leaves for any reason other than an act of God, such as total incapacitation or death within the first year they will repeat the search for the reimbursement of our expenses only. In other words, we're still within that 12 month window, and under the terms of their proposal, they would be required to conduct another search for the City. The City would only be responsible for their out of pocket expenses as part of that process. Commissioner Green asked his colleagues opinion on contacting the Mr. Krieger and also having Colin Baenziger conduct a search.

Commissioner Shrouder said they do have two Director Positions that need filled and Directors are usually hesitant to go somewhere where they are not sure who their boss is. The search for a City Manager can take six months. He is opposed to out of state candidates as it will take time for them to relocate and this is a situation where they need to fill the position immediately. He would like to contract Mr. Rey and have the Mayor attempt to negotiate a contract with him.

Commissioner Katzman said he does not want a long search. They need stability and it is not fair to have the employees keep serving in an interim capacity. They conducted a national search and they hired an individual who ultimately lasted 10 months. Some could argue that was not successful. He was impressed by Mr. Rey because of his experience and the locations of where he worked. Bringing someone in with his level of experience can steer the ship in the right direction. He has been a

Commissioner for less than two years and he has had two City Managers and one interim. That is not stability for our team. He would like to move forward with Mr. Rey.

Commissioner Mallozzi asked if Mr. Rey was being fired for cause when he applied to this City. Commissioner Shrouder responded Colin Baenziger said he was leaving because of a recent election. Commissioner Mallozzi said if she recalls correctly St. Petersburg launched an investigation into Mr. Rey. Commissioner Shrouder said Mr. Rey was with Miami Lakes for 28 years.

Mayor Ross said he held this meeting for the employees. He agrees with Commissioner Katzman that there has not been stability. They were heading in the right direction the last 10 months and they need to stay in that direction and handle this matter expeditiously. The difficulty he has with the search is that it will take months and they do not know who will apply. They do know they have an interested individual who they already interviewed. Mr. Rey did contact him this morning and said he was interested and can start within weeks. That meant something as the transition is important. Can the City last with interims absolutely but that is not the way to do business.

Commissioner Green said he does recall Mr. Rey and one of the reasons he did not vote for him was because he was quoted in the paper as saying he was retiring from one of his jobs. He wanted an individual who was interested in serving long term. He is saddened City Manager Eggleston has resigned but he understands why he resigned. There has been consistent instability in the City the past few years which he believes is due to the elected officials. He wants the Commission to allow the City Manager to handle the day to day operations. He asked why Mr. Rey did not reach out to the entire Commission. He said if Mr. Rey did not have the respect to reach out to him as a senior elected official he will not receive his support again.

Commissioner Shrouder said Mr. Rey probably did not contact Commissioner Green as he declined to interview him previously.

Commissioner Shrouder made a motion to have Mayor Ross reach out to Mr. Rey and negotiate with him and bring back the result to the Commission. If they cannot reach an agreement the Commission can move on.

City Attorney Horowitz said if a member of the Commission is delegated specific authority to negotiate with an incoming prospective manager we need to coordinate public meetings between the Mayor and Mr. Rey to have that conversation.

Commissioner Green clarified he did not decline to interview Mr. Rey He ran out of time with the candidates. He also did not interview Mr. Hernandez.

Commissioner Katzman said he read in the minutes that Commissioner Green said "I apologize for not having enough time to interview you" when speaking to a candidate. Every Commissioner had a set amount of time to interview each candidate.

Commissioner Green said he was late to the interviews due to his job.

Commissioner Mallozzi said she did not receive a call from Mr. Rey either. She said on June 18th of 2023 there was an article published that stated there would be an investigation launched into claims of a toxic work environment surrounding Mr. Rey in St Petersburg. The City Commission stripped Mr. Rey of his authority to act without approval by the Commission. She believes this will be a disservice to the employees. She wants to work with Colin Baenziger and look for a pool of candidates. This will be a much shorter timeframe as the firm is already aware of the Commission's needs.

Mayor Ross said just because it is written in a newspaper does not mean it is true. He gets his information from the source.

Commissioner Katzman asked City Manager Eggleston if he has ever been fired as a City Manager. City Manager Eggleston answered just once without cause. Commissioner Katzman said Mr. Krieger was fired before as well. That is a common thing in City management. Elections can change situations.

MOTION: Commissioner Shrouder moved to delegate the authority to Mayor Ross to negotiate with Alex Rey and to bring back the matter before the Commission. Commissioner Katzman seconded the motion which prevailed by the following roll call vote. (3-2)

NO: Commissioner Mallozzi and Green

YES: Commissioners Katzman, Shrouder and Mayor Ross

Commissioner Shrouder asked if they need to delegate anything additional to Mayor Ross. City Attorney Horowitz said the Mayor has the delegated authority to open up the door with Mr. Rey for a conversation and discussion and bring back a proposal to the Commission. Commissioner Shrouder asked how soon Mayor Ross can work on discussions. Mayor Ross will conduct the negotiations before the next meeting in eight days.

Commissioner Mallozzi asked why Mayor Ross is handling the negotiations as opposed to the City Attorney. Mayor Ross said the City Attorney will be present.

Commissioner Green said it seems Mayor Ross will have an unfair advantage as he is negotiating on behalf of the Commission. He would prefer the City Attorney to negotiate. Before City Manager Napoli was hired there was an issue involving a candidate named Tom Jones as he worked with Commissioner Green.

Mayor Ross said the meeting will be noticed in the sunshine.

Commissioner Green asked if the other elected officials can have input. City Attorney Horowitz answered yes to the extent that any member of the Commission wanted to sit and not participate but view the negotiations as they were taking place they would be public meetings with notice, minutes taken and unfettered public access.

ADDITIONAL PUBLIC COMMENTS (3 MINUTES)

No additional comments.

ADJOURNMENT

The meeting adjourned at 5:48 PM.

The minutes of the Special Commission Meeting of May 6, 2024 were approved during the Regular City Commission Meeting of May 14, 2024.

Greg Ross, Mayor

Tedra Allen, City Clerk

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

00:00:00.060 --> 00:00:01.340

Cooper City Hall: 3 kids in class.

2

00:00:03.420 --> 00:00:04.350

Cooper City Hall: And

3

00:00:05.838 --> 00:00:14.400

Cooper City Hall: good afternoon, ladies and gentlemen, and welcome to the Cooper City special meeting today. It's Monday, May sixth, 5 Pm.

4

00:00:14.880 --> 00:00:19.459

Cooper City Hall: And I would like to please ask you to join me in the pledge of allegiance.

5

00:00:21.080 --> 00:00:34.189

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. Thank you. May I have roll call, please.

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00:00:37.210 --> 00:00:44.100

Cooper City Hall: Commissioner lowsing. Yeah, Commissioner Katzman, Commissioner Schouder, here, Commissioner Green, here, Mayor Ross, here

7

00:00:44.150 --> 00:00:46.020

Cooper City Hall: do we have any public comments?

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00:00:47.040 --> 00:00:49.050

Cooper City Hall: No, sir, anyone on virtual.

9

00:00:50.090 --> 00:01:01.490

Cooper City Hall: Thank you. Then the topic for discussion right now is regarding the city manager's resignation, and next steps pertaining to the forthcoming vacancy, and the city manager's position.

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00:01:01.740 --> 00:01:06.336

Cooper City Hall: At this point I will open it up to the Commission and

11

00:01:06.950 --> 00:01:09.180

Cooper City Hall: start with Commissioner Green.

12

00:01:12.850 --> 00:01:15.215

Cooper City Hall: Yeah, I was hoping, Mayor Ross.

13

00:01:16.490 --> 00:01:26.640

Cooper City Hall: you know I see that you put this on the agenda. I know that when we were contacted at least I can only speak for myself. But when we were when I was contacted by the city manager, city attorney's office.

14

00:01:27.320 --> 00:01:29.920

Cooper City Hall: I had indicated that

15

00:01:30.190 --> 00:01:35.460

Cooper City Hall: I was not interested in having a special meeting

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00:01:35.877 --> 00:01:45.720

Cooper City Hall: because I wanted to know what the steps were going to moving forward. And so, when this came on the agenda, when or when the special meeting was called, I was hoping

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00:01:45.840 --> 00:01:46.760

Cooper City Hall: that

18

00:01:50.940 --> 00:01:54.390

Cooper City Hall: That we would be that I was going to be provided with information.

19

00:01:55.370 --> 00:02:18.470

Cooper City Hall: Well, we get to set the policies and procedures, and I gotta be honest with you the reason why I did call special meeting was number one, so that the residents can understand what is happening and that we are totally transparent. I think this time I'd say more importantly, so that the employees know what's happening, and when a manager resigns.

20

00:02:18.500 --> 00:02:24.440

Cooper City Hall: for whatever reason, and I respect the the reason behind it. They're concerned.

21

00:02:24.480 --> 00:02:34.069

Cooper City Hall: and I think I would like to address their concerns of we recognize it. We hear it, we see it, and we're going to do something about it as quick as we possibly can.

22

00:02:34.820 --> 00:02:36.400

Cooper City Hall: Having said that.

23

00:02:37.440 --> 00:02:38.589

Cooper City Hall: Commissioner Charlotte.

24

00:02:39.400 --> 00:02:39.950

Cooper City Hall: Sure

25

00:02:42.170 --> 00:02:59.323

Cooper City Hall: So, for the public that doesn't know the manager is. Let us know he's gonna resign for some personal reasons. He's gonna relocate somewhere, he thinks is nicer. I think it's probably colder. But you know one thing, I told him today I think I might actually miss you, which is not, you know.

26

00:03:00.070 --> 00:03:05.303

Cooper City Hall: not common for me to say that. But yeah, nonetheless.

27

00:03:06.070 --> 00:03:14.640

Cooper City Hall: I think we. It's important that we I didn't call for this. But I'm I'm happy. We are. It's important. We look at a few dates, and I think we have to move things along.

28

00:03:14.710 --> 00:03:43.220

Cooper City Hall: I'm trying to pull up that schedule. I don't know if you manager knows off top of his head with the budget coming up. But I've learned that if we're going to have to find a replacement sooner is better than later. Last thing you wanna do is pass a have when you have a manager come in under someone else's budget that could be complicated. So we have Mr. Aguil for 60 days. I I would. I think we need to get to trying to find a replacement. I hate to adopt anything from the School Board.

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00:03:43.250 --> 00:03:48.790

Cooper City Hall: These are usually wrong, but I I think this last time they got it right by trying to move things along instead of going, you know.

30

00:03:48.820 --> 00:04:02.539

Cooper City Hall: into a spiral. So I know, on that off top of my head. Mr. Egalston, what were some of those dates that were coming up? And I'm I'm just only asking this, because I think we need to try to find make sure we're

31

00:04:02.630 --> 00:04:05.320

Cooper City Hall: doing things in performance with this budget season.

32

00:04:06.110 --> 00:04:07.929

Cooper City Hall: I know May 20, eighth or something.

33

00:04:07.940 --> 00:04:10.899

Cooper City Hall: Certainly, Commissioner Schrader, may 28 is

34

00:04:10.940 --> 00:04:17.539

Cooper City Hall: our public input, that kind of kicks off the budget process from the public side. So the public input budget meeting

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00:04:18.104 --> 00:04:23.320

Cooper City Hall: and then we have June eleventh, the commission budget input workshop.

36

00:04:23.530 --> 00:04:35.590

Cooper City Hall: And then obviously, we'll, you know, internally, staff working on the budget. And then the first draft physical draft where you all can see it and touch it and review it is July twelfth.

37

00:04:35.860 --> 00:04:53.949

Cooper City Hall: Okay, so to to sum up what I would what I my thoughts Mr. Mayor. So I think we need to try to find a replacement as soon as possible, and, if possible, overlap them with the manager, so that there is no loss of knowledge, or whatever you want to call it, and everything is seamless

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00:04:54.240 --> 00:04:58.690

Cooper City Hall: as or seamless as possible. Thank you, Commissioner Katzman.

39

00:04:58.880 --> 00:05:07.576

Cooper City Hall: Thank you. Couple of things, Mr. Egalsen. I'm I was surprised when you gave me the news.

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00:05:08.180 --> 00:05:14.020

Cooper City Hall: Disappointed that we're not gonna have you anymore. I really like working with you like working with you.

41

00:05:15.790 --> 00:05:16.930

Cooper City Hall: you know, we

42

00:05:16.960 --> 00:05:18.830

Cooper City Hall: we went through a process

43

00:05:19.080 --> 00:05:20.660

Cooper City Hall: less than a year ago.

44

00:05:21.070 --> 00:05:25.090

Cooper City Hall: and we all we voted 5. Oh.

45

00:05:25.280 --> 00:05:26.550

Cooper City Hall: although we had it like

46

00:05:26.950 --> 00:05:31.170

Cooper City Hall: wrangle someone in. But we we voted 50, to bring you here!

47

00:05:32.950 --> 00:05:35.870

Cooper City Hall: And I thought the process was pretty strong.

48

00:05:36.775 --> 00:05:37.429

Cooper City Hall: So

49

00:05:38.300 --> 00:05:44.810

Cooper City Hall: I went back, and I'm looking at the book now. But I went back and looked at the other candidates who were

50

00:05:44.960 --> 00:05:47.689

Cooper City Hall: who it applied to see

51

00:05:49.320 --> 00:05:53.849

Cooper City Hall: where we stood on them. I know that we have us a straw

52

00:05:53.870 --> 00:05:59.979

Cooper City Hall: preference that's on our desk that showed where people voted. I went back and looked at the minutes of the meeting.

53

00:06:00.380 --> 00:06:03.890

Cooper City Hall: and there seemed to be consensus around to

54

00:06:04.500 --> 00:06:05.650

Cooper City Hall: runners, up

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00:06:06.440 --> 00:06:07.710

Cooper City Hall: which were

56

00:06:08.200 --> 00:06:10.450

Cooper City Hall: Alex Ray and A. J. Krieger.

57

00:06:10.750 --> 00:06:13.489

Cooper City Hall: A. J. Was from another state.

58

00:06:13.500 --> 00:06:15.089

Cooper City Hall: Alex was local.

59

00:06:15.320 --> 00:06:16.150

Cooper City Hall: So

60

00:06:16.540 --> 00:06:21.759

Cooper City Hall: I happen to have Alex's phone number because he called me that night and thanked me for interviewing him.

61

00:06:22.000 --> 00:06:23.280

Cooper City Hall: and I saved it.

62

00:06:23.480 --> 00:06:28.679

Cooper City Hall: It's also in the book, and I called them up, and I said, Would you be interested in

63

00:06:29.620 --> 00:06:35.670

Cooper City Hall: coming to Cooper City. What are you up to? He's doing some consulting now. He said he'd be interested, so

64

00:06:36.360 --> 00:06:41.579

Cooper City Hall: I just wanted to see what people thought about going back to the search that we already did, and

65

00:06:42.340 --> 00:06:46.129

Cooper City Hall: finding someone who's eager and ready to go.

66

00:06:46.910 --> 00:06:48.979

Cooper City Hall: Thank you, Christian Maloji.

67

00:06:52.740 --> 00:07:08.049

Cooper City Hall: So I appreciate Commissioner Shrouter's. Go get him attitude and his opinion. But I do disagree because the reality is, and and I mean this with all due respect to everyone and all parties concerned.

68

00:07:08.110 --> 00:07:14.920

Cooper City Hall: The city manager's been here less than a year. So really, how much institutional knowledge does he really have? Because he doesn't?

69

00:07:15.508 --> 00:07:20.350

Cooper City Hall: And we're missing 2 directors and prior to them.

70

00:07:20.640 --> 00:07:28.440

Cooper City Hall: So you know how much institutional knowledge do we have in those departments that we're going to be missing during budget. So whether we have

71

00:07:29.068 --> 00:07:33.852

Cooper City Hall: an interim city manager that's been interim for

72

00:07:34.920 --> 00:07:36.410

Cooper City Hall: several times.

73

00:07:36.420 --> 00:07:56.669

Cooper City Hall: pre and post or pre enduring the city manager and potentially post the city manager. It will have, in my opinion, no bearing on how the city is run and the budget. The people that are in the city. The finance director that everybody has praised seems to know what he's doing, and seems to be handling the finances.

74

00:07:57.720 --> 00:08:04.274

Cooper City Hall: And I think the people that we have in place at this point. As far as

75

00:08:04.810 --> 00:08:15.290

Cooper City Hall: our assistant director for utilities he seems to be. I'm giving you the thumbs up. He seems to be Ok with what he's doing in reference to the budget.

76

00:08:15.330 --> 00:08:20.700

Cooper City Hall: And we have people that have done budgets before in our Public Works department.

77

00:08:21.010 --> 00:08:24.850

Cooper City Hall: So there are several other people that

78

00:08:26.840 --> 00:08:27.980

Cooper City Hall: I think

79

00:08:29.910 --> 00:08:34.080

Cooper City Hall: are available that can potentially do the job

80

00:08:34.179 --> 00:08:40.389

Cooper City Hall: that we should reach out for. And I don't want to jump the gun on anyone, and there's a reason that

81

00:08:40.460 --> 00:08:43.000

Cooper City Hall: the people that were not picked were not picked.

82

00:08:43.590 --> 00:08:45.970

Cooper City Hall: so I don't want to

83

00:08:46.620 --> 00:08:49.160

Cooper City Hall: to push the city in any position.

84

00:08:50.430 --> 00:08:58.500

Cooper City Hall: and I think that I'm not jumping the gun. I don't like moving quickly in anything, and there's I believe it was.

85

00:08:58.570 --> 00:09:10.330

Cooper City Hall: Gosh! I'm quoting the mayor, shoot me now. I believe it was the mayor that said in reference to the magistrate, that if we don't open things up to other

86

00:09:10.430 --> 00:09:12.020

Cooper City Hall: candidates.

87

00:09:12.220 --> 00:09:15.390

Cooper City Hall: We don't know what we're potentially missing.

88

00:09:15.660 --> 00:09:22.400

Cooper City Hall: And if that's with a magistrate position, what then? Are we potentially missing

89

00:09:22.540 --> 00:09:23.580

Cooper City Hall: for

90

00:09:23.680 --> 00:09:29.020

Cooper City Hall: a a city manager now? So that's my 2 cents at this point.

91

00:09:29.640 --> 00:09:31.629

Cooper City Hall: Well, you didn't listen

92

00:09:31.810 --> 00:09:36.180

Cooper City Hall: quite well that time, because you all decided to

93

00:09:36.200 --> 00:09:39.910

Cooper City Hall: vote for Mr. Kleman, so that's a done Deal.

94

00:09:39.950 --> 00:09:44.950

Cooper City Hall: So we have said, I'm sorry. I thought I was talking, but we did open it up, users. I thought I was talking

95

00:09:47.580 --> 00:09:48.560

Cooper City Hall: so

96

00:09:49.070 --> 00:09:50.530

Cooper City Hall: without the

97

00:09:50.580 --> 00:09:51.710

Cooper City Hall: are you through

98

00:09:53.480 --> 00:09:55.190

Cooper City Hall: without the

99

00:09:58.810 --> 00:10:01.729

Cooper City Hall: process taking place? We have said, a

100

00:10:02.180 --> 00:10:03.190

Cooper City Hall: person in

101

00:10:04.670 --> 00:10:05.849

Cooper City Hall: good or bad.

102

00:10:06.350 --> 00:10:08.259

Cooper City Hall: it will be determined later.

103

00:10:09.290 --> 00:10:11.840

Cooper City Hall: I am not in favor of waiting

104

00:10:12.150 --> 00:10:23.020

Cooper City Hall: because waiting. You don't have to whisper. Of course we all hear you saying. But again, I'm going to ask you to maintain your professionalism, and under the decorum policy.

105

00:10:23.040 --> 00:10:24.939

Cooper City Hall: Allow me to finish speaking

106

00:10:26.886 --> 00:10:28.750

Cooper City Hall: with no further comments.

107

00:10:30.050 --> 00:10:32.939

Cooper City Hall: The fact that we have

108

00:10:33.320 --> 00:10:37.489

Cooper City Hall: put forth the effort, and I appreciate what the city manager has done

109

00:10:37.850 --> 00:10:42.449

Cooper City Hall: in putting forth the effort in trying to get a public Works director, which

110

00:10:43.080 --> 00:10:46.520

Cooper City Hall: candidly, has been torpedoed twice.

111

00:10:48.280 --> 00:10:51.960

Cooper City Hall: and at this point we have a

112

00:10:52.290 --> 00:10:54.739

Cooper City Hall: but one or 2 potential candidates

113

00:10:55.610 --> 00:11:00.679

Cooper City Hall: and one or 2 potential candidates for utilities as well.

114

00:11:01.720 --> 00:11:02.610

Cooper City Hall: 3.

115

00:11:03.000 --> 00:11:09.290

Cooper City Hall: We are sitting in in a bird's bird's eye seat at this point. To act.

116

00:11:09.570 --> 00:11:11.569

Cooper City Hall: To do anything but act

117

00:11:11.580 --> 00:11:13.870

Cooper City Hall: is to literally

118

00:11:14.010 --> 00:11:14.960

Cooper City Hall: of

119

00:11:18.810 --> 00:11:20.450

Cooper City Hall: be not performing our

120

00:11:20.460 --> 00:11:21.470

Cooper City Hall: duties.

121

00:11:21.780 --> 00:11:26.100

Cooper City Hall: and to the end I intend on performing my duties.

122

00:11:26.400 --> 00:11:31.600

Cooper City Hall: and I like the idea, and I forget who said it about the transition period.

123

00:11:31.670 --> 00:11:33.000

Cooper City Hall: that

124

00:11:33.690 --> 00:11:35.440

Cooper City Hall: if we can do that.

125

00:11:36.330 --> 00:11:38.069

Cooper City Hall: that would be very helpful.

126

00:11:39.100 --> 00:11:43.670

Cooper City Hall: It doesn't mean institutional knowledge as much as it is

127

00:11:44.150 --> 00:11:47.620

Cooper City Hall: keeping the person who's coming in up to speed.

128

00:11:50.120 --> 00:11:51.100

Cooper City Hall: I

129

00:11:51.260 --> 00:11:54.899

Cooper City Hall: appreciate what you did, Commissioner.

130

00:11:56.007 --> 00:11:57.980

Cooper City Hall: In reviewing this.

131

00:11:58.380 --> 00:12:01.200

Cooper City Hall: and you know again

132

00:12:01.290 --> 00:12:03.670

Cooper City Hall: I'm looking back at how I voted.

133

00:12:06.520 --> 00:12:09.280

Cooper City Hall: And it's funny, because if y'all remember.

134

00:12:09.530 --> 00:12:12.900

Cooper City Hall: I was the one who said, I don't want anyone Fromatt state.

135

00:12:14.140 --> 00:12:15.910

Cooper City Hall: Well, you've changed my mind.

136

00:12:16.340 --> 00:12:21.950

Cooper City Hall: and and it was a good selection, and unfortunately, because of the personal reasons I get it.

137

00:12:22.050 --> 00:12:27.970

Cooper City Hall: So I thank you for the 10 months you've left us in a better position than were when you came.

138

00:12:29.290 --> 00:12:31.329

Cooper City Hall: and then we have to take a look

139

00:12:31.850 --> 00:12:34.320

Cooper City Hall: at options or alternatives.

140

00:12:35.900 --> 00:12:38.189

Cooper City Hall: and there are different ways of handling this.

141

00:12:38.500 --> 00:12:40.300

Cooper City Hall: but not expeditiously.

142

00:12:41.800 --> 00:12:44.069

Cooper City Hall: expeditiously, is

143

00:12:44.310 --> 00:12:45.619

Cooper City Hall: you take a look.

144

00:12:45.810 --> 00:12:48.289

Cooper City Hall: We've been through the procedure.

145

00:12:48.750 --> 00:12:49.960

Cooper City Hall: We have

146

00:12:50.550 --> 00:13:01.999

Cooper City Hall: the 2 others who you've already mentioned A. JK. Krieger and Alex Ray. I know you contacted Alex. I'll ask you if you contacted Aj. Krieger.

147

00:13:02.310 --> 00:13:15.469

Cooper City Hall: No, okay. Has has any. Has anyone contact one of point of information, and please correct me if I'm wrong. But I thought Commissioner Kasman said that Alex Reyes had contacted him

148

00:13:16.060 --> 00:13:18.530

Cooper City Hall: after she said, thank you for the interview.

149

00:13:18.550 --> 00:13:24.330

Cooper City Hall: He he called me the day that we made the decision, so I saved his number.

150

00:13:25.171 --> 00:13:28.820

Cooper City Hall: Okay, so he didn't call you. He didn't call you recently.

151

00:13:29.060 --> 00:13:30.799

Cooper City Hall: No, I called him okay.

152

00:13:31.070 --> 00:13:39.519

Cooper City Hall: Okay, no, that's all. I that's because I didn't know if he, if he had reached out my second choice at the time. Thank you, Mayor.

153

00:13:39.590 --> 00:13:40.760

Cooper City Hall: I

154

00:13:41.140 --> 00:13:46.394

Cooper City Hall: you know again I still have that that bias, although you've taught me differently

155

00:13:46.950 --> 00:13:53.899

Cooper City Hall: from being going out of state. But again, when I'm trying to be as expeditious as possible.

156

00:13:56.130 --> 00:13:57.570

Cooper City Hall: then you look back

157

00:13:58.080 --> 00:13:59.689

Cooper City Hall: on our tree.

158

00:14:01.050 --> 00:14:02.709

Cooper City Hall: He is a candidate.

159

00:14:04.950 --> 00:14:07.720

Cooper City Hall: There are others that can always throw the hat in.

160

00:14:08.480 --> 00:14:16.889

Cooper City Hall: But at this point I'm not into. Well, let's wait, and let's do an interim, and maybe this, and maybe that. I'm looking for a solution.

161

00:14:17.560 --> 00:14:19.630

Cooper City Hall: and that, I think, is important.

162

00:14:20.632 --> 00:14:22.559

Cooper City Hall: Having said that.

163

00:14:22.750 --> 00:14:24.180

Cooper City Hall: I'd like to

164

00:14:24.500 --> 00:14:27.119

Cooper City Hall: see where we are.

165

00:14:27.350 --> 00:14:30.499

Cooper City Hall: The name of Alatrax has been tossed around

166

00:14:31.090 --> 00:14:32.040

Cooper City Hall: that I'm

167

00:14:33.530 --> 00:14:37.950

Cooper City Hall: we can there, there are lots of different ways of handling it.

168

00:14:38.430 --> 00:14:43.809

Cooper City Hall: so I'll go go once around commission. Agree? Thank you, Mayor Ross and I know that

169

00:14:44.220 --> 00:14:47.779

Cooper City Hall: Alex. Ray, based on the straw preference of

170

00:14:47.900 --> 00:14:59.199

Cooper City Hall: of the commission. Alex Ray was one of the candidates selected by Commissioner Commissioner Katzman.

171

00:15:00.960 --> 00:15:03.949

Cooper City Hall: and I believe Commissioner Schouder.

172

00:15:05.186 --> 00:15:12.120

Cooper City Hall: Aj. Krieger Krager was strong candidates that myself

173

00:15:12.140 --> 00:15:15.520

Cooper City Hall: and Commissioner Malozi had

174

00:15:15.934 --> 00:15:17.855

Cooper City Hall: had reached out, or had

175

00:15:18.940 --> 00:15:20.740

Cooper City Hall: made a selection for

176

00:15:23.210 --> 00:15:26.050

Cooper City Hall: But, Mayor, I do agree with you in terms of

177

00:15:28.230 --> 00:15:30.940

Cooper City Hall: not sitting on this, and

178

00:15:31.421 --> 00:15:35.210

Cooper City Hall: making sure that we move forward in the process.

179

00:15:37.920 --> 00:15:38.910

Cooper City Hall: if

180

00:15:39.600 --> 00:15:42.309

Cooper City Hall: and I and I'd like to hear what the rest of my colleagues

181

00:15:42.320 --> 00:15:44.059

Cooper City Hall: have to say about this.

182

00:15:44.790 --> 00:15:47.229

Cooper City Hall: I would love for us to

183

00:15:48.213 --> 00:15:49.700

Cooper City Hall: if Mr.

184

00:15:50.190 --> 00:16:17.079

Cooper City Hall: Reyes reached out to, or if one of our Commissioners contacted Mr. Reyes recently, I think that if we, as a city, if we're going to move forward, then perhaps we need to contact Mr. Krieger as well, since 2 of the elected officials up here was in support of not only Mr. Krieger, but also Mr. Eggleston.

185

00:16:18.680 --> 00:16:22.509

Cooper City Hall: to to to determine if there's any interest.

186

00:16:23.141 --> 00:16:28.018

Cooper City Hall: With that individual as well. If there isn't, then

187

00:16:29.530 --> 00:16:33.329

Cooper City Hall: I don't know. And this is a question really for

188

00:16:33.660 --> 00:16:34.460

Cooper City Hall: Mr.

189

00:16:36.930 --> 00:16:38.640

Cooper City Hall: Mr. Horowitz.

190

00:16:39.090 --> 00:16:41.579

Cooper City Hall: So the firm that we hired last

191

00:16:42.950 --> 00:16:43.780

Cooper City Hall: both

192

00:16:43.870 --> 00:16:49.460

Cooper City Hall: to do the to do the national search for the city manager.

193

00:16:49.770 --> 00:16:55.890

Cooper City Hall: Were there any? If we didn't keep the Cm. For more than a year?

194

00:16:56.120 --> 00:17:03.029

Cooper City Hall: Was there anything contractually that that we could where we could reach back out to them.

195

00:17:03.200 --> 00:17:30.680

Cooper City Hall: Thank you. Good evening, Mayor Commission, Commissioner Green. The the answer to the short answer to your question is yes, and in the backup to the mayor's agenda item this evening is a copy of the proposal from Colin Basinger that was submitted when the Commission went through this exercise about a year and a half ago, included in the warranty section. It states that if the selected individual, that being Mr. Eggleston, leaves for any reason other than an act of God, such as total incapacitation or death. Within the first year

196

00:17:30.680 --> 00:17:47.209

Cooper City Hall: column, vendor and associates will repeat search for the reimbursement of our expenses only. In other words, we're still within that 12 month window, and under the terms of their proposal, they'd be required to Ca conduct another search for the city. The city would only be responsible for their out of pocket expenses as part of that process.

197

00:17:47.440 --> 00:17:57.310

Cooper City Hall: Okay, I'd like to know what my colleagues think about that, because I I certainly would like. For if there were 2

198

00:17:57.950 --> 00:17:58.740

Cooper City Hall: of

199

00:18:00.020 --> 00:18:25.920

Cooper City Hall: if there were 2 candidates that were in this drop preference a year ago that in all transparency and fairness that both of them should be contacted through the firm that we hired, and perhaps because it's it's you know, it's within 12 months. Maybe there are some additional candidates that may that may come about. I just don't want to

200

00:18:26.060 --> 00:18:32.160

Cooper City Hall: while we have 2 prospective candidates.

201

00:18:32.230 --> 00:18:33.670

Cooper City Hall: I certainly

202

00:18:33.800 --> 00:18:35.389

Cooper City Hall: don't want to

203

00:18:36.100 --> 00:18:37.839

Cooper City Hall: be in a position where

204

00:18:37.930 --> 00:18:43.589

Cooper City Hall: I'm forced to just make a decision on just 2 candidates when quite possibly.

205

00:18:43.917 --> 00:18:53.012

Cooper City Hall: there may be some other some other candidates. So that's kind of where I'm at. I'd like to hear what my colleagues have to say on this matter as well. Thank you, Mayor.

206

00:18:54.110 --> 00:18:55.661

Cooper City Hall: Yes, a few things.

207

00:18:56.390 --> 00:19:02.127

Cooper City Hall: we do have. We do have 2 directors, positions that need to be filled, and

208

00:19:03.010 --> 00:19:13.579

Cooper City Hall: to that point. Directors are usually hesitant to go somewhere when they're not sure who their boss is going to be, so I think by delaying, we run the risk of not being able to fill those positions.

209

00:19:13.949 --> 00:19:28.289

Cooper City Hall: Yes, I think the search company gives us a a warranty, but it's really nominal money. When you're talking about the timeframe to go back out for a search, we're talking probably 6 months. There were 2 candidates that

210

00:19:28.300 --> 00:19:34.020

Cooper City Hall: you could say came in second, I would say one of them came in first, because they had more first place than the other one.

211

00:19:34.392 --> 00:19:56.570

Cooper City Hall: But that's either here nor there. I am opposed to out of State candidates because there is a learning curve. It will take time for them to move down here, and this is a situation where we, I think the best course of action is to immediately fill it and move on, and not to wait. If we gonna do a search. It's gonna take a long time. So time

212

00:19:57.410 --> 00:20:11.999

Cooper City Hall: leaving those those vacant positions, the budget. Those are all things. Why, I think we need to move on the warranty. I think that that's a you're defraying like \$20,000 in cost or something like that, because I think we pay 34,000. But there was also.

213

00:20:12.250 --> 00:20:15.700

Cooper City Hall: you know, I should say, 20,000 fees someone was cost. So it's really

214

00:20:16.280 --> 00:20:24.240

Cooper City Hall: that's nothing. When you're when you run, when you're messing, you know, if you don't have somebody in these spots, you can easily waste that money.

215

00:20:24.810 --> 00:20:28.489

Cooper City Hall: I I'm obviously gonna advocate for Alex Ray, because that was the one who I

216

00:20:28.620 --> 00:20:52.519

Cooper City Hall: has my only pick. I think we should. If he's willing to to serve, I think we should have the the mayor reach out to him and attempt to negotiate a contract. If it doesn't work, then then we can go back out, or we could look at an interim basis or something, but that's what I wanna do. I wanna

move this along and like I said, I hate to take something from the school board, but I think this last time was the best time they've had. Instead of

217

00:20:52.520 --> 00:21:10.589

Cooper City Hall: going back out for search committees and and continuing to be in purgatory, they they moved along. They move the district along. So that's my opinion. I wanna you know, ask the mayor to go out negotiate with Mr. Ray. Come back with us for something. If it doesn't work out, if we can't meet it

218

00:21:10.650 --> 00:21:21.389

Cooper City Hall: well, then, we can. We could figure out the next steps, but that's what I'd like to do. Thank you. Commission. Thanks. I don't want a long search. I think we need stability.

219

00:21:21.570 --> 00:21:23.399

Cooper City Hall: I think we need

220

00:21:23.670 --> 00:21:29.900

Cooper City Hall: a manager who can lead here, and I don't think it's fair to put our directors into these positions of

221

00:21:29.980 --> 00:21:33.899

Cooper City Hall: having to fill in anymore. We went with the national search.

222

00:21:34.260 --> 00:21:38.740

Cooper City Hall: We got the candidates. We hired one great guy, but

223

00:21:39.438 --> 00:21:41.729

Cooper City Hall: ultimately he lasted 10 months.

224

00:21:41.910 --> 00:21:48.209

Cooper City Hall: So we we did the National search, and one could argue, based on that evidence that

225

00:21:48.390 --> 00:21:49.949

Cooper City Hall: it was not successful.

226

00:21:52.070 --> 00:22:00.830

Cooper City Hall: I was very impressed by Mr. Ray because of his experience, also because of the locations where he's worked, and I

227

00:22:01.180 --> 00:22:07.610

Cooper City Hall: firmly believe he he was the other best candidate. I know that I looked back at the minutes. I know that

228

00:22:07.850 --> 00:22:15.519

Cooper City Hall: other colleagues on here indicated that he was the third choice. He would. He was kind of like my one and a half

229

00:22:16.149 --> 00:22:25.059

Cooper City Hall: joy, you know, under Mr. Egelson, but I I saw a lot of value there. So I think bringing someone in with his level of experience.

230

00:22:25.300 --> 00:22:28.050

Cooper City Hall: he's going to be able to write the ship right away.

231

00:22:28.320 --> 00:22:30.180

Cooper City Hall: and we

232

00:22:31.370 --> 00:22:36.439

Cooper City Hall: I've been the Commissioner for less than 2 years, and I've had to. I've had.

233

00:22:37.370 --> 00:22:43.070

Cooper City Hall: It's going to be 2 full managers in one interim. That's that's instability for our team.

234

00:22:43.230 --> 00:22:44.240

Cooper City Hall: So

235

00:22:44.840 --> 00:22:46.369

Cooper City Hall: I would like to.

236

00:22:48.840 --> 00:22:50.840

Cooper City Hall: You know, I would like to move forward.

237

00:22:51.380 --> 00:22:52.579

Cooper City Hall: I like Ray

238

00:22:53.470 --> 00:22:54.670

Cooper City Hall: Commission. Malozie.

239

00:22:55.650 --> 00:22:59.970

Cooper City Hall: Wasn't he being fired for cause where he was when he was applying for us.

240

00:23:00.260 --> 00:23:09.300

Cooper City Hall: or shortly thereafter. No, they there was election coming up, and Colin Basinger said that he was leaving because of the election.

241

00:23:09.520 --> 00:23:25.319

Cooper City Hall: I think he interviewed in like February's. Their election was in March, and then, yeah, he was. I don't know if he quit or got fired after the change in that right, because I don't think it was for cause no, I mean it was before the the people who voted to get rid of them came in. So I mean.

242

00:23:25.490 --> 00:23:29.680

Cooper City Hall: yeah, maybe maybe they made up calls. I mean, I can. I'm great at making up calls.

243

00:23:30.500 --> 00:23:51.730

Cooper City Hall: Well, listen, you 3 already have your minds made up, so, no matter what I say, just listen to what you're saying, you could your head all you want. But all 3 of you already said what you want. So no matter what I say, if I say, white, you're going to say black, Mr. Mayor, that's just the way it is.

244

00:23:52.340 --> 00:24:01.750

Cooper City Hall: You're but no matter what, somehow it's going to be myself. But if I remember correctly, Saint Pete launched an investigation into that city manager.

245

00:24:02.230 --> 00:24:07.399

Cooper City Hall: and maybe, instead of jumping, you should look into that. I did. It wasn't for cause.

246

00:24:07.490 --> 00:24:12.549

Cooper City Hall: What was it for? Why would why would a city launch an investigation into a city manager?

247

00:24:14.240 --> 00:24:23.000

Cooper City Hall: They've been firing for cause, that's for sure. This is the gentleman who who was at Minor League for like 28 years, if you remember, the mayor didn't like him because he hadn't been fired from any jobs

248

00:24:23.020 --> 00:24:24.880

Cooper City Hall: when he came and interviewed with us. Do you remember that?

249

00:24:25.360 --> 00:24:38.360

Cooper City Hall: No, that was his thing. I don't remember that. But you know what's amazing is that, and said not meant in a disrespectful way, how you and I can have a back and forth conversation, and no one says anything. But when I attempt to interject

250

00:24:38.410 --> 00:24:54.660

Cooper City Hall: the way you are, I get my head handed to me. But I'm just trying to point out how there's no disparity here whatsoever, and how. But but there's but again it's I'm attempting, and I have no issue with it.

251

00:24:54.660 --> 00:25:14.474

Cooper City Hall: But I'm sorry I don't care. That's the point. I do, but other, but apparently not enough to stop someone else from interrupting people.

252

00:25:16.950 --> 00:25:23.319

Cooper City Hall: There's no doubt in my mind. I held this meeting for the primary reason of the employees.

253

00:25:23.830 --> 00:25:31.139

Cooper City Hall: I agree with you, Commissioner Catsman, that there has not been the stability. I thought we were getting it, and for 10 months we had it.

254

00:25:31.190 --> 00:25:35.750

Cooper City Hall: and we were headed in the right direction, and we will still be headed in the right direction

255

00:25:36.300 --> 00:25:38.400

Cooper City Hall: as soon as we take care of this

256

00:25:38.570 --> 00:25:43.590

Cooper City Hall: expeditiously, and I'll use that term again because

257

00:25:45.640 --> 00:25:46.690

Cooper City Hall: I'm reading.

258

00:25:46.830 --> 00:25:50.989

Cooper City Hall: Sorry. Can you do it without moving your lips. Yes, I okay.

259

00:25:53.780 --> 00:26:01.070

Cooper City Hall: The difficulty, Commissioner Green, that I have with a proposal of going back through the search again

260

00:26:01.510 --> 00:26:06.700

Cooper City Hall: is the fact, and I don't think it'll take maybe 6 months, but it will take 3 to 6.

261

00:26:07.380 --> 00:26:12.439

Cooper City Hall: Colin's got to go through the whole thing. It took that long, last time shouldn't be any different this time.

262

00:26:13.010 --> 00:26:15.360

Cooper City Hall: Might we get someone different?

263

00:26:15.490 --> 00:26:18.079

Cooper City Hall: Possible? Might we get the same

264

00:26:18.180 --> 00:26:21.150

Cooper City Hall: retreads possible? We don't know.

265

00:26:21.710 --> 00:26:24.530

Cooper City Hall: We do know, because we've interviewed

266

00:26:25.140 --> 00:26:26.280

Cooper City Hall: the one

267

00:26:27.270 --> 00:26:29.280

Cooper City Hall: that Commissioner Charter likes.

268

00:26:29.953 --> 00:26:35.050

Cooper City Hall: Commissioner Katzman has had contact with, and I'll be very transparent

269

00:26:35.090 --> 00:26:36.629

Cooper City Hall: today. At about

270

00:26:39.010 --> 00:26:39.930

Cooper City Hall: 8,

271

00:26:40.240 --> 00:26:46.150

Cooper City Hall: 15, 8, 30. I got a phone call from Alex Ray, and it's Ray not raised. By the way.

272

00:26:49.230 --> 00:26:50.850

Cooper City Hall: introduce himself.

273

00:26:50.980 --> 00:26:52.890

Cooper City Hall: Told me that he's interested.

274

00:26:53.070 --> 00:27:02.890

Cooper City Hall: Told me that he's doing the consulting like you indicated told me that he can literally be here within a couple of weeks.

275

00:27:03.860 --> 00:27:04.780

Cooper City Hall: and

276

00:27:05.960 --> 00:27:11.330

Cooper City Hall: you know that that meant something, because he was willing to step in

277

00:27:11.630 --> 00:27:12.490

Cooper City Hall: a

278

00:27:12.670 --> 00:27:22.060

Cooper City Hall: knowing that. And this is the important thing, because I did tell them, knowing that the city manager had a resignation date of July first.

279

00:27:22.160 --> 00:27:25.399

Cooper City Hall: So transition is always important.

280

00:27:27.450 --> 00:27:29.760

Cooper City Hall: his knowledge. And and I

281

00:27:31.410 --> 00:27:37.509

Cooper City Hall: I understand where you're coming from, Commissioner Malosi. I understand where you, coming from Commissioner Green.

282

00:27:37.550 --> 00:27:40.260

Cooper City Hall: They also understand where the employees are coming from.

283

00:27:41.000 --> 00:27:44.639

Cooper City Hall: They needed, I think, more than anyone can. We

284

00:27:44.830 --> 00:27:50.559

Cooper City Hall: lasts like we already have time and time again through interims. Absolutely.

285

00:27:51.130 --> 00:27:54.009

Cooper City Hall: But that's not the way you do business.

286

00:27:54.990 --> 00:28:03.814

Cooper City Hall: Commissioner. Thank you, Mayor Ross. I just wanted to make sure that we're continuing the conversation, and I certainly do appreciate, and I do remember Mr. Ray from

287

00:28:06.780 --> 00:28:21.319

Cooper City Hall: more than at 9 months ago, or thereabouts. And part of the reason why he didn't get my support. One of the reasons that he didn't get my support because it was being published in the paper that he was going to be retiring

288

00:28:21.580 --> 00:28:24.531

Cooper City Hall: from one of his from one of his

289

00:28:25.499 --> 00:28:39.150

Cooper City Hall: one of his jobs and so he was, I believe, quoted in the paper that he was only looking to be a city manager not for the long term. And so that was for me.

290

00:28:39.230 --> 00:29:05.659

Cooper City Hall: and I think I I expressed it, or I I hope that I expressed it. During the last time that we did this was that we wanted to. I wanted to make sure that we hired a city manager that was going to be here for the long run the long haul, and that was going to was going to grow with our employees grow with the staff and be a part of this community. For a long time

291

00:29:05.940 --> 00:29:15.569

Cooper City Hall: the harsh reality, and I'm in. And let me say this publicly. I'm saddened that Mr. Egalston

292

00:29:16.010 --> 00:29:25.900

Cooper City Hall: is has resigned. I certainly understand why he resigned. I will never, ever. I'll always support someone who supports their family.

293

00:29:26.514 --> 00:29:29.459

Cooper City Hall: God bless him! I wish more people were like him.

294

00:29:29.840 --> 00:29:31.650

Cooper City Hall: but the harsh reality

295

00:29:31.750 --> 00:29:41.089

Cooper City Hall: folks is that there has not been any stability. There has been consistent instability in this city.

296

00:29:42.450 --> 00:29:44.489

Cooper City Hall: because, you know, we've had

297

00:29:44.510 --> 00:29:45.610

Cooper City Hall: my Lord

298

00:29:46.050 --> 00:29:48.399

Cooper City Hall: Interim city managers.

299

00:29:48.630 --> 00:29:58.839

Cooper City Hall: city managers, department heads assistant department heads. It's been a revolving door, and Mayor Ross.

300

00:30:00.710 --> 00:30:05.340

Cooper City Hall: in my humble opinion it's been because of the elected officials.

301

00:30:06.140 --> 00:30:08.950

Cooper City Hall: and I'm going to say that because I know

302

00:30:09.550 --> 00:30:28.009

Cooper City Hall: what has gone on in this city for 14 years. The reason why we've had instability, the reason why the most recent, the public Works director. When that Mr. Egalston had tried to hire when he sat over here and he heard the

303

00:30:30.890 --> 00:30:33.630

Cooper City Hall: the the spirited

304

00:30:33.690 --> 00:30:38.720

Cooper City Hall: debate, and I'm going to say, and I'm I'm trying to use my words cautiously.

305

00:30:38.820 --> 00:30:41.220

Cooper City Hall: because I truly believe that

306

00:30:41.330 --> 00:30:45.710

Cooper City Hall: if we are going to, if we're whoever the next city manager

307

00:30:45.920 --> 00:30:48.249

Cooper City Hall: that we're going to hire

308

00:30:49.280 --> 00:30:55.570

Cooper City Hall: between now, and when at the end of this year it's going to be the 5 of us up here, Mayor Ross.

309

00:30:57.530 --> 00:31:06.020

Cooper City Hall: after November. There's going to be new people, some potential new people, or at least I know 2. The Mayor and I will not be up here

310

00:31:07.210 --> 00:31:11.099

Cooper City Hall: if the commission if we don't get it

311

00:31:11.330 --> 00:31:12.290

Cooper City Hall: bright.

312

00:31:12.980 --> 00:31:21.190

Cooper City Hall: And what I'm talking about is we need to check our attitudes, and we need to make sure we need to allow the city manager to run the day-to-day operations.

313

00:31:21.740 --> 00:31:30.140

Cooper City Hall: We don't need to instill fear in the city manager 3 months in 3 months. When they come here we send out something, and we do a veiled threat

314

00:31:30.370 --> 00:31:32.360

Cooper City Hall: to let the city manager go.

315

00:31:32.380 --> 00:31:34.470

Cooper City Hall: That is not

316

00:31:36.470 --> 00:31:42.560

Cooper City Hall: in my, but in my humble opinion that is not the way to move the city forward, Mayor Ross.

317

00:31:43.090 --> 00:31:45.189

Cooper City Hall: and I'm just being honest with you

318

00:31:45.860 --> 00:31:51.220

Cooper City Hall: if we're going to. I find it interesting, and God bless them for reaching out to

319

00:31:52.070 --> 00:31:54.460

Cooper City Hall: you to Mr. Katzman

320

00:31:56.560 --> 00:32:08.100

Cooper City Hall: I'm perplexed. Why Mr. Reyes did not reach out to I don't know if he reached out to Commissioner Milosey. He certainly did. He certainly didn't reach out to me, and so in my mind.

321

00:32:08.180 --> 00:32:12.409

Cooper City Hall: if I am a city, if I have, if I'm expressing an interest

322

00:32:12.770 --> 00:32:29.709

Cooper City Hall: in running, managing a town. I am going to reach out to all of the elected officials and say to those elected officials, You know what I haven't. While I know Commissioner Green. You I I did not receive your support. In the first go around.

323

00:32:29.810 --> 00:32:44.620

Cooper City Hall: Commissioner Green. I see that there is a there is an opening I would like to talk to you about. Why, I believe I'm the best candidate. Mr. Reyes has never reached out to me. He's only reached out to a few and and

324

00:32:44.700 --> 00:33:04.690

Cooper City Hall: Ray not raise. Well, whatever his last name is, he didn't reach out. He reached out to some, and he didn't reach out to others, and at the end of the day, Mayor, as long as I'm up here I still have a vote, and if Mr. What is it again? And if Mr. Ray cannot show me some respect, as the Senior

325

00:33:04.870 --> 00:33:15.079

Cooper City Hall: Commissioner on this, the senior elected official on this day is, if he doesn't have enough respect for me to reach out to me. Then guess what he ain't getting my support again.

326

00:33:15.360 --> 00:33:19.729

Cooper City Hall: and that's all I have to say, Mayor. Thank you. Thank you, continuing the discussion. Thank you, Mayor.

327

00:33:20.100 --> 00:33:33.290

Cooper City Hall: Anyone else. He probably because you didn't. You? You declined to interview him is probably why you I mean, I wouldn't, you know. But you know what I'm I wanna make a motion for the for the city, or for the mayor to

328

00:33:34.960 --> 00:33:46.970

Cooper City Hall: reach out to Mr. Rez and and Mr. Mr. Ray. Well, I wanna make the motion to reach out for the for the

329

00:33:47.130 --> 00:33:58.602

Cooper City Hall: mayor to reach out to Mr. Ray and negotiate him coming in here, and if they come to successful negotiations, bring it back to us. If not, we'll move on to the next person.

330

00:33:59.287 --> 00:34:25.200

Cooper City Hall: Just just one comment from a legal perspective, as it relates to the motion. If a member of the Commission is delegated, specific authority to negotiate with whether it's a incoming prospective manager or anybody else a potential vendor. Those conversations are subject to the sunshine law, even though it's one person just to just for the Mayor's edification, to the extent that he has that delegated authority. By this commission we need to coordinate public meetings between the Mayor and Mr. Ray to have that conversation.

331

00:34:25.300 --> 00:34:27.329

Cooper City Hall: Not a problem point of information.

332

00:34:27.400 --> 00:34:48.419

Cooper City Hall: I wanted to just say, because I know, Commissioner Schrader said that I declined to interview him. That's not, that's not true. Did not decline to interview Mr. Ray, believe that we had a set amount of time, and we ran out of time, but I'd never declined to interview them, so I wanted to make sure that we pointed that we put that on the record. There was.

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00:34:48.560 --> 00:34:52.430

Cooper City Hall: I think I didn't interview Mr. Hernandez

334

00:34:52.969 --> 00:34:58.270

Cooper City Hall: either, and it wasn't because I declined them. It was because we ran out of time.

335

00:34:58.450 --> 00:35:04.629

Cooper City Hall: Thank you, Commissioner Malauji. Point of information. Point of information. I reread the minutes from that meeting, and

336

00:35:06.540 --> 00:35:13.250

Cooper City Hall: I can't find it at the moment. But I remember you saying I'm sorry that I wasn't able to be here to interview you

337

00:35:13.280 --> 00:35:36.070

Cooper City Hall: because I read. I read the Disclaimers and I that's how you know that, Commissioner. I appreciate that, Commissioner Katsman, but that's that's because I didn't have any more time. It wasn't because I wasn't. Everybody had allocated time to. I understand that. And like everybody up here, I have other job responsibilities that call me away.

338

00:35:36.190 --> 00:35:46.590

Cooper City Hall: and which prevented me from being here when I needed to be. That's fine. I just wanted to be clear that it wasn't that we all we ran out of time and didn't get to interview everybody. It was a you were not able to be there.

339

00:35:46.620 --> 00:35:56.373

Cooper City Hall: and it's good to do the information below to you. Well, I was there, and I did interview everyone, and I didn't get a phone call, either. So don't feel like you're the only one that was unloved.

340

00:35:57.050 --> 00:36:21.971

Cooper City Hall: June eighteenth, of 2,023 from the same Saint Pete. I have a motion on the floor. And that's okay. But second, you will go the same amount of goar. Or did that end now? Because

341

00:36:23.370 --> 00:36:33.519

Cooper City Hall: so everybody here is talking about low morale with employees. But yet, if you read this article which I can forward to you, Tedra, and include it in the minutes.

342

00:36:33.550 --> 00:36:34.890

Cooper City Hall: it says that

343

00:36:35.220 --> 00:37:03.850

Cooper City Hall: city manager, Alex Ray is on the hot seat with the City Commission, stripping him of much of his authority and directing legal staff to conduct an investigation into human resources, issuing, including claims of a toxic work. Environment at City Hall issues arose at what was scheduled to be Ray's Yearly review and salary adjustment at the June Thirteenth Commission meeting. The City manager, presented the Commission with a list of accomplishments over the last year, and said he appreciated bidding

344

00:37:03.850 --> 00:37:33.509

Cooper City Hall: the Saint Pete, Saint Pete Beach City manager. However, all 5 City Commissioners shifted focus to what they said. Have been they to what they said? They have been hearing from employees. One called it an air of discontent among city staff and the low morale and turnover that has resulted. After that meeting the Commission reconvened in a special meeting on June sixteenth, and stripped Ray of his authority to act without approval on the Commission.

345

00:37:33.740 --> 00:37:58.640

Cooper City Hall: I can continue. But this article basically says the entire same thing. So now I'm curious. Everybody wants to move forward and help the city, but yet you're putting someone in another city. This is pre-election, because it says that it is. If you look at the bottom, if you look at the bottom of this, it specifically said that they did not have the election yet.

346

00:37:59.260 --> 00:38:02.239

Cooper City Hall: and that this has been going on for quite some time.

347

00:38:04.180 --> 00:38:07.940

Cooper City Hall: and that these issues have been going on for quite some time.

348

00:38:08.040 --> 00:38:15.690

Cooper City Hall: So why, then, are we putting someone in that is, we're talking about our our employees already having around.

349

00:38:16.180 --> 00:38:20.469

Cooper City Hall: You have to ask for a second on it. I do. Is there a second to call vote.

350

00:38:21.000 --> 00:38:31.790

Cooper City Hall: hearing none, we'll continue with the further and finish up commission. Milosey, I think you're doing a disservice to our employees who are already going through massive transitions.

351

00:38:31.850 --> 00:38:46.749

Cooper City Hall: all because you want to fill a position Colin Basinger would not take, even if you were to put this out to a search. He already knows what we're looking for. The first third of the work is already done. Our needs. What we are looking for has not changed.

352

00:38:47.550 --> 00:38:52.499

Cooper City Hall: So they are going to put this out, and they know what we want. They know how to limit it.

353

00:38:53.030 --> 00:38:56.370

Cooper City Hall: You're looking at a much shorter timeframe.

354

00:38:56.540 --> 00:39:01.199

Cooper City Hall: You already know you have people that are established that can do the job

355

00:39:01.410 --> 00:39:12.900

Cooper City Hall: instead of putting someone in. That's already creating a toxic. And that was my comment. But I'm waiting till she finishes. Go ahead.

356

00:39:13.540 --> 00:39:14.950

Cooper City Hall: I'm done. Thank you.

357

00:39:15.550 --> 00:39:18.589

Cooper City Hall: because it's in written in a newspaper

358

00:39:18.790 --> 00:39:21.960

Cooper City Hall: certainly doesn't mean it's accurate, nor that it's true.

359

00:39:22.000 --> 00:39:24.170

Cooper City Hall: I think we all recognize that.

360

00:39:25.900 --> 00:39:30.549

Cooper City Hall: I don't get my news from newspapers. If you have questions.

361

00:39:31.440 --> 00:39:32.820

Cooper City Hall: go to the source.

362

00:39:34.370 --> 00:39:37.989

Cooper City Hall: Having said that anything further on this motion

363

00:39:38.240 --> 00:39:42.379

Cooper City Hall: discussion wise. I just want to make a couple of comments. Go ahead. So

364

00:39:43.950 --> 00:39:46.229

Cooper City Hall: I understand where you're coming from, Commissioner

365

00:39:47.670 --> 00:39:51.729

Cooper City Hall: with respect, Mr. Egelson, have you ever been fired as a city manager

366

00:39:56.180 --> 00:39:57.370

Cooper City Hall: just once.

367

00:39:57.580 --> 00:39:59.700

Cooper City Hall: without cause or the record.

368

00:40:00.180 --> 00:40:03.400

Cooper City Hall: Mr. Krieger was fired from Erie.

369

00:40:04.060 --> 00:40:08.090

Cooper City Hall: My point is, it's a it's a common thing in city management.

370

00:40:08.270 --> 00:40:10.649

Cooper City Hall: That's what happens. You have elections.

371

00:40:11.040 --> 00:40:12.720

Cooper City Hall: It swings the votes

372

00:40:13.230 --> 00:40:17.059

Cooper City Hall: people bring in new managers. We've seen it in Cooper City. We've seen it

373

00:40:17.090 --> 00:40:19.290

Cooper City Hall: with our other finalists.

374

00:40:19.790 --> 00:40:21.580

Cooper City Hall: So I just think it's

375

00:40:21.840 --> 00:40:25.460

Cooper City Hall: the right thing to do to realize that in that field it's like

376

00:40:25.850 --> 00:40:28.940

Cooper City Hall: head coach of a football team. I've never seen a

377

00:40:31.070 --> 00:40:37.080

Cooper City Hall: head coach of a football team who hasn't been fired, and these are people who win super bowls and national championships. So

378

00:40:37.730 --> 00:40:39.099

Cooper City Hall: that said, I'm

379

00:40:39.430 --> 00:40:40.779

Cooper City Hall: that's where I'm coming from.

380

00:40:41.020 --> 00:40:43.389

Cooper City Hall: Thank you. Call about

381

00:40:44.430 --> 00:40:52.529

Cooper City Hall: Commissioner Mosey. Now, Commissioner Katsman, Commissioner Schroder, Commissioner Green, Mayor Ross. Yes.

382

00:40:52.940 --> 00:41:00.339

Cooper City Hall: I have a Co. Point of information for the attorney. Is there anything we need to give specifically

383

00:41:00.540 --> 00:41:11.080

Cooper City Hall: delegate to the mayor? Or how does this work? The mayor really has the delegated authority to open up the door with Mr. Ray for a conversation, he.

384

00:41:11.280 --> 00:41:22.580

Cooper City Hall: Gus, and bring back a recommendation that he would support this commission for consideration if the Commission doesn't support that. Whatever proposal the mayor brings back would go back to further discussion when you're done.

385

00:41:22.650 --> 00:41:29.239

Cooper City Hall: and my question would be, is, I don't know how the mayor schedule is. I think this is sooner than late. We need it sooner than later.

386

00:41:29.310 --> 00:41:34.510

Cooper City Hall: How soon would the mayor Mayor, would you be able to start these, and how soon would you be able to bring something to us?

387

00:41:35.810 --> 00:41:39.280

Cooper City Hall: Within 10 days I'll be able to do everything.

388

00:41:39.410 --> 00:41:44.559

Cooper City Hall: Well, we have a meeting in 8 days, so can you do? Thank you.

389

00:41:45.810 --> 00:41:57.919

Cooper City Hall: Point of information. Point of information. All the other negotiations have been done by the city attorney. Why is this one different? It's funny that you mentioned that I had full intention of having the city attorney there with me.

390

00:41:58.000 --> 00:42:01.869

Cooper City Hall: But why wouldn't he just do it by himself, the way he's always done.

391

00:42:02.810 --> 00:42:04.230

Cooper City Hall: I mean, that's his

392

00:42:04.420 --> 00:42:13.909

Cooper City Hall: no offense, but that's his job. We pay him for things like this. Well, we don't delegate authority to him to to negotiate. But we have in the past for

393

00:42:14.020 --> 00:42:27.390

Cooper City Hall: all the other contractual positions that we've had, including the city manager position, so why, then, never done that? But we have last time we negotiated with Mr. Eggeson here from the day 3 h.

394

00:42:27.580 --> 00:42:29.289

Cooper City Hall: and it was very

395

00:42:29.370 --> 00:42:31.180

Cooper City Hall: cumbersome and awkward

396

00:42:32.210 --> 00:42:46.579

Cooper City Hall: point of information. So the Commission has the the Commission. The majority of the Commission has said, for the Mayor to negotiate on behalf of the commission. So when it comes back, Mr. Mr. Horowitz.

397

00:42:46.820 --> 00:42:49.310

Cooper City Hall: it it just it just.

398

00:42:50.590 --> 00:42:54.570

Cooper City Hall: And, Mayor Ross, I'm going to use one of your words. Your terms, transparency.

399

00:42:55.550 --> 00:43:11.279

Cooper City Hall: It's you have an unfair, quite honestly. You have an unfair advantage, right? Because you are negotiating on behalf of the entire Commission, and to include yourself and I, and you are a phenomenal person, and I respect you.

400

00:43:11.280 --> 00:43:37.539

Cooper City Hall: but I respect, but I would respect more more if there, if none of us were involved in the negotiations and for the city city attorney, or someone else, and the city attorney other than any of the elected. I wouldn't support me negotiating. I I don't have the the, you know, the expertise to do that. And so, Mayor, I I just

401

00:43:37.840 --> 00:43:58.479

Cooper City Hall: it just puts you in a you. It puts you in a in a position where it's it's like you're the strong mayor, and that's not how this body is set up. And so that's my only that's my concern when we talk about transparency. You know. Throw that out the window because

402

00:43:58.690 --> 00:44:05.399

Cooper City Hall: one is one is negotiating on behalf of the rest of the rest of the elected officials. And

403

00:44:07.100 --> 00:44:13.930

Cooper City Hall: and it puts you, I think it also puts you in a compromising position because

404

00:44:16.500 --> 00:44:33.950

Cooper City Hall: folks can come. Information can come to you from folks on the day is to you in terms of negotiation, and I I don't. I would not want you to be in that position. Just like if you recall when we were went before

405

00:44:34.020 --> 00:44:49.549

Cooper City Hall: the last go around. Last year, several years ago, when we tried to hire a city manager. How we ended up with Mr. Napoli. We had used a firm, and I believe one of the candidates that had come forth was Tom Jones.

406

00:44:50.190 --> 00:44:56.999

Cooper City Hall: You recall Tom Jones, and I think Mr. Horowitz correct me if I'm wrong.

407

00:44:57.160 --> 00:45:03.139

Cooper City Hall: The Commission members of the Commission at that time had great

408

00:45:03.220 --> 00:45:08.299

Cooper City Hall: concern that I was going to be doing something unethical.

409

00:45:08.740 --> 00:45:13.670

Cooper City Hall: or would that would not stay in the light of day, because I would have been hiring someone

410

00:45:14.390 --> 00:45:21.770

Cooper City Hall: who would have to retire from the organ, the organization that we both represented to hire them.

411

00:45:23.040 --> 00:45:28.549

Cooper City Hall: I got an ethics opinion correct? Yes, you did, Commissioner. So, Mayor Ross, I just

412

00:45:29.960 --> 00:45:31.670

Cooper City Hall: you're well qualified.

413

00:45:32.190 --> 00:45:44.329

Cooper City Hall: well qualified. You do this. You can do it with your eyes closed. Those are my concerns, and and I appreciate what you're saying, and that's why I'm reminded by Council that it has to be in the sunshine.

414

00:45:44.680 --> 00:45:48.569

Cooper City Hall: So I'm not doing anything that I should not be doing.

415

00:45:48.610 --> 00:45:53.930

Cooper City Hall: Nor am I being anything but transparent so.

416

00:45:53.960 --> 00:46:01.570

Cooper City Hall: and I have full intentions whether it was said or not, to have Jacob on either my left, on my right side, but being there.

417

00:46:02.080 --> 00:46:14.049

Cooper City Hall: so I appreciate that. Thank you so well. I'm glad you a point of information. I'm so I'm sorry, cause I just go ahead because you're in a you're in a unique position, and I want to make sure that as an elected official I understand

418

00:46:14.550 --> 00:46:16.750

Cooper City Hall: what I can do.

419

00:46:17.200 --> 00:46:29.629

Cooper City Hall: So if the mayor and Mr. Horowitz, if you all are negotiating, can I contact you, Mr. Horowitz, and find to determine where are we in the negotiations? What is

420

00:46:29.967 --> 00:46:55.280

Cooper City Hall: Mr. Ray, what is he? Would I be? Would I or any of the elected officials? Would we have an opportunity to provide you with input short answer is, yes, okay. The extent that any member of the Commission wanted to sit and not not participate, but view the negotiations as they were taking place, they would be public meetings with notice minutes taken and unfettered public access. So if I wanted to, okay.

421

00:46:55.350 --> 00:46:57.519

Cooper City Hall: so if I wanted to do that

422

00:46:58.150 --> 00:47:08.319

Cooper City Hall: if I wanted unfettered access. And again, I don't know the mayor's schedule. I don't know if he's in town. I know he's got some travel. No, no, either it's virtual or in person. Either way the public will have

423

00:47:08.320 --> 00:47:31.939

Cooper City Hall: unfettered access to those conversations. Any member of the Commission, any minimum member of the public can sit in the room, can't participate, but can observe the entire exchange between myself, the mayor and Mr. Ray, to the extent that you have interest in doing so. Okay? And so that information will be provided to us. No. So at every, at every, at every point, when you and the mayor contact, and you all are having a conversation.

424

00:47:32.210 --> 00:47:46.939

Cooper City Hall: The city clerk is going to get that information that is going to be sent to the elected staff and the public, and we can. And the city clerk has to provide notice. Okay, much like any commission meeting of those conversations prior to no, no, perfect. Thank you. Thank you very much.

425

00:47:46.990 --> 00:47:50.160

Cooper City Hall: Staff will be making them. I'm not okay. Thank you.

426

00:47:50.490 --> 00:47:51.300

Cooper City Hall: Thank you.

427

00:47:52.410 --> 00:47:56.880

Cooper City Hall: Additional public comments. Do we have anyone? No, sir, anyone on Virtual? No, sir.

428

00:47:57.010 --> 00:47:59.720

Cooper City Hall: you have motion, motion, thank you.