



CITY COMMISSION ORDINANCE/RESOLUTION

TITLE: Resolution 26-09 (Parks & Recreation)

DATE: January 29, 2026

DESCRIPTION: A RESOLUTION OF THE CITY COMMISSION OF THE CITY OF COOPER CITY, FLORIDA, APPOINTING JOSHUA RHODES TO SERVE AS THE CITY'S PARKS AND RECREATION DIRECTOR, IN ACCORDANCE WITH SEC. 4.01(4)(C) OF THE CITY CHARTER; PROVIDING FOR CONFLICTS; PROVIDING FOR SEVERABILITY; AND PROVIDING FOR AN EFFECTIVE DATE.

CITY MANAGER RECOMMENDATION:

The City Manager recommends approval of the appointment of Joshua Rhodes as the Parks and Recreation Director.

BACKGROUND OF ITEM:

In September 2025, the city initiated a recruitment process to fill the vacant Parks and Recreation Director position. Following the first round of interviews, the position was re-advertised in December to ensure a comprehensive and competitive selection process. Upon completion of all interviews, careful consideration was given to each candidate's qualifications, experience, and alignment with the City's organizational goals.

As part of the City's ongoing commitment to employee development and succession planning, emphasis was placed on creating opportunities for internal advancement. Promoting from within supports organizational stability, recognizes institutional knowledge, and reinforces the City's dedication to professional growth for its employees. After a thorough evaluation, the City Manager recommends appointing internal candidate Joshua Rhodes as Parks and Recreation Director.

Mr. Rhodes exhibited strong leadership, commitment to the department, and a clear understanding of the City's parks and recreation operations. His appointment ensures continuity within the department while creating opportunities for professional growth and advancement for other team members. This strategy supports employee retention, enhances organizational capacity, and improves service delivery to the Cooper City community.

The recommended appointment aligns with the City's goal of promoting employee growth, supporting career advancement, and retaining high-performing staff who positively impact the quality of life for Cooper City residents.

I am also proposing not to fill the Assistant Director positions. Savings will be used to hire consultants who will develop policies and operational procedures for the departments, as well as upgrade the pay scale for the Parks and Recreation Manager to promote career growth opportunities for staff.

PROCUREMENT:

N/A

FISCAL IMPACT:

Savings from Assistant Director vacancy (\$135K), consultant fee (\$50,000), and internal position upgrades (\$50,000) for total savings of \$35,000.

ATTACHMENTS:

1. Joshua Rhodes Resume