



CITY OF COOPER CITY CITY COMMISSION REGULAR MEETING

Tuesday, October 08, 2024 at 6:30 PM
City Hall Auditorium | 9090 SW 50th Place

MINUTES

PLEDGE OF ALLEGIANCE

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

ROLL CALL

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

DECORUM - Jacob Horowitz, City Attorney

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

CHANGES TO AGENDA/EMERGENCY MATTERS

No changes or emergency matters.

PROCLAMATIONS/PRESENTATIONS

1. Resolution 24-39 - Commissioner Katzman

City Attorney Horowitz read "A RESOLUTION OF THE CITY OF COOPER CITY EXPRESSING SUPPORT FOR THE STATE OF ISRAEL AND THE JEWISH PEOPLE AND CONDEMNING TERRORIST VIOLENCE ON THE ONE-YEAR ANNIVERSARY OF THE OCTOBER 7 ATTACKS; PROVIDING FOR CONFLICTS, PROVIDING FOR SEVERABILITY; PROVIDING FOR AN EFFECTIVE DATE" by title.

Commissioner Katzman thanked the members of the community for attending the meeting tonight and read the resolution. He advised we continue to stand with Israel.

Commissioner Mallozzi would like the resolution hand delivered to Israel If possible.

Commissioner Katzman stated the resolution directs a copy be sent to the Consul General of Israel.

Commissioner Green thanked Commissioner Katzman for bringing forth this resolution and spoke on his support of Israel.

Commissioner Shrouder echoed the same sentiments as his fellow Commissioners and said this is near and dear to him having grown up in this community.

Mayor Ross would like to forward a copy of the resolution to everyone on the federal level including the President, the Presidential Candidates and our Congresswoman.

MOTION: Commissioner Katzman moved to approve Resolution 24-39. Commissioner Mallozzi seconded the motion which prevailed by a unanimous roll call vote. (5-0)

2. Pet Adoption - **Commissioner Mallozzi**

Commissioner Mallozzi advised Bronson a 2-year-old dog is available for adoption by contacting the Humane Society of Broward County at www.humanebroward.com or 954-989-3977 Ext 6.

3. Recognition - Cooper Academy Participants – **Communications**

The 2024 Cooper Academy participants Jermine Alvarado, David Angel, Emmanuel Gonzalez, Lillian Maniscalco, Diane Rogers, Kathy Welch, Sara DuCuennois, Angela Vuolo and Ruthy Green were recognized.

4. BSO Fire Rescue Recognition – **BSO Fire**

The Commission alongside Chief Brown recognized Lieutenant Edwins Ermilus, Firefighter/Paramedic Michael Alvarez and Firefighter/Paramedic Ethan Coello for their quick lifesaving actions on July 15th, 2024.

PUBLIC SPEAKING

Open Public Meeting/Agenda Concerns

Sydney Myers, who works for the American Jewish Committee thanked the Commission for passing the resolution and their support.

Commissioner Katzman said he reached out to the American Jewish Committee and thanked them for their support of the item.

Angelica Palank-Sharlet, Fort Lauderdale resident and former Commissioner of Cooper City explained during her tenure as Commissioner created the obligation for the City to cover insurance when an elected officials serves three terms and reaches the age of 50. She advised the council at the time built out this City and spoke on her concern of the current salary of the Commission. She also spoke on her support of the lifetime benefits and her concern with the Commission stopping the benefits.

Commissioners Mallozzi and Green asked that Mrs. Palank-Sharlet's time be extended due to her knowledge on the subject.

Ms. Palank-Sharlet said the benefits they passed were legal and well deserved.

Commissioner Shrouder said the Commission discussed stopping the life insurance benefits for spouses of former elected officials that were not the spouse at the time the elected official served. In 2002 the residents voted that any benefits conferred to elected officials need to be done by ordinance. We cannot obligate residents 30 years later to pay these substantial costs. He also advised Ms. Palank-Sharlet was against Monterra. He has no issue removing something that was not granted legally.

Philip Sharlet, spoke on his concerns with the removal of his benefits and the Commissions salary increase.

Commissioner Shrouder said our residents are not required to pay for his lifetime benefits and advised his comments and numbers are inaccurate.

Alexandra Fox from Franklin Academy Cooper City, explained staff has met with Captain De Giovanni and Rock Creek representatives to address traffic issues.

Ryan Mescha, 25-year resident spoke on a safety concern with the school zone in Rock Creek being set from 7:00 AM to 8:00 AM and asked that the school zone signs be extended to 8:30 AM to account for the middle school students. He asked the City Commission for their support.

Consensus was reached to extend the school zone in Rock Creek 30 minutes.

Victoria Brantley, new resident does not believe the City should pay for former elected officials health benefits.

Roni Sterin, thanked the Commission for their support of Israel.

Mark Hattabaugh, Pastor from the Pentecostals of Cooper City and resident thanked the Commission for their support of Israel.

Steven Moses, 40-year resident said not all former commissions were favorable to the City. He also spoke on not supporting lifetime insurance benefits for former elected officials and their spouses that were not spouses at the time.

Jermine Alvarado, 8-year resident does not see an issue with adjusting salaries of the elected officials as the current times may call for it. He would also like the employees' salaries to be considered too.

CONSENT AGENDA

Minutes

5. September 17, 2024 Special Recognition Minutes
6. September 24, 2024 Second and Final Budget Hearing Minutes
7. September 24, 2024 Commission Meeting Minutes

Motion to Approve

MOTION: Commissioner Green moved to approve the consent agenda. Commissioner Shrouder seconded the motion which prevailed by a unanimous roll call vote. (5-0)

REGULAR AGENDA

8. Motion to reconsider the COLA (Cost of Living Adjustment) for employees of the City of Cooper City – Commissioner Green

Commissioner Green explained at the September 24th Second and Final Budget Hearing the Commission voted to combine the 3.2% COLA with the merit funds. He would like the Commission to reconsider the COLA to be given out to all employees. He also spoke on the most recent pay study that was completed but adjustments still needing to be made due to inequities. The federal government provides the numbers to the municipalities yearly for the COLA amounts. He asked City Manager Rey to speak on his plan.

City Manager Rey stated he would like to first move the pay plan ranges with the COLA to avoid employees topping out. He explained he would like to release the 3.2% to the hourly employees as those individuals are the most impacted by the COLA.

Commissioner Green said it is not his intent to remove the COLA as it is important to families and employees in Cooper City. He advised the Commission will come and go but the employees are the backbone of the City. He asked his colleagues to bifurcate the COLA and the merit also addressing the concerns from the recent pay study.

Commissioner Shrouder said procedurally a change to the budget requires a budget amendment. He also advised over the past two years staff has received about a 14% increase. The top 50% has received a 22.46% increase and the bottom 50% has only received a 7% increase. He does not want to see this trend continue. He would like the money given to the bottom half who has not been given the increases. He does not want to give the 3.2% to all employees who have already received a 30 to 40 percent increase.

City Manager Rey agrees with Commissioner Shrouder that the lower end hourly employees need adjusted.

Commissioner Shrouder said some hourly employees received a large pay increase. He would also like to move back to a step plan.

Commissioner Katzman said the employees should be making competitive living wages. He has always voted for increases for the employees. He supported the money in the pool to fix inequities from the pay plan. He asked City Manager Rey his recommendation.

City Manager Rey said the pay ranges 115 and down are mostly hourly and he would like to give them the 3.2% as soon as possible.

Commissioner Shrouder said the issue with that plan is there are individuals who were just hired at a higher rate than longtime employees. A one by one evaluation may be a better option.

City Manager Rey said a one by one evaluation will take time.

Commissioner Shrouder would like City Manager Rey to look at the bottom half. City Manager Rey said he can make the inequities whole with the money saved from the 3.2% from the salaried employees.

Commissioner Green asked if this two component system will be implemented moving forward. City Manager Rey said he plans on having two separate components if the budget can provide for it.

Commissioner Katzman said the staff report states this reconsideration would increase the budget by \$248,000 but the money was never removed from the budget it was just reassigned to a different line so the staff report is inaccurate.

Commissioner Mallozzi agrees the compensation study was flawed. She does not believe the step options will solve the inequities. She would like to solve this problem moving forward.

City Manager Rey said the typical step program will have safe guards.

Commissioner Mallozzi said the last step plan failed.

City Manager Rey said he would like the management team to have performance contracts so it is clear if you accomplish certain goals an increase can be given based on performance and it is transparent. A step system is the best safeguard for the hourly employees. There are many issues currently with

individuals with the same job getting paid different amounts. He also said they need to adjust employees if they market calls for a new hire to make more.

Commissioner Mallozzi would like a process in place so employees can speak on the inequities.

City Manager Rey said he reestablished the Employee Advisory Committee to help address topics of concerns. It will take time for the employees to understand the committee can be trusted to help with issues. He advised he recently spoke to the Utilities employees as new individuals are being hired at a higher rate and the current employees need adjusted.

Mayor Ross asked how long it would take to provide a full assessment on all employees. City Manager Rey said he would like to address the issue in two parts. He would like to release the 3.2% to the employees in pay grade 115 down that are paid hourly and then address the inequities. Mayor Ross asked the timeline. City Manager Rey said they are not evaluating everyone. He said by December an evaluation can be completed.

Commissioner Shrouder said using the pay ranges 115 down is not accurate. He has a sheet with the inequities that need addressed based on current salaries. The step plan is a better plan for our organization and the personnel manual needs adjusted as well.

Commissioner Green said he recalls that the open pay plan being used currently was recommended by the Directors. He would like the COLA to be issued to all employees. He also spoke on the step plan and in grade increases that are used at his current job.

Commissioner Katzman asked City Manager Rey his recommendation. City Manager Rey would like to give the increases to the employees in the low pay ranges and then evaluate the inequities.

Commissioner Shrouder believes the merit should be released first to individuals in pay grade 114 and below.

City Manager Rey said today he received three evaluations of individuals on the same performance level with three different recommendations for increases. He sent them back and asked for consistency.

City Attorney Horowitz said if the Commission wants to reconsider the motion done at the Second Budget Hearing it would require a budget amendment. However, if the Commission wanted to provide direction on how to implement the plan that was already approved it would require a consensus or motion.

Commissioner Green made a motion to give the 3.2% COLA to all employees. Commissioner Mallozzi seconded the motion.

City Attorney Horowitz stated as a matter of procedure that motion would require a budget amendment by resolution.

Commissioner Mallozzi said she believes they all want to address inequities first so she proposed first addressing those and then issuing a COLA.

Commissioner Green asked City Manager Rey if his original recommendation was to give a 3.2% COLA to all employees. City Manager Rey answered yes but he is now trying to address the individuals that need adjusted. Commissioner Green restated he is making a motion based on City Manager Rey's original recommendation.

Commissioner Shrouder would like the 3.2% to be given to employees pay grade 114 and below and then evaluations can be made.

Commissioner Mallozzi proposed a friendly amendment to allocate the money to the employees at pay grade 114 and below first and then issue the COLA to all employees. Commissioner Green accepted the friendly amendment.

Commissioner Shrouder said Commissioner Mallozzi's motion would require more money and a budget amendment.

Commissioner Katzman said he believes they are continuing the inequities by giving the COLA to everyone. The City Mangers recommendation has now changed to address issues he is now aware of.

Commissioner Mallozzi said they can address inequities and then issue the COLA to all employees.

Commissioner Shrouder said the pay plan was flawed he made a chart based on salaries that need to be addressed.

Mayor Ross said the plan proposed by the City Manager is quick and efficient.

MOTION: Commissioner Green moved to approve issuing 3.2% to employees in pay grade 114 and below and then a COLA for all employees. Commissioner Mallozzi seconded the motion which failed by the following roll call vote. (3-2)

YES: Commissioners Mallozzi and Green

NO: Commissioners Katzman, Shrouder and Mayor Ross

Censuses was reached to have the City Manager issue the COLA to everyone pay grade 114 and under.

9. Motion to approve a modification to the City Manager's Contract to require the manager to provide at least 180 days' notice before terminating his agreement. – Commission Shrouder

Commissioner Shrouder said stability is needed and the City got lucky with the last City Manger's exit and Mr. Rey's availability.

Commissioner Green said the 180 days' notice is inconsistent with what has been done in the past. He understands with former City Manager Napoli this was brought up due to information coming forth that he was applying elsewhere. He does not believe six months' notice is reasonable. Commissioner Green proposed 75 days' notice.

Commissioner Katzman asked City Manager Rey's opinion on the amendment. City Manager Rey said he is not looking for a job currently and he is at the will of the Commission. Commissioner Katzman said he has had three City Managers and an interim during his short time on the Commission. He is very happy with City Manager Rey's performance and has no issue extending the notice if he is agreeable.

Commissioner Mallozzi sees no reason to change the 60 day notice requirement.

Mayor Ross asked how long a search process takes for selecting a new City Manager. City Manager Rey said anywhere from 6 to 12 months. Mayor Ross said if they are asking the City Manager to provide notice it is only fair and equitable to include a reciprocal notice of 180 days. He said when they hired former City manager Joe Napoli he had the salary down \$10,000 and the Commission at the time wanted

to pay the entire amount. He believes in negotiating and then rewarding based on performance. For the past six months he has been amazed with the items the City Manager has completed. He was not the Mayor's first or second choice but he has done a tremendous job. When he negotiated the contract he decreased it by \$20,000. He recommends raising the salary \$20,000.

Commissioner Shrouder asked what was budgeted for the City Manager with COLA and merit based on the previous City Manager. He does not want to go higher than that.

Commissioner Green asked why they had the Mayor negotiate a contract if they are changing it at this point. He said he did not support the hiring of City Manager Rey based on procedure not being followed. However, he has done an upstanding job. In 2018 the City Manager at the time was sent home with four months' severance pay. He does also not believe the notice should be reciprocal.

Mayor Ross said they spoke on rewarding the employees with the COLA and he is doing the same with the City Manager.

Commissioner Green said it was stated earlier that the bottom tier of employees need adjusted not the top tier but now they are discussing an increase for the City Manager.

Commissioner Mallozzi said the City Manager has been here less than six months and the Mayor did not take the time to negotiate. She has not been asked to give the City Manager a performance review. They were just speaking on addressing inequities and now they are discussing giving a raise to the City Manager. She stated the City Manager has not taken the time to meet with the employees and she still has not met with him. City Manager Rey specifically asked for a severance package due to the new election as he has been historically dismissed by new Commissions. She believes this is being decided due to a new Commission coming on.

Commissioner Katzman said Commissioner Mallozzi's decorum is questionable and the fact that she assumes his vote is inappropriate. He said the City Manager has done a fantastic job but does not agree it is the correct time to increase his salary. He would like the employees' salaries to be addressed first and allow the new Commission to speak on the matter. He does believe a merit increase was included in the budget for the City Manager.

City Manager Rey said Commissioner Katzman's comments are worth more to him than \$20,000 dollars.

Commissioner Shrouder said Commissioner Mallozzi extended the former City Managers contract by six months before she left office. He also asked Commissioner Mallozzi if she told the City Manager that she was going to fire him in November.

Commissioner Green said he is not supporting 180 days' notice or reciprocal notice.

Commissioner Shrouder said the former Commission did the same with former City Manager Loucks. He proposes 180 days' notice with the reciprocal notice and he has no issue paying him the same amount the former City Manager made. However, they need to keep the matters separate and money can be addressed at a separate time.

Mayor Ross asked for a friendly amendment for the reciprocal language. Commissioner Shrouder agreed.

Commissioner Green does not support 180 days' notice or the reciprocal notice as it handcuffs the incoming Commission. He did not support the hiring of City Attorney Horowitz because of the process and he speaks very highly of City Manager Horowitz and he does a phenomenal job. He says the same about City Manager Rey. He does not expect him to know everyone's name but to do what is best for the residents and the employees. He believes after the six month review it is appropriate to discuss salary.

Mayor Ross asked for a friendly amendment of 150 days. Commissioner Shrouder accepted the friendly amendment.

Commissioner Shrouder clarified this amendment should be drafted and adopted by City Attorney Horowitz and the City Manager after approval.

MOTION: Commissioner Shrouder moved to modify the City Manager's Contract to require the manager to provide at least 150 days' notice before terminating his agreement including a reciprocal clause of 150 day notice from the City Commission. Mayor Ross seconded the motion which prevailed by the following roll call vote.(3-2)

NO: Commissioners Mallozzi and Green

YES: Commissioners Katzman, Shrouder and Mayor Ross

ORDINANCES ON SECOND READING (Public Hearing)

10. Ordinance 24-22 - (Commission)

City Attorney Horowitz read "AN ORDINANCE OF THE CITY OF COOPER CITY, FLORIDA RATIFYING AND CONFIRMING A RETIREMENT HEALTH INSURANCE BENEFIT FOR CERTAIN FORMER MEMBERS OF THE CITY COMMISSION; CONFIRMING A RETIREMENT HEALTH INSURANCE BENEFIT FOR CURRENT AND FUTURE MEMBERS OF THE CITY COMMISSION; PROVIDING FOR CONFLICT; PROVIDING FOR SEVERABILITY; AND PROVIDING FOR AN EFFECTIVE DATE" by title.

City Attorney Horowitz advised the ordinance has been revised between first and second reading based on direction at first reading.

No motion was made Ordinance 24-22 died.

Commissioner Shrouder asked the result of the ordinance not passing. City Attorney Horowitz answered there is no change to the benefits. Commissioner Shrouder said due to the benefits not being passed by ordinance he believes now with no ordinance the benefits cease.

Mayor Ross said while he understands where Commissioner Shrouder is coming from they have received an opinion from the City Attorney to not cut benefits.

Commissioner Shrouder said the only individual with a contract was the former City Manager. Commissioner Shrouder made a motion to stop all benefits that have not been approved by ordinance.

City Attorney Horowitz stated the Charter was amended in 2002 which required all benefits provided to the Commission to first be established by ordinance. The only ordinance that was located was for compensation in 2014. The ramifications of the motion pending he cannot speak on. His legal opinion is that the Commission should not remove benefits from individuals who had previously vested in those benefits at the time they were conferred. The interpretation of vested is up to the Commission.

Commissioner Shrouder changed his motion to stop all benefits not ratified by ordinance for anyone who did not receive them or vest by the year 2012. If they had not been elected to three terms by 2012 the benefit will be stopped. Commissioner Katzman seconded the motion. Commissioner Shrouder would like to exclude any spouses not vested at the time as well. Children should not be included.

Commissioner Green does not believe this new motion has been noticed to the public responsibly. Commissioner Shrouder stated it is the same subject as the ordinance on the agenda. Commissioner Green does not believe this is the morally correct thing to do. Comments were made by a former Commissioner that these benefits have been provided since the 90's. He said they cannot say the Commission did something procedurally wrong in the 90's. This will open the City up to litigation. There was a benefit here when he arrived and he met the requirements. If that benefit is taken away the only recourse he has is a legal remedy which he does not want to do.

Commissioner Shrouder believes this motion is a great solution and the savings can be added to address the employee inequities.

Commissioner Katzman does not support lifetime benefits. He does not believe the elected officials should have voted themselves lifetime benefits nor accepted them.

Commissioner Green said the former elected officials have been living by these decisions and the City has been making the payments for years. There will be ramifications from the decisions made. He has said it before to address these concerns they can convene a Charter Review Board.

Commissioner Katzman said he believes if the lifetime benefits are placed on a ballot the electors will vote no.

Commissioner Green said if the Commission's recent salary increase was placed on the ballot he believes they wouldn't have passed.

Commissioner Katzman said the City will be paying \$675,000 for Commissioner Green until he is 85 years old.

Commissioner Shrouder said health insurance for life could triple with the talks of adding IVF. In 2002 the electors said the Commission should not receive any benefits without an ordinance which is publically noticed. He does not believe there is not an entitlement to these benefits. There is no comparison on the salary and these benefits. The amount of benefits in the future cannot be predicted.

Commissioner Green said the benefit's for the former elected officials are budgeted for.

Commissioner Green said the liability is not budgeted. Commissioner Green has not taken the City's insurance during his tenure with the City. Commissioner Shrouder said Commissioner Green receives a stipend.

Commissioner Katzman said he does not take the City's insurance.

Commissioner Mallozzi said the figures presented are not valid. She asked what percentage the City pays for the employees. The figures are not at an 80/20 percent. The majority of individuals on the list receive a medicare stipend. The costs are minimal.

Commissioner Green said this can lead to litigation.

Commissioner Mallozzi said the Commission just went from a \$12,000 a year salary to \$40,000 plus FRS. CFO Irwin said he is waiting to hear back from FRS on the costs. She suggested dropping the salary to \$20,000. The list for lifetime benefits will soon expire but the salary for the Commissioners will be every year.

Commissioner Katzman said the numbers projected on the lifetime insurance does not include future increases on health insurance.

Commissioner Green said the City will continue to pay the Commission salary for the next 85 years.

Commissioner Green said he would like to continue the benefit's for everyone who has been included including Mayor Ross.

Commissioner Shrouder said health insurance in 1999 was different from health insurance now and it will change in the future. He would like a cap on the numbers.

Commissioner Green said health insurance will change and the future Commissions will make those decisions.

Commissioner Katzman would like a cap on the amounts.

Mayor Ross opened the item for public speaking.

Angelica Palank Sharlet, said the new subject should be publicly noticed. She stated this was correctly passed at the time. She spoke on her dissatisfaction with the Commission removing benefits from former elected officials. She also spoke on the increase in the Commissions salary.

Commissioner Shrouder said the salary is voted on every year in the budget. The vesting right is in perpetuity. He also agrees that matters need dully noticed as passed by the voters in 2002 regarding the benefits that were not noticed and passed accordingly. The personnel manual states this is not a benefit.

Tena Granit, 20-year resident does not support lifetime benefits.

Steven Moses said the residents have the right to file a lawsuit as the Commission is aware the Charter is being violated. He also stated it is only the individuals speaking tonight that will gain from these benefit's not the residents. The Commission represents the residents.

Mayor Ross preferred the way the ordinance was presented. A good attorney will always recommend to avoid litigation. He received a text from a former commissioner stating he would file litigation. He cannot see paying for a spouse that was not the spouse at the time the elected official served. He is perplexed as to why the ordinance died.

Commissioner Shrouder said the ordinance died because the Mayor would have been included. He believes the intent was that it would fail and the original individuals would keep the benefits.

Commissioner Green asked for a friendly amendment to add Mr. Sharlet.

Commissioner Shrouder said absent under a contract or statue these benefits were not given legally.

City Attorney Horowitz said the motion is to continue the benefit for all former commissioners who are eligible under the policy as of 2012. That would include anybody who had been elected three terms in office as of 2012, including their spouses at the time.

Commissioner Green asked if the motion includes Commissioner Mallozzi and former Commissioners Curran and Sims. City Attorney Horowitz answered they would not be included.

Commissioner Shrouder said the proposed ordinance has no principal.

Mayor Ross said this matter is a business decision.

Commissioner Katzman proposes a cap using the costs of coverage today.

Commissioner Green said costs change.

Commissioner Katzman said costs can potentially double for these lifetime benefits.

Commissioner Mallozzi would like to cut the Commissions salary to \$20,000 to save the money for the benefits.

Commissioner Shrouder said there should be an amendment to state if you return to the Commission your retirement benefit will cease until your retired again. He would like to vote now and then move forward.

MOTION: Commissioner Shrouder moved to approve stopping all benefits not ratified by ordinance for anyone who did not receive them or vest by the year 2012 also excluding any spouses not vested at the time as well. Commissioner Katzman seconded the motion which failed by the following roll call vote. (3-2)

NO: Commissioners Mallozzi, Green and Mayor Ross

YES: Commissioners Katzman and Shrouder

Commissioner Mallozzi moved to approve Ordinance 24-22. Commissioner Green seconded the motion.

Commissioner Mallozzi said we do not need to fund the next 20 years at one time which we also do not do with anything else.

Commissioner Shrouder does not believe it is fundamentally right to give lifetime benefits.

Commissioner Mallozzi would like to decrease the Commissions salary to \$20,000. She said that she did not take the City's insurance for years previously.

Commissioner Katzman would like to add a cap on the insurance amounts.

Commissioner Mallozzi said there a people dying because they cannot afford insurance.

Commissioner Green would like to add Mr. Sharlet as he does not believe it is the right thing to do as the City has been providing the benefit previously.

Commissioner Shrouder inquired about Mayor Ross's potential spouse being included.

Commissioner Green said Mayor Ross stated he would not add a spouse.

Commissioner Green would like to add a friendly amendment to the motion including Mr. Sharlet and not including a spouse of Mayor Ross.

Commissioner Katzman would like a cap on the insurance at the current 2024 rate costs.

Commissioner Shrouder suggested a formula being completed on amounts.

Commissioner Green said they do not have the numbers to move forward.

Commissioner Green moved to table Ordinance 24-22 until October 22. Commissioner Shrouder seconded the motion.

MOTION: Commissioner Green moved to table Ordinance 24-22 to October 22, 2024. Commissioner Katzman seconded the motion which prevailed by the following roll call vote. (3-2)

NO: Commissioners Mallozzi and Mayor Ross

YES: Commissioners Katzman, Shrouder, Green

City Attorney Horowitz advised Ordinance 24-22 will be readvertised and heard on October 22, 2024.

CITY MANAGER REPORT

11. Purchasing Manager Classification

City Manager Rey said the position of Purchasing Manager has been advertised for six to eight weeks and they have not received what the City needs. He asked to reclassify the position to 122.

MOTION: Commissioner Katzman moved to approve the Purchasing Manager classification to a pay grade 122. Commissioner Shrouder seconded the motion which prevailed by a unanimous roll call vote. (5-0)

12. Traffic Calming Devices on Private Roads

City Manager Rey advised we have received a draft report from the consultant but after review of the proposal it was determined the report is contrary to the direction of the Commission. He would like to change the definition of private roads. The proposal would deal with roads that are a part of a Homeowners Association or Community Development District. Additionally instead of having the traffic analysis done by civic engineer he would like to buy the equipment that can be placed on the road. This would require a resolution with the Homeowners Association or CDD saying they will take responsibility for installing, maintaining and removing the devices including an indemnity clause. This will also include signatures for homes near the traffic calming devices. The City will give out two devices that are easily uninstalled. There will be a onetime fee to the City of approximately \$750 dollars for the application and approval. There will be an appeal process before the Commission.

Commissioner Green loves the idea but would like to include BSO with regard to the traffic analysis.

CITY ATTORNEY REPORT

No report.

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

Commissioner Green stated his wife wanted to thank Communications Director Cobello and staff who assisted with Cooper Academy. He also asked CFO Williams to speak on the FRS elected official rate. CFO Williams said the elected official rate is 58%.

City Attorney Horowitz said CFO Williams has had exchanges with FRS. He believes the general employee class is not an option for the Commission although they are waiting on confirmation.

Commissioner Shrouder said the Commission did not vote to place the elected officials in the elected official class. City Attorney Horowitz said the enrollment to the elected official class needs an

ordinance. Commissioner Shrouder asked if we have a response back from FRS stating the Commission should be in FRS. City Attorney Horowitz answered no.

Commissioner Katzman hopes everyone stays safe with the upcoming storm and offered prayers to the whole state of Florida. He would like phone numbers for assistance to be clearly posted on the website.

Commissioner Shrouder wished Commissioner Mallozzi a Happy Birthday.

Commissioner Mallozzi hopes everyone stays safe during this hurricane.

Mayor Ross wants everyone to take care of themselves, families, pets and neighbors.

ADDITIONAL PUBLIC COMMENTS (3 MINUTES)

No additional comments.

ADJOURNMENT

The meeting adjourned at 10:42 PM.

The minutes of the October 8, 2024 meeting were approved during the Regular City Commission Meeting of October 22, 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

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WEBVTT

1

00:00:00.660 --> 00:00:03.519

Cooper City Hall: Postals. Customer Service will be able to help

2

00:00:08.390 --> 00:00:17.350

Cooper City Hall: and welcome to the Coop City Commission. Regular meeting today is Tuesday, October the 8.th It's now 6, 30, and, if you please, join me in the pledge of allegiance.

3

00:00:19.550 --> 00:00:33.299

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 roll. Call, please.

4

00:00:37.250 --> 00:00:42.529

Cooper City Hall: Commissioner Malozi. Here Commissioner Katzman, here, Commissioner Schroder here, Commissioner Green.

5

00:00:42.610 --> 00:00:44.610

Cooper City Hall: here, Mayor Ross here

6

00:00:45.130 --> 00:00:53.670

Cooper City Hall: moving on to the decorum policy. Mr. Horowitz. Thank you, Mayor. Good evening, Mayor. Commission for the record. The city's core. Decorum policy reads as follows.

7

00:00:53.760 --> 00:01:02.080

Cooper City Hall: members of the Commission, staff, members, citizens, and others are required to use civil and appropriate language when addressing the commission, or anyone present at the meeting.

8

00:01:02.110 --> 00:01:07.509

Cooper City Hall: and must refrain from using profanity, cursing or exhibiting aggressive or threatening behavior.

9

00:01:07.660 --> 00:01:14.619

Cooper City Hall: All comments should be generally directed to the presiding officer and not individual members of the Commission staff or to the audience.

10

00:01:14.800 --> 00:01:22.899

Cooper City Hall: No personal verbal attacks toward any individual by either the commission, staff, citizens or others shall be allowed during any meeting of the city Commission.

11

00:01:23.250 --> 00:01:46.549

Cooper City Hall: any persons making impertinent or slanderous remarks, or personal attacks, or who become boisterous while addressing the commission, or who otherwise violate 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. Thank you, Mayor.

12

00:01:46.560 --> 00:01:53.039

Cooper City Hall: Thank you very much, Mr. City Manager. Do we have any changes to the agenda or any emergency matters? No, sir.

13

00:01:53.090 --> 00:02:22.819

Cooper City Hall: thank you very much. Then our 1st item on is a resolution 24 to 39, and I'll ask Jacob to please. Read that. Thank you for the record. Mayor. Commission resolution 2439 is a resolution of the city of Cooper City, expressing support for the state of Israel and the Jewish people, and condemning the terrorist violence. On the one year anniversary of the October 7.th Attacks, fighting for conflicts, severability and providing for an effective date. Thank you. Do I have a motion motion to approve by Commissioner Katzman, second by Commissioner Malozi. Discussion Commissioner Katzman.

14

00:02:23.160 --> 00:02:40.000

Cooper City Hall: Yeah, thank you, Mayor. I want to acknowledge that I know that there are members of the community present, and I want to thank you for being here this evening. I'm going to go ahead and read this resolution because I think it's important that our community here where we stand.

15

00:02:40.460 --> 00:02:43.680

Cooper City Hall: whereas on October 7, th 2023

16

00:02:43.830 --> 00:03:10.180

Cooper City Hall: Hamas violated an existing ceasefire, and with Palestinian, Islamic jihad, other terrorist groups and gaza civilians, infiltrated Israel, invaded Israeli towns, launched thousands of rockets into Israel, brutally murdered, raped, and burned alive. More than 1,200 individuals took 251 hostages, including Americans and citizens of more than 40 countries, and destroyed and looted entire communities.

17

00:03:10.180 --> 00:03:26.899

Cooper City Hall: And whereas this assault is a long, is part of a long history of violence and terrorism aimed at destabilizing Israel and threatening the lives of the Jewish people, actions which the city of Cooper City unreservedly condemns, and whereas Hamas, Hezbollah.

18

00:03:28.330 --> 00:03:32.800

Cooper City Hall: Palestinian, Islamic jihad, and their State sponsors, including Iran.

19

00:03:33.030 --> 00:03:45.839

Cooper City Hall: continue to engage in acts of aggression, promoting violence, fear, and instability in the region with the ongoing threat of rocket attacks, abductions, and terror against Israel, and whereas Hezbollah.

20

00:03:45.920 --> 00:03:59.519

Cooper City Hall: in collaboration with other hostile actors, continues to menace Israel's northern borders, posing, ongoing threats to its sovereignty, security, and the lives of its citizens, as evidenced by continued clashes and violent escalations.

21

00:03:59.530 --> 00:04:14.820

Cooper City Hall: whereas Iran's support of terrorist groups such as Hamas, Hezbollah and Pij, including its funding, arming, and political backing, contributes to an environment of violence, hate, and extremism which seeks to undermine Israel's right to exist peacefully

22

00:04:14.890 --> 00:04:17.050

Cooper City Hall: and as a democratic state.

23

00:04:17.360 --> 00:04:22.760

Cooper City Hall: whereas the city of Cooper City recognizes the right of Israel to defend itself from acts of terrorism.

24

00:04:23.000 --> 00:04:28.810

Cooper City Hall: and to take necessary measures to protect its people from threats posed by extremist groups.

25

00:04:29.790 --> 00:04:46.220

Cooper City Hall: and whereas the Jewish people have a long and rich history in Cooper City and across the world, contributing to the cultural, social, and economic development of our community, and must be supported and protected against hate, prejudice, and acts of anti-semitism.

26

00:04:46.290 --> 00:04:50.830

Cooper City Hall: Now, therefore, be it resolved by the City commission of the city of Cooper City, Florida.

27

00:04:51.550 --> 00:04:56.669

Cooper City Hall: The city hereby expresses its unwavering support for Israel and its fight against terrorism.

28

00:04:57.040 --> 00:05:04.270

Cooper City Hall: and reaffirms its solidarity with the Jewish people, both in Israel and throughout the world, who continue to endure these threats.

29

00:05:04.760 --> 00:05:21.370

Cooper City Hall: and Cooper City condemns in the strongest terms the ongoing violence and threats posed by Hamas, Hezbollah, Pij, and Iran and its proxies, calling upon the international community to take decisive action against terrorism and extremism, and to ensure peace and stability in the region.

30

00:05:22.340 --> 00:05:31.280

Cooper City Hall: The city clerk is hereby directed to forward a copy of this resolution to the Consul General of Israel in Miami, the American Jewish Committee, which I know we have representatives here.

31

00:05:31.580 --> 00:05:38.929

Cooper City Hall: the Jewish Federation of Broward County, the David Pozniak Jewish Community Center, the Broward County Commission and the Broward County League of Cities.

32

00:05:41.250 --> 00:05:56.179

Cooper City Hall: The rest of it is legalese, but I just wanted to read that into the record for our residents to hear, I hope. And and I'm going to go ahead out on a limb and and think that we're going to pass this tonight hopefully, unanimously.

33

00:05:56.240 --> 00:06:03.459

Cooper City Hall: And we've stood by Israel on October 7, th 2023, and we continue to stand by Israel

34

00:06:03.850 --> 00:06:05.140

Cooper City Hall: a year later.

35

00:06:05.250 --> 00:06:15.769

Cooper City Hall: and we wish for peace in the region. So I would like to ask members of the Jewish community in the audience if you'd like, or supporters of Israel, if you'd like to stand up, make your

36

00:06:16.070 --> 00:06:17.300

Cooper City Hall: self-seen.

37

00:06:20.290 --> 00:06:22.210

Cooper City Hall: and then I will pass it on.

38

00:06:22.310 --> 00:06:23.190

Cooper City Hall: Submit.

39

00:06:24.560 --> 00:06:26.780

Cooper City Hall: Thank you. Thank you for your support.

40

00:06:27.650 --> 00:06:29.669

Cooper City Hall: and as a second

41

00:06:29.830 --> 00:06:32.430

Cooper City Hall: we haven't passed it yet. Still got to be.

42

00:06:33.300 --> 00:06:44.109

Cooper City Hall: And, Commissioner Malozi, you seconded it. Do you have any further discussion? I had a conversation a couple weeks ago with Louis Reinstein, who's a member of the council in plantation.

43

00:06:44.260 --> 00:07:07.060

Cooper City Hall: He was in Israel, maybe a month or so ago, he, when his city passed something similar to this, he brought it with him, and he read it to. I don't want to say the wrong body, but it was a member of the Israeli Government like a branch of the Knesset. I believe I don't recall, so I don't want to say the wrong thing, but if we have

44

00:07:07.130 --> 00:07:19.730

Cooper City Hall: a member like, if Lewis goes back or we have a member of of the electeds that are going to potentially go there. I would love for them to hand deliver it, because, he said, when they hand delivered it. The people there

45

00:07:20.120 --> 00:07:31.330

Cooper City Hall: heard it, they read it, and it it made them feel not alone. I'm paraphrasing, but he said that it was a great feeling that, and they appreciated the effort.

46

00:07:31.380 --> 00:07:47.119

Cooper City Hall: and knowing that while we're doing what we can and that they do have the support over there, so if we could somehow get this in the hands of someone to bring it there, that would be great. So one of the items in here is directing us to send a copy to the Consul General of Israel, who is the official

47

00:07:47.140 --> 00:07:51.040

Cooper City Hall: liaison from the country of Israel to Miami.

48

00:07:54.490 --> 00:08:01.049

Cooper City Hall: Yeah. Well, I did share a copy of this with Lewis, so he can do a resolution in plantation if he so deems

49

00:08:01.250 --> 00:08:03.580

Cooper City Hall: awesome. Thank you, Commissioner Green.

50

00:08:04.240 --> 00:08:22.139

Cooper City Hall: Thank you, Mayor Ross, Commissioner Katzman. Thank you very much for bringing forth this regular resolution. I just wanted to let all of the folks know here and those that are watching, that I am unashamed and unabashed and unapologetically supporting this 100%. This is the right thing to do.

51

00:08:22.140 --> 00:08:38.579

Cooper City Hall: Everyone deserves the right to to live in peace to include our Jewish people, our Jewish communities, not only here, but abroad, and I can't see how anybody would not support this. As a matter of fact, I believe in my Bible. Your Torah, it says, to pray for the peace of Jerusalem.

52

00:08:38.679 --> 00:08:44.900

Cooper City Hall: and part of that is what we're doing tonight. So thank you very, very much, Commissioner Katzman. Thank you. Commissioner Schroider.

53

00:08:49.530 --> 00:09:03.139

Cooper City Hall: yeah. Kind of echo. Same sentiments, you know. I think everyone watches. You know what you see on TV having grown up in Cooper City. I'm not Jewish myself, but you're almost Jewish by proxy.

54

00:09:03.583 --> 00:09:07.686

Cooper City Hall: So I think I've probably been to Temple more than I have been to

55

00:09:08.080 --> 00:09:18.610

Cooper City Hall: any other religious institute. So it's near and dear to me, you know, like it's not not my heritage, but it's basically my history having grown up in this community.

56

00:09:19.370 --> 00:09:31.140

Cooper City Hall: Thank you. And just having come back a few months ago from Israel, this means a lot to me. I don't think it goes far enough, and I'm going to ask permission of the Commission on Section 3

57

00:09:31.220 --> 00:09:41.289

Cooper City Hall: that we send it to the President, the Presidential candidates, our Congresswoman, everyone on the Federal level. I think it's a smart way to handle that.

58

00:09:41.420 --> 00:09:47.070

Cooper City Hall: So I appreciate that. Then, hearing no further discussion, please have roll call

59

00:09:47.560 --> 00:09:53.809

Cooper City Hall: Commissioner Malozi. Yes, Commissioner Katzman. Yes, Commissioner Schroeder. Yes, Commissioner Green. Yes, Mayor Ross. Yes.

60

00:09:54.000 --> 00:09:56.160

Cooper City Hall: Now, thank you very much.

61

00:10:05.810 --> 00:10:08.530

Cooper City Hall: We've got petty adoption. Commissioner Malozi

62

00:10:12.140 --> 00:10:35.490

Cooper City Hall: handsome. Bronson is a 2 year old, bully Breed Mix, who was transferred from a shelter in Madison County to the Humane Society of Broward County a day before Hurricane Helen hit the area. Bronson previously was in an outdoor shelter and was prone to that, was prone to flooding. So he and the 14 other dogs that were transferred are lucky to have gotten out.

63

00:10:35.490 --> 00:10:53.359

Cooper City Hall: Bronson is a complete love bug, who is gentle and loves to be next to you. He will give you kisses and walks well on a leash. This big boy is enjoying the air conditioning, and will most likely want to snuggle with you on the couch. Do you have room in your heart and home for this fellow?

64

00:10:53.360 --> 00:11:08.000

Cooper City Hall: If you would like to meet Bronson or any of the other animals at the Humane Society. Please go to www.humanebrower.com and try and find your next forever companion. Thank you.

65

00:11:08.410 --> 00:11:13.390

Cooper City Hall: Moving on. We've got the recognition of the Cooper City Academy participants, Michael

66

00:11:24.800 --> 00:11:30.309

Cooper City Hall: Mayor and Commission. I wanted to check and see if you wanted to come down and present and take a photo. Okay.

67

00:12:06.200 --> 00:12:11.780

Cooper City Hall: tonight we're thrilled to recognize residents who have completed the Cooper City Academy

68

00:12:12.310 --> 00:12:19.540

Cooper City Hall: this 7 week program is designed to give residents a behind the scenes. Look at the operations that keep Cooper City moving forward.

69

00:12:19.710 --> 00:12:47.010

Cooper City Hall: Each of these individuals has taken the time to learn about the duties and responsibilities of the Commission and our dedicated city staff, along with gaining an understanding of the city and the city's attorney's office and role, and the public safety services provided by our contract with Bso. Over the past 2 months. They've explored the many facets of our city operations and deepened their knowledge of the essential services we provide. Each and every day

70

00:12:47.280 --> 00:13:04.489

Cooper City Hall: your commitment to learning more about the city is truly commendable, and we appreciate the curiosity and enthusiasm you brought to each and every one of the sessions. I will now call up each of you to receive a certificate of recognition and a special city coin.

71

00:13:04.770 --> 00:13:10.360

Cooper City Hall: The 1st one is, and this is not in any order other than, of course, alphabetical.

72

00:13:11.180 --> 00:13:13.520

Cooper City Hall: Jermaine Alvarado.

73

00:13:27.140 --> 00:13:28.770

Cooper City Hall: David Angel.

74

00:13:41.490 --> 00:13:42.680

Cooper City Hall: It's Dara

75

00:13:42.730 --> 00:13:44.020

Cooper City Hall: Dukenoy.

76

00:13:55.610 --> 00:13:57.330

Cooper City Hall: Ruthie Green.

77

00:14:01.150 --> 00:14:04.130

Cooper City Hall: standing up very thorough. You were not as good looking

78

00:14:06.050 --> 00:14:08.910

Cooper City Hall: Lillian Maniscalco

79

00:14:18.870 --> 00:14:20.890

Cooper City Hall: Diane Rogers.

80

00:14:30.400 --> 00:14:31.480

Cooper City Hall: Angela

81

00:14:33.420 --> 00:14:35.070

Cooper City Hall: View. Olo!

82

00:14:36.080 --> 00:14:37.660

Cooper City Hall: Are you here, Angela?

83

00:14:37.740 --> 00:14:39.950

Cooper City Hall: Don't tell her I messed that up

84

00:14:41.040 --> 00:14:42.420

Cooper City Hall: Kathy Welch

85

00:15:41.460 --> 00:15:42.820

Cooper City Hall: chief. If you join me

86

00:15:49.140 --> 00:15:52.050

Cooper City Hall: a presentation by Broward, Sheriff's office

87

00:15:52.260 --> 00:15:52.890

Cooper City Hall: deep

88

00:15:55.690 --> 00:16:05.520

Cooper City Hall: on behalf of the men and women and the of broward, sheriff's office. Fire rescue that proudly serve Cooper City. I'd like to take this opportunity to recognize one of our units.

89

00:16:05.790 --> 00:16:20.599

Cooper City Hall: 2 of our 2 of the 3 crew are here. One couldn't be here. Unfortunately they took care of a patient that was very, very critical, such that even the hospital reached out and said this was a touch and go patient, and they

90

00:16:20.630 --> 00:16:21.920

Cooper City Hall: responded

91

00:16:22.120 --> 00:16:39.110

Cooper City Hall: out and addressed the patient's issues transported the patient quickly. They were able to get the patient stabilized at the hospital and got that patient into the emergency room for definitive repair of the issue that she was suffering. So

92

00:16:39.400 --> 00:16:41.050

Cooper City Hall: let me just read this

93

00:16:42.770 --> 00:16:58.950

Cooper City Hall: Bso Fire rescue responded on the evening of July 15th to a patient that was experiencing complications from a surgical procedure earlier in the day. Rescue 28 crew quickly assessed the patient began treatment while alerting the hospital of the patient's condition and their imminent arrival.

94

00:16:59.340 --> 00:17:05.180

Cooper City Hall: Once at the hospital, the patient was rushed into the emergency department, where the nurses and doctors

95

00:17:05.190 --> 00:17:11.150

Cooper City Hall: took over care. They stabilized the patient, the department. The emergency department team worked

96

00:17:13.319 --> 00:17:18.320

Cooper City Hall: heroically stabilized the patient and the team's swift actions coordinated efforts

97

00:17:18.560 --> 00:17:21.409

Cooper City Hall: to resuscitate the patients were crucial in

98

00:17:21.859 --> 00:17:25.340

Cooper City Hall: maintaining the patient's condition until transfer the operating room.

99

00:17:25.400 --> 00:17:29.699

Cooper City Hall: where definitive surgical intervention saved the patient.

100

00:17:29.920 --> 00:17:38.180

Cooper City Hall: So we'd like to thank the crew of rescue 28 for their field evaluation. Their quick response to rapid transport and treatment.

101

00:17:38.390 --> 00:17:44.169

Cooper City Hall: and that resulted in the patient's outcome being favorable and being able to be successfully discharged.

102

00:17:53.040 --> 00:17:53.820

Cooper City Hall: Fun

103

00:18:00.310 --> 00:18:05.719

Cooper City Hall: Memorial Hospital. Pembroke provided us with this plaque, which we will proudly display in the fire station.

104

00:18:05.780 --> 00:18:09.480

Cooper City Hall: and I'll have you gentlemen hold it, and if you wouldn't mind taking a picture with the

105

00:18:10.380 --> 00:18:11.260

Cooper City Hall: great job.

106

00:18:13.150 --> 00:18:13.900

Cooper City Hall: Catch me!

107

00:18:14.490 --> 00:18:17.313

Cooper City Hall: I left my camera.

108

00:18:18.853 --> 00:18:24.060

Cooper City Hall: Go ahead! Oh, I can tell you.

109

00:18:27.810 --> 00:18:29.120

Cooper City Hall: Hi!

110

00:18:36.890 --> 00:18:46.959

Cooper City Hall: It's there! If I take it at an angle. I got all of you ready ready, and one and 2 and one more.

111

00:18:49.150 --> 00:18:53.080

Cooper City Hall: Thank you very much. Appreciate it. Thank you.

112

00:18:56.110 --> 00:18:57.505

Cooper City Hall: Account

113

00:19:07.690 --> 00:19:09.060

Cooper City Hall: doing as well.

114

00:19:26.370 --> 00:19:31.370

Cooper City Hall: We have public speaking now, and 1st one is Linda Myers

115

00:19:35.300 --> 00:19:37.129

Cooper City Hall: Sydney. Excuse me. Sorry

116

00:19:37.620 --> 00:19:40.251

Cooper City Hall: it really, says Linda. It says

117

00:19:41.490 --> 00:20:04.749

Cooper City Hall: I'm going to stand like this. Hi! My name is Sydney. I work for the American. I'm sorry you have to speak into the mic. You can move the mic if you like. That's fine. My name is Sydney, and I work for the American Jewish Committee. I wanted to say thank you so much for passing the resolution. Yesterday was a very, very difficult day for the Jewish community, remembering the year, and also thinking of our friends and family in Israel as they deal with sirens on a daily basis

118

00:20:04.760 --> 00:20:12.949

Cooper City Hall: as a Jew, a Jewish communal, professional, and a brand new resident of Cooper City. Thank you so much. It means the world to have your support.

119

00:20:13.550 --> 00:20:14.520

Cooper City Hall: Thank you.

120

00:20:17.500 --> 00:20:23.819

Cooper City Hall: I just want to add on. I reached out to Sydney and her colleagues, Wendy Lipsick.

121

00:20:23.950 --> 00:20:33.420

Cooper City Hall: and I know I want to thank you all for being here for your help in creating this, and also thank Congressman Deutsch for his leadership of the Ajc.

122

00:20:34.450 --> 00:20:35.390

Cooper City Hall: Thank you.

123

00:20:35.510 --> 00:20:38.540

Cooper City Hall: Angelica Halenk, Charlotte.

124

00:20:50.680 --> 00:20:56.689

Cooper City Hall: I don't know that there will be open at the agenda item, so I will speak now.

125

00:20:57.247 --> 00:21:11.389

Cooper City Hall: Angelica playing Charlotte of 70, Bay Colony Lane, step back, Fort Lauderdale. I project a bit too much. But for 24 years I lived in Cooper City, and for 12 of those years I was a City Commissioner, slash councilman before we even were that

126

00:21:11.560 --> 00:21:20.279

Cooper City Hall: we made \$6,000 as a stipend per year to build this city out and make it someplace special.

127

00:21:20.290 --> 00:21:25.319

Cooper City Hall: In the mid 1990 S. We actually had a vote which you may not know of.

128

00:21:26.246 --> 00:21:28.000

Cooper City Hall: That created

129

00:21:28.570 --> 00:21:31.429

Cooper City Hall: an obligation for the city to cover

130

00:21:31.450 --> 00:21:37.360

Cooper City Hall: health insurance for those of us. When we reached maturity, 50 years of age and older.

131

00:21:37.470 --> 00:21:41.270

Cooper City Hall: so long as we serve 3 terms I served 4.

132

00:21:41.960 --> 00:21:48.140

Cooper City Hall: We that council at the time did the hard work. We built out this city.

133

00:21:48.250 --> 00:21:49.680

Cooper City Hall: planning councils.

134

00:21:50.460 --> 00:21:51.940

Cooper City Hall: developers

135

00:21:53.390 --> 00:21:58.569

Cooper City Hall: around the clock obligations, immense numbers of hours to make this city

136

00:21:58.610 --> 00:22:00.349

Cooper City Hall: be what it is.

137

00:22:00.380 --> 00:22:02.210

Cooper City Hall: including partnering

138

00:22:02.290 --> 00:22:05.089

Cooper City Hall: twice with our 1st responders

139

00:22:05.260 --> 00:22:07.870

Cooper City Hall: for 2 different hurricanes, Andrew and Wilma.

140

00:22:08.470 --> 00:22:13.419

Cooper City Hall: Now all you have to do is manage what we gave you.

141

00:22:14.080 --> 00:22:15.260

Cooper City Hall: and yet

142

00:22:15.690 --> 00:22:16.910

Cooper City Hall: recently

143

00:22:17.160 --> 00:22:23.150

Cooper City Hall: you granted yourself a raise. That is 6 times what we were worth

144

00:22:23.530 --> 00:22:26.540

Cooper City Hall: 3 times what you were receiving at the time

145

00:22:26.650 --> 00:22:31.360

Cooper City Hall: around \$39,000. If I listened to you last meeting correctly.

146

00:22:31.400 --> 00:22:33.620

Cooper City Hall: But you're not really sure.

147

00:22:33.740 --> 00:22:40.819

Cooper City Hall: And with that comes an automatic index that tells the people of Cooper City.

148

00:22:41.200 --> 00:22:52.319

Cooper City Hall: You don't even have to get their vote or tell them what you voted for, cause. You don't have to vote for. Your pay increases year after year after year, because you're making yourselves

149

00:22:52.380 --> 00:23:00.990

Cooper City Hall: full-time employees and all the benefits that go with that, including, if you stay long enough.

150

00:23:01.030 --> 00:23:04.060

Cooper City Hall: despite our term limitations, issues

151

00:23:04.470 --> 00:23:06.499

Cooper City Hall: a pension with the state.

152

00:23:07.120 --> 00:23:11.980

Cooper City Hall: And now, in order to pay your bills.

153

00:23:12.050 --> 00:23:15.680

Cooper City Hall: you're going to try to take some of our

154

00:23:16.400 --> 00:23:18.710

Cooper City Hall: earned money

155

00:23:18.720 --> 00:23:20.720

Cooper City Hall: to help you.

156

00:23:22.120 --> 00:23:26.929

Cooper City Hall: and you have no shame in the fact that you didn't even notify us. We just had to find out along the way

157

00:23:27.050 --> 00:23:38.729

Cooper City Hall: the legislation was actually voted on in an open public meeting duly noticed in the mid 1990. S. I'd say 95 or 96. I was in law school at the time.

158

00:23:38.790 --> 00:23:41.999

Cooper City Hall: and signed by the Mayor. I was there

159

00:23:42.100 --> 00:23:54.630

Cooper City Hall: along with other commissioners, who are now unfortunately too old or too unwell to be here to represent their interest. And yet you're going to take away their health care dollars

160

00:23:55.590 --> 00:24:03.129

Cooper City Hall: just because you can't find your old legislation does not mean it does not exist. In fact, time.

161

00:24:03.410 --> 00:24:21.280

Cooper City Hall: Mayor Ross, I'd ask, can we allow for this to? She has a historical knowledge that no one here has. She was there. I know that you run. The meeting is not to be treated any different, any better or any worse than everyone else.

162

00:24:21.460 --> 00:24:41.159

Cooper City Hall: She is, in my opinion, and and I'm just one person. In my opinion she is different because she offers historical knowledge that everybody up here and staff that is not here has said they have no knowledge of what happened, but she was there and lived it. I don't know how we can.

163

00:24:41.260 --> 00:24:44.890

Cooper City Hall: We can turn away someone with this kind of knowledge.

164

00:24:45.300 --> 00:24:49.779

Cooper City Hall: We haven't. We've given you 3 min. Commissioner Green. Yeah, thank you. Mayor Ross, Mayor Ross.

165

00:24:50.230 --> 00:25:02.719

Cooper City Hall: while I've been up here for the last 14 years, when we've had individuals to stand at the podium we've always allowed you've always allowed as the chair of the board to the to allow for these folks to finish

166

00:25:02.960 --> 00:25:04.493

Cooper City Hall: their thought.

167

00:25:05.390 --> 00:25:18.230

Cooper City Hall: if if and I I agree with that, and I have, and if I will well, she wasn't. She was on and on. So I will give it. Jeff. I will give I will give. I'll give you this. I'm going to ask

168

00:25:18.790 --> 00:25:21.330

Cooper City Hall: for silence from the audience

169

00:25:22.160 --> 00:25:23.220

Cooper City Hall: period.

170

00:25:23.260 --> 00:25:27.279

Cooper City Hall: Thank you. We respect each other. We've read the decorum policy.

171

00:25:27.310 --> 00:25:28.330

Cooper City Hall: if you

172

00:25:28.380 --> 00:25:30.930

Cooper City Hall: that's 1, Mr. Gross.

173

00:25:31.770 --> 00:25:33.460

Cooper City Hall: I know that's 1,

174

00:25:33.960 --> 00:25:35.069

Cooper City Hall: Mayor Ross.

175

00:25:35.250 --> 00:25:37.460

Cooper City Hall: I would appreciate it

176

00:25:37.490 --> 00:25:39.869

Cooper City Hall: if if you would allow.

177

00:25:40.830 --> 00:25:44.900

Cooper City Hall: I haven't seen the last time I seen Ms. Palank. She was running for Mayor

178

00:25:45.030 --> 00:25:47.290

Cooper City Hall: against Debbie Eisenger.

179

00:25:47.380 --> 00:26:01.680

Cooper City Hall: I'd like to hear the context she was here. I appreciate I appreciate it. I will be as equal as I can be, and I will say to you, Please finish your thought. You have no more than 30 seconds

180

00:26:03.960 --> 00:26:10.219

Cooper City Hall: the evidence of a contract and obligation that you have to us is not our manuals your.

181

00:26:10.250 --> 00:26:28.700

Cooper City Hall: We have 28 years of payments as evidence. We have earned it. We deserve it. We are too old to change what we've decided insofar as our career decisions, and whether we would be insured or not, insured, based upon representing the city in its finest.

182

00:26:28.700 --> 00:26:43.600

Cooper City Hall: And now, after some of us are in social security, some of us are in hospitals, some of us. It's too late to make these decisions, and you want to change it now so that you can aggrandize your own pocket. Thank you very much.

183

00:26:44.990 --> 00:26:45.910

Cooper City Hall: Respond.

184

00:26:46.320 --> 00:26:47.410

Cooper City Hall: Yeah, come on.

185

00:26:47.710 --> 00:26:50.040

Cooper City Hall: can I?

186

00:26:50.120 --> 00:26:50.665

Cooper City Hall: It's

187

00:26:51.670 --> 00:26:56.159

Cooper City Hall: Ms. Pauling, I'd like to address a few of the things that you discussed

188

00:26:56.590 --> 00:26:59.579

Cooper City Hall: One of the items we discussed was stopping

189

00:26:59.750 --> 00:27:08.959

Cooper City Hall: health insurance for life, for spouses that were not spouses when you served in the city. And I. So I think that's the issue. What's what's brought you out here tonight?

190

00:27:09.110 --> 00:27:18.699

Cooper City Hall: I just find it very difficult to say that somebody can marry someone years later, and then the city of Cooper City is going to pay for their insurance for life.

191

00:27:20.060 --> 00:27:25.939

Cooper City Hall: I find that very difficult, and and I don't know when you left office I think it was in 2,000

192

00:27:26.120 --> 00:27:28.410

Cooper City Hall: 2,002, but in 2,002.

193

00:27:28.480 --> 00:27:30.249

Cooper City Hall: The residents voted

194

00:27:30.740 --> 00:27:38.309

Cooper City Hall: through a charter amendment that any benefits that were going to be conferred must be adopted by ordinance, and I understand you're an attorney.

195

00:27:38.320 --> 00:27:47.199

Cooper City Hall: and if you think that we're legally obligated, then, you know. So be that. But you don't have an employment agreement.

196

00:27:47.400 --> 00:27:48.940

Cooper City Hall: You cannot

197

00:27:49.560 --> 00:27:53.579

Cooper City Hall: obligate residents 30 years later to pay

198

00:27:53.950 --> 00:27:56.880

Cooper City Hall: an unconscionable amount for life.

199

00:27:58.950 --> 00:28:19.299

Cooper City Hall: It's just not fair. And you said you guys did the hard work. I believe you were against the annexation and development of Montera. So you say. Oh, we did the hard work we dealt with developers. And now you guys just have to sit there. Well, that's not my recollection. My recollection is, you actually campaigned against that good thing. We have Montera to help pay for your insurance for life.

200

00:28:20.150 --> 00:28:32.329

Cooper City Hall: So passing something, in my opinion, hiding it. One or 2 lines on a personnel manual adopted by a resolution on a consent agenda is dishonest.

201

00:28:32.580 --> 00:28:39.800

Cooper City Hall: It's not legally binding, and I have no problem taking away something that was not granted legally.

202

00:28:41.720 --> 00:28:42.740

Cooper City Hall: anyone else.

203

00:28:43.180 --> 00:28:45.659

Cooper City Hall: a point of information from the attorney.

204

00:28:46.690 --> 00:29:14.810

Cooper City Hall: Mr. Horowitz. If I were to ask to extend someone's time, and we take a vote because that's something that I can vote on. And we can extend that under Robert's rules, a majority of the Commission can overrule the chair, take a motion, a second, a majority vote. Then I would like to make a motion to allow Miss Palank to finish whatever she came here to speak with, due to her historical knowledge and her unique position. I'll second that I have. I have a point of information before the second Mr. Horowitz

205

00:29:15.543 --> 00:29:16.990

Cooper City Hall: during the

206

00:29:17.080 --> 00:29:20.340

Cooper City Hall: the item in discussion, which I believe is

207

00:29:20.810 --> 00:29:22.760

Cooper City Hall: item 10. Yes.

208

00:29:23.320 --> 00:29:31.249

Cooper City Hall: it's public hearing. It is a public hearing. So there could be an opportunity for any individual to speak for additional 3 min. That is correct, Commissioner. Okay, thank you.

209

00:29:31.580 --> 00:29:34.949

Cooper City Hall: Okay. Then I'll withdraw for and wait until that time.

210

00:29:35.790 --> 00:29:37.220

Cooper City Hall: Philip Charlotte.

211

00:29:46.310 --> 00:29:47.310

Cooper City Hall: good evening.

212

00:29:48.880 --> 00:29:52.209

Cooper City Hall: Angel, is my wife. I'm the person being removed.

213

00:29:52.440 --> 00:30:00.069

Cooper City Hall: I'm going to begin with some quotes from your last commission meeting. All quotes are from that man. Right there. Shrouder

214

00:30:00.420 --> 00:30:05.260

Cooper City Hall: quote one. I would rather not be on the record. Wonder why.

215

00:30:05.640 --> 00:30:16.409

Cooper City Hall: quote 2. Ratify what was already there, and cut Homeboy out. I'm Homeboy. I don't think I said I wouldn't be on the record. Excuse me, I'm reading verbatim.

216

00:30:16.440 --> 00:30:22.159

Cooper City Hall: Go ahead, the homeboy. He refers to is me. So going forward, I'll be referring to him in kind.

217

00:30:22.190 --> 00:30:24.750

Cooper City Hall: Quote 3. I want to get rid of Philip.

218

00:30:25.020 --> 00:30:27.930

Cooper City Hall: Quote 4. So Philip SOL.

219

00:30:28.000 --> 00:30:29.920

Cooper City Hall: He didn't use the initials

220

00:30:29.980 --> 00:30:32.060

Cooper City Hall: I'm trying to keep with the decorum.

221

00:30:33.233 --> 00:30:36.479

Cooper City Hall: Quote 4. So Philip SOL.

222

00:30:36.560 --> 00:30:39.650

Cooper City Hall: Sorry, Philip, don't know who you are gone.

223

00:30:39.710 --> 00:30:44.449

Cooper City Hall: Quote 5. This is called termination without notice.

224

00:30:44.710 --> 00:30:47.000

Cooper City Hall: termination without notice.

225

00:30:47.220 --> 00:30:49.260

Cooper City Hall: How completely spineless.

226

00:30:49.430 --> 00:30:54.809

Cooper City Hall: So, to summarize, Homeboy wants to terminate without notice the insurance I've been receiving

227

00:30:54.830 --> 00:31:07.020

Cooper City Hall: for 11 years due to my wife. Having been a Cooper City commissioner for 12 years, receiving \$6,000 a year, she never took advantage of the city's expense allowance.

228

00:31:07.300 --> 00:31:12.750

Cooper City Hall: So Homeboy thinks that ridding me who the city has a contract with will save money

229

00:31:12.800 --> 00:31:16.180

Cooper City Hall: that would amount to about \$4,400 a year.

230

00:31:16.310 --> 00:31:27.519

Cooper City Hall: In the meantime the commissioners have given themselves a raise from 12,000 a year to \$39,000 a year, as well as expenses and health coverage.

231

00:31:27.640 --> 00:31:32.760

Cooper City Hall: and if they serve 3 terms, the possibility of eligibility for a pension.

232

00:31:32.840 --> 00:31:35.820

Cooper City Hall: all this a taxpayer expense.

233

00:31:36.210 --> 00:31:41.210

Cooper City Hall: I recently took early social security with the reassurance that my Medicare supplement

234

00:31:41.240 --> 00:31:44.190

Cooper City Hall: would continue to be paid for by Cooper City.

235

00:31:44.320 --> 00:31:51.979

Cooper City Hall: I might have made other choices had I known that commissioners would try and get out of their contractual obligation with my wife.

236

00:31:52.300 --> 00:32:09.419

Cooper City Hall: So to recap. Homeboy wants to save the city about \$4,400 a year by getting rid of me, while at the same time has no problem with giving himself and future commissioners a rather gluttonous raise that raise will also include cost of living increases each year

237

00:32:09.550 --> 00:32:16.040

Cooper City Hall: over a 12 year period. This would amount to paying about 53,000 for my supplement.

238

00:32:16.080 --> 00:32:20.880

Cooper City Hall: but more than 2.5 million for Commissioner salaries

239

00:32:20.890 --> 00:32:25.930

Cooper City Hall: that leaves out expenses, medical and possible pensions

240

00:32:25.990 --> 00:32:28.450

Cooper City Hall: which could amount to millions more.

241

00:32:28.790 --> 00:32:34.479

Cooper City Hall: It appears that Homeboy, especially as well as some of his fellow commissioners

242

00:32:34.500 --> 00:32:37.000

Cooper City Hall: are also happy to litigate this

243

00:32:37.030 --> 00:32:40.050

Cooper City Hall: at the expense of Cooper City taxpayers.

244

00:32:40.560 --> 00:32:59.290

Cooper City Hall: My advice is, each election cycle vote everyone out because for one, it seems they're putting their own best interests ahead of the cities, and also if they don't get reelected for 3 or 4 terms, they won't be able to vest saving a city, possibly millions of dollars.

245

00:32:59.540 --> 00:33:02.100

Cooper City Hall: Thank you. I would like to say.

246

00:33:02.140 --> 00:33:04.310

Cooper City Hall: welcome to Cooper City.

247

00:33:04.580 --> 00:33:14.460

Cooper City Hall: I know you. I know you. You don't live in Cooper City, but welcome to this. Welcome to the city. Excuse me, no welcome to the city that's been paying for your health insurance.

248

00:33:14.560 --> 00:33:20.110

Cooper City Hall: I'm sorry to have interrupted you. Go ahead. Welcome to the city who's been paying your health insurance.

249

00:33:20.140 --> 00:33:22.269

Cooper City Hall: It's nice to see who we're paying for.

250

00:33:22.790 --> 00:33:24.630

Cooper City Hall: I don't know if you've ever been here before.

251

00:33:24.680 --> 00:33:35.009

Cooper City Hall: but our residents are not obligated to pay for your health insurance for life. That's number one number 2. Your numbers are wrong. I voted against the health insurance for life.

252

00:33:35.210 --> 00:33:41.360

Cooper City Hall: Okay, I don't know what record you were watching. You got the wrong person when it came up to

253

00:33:41.810 --> 00:33:46.909

Cooper City Hall: all of us getting health insurance. I declined and said, I don't think it's right. I voted against that

254

00:33:46.990 --> 00:33:49.820

Cooper City Hall: so, and those numbers you came up with were all wrong.

255

00:33:49.920 --> 00:33:50.750

Cooper City Hall: But

256

00:33:51.050 --> 00:33:56.659

Cooper City Hall: excuse me, no, I appreciate it. You're wrong, but long story short.

257

00:33:57.280 --> 00:34:01.799

Cooper City Hall: it is nice to see you in Cooper City. We we appreciate to see who we're actually paying for

258

00:34:01.840 --> 00:34:03.860

Cooper City Hall: on health insurance. And

259

00:34:03.930 --> 00:34:06.829

Cooper City Hall: Alexander stop freeloading. Thank you.

260

00:34:07.660 --> 00:34:09.630

Cooper City Hall: Alexandra Fox.

261

00:34:22.969 --> 00:34:24.660

Cooper City Hall: Good evening, Commissioners

262

00:34:25.050 --> 00:34:37.259

Cooper City Hall: Ms. Fox, from Franken Academy here for my monthly update. Last month we met actually our executive director, Mr. Snicken, and Captain Giovanni, met with the Hoa President Carl. I almost forgot his name

263

00:34:37.350 --> 00:34:49.130

Cooper City Hall: Carl Fhp. Is now on board with making sure that we block the cones. At certain times the Rock Creek exit for a little bit to help with any landscaping damage. So we're on board.

264

00:34:49.199 --> 00:34:50.949

Cooper City Hall: Also, the

265

00:34:51.330 --> 00:35:04.819

Cooper City Hall: cars on Flamingo are decreasing, because every time they send me our monthly update they don't like the \$100 fine. So I thank you for that, because that's definitely helping, and we'll see you next month. Thank you for your time. Thank you very much.

266

00:35:05.230 --> 00:35:07.010

Cooper City Hall: Ryan Mesher.

267

00:35:09.550 --> 00:35:13.530

Cooper City Hall: Hello, everyone. Hi! My name is Ryan Mesha. Hi!

268

00:35:14.380 --> 00:35:18.525

Cooper City Hall: Cooper City resident for 24 years, 25 now

269

00:35:18.980 --> 00:35:30.750

Cooper City Hall: Since I I wanted to bring a proposition to, or request your support on a safety concern that I've I've recently come across. As my daughter started going to middle school here.

270

00:35:32.000 --> 00:35:38.259

Cooper City Hall: The the school zone in Rock Creek is set for from 7 to 8 Am.

271

00:35:38.420 --> 00:35:46.439

Cooper City Hall: And the bus students are coming in to go to the bus, stop from middle school up until 8 30. You're right. So

272

00:35:47.910 --> 00:35:53.979

Cooper City Hall: it's posing a concern because cars are still speeding through, and we have those beacon flashers that are going off.

273

00:35:54.000 --> 00:35:56.019

Cooper City Hall: They actually stop flashing at 8.

274

00:35:56.130 --> 00:36:03.199

Cooper City Hall: So I was wanting to extend the flashers 30 more minutes to cover those kids that are coming through the crossing zones.

275

00:36:03.570 --> 00:36:16.100

Cooper City Hall: and I spoke with Officer or Captain D. Giovanni Carl, and our Homeowners Association, and Mr. Ray and Mr. Pappas.

276

00:36:16.160 --> 00:36:20.480

Cooper City Hall: And now I've spoken with Mr. Ramator from the traffic department.

277

00:36:20.630 --> 00:36:24.399

Cooper City Hall: and I'm trying to get support to just basically make that adjustment.

278

00:36:24.430 --> 00:36:28.959

Cooper City Hall: Mr. Ramator informed me today that the statute states that

279

00:36:29.498 --> 00:36:35.089

Cooper City Hall: the the flashers can be extended 30 min after classes start.

280

00:36:35.280 --> 00:36:42.120

Cooper City Hall: But he he said, well, that accommodates Cooper City, I mean Embassy Creek.

281

00:36:42.740 --> 00:36:49.099

Cooper City Hall: But actually the classes start at 8. So I saw that as, oh, great! We do have an option there to extend it till 8 30,

282

00:36:49.180 --> 00:36:51.500

Cooper City Hall: and if we could extend those flashers.

283

00:36:51.820 --> 00:37:10.049

Cooper City Hall: I know it'll improve the safety for the the students who are walking the 6th and 6th through 8th graders who are walking to school. My daughter, recently we did. Mr. Captain Digiovanni did a great service immediately put. He put a sign there that warned of the pedestrians going through the

284

00:37:10.512 --> 00:37:18.259

Cooper City Hall: the area, and immediately cars were, you know, slowing down to the correct speed. But still, that's 30 miles per hour through that area.

285

00:37:18.780 --> 00:37:21.860

Cooper City Hall: and that's still a curve in that area.

286

00:37:22.010 --> 00:37:33.749

Cooper City Hall: I've witnessed too many, you know, tragedies in my life with cars losing control. I'm sure we all have. So. But then today he had to take that sign down, maybe because of the storm.

287

00:37:33.900 --> 00:37:39.879

Cooper City Hall: and or I know he can't keep it there the whole time. It's a very awesome sign that states that.

288

00:37:40.150 --> 00:37:42.540

Cooper City Hall: But then my daughter today

289

00:37:42.987 --> 00:37:49.240

Cooper City Hall: noticed, of course, a car coming flying by a truck at like, she said, how fast about

290

00:37:50.470 --> 00:37:51.790

Cooper City Hall: how fast did you say?

291

00:37:53.080 --> 00:38:08.760

Cooper City Hall: 50 miles per hour? Approximately so distracted drivers are. As soon as they get to 30 they're going 35, or beyond or 30, is still too fast through that area, so I'd love to see if I could get the support to get that dial changed, and I think the statute covers it.

292

00:38:08.870 --> 00:38:19.499

Cooper City Hall: and if we have to be a pilot for that program, I'd love to be a pilot in our area to help keep the same. Thank you. Consensus. Yeah. I see all the heads are shaking.

293

00:38:19.900 --> 00:38:21.420

Cooper City Hall: You got the support.

294

00:38:22.140 --> 00:38:26.820

Cooper City Hall: I just have a question for the manager. What? What is the process of of doing that.

295

00:38:26.970 --> 00:38:35.220

Cooper City Hall: did you? I don't know exactly what the process is, but we'll follow the delete of the of the Commission, and then we'll send you a report as to when it gets done.

296

00:38:35.400 --> 00:38:41.249

Cooper City Hall: Thank you and Captain Giovanni. Thank you very much for being out there as prompt as you are

297

00:38:45.850 --> 00:38:47.350

Cooper City Hall: Gloria Brantley.

298

00:38:55.600 --> 00:39:02.169

Cooper City Hall: Hi! Again I spoke last budget meeting introduced myself as a new resident to Cooper City.

299

00:39:02.200 --> 00:39:27.430

Cooper City Hall: and I wasn't able to say to the commission meeting. So I you know I didn't want to get off topic, but I asked you to please not be self serving, unfortunately, and this might be very contrary to people's opinion in the in the audience again, new resident here. So no vested interest. I think there's a lot of vested interest going on in the lifetime healthcare benefits which I'm here to express my opinion. So my opinion is.

300

00:39:27.550 --> 00:39:49.979

Cooper City Hall: I am very happy to pay for any employee of Cooper City's healthcare benefits tax dollars going to you, you know. Of course, as you have a job, any other job, even if it's a part time job and you have a full other time job that you can get benefits from. However, the day that you are no longer an employee of Cooper City, my opinion is that you should no longer get health, care, benefits paid for by the citizens of Cooper City.

301

00:39:50.040 --> 00:40:07.539

Cooper City Hall: I think that even if you that was previously the case, and you no longer have that. I do not think it is an issue of fairness. I think that is kind of like saying, well, it was wrong before, but for me to get it it should be fair, so I don't. I don't agree with that logic at all, so

302

00:40:07.640 --> 00:40:10.669

Cooper City Hall: I'm that's it. I'm here to express that opinion. I think.

303

00:40:10.780 --> 00:40:29.500

Cooper City Hall: Sorry, Philip. Sorry anybody else who gets healthcare benefits. I don't think you should get it. That's it. That's just my opinion, and I'm here to express that. So I think it's kind of common sense. Oh, I did want to mention. One other thing is that I looked into over 50 municipalities that are similar size to Cooper City. I could not find a single one that has this benefit, so

304

00:40:29.540 --> 00:40:38.299

Cooper City Hall: there's no, I couldn't find a precedent for it. I don't think it's a common thing. I think there's going to be a lot of vested interests of people who have that which I understand you want it. You want to keep it.

305

00:40:38.710 --> 00:40:41.660

Cooper City Hall: Sure, I don't think it's the right thing. That's it. Thank you.

306

00:40:41.680 --> 00:40:42.989

Cooper City Hall: Thank you very much.

307

00:40:44.350 --> 00:40:45.630

Cooper City Hall: Ronnie, staring

308

00:40:49.910 --> 00:40:51.620

Cooper City Hall: are really hard to follow.

309

00:40:51.680 --> 00:41:14.410

Cooper City Hall: and I'm a little vertically challenged. So it's really hard to follow all of these. But I've been a 12 year resident, and I am Israeli. I am an American, but I am Israeli, and I wanted to thank you, Jeremy Katzman, and the rest of the panel for everything you've done for us, my fellow friends have left. It is the high holidays. It's the middle of the high holidays right now, so we're all very busy.

310

00:41:14.420 --> 00:41:20.380

Cooper City Hall: But you took the time you recognized us, and we appreciate it, and we appreciate everything. And obviously

311

00:41:20.510 --> 00:41:28.010

Cooper City Hall: all we want is our hostages to come home, and all we want is for everybody to be okay. So thank you. Thank you. Everybody just wanted to say that

312

00:41:32.750 --> 00:41:34.270

Cooper City Hall: Andrew Gross.

313

00:41:39.310 --> 00:41:41.629

Cooper City Hall: Thank you, mark Hadabow.

314

00:41:47.240 --> 00:41:53.710

Cooper City Hall: Thank you, mayor and Commissioners. I am here tonight to express my heartfelt

315

00:41:54.410 --> 00:41:56.420

Cooper City Hall: thanks and appreciation

316

00:41:56.710 --> 00:41:58.780

Cooper City Hall: for your standing with Israel.

317

00:41:59.240 --> 00:42:06.300

Cooper City Hall: I'm not a member of the Jewish community. I'm a pastor of the Pentecostals of Cooper City. I'm a resident of Cooper City country Glen.

318

00:42:07.460 --> 00:42:10.020

Cooper City Hall: I have been to Israel. I was there

319

00:42:10.200 --> 00:42:14.500

Cooper City Hall: with the team supporting what's going on at the Gaza border, and so forth

320

00:42:14.750 --> 00:42:16.390

Cooper City Hall: from somebody that's

321

00:42:17.040 --> 00:42:25.860

Cooper City Hall: not ever been there. It's hard for them to understand the complexity. But, Mr. Katzman, I can't agree more with what you're doing, with what you're saying

322

00:42:25.900 --> 00:42:31.609

Cooper City Hall: and your wording. And thank you, Mayor, for adding the other part to that. That, I think, is so important.

323

00:42:32.500 --> 00:42:37.300

Cooper City Hall: We're living in a time when it's very confusing. If we just listen to certain voices

324

00:42:37.580 --> 00:42:40.320

Cooper City Hall: and voices that have very little

325

00:42:40.330 --> 00:42:42.710

Cooper City Hall: reality or truth.

326

00:42:42.920 --> 00:42:45.869

Cooper City Hall: And to bring this at this time

327

00:42:46.240 --> 00:42:52.530

Cooper City Hall: makes me proud to be a part of this city, and it makes me proud to be part of what you all are standing for and together.

328

00:42:52.660 --> 00:42:55.419

Cooper City Hall: I remember vividly standing at this podium

329

00:42:55.550 --> 00:42:59.019

Cooper City Hall: not long ago, when you stood also with the Ukraine.

330

00:42:59.080 --> 00:43:04.460

Cooper City Hall: and I just want to say thank you. As I was also on a mission to Ukraine taking supplies there.

331

00:43:04.650 --> 00:43:07.530

Cooper City Hall: So today I just came to say, Thank you.

332

00:43:07.630 --> 00:43:13.740

Cooper City Hall: I'm not a part of the Jewish community, but my heart is Jewish, and so I thank you, and I just want to again

333

00:43:13.850 --> 00:43:20.330

Cooper City Hall: reiterate what a great city this is to make this such a great proclamation. Thank you. Thank you.

334

00:43:20.530 --> 00:43:22.860

Cooper City Hall: And, Pastor, thank you for what you do

335

00:43:22.870 --> 00:43:25.239

Cooper City Hall: on behalf of all the Cooper City residents.

336

00:43:25.510 --> 00:43:26.840

Cooper City Hall: Stephen Moses.

337

00:43:31.140 --> 00:43:56.779

Cooper City Hall: I'm a 40 year resident of Cooper City. I've been here since 1984. I've seen a number of commissions over the years, and not every commission was a great commission, so don't be fooled by that. Certain people bought the Rock Creek Bath and tennis Club, even though the city voted against it numerous times. So don't, don't fall, for we were great. We made this city what it was. That's not true.

338

00:43:58.090 --> 00:44:18.840

Cooper City Hall: That's 1st second, the idea of giving benefits to somebody that was not entitled to benefits prior to a marriage after the person has left the employee of the city. That's absolutely ridiculous. That's not fiscally responsible, as far as I'm concerned, those benefits should be taken away immediately.

339

00:44:19.470 --> 00:44:20.490

Cooper City Hall: Next.

340

00:44:20.600 --> 00:44:25.709

Cooper City Hall: the idea of giving benefits, lifetime benefits. I think that's bad policy.

341

00:44:25.720 --> 00:44:28.409

Cooper City Hall: I can't speak to the legality of it.

342

00:44:28.720 --> 00:44:34.050

Cooper City Hall: and because of that I'm not going to speak to the legality of the people that have benefits

343

00:44:34.090 --> 00:44:45.629

Cooper City Hall: other than I don't approve of them. But I will say, to increase benefits or to add benefits for people that don't have benefits right. Now, that's just wrong.

344

00:44:46.020 --> 00:45:00.499

Cooper City Hall: As far as the city commissioners voting a salary increase that that happened, that that's not something that we can discuss today. And we really can't equate the health insurance and the salaries. So I'm not even going to try to do that.

345

00:45:00.790 --> 00:45:04.229

Cooper City Hall: So I'll basically summarize and say

346

00:45:04.890 --> 00:45:11.130

Cooper City Hall: one, the people that preceded you on the commission. Some were wonderful, some were not.

347

00:45:11.320 --> 00:45:20.889

Cooper City Hall: But don't be fooled by thinking everybody that was on the Commission was a marvelous commissioner for this city to the idea of lifetime benefits

348

00:45:20.930 --> 00:45:22.509

Cooper City Hall: that's just wrong.

349

00:45:22.740 --> 00:45:29.910

Cooper City Hall: 3 lifetime benefits for somebody that wasn't even involved and never got the benefits. That's even more wrong.

350

00:45:30.050 --> 00:45:32.040

Cooper City Hall: Thank you. Thank you.

351

00:45:34.100 --> 00:45:39.099

Cooper City Hall: Anyone else in City Hall who hasn't signed up that wishes to speak.

352

00:45:39.640 --> 00:45:41.800

Cooper City Hall: seeing none. Anyone on virtual.

353

00:45:42.910 --> 00:45:46.719

Cooper City Hall: Please come forward after you finish speaking. Please sign up.

354

00:45:48.890 --> 00:46:01.879

Cooper City Hall: My name is Jermaine Alvarado. I've been a resident for 8 years here, and I think Cooper City has been a great city for us. I really appreciate all the things that you guys do I don't see anything wrong with

355

00:46:02.090 --> 00:46:18.560

Cooper City Hall: people getting raises with time, right? So for somebody to say that they got they're working here for \$6,000 a year versus what you guys are making now, I mean, times have changed. So has. So we have to adjust accordingly. Right? So we have inflation and whatnot.

356

00:46:18.560 --> 00:46:32.510

Cooper City Hall: So for somebody to make that one of their things. It's that's what you signed up for. So as time goes on, as long as you guys are getting your raises properly. I do ask that. You also take care of your your employees as well. So if you guys are.

357

00:46:34.680 --> 00:46:35.880

Cooper City Hall: would you guys

358

00:46:38.310 --> 00:46:55.300

Cooper City Hall: thank you. I don't know anything that's going on with anybody else here. But I just if you guys are looking out for yourselves. Look out for your people as well like, I said. I don't think somebody making a statement saying that they've started here at \$6,000, and then coming along later on and saying.

359

00:46:55.300 --> 00:47:08.329

Cooper City Hall: Oh, I'm upset because you guys are making more. I don't think that's justifiable. I'm sorry it's just the truth. So but thank you for all that you guys do. And I hope you guys take that into consideration that you guys take care of your people.

360

00:47:08.370 --> 00:47:10.060

Cooper City Hall: All right. Thank you. Thank you.

361

00:47:13.370 --> 00:47:15.210

Cooper City Hall: And if you would please sign up.

362

00:47:15.570 --> 00:47:17.090

Cooper City Hall: Thank you very much.

363

00:47:17.400 --> 00:47:21.479

Cooper City Hall: All right. Moving on to the consent. Agenda, do I have a motion.

364

00:47:22.550 --> 00:47:23.620

Cooper City Hall: still moved

365

00:47:23.650 --> 00:47:25.789

Cooper City Hall: by Commissioner Green, second by

366

00:47:26.840 --> 00:47:29.079

Cooper City Hall: me. Commissioner Schreider.

367

00:47:30.310 --> 00:47:31.319

Cooper City Hall: Call the vote

368

00:47:32.870 --> 00:47:39.100

Cooper City Hall: Commissioner Malozi. Yes, Commissioner Gatsman. Yes, Commissioner Shrouder. Yes, Commissioner Green. Yes, Mayor Ross. Yes.

369

00:47:39.340 --> 00:47:41.270

Cooper City Hall: moving on to item number 8,

370

00:47:41.370 --> 00:47:42.870

Cooper City Hall: we have a

371

00:47:43.090 --> 00:47:49.530

Cooper City Hall: motion to reconsider the cola, the cost of living adjustment for employees of the city of Cooper City. Commissioner Green.

372

00:47:50.720 --> 00:47:55.739

Cooper City Hall: Thank you. Mayor Ross. At the most recent commission meeting 2 weeks ago or thereabouts.

373

00:47:55.840 --> 00:48:01.190

Cooper City Hall: the Commission had taken a vote that basically combined

374

00:48:01.310 --> 00:48:04.970

Cooper City Hall: the Cola. The 3.2% cola

375

00:48:05.070 --> 00:48:09.330

Cooper City Hall: and the 4% thereabouts merit

376

00:48:09.540 --> 00:48:14.539

Cooper City Hall: putting it into real reallocating those funds to be used as a method

377

00:48:14.580 --> 00:48:22.430

Cooper City Hall: to make compensation adjustments as determined by the city manager. Just for some context

378

00:48:22.600 --> 00:48:36.159

Cooper City Hall: we had. The city had had underwent, undergone a compensation study plan, and after that plan was completed. It was determined, or it had showed

379

00:48:36.340 --> 00:48:42.099

Cooper City Hall: that there were inefficiencies. Job descriptions had changed.

380

00:48:42.640 --> 00:48:46.449

Cooper City Hall: job functions had changed, and as a result of those changes

381

00:48:46.500 --> 00:49:00.380

Cooper City Hall: it created a situation where employees were. Some employees were being inadequately, inadequately compensated, while others had received a benefit. Having come to the the city.

382

00:49:00.410 --> 00:49:03.440

Cooper City Hall: you know, in the most recent times.

383

00:49:04.130 --> 00:49:15.300

Cooper City Hall: I know that the Commission had had, I believe, had approved that 4 to one. I don't think Commissioner Malozi had had approved that, but I think the 4 of us did, and I wanted to bring it back

384

00:49:15.540 --> 00:49:20.159

Cooper City Hall: to the Commission for some reconsideration, because, after

385

00:49:20.290 --> 00:49:24.400

Cooper City Hall: talking with the city manager and talking to the staff.

386

00:49:24.430 --> 00:49:27.900

Cooper City Hall: I realize that this is not. This is not.

387

00:49:27.910 --> 00:49:29.900

Cooper City Hall: This was not my intent

388

00:49:29.980 --> 00:49:32.470

Cooper City Hall: to combine those

389

00:49:32.640 --> 00:49:34.400

Cooper City Hall: in a way that

390

00:49:34.570 --> 00:49:35.660

Cooper City Hall: the

391

00:49:35.790 --> 00:49:38.879

Cooper City Hall: cost of living allowances goes away.

392

00:49:39.290 --> 00:49:44.390

Cooper City Hall: as Mr. Alvarado has said just recently, and I do appreciate that, sir.

393

00:49:44.490 --> 00:49:50.430

Cooper City Hall: about the the salary increases and the adjustments that have to be made over time.

394

00:49:50.550 --> 00:50:08.769

Cooper City Hall: Well, this city, just like every other city, has to go through those adjustments, and we don't determine those. There are processes in place that determine that govern cost of living allowances for governmental employees. And so, as a result of that.

395

00:50:08.800 --> 00:50:21.249

Cooper City Hall: the Cpi, they provide the municipalities with those numbers, and based on those numbers, the likelihood. And I'm just. Speaking, generally speaking, the likelihood is that the employees

396

00:50:21.520 --> 00:50:44.539

Cooper City Hall: of, regardless of the municipality, are going to receive those cost of living allowances. I do believe that that is a good thing, not only for our employees, but for people in general, as you all have seen the last 4 years has been financially has been financially devastating to a lot of people.

397

00:50:44.740 --> 00:50:55.389

Cooper City Hall: I dare say that it's been a challenge for our residents, and and I would go out on a limb and say that it's probably been a challenge to some of our residents

398

00:50:55.410 --> 00:51:04.140

Cooper City Hall: that are some of our employees that are Cooper City residents. And so I'm hoping that this commission will will reconsider

399

00:51:04.190 --> 00:51:09.069

Cooper City Hall: the position. The vote that we take that we took 2 weeks ago.

400

00:51:09.090 --> 00:51:15.079

Cooper City Hall: Mr. Ray, when you and I had our conversation, you had indicated to me that

401

00:51:15.220 --> 00:51:30.000

Cooper City Hall: your recommendation was, and I'm going to turn it over to you because I believe that it's important for the employees to hear what your recommendation was, as it pertained to the cola and the merit.

402

00:51:33.260 --> 00:51:34.520

Cooper City Hall: Thank you, Commissioner, and

403

00:51:35.220 --> 00:51:48.420

Cooper City Hall: I know, not only want to cover what my recommendation was, but also what my plan is. So if you're going to modify your your directive, at least you'll have a better understanding as to what I'm planning on doing. So

404

00:51:48.730 --> 00:51:51.290

Cooper City Hall: when we put the budget together, we have

405

00:51:51.300 --> 00:52:13.029

Cooper City Hall: a component for coda at 3.2% and a component for merits that allow for, you know, increases basis on longevity and performance to be given to employees where employee will be entitled to the combination of both the cost of living and the merit. What the Commission basically said was that in order to address some of the

406

00:52:13.720 --> 00:52:20.879

Cooper City Hall: unfinished business that we have in terms of adjusting salaries that they want to put all the money together into into one pool.

407

00:52:20.900 --> 00:52:39.879

Cooper City Hall: There are 2 issues that really came to light in my head after that motion had been approved. Number One was the intent of the cola is that as the Commission approves the cola every year the pay plan ranges move with the Cola.

408

00:52:39.880 --> 00:52:56.649

Cooper City Hall: because if we don't move the pay plan ranges, then people that are at the top of the range, they will basically be in a couple of years bumping into the top of the range. And we're going to be in 3 or 4 years having to relook at the pay plan and having another story like we had before. So I think it's important that

409

00:52:57.280 --> 00:53:12.110

Cooper City Hall: while the money was put into one big pool, the cost of living in ranges are applied to the pay grades. So all of the numbers move together. Okay, so that's that's number one, number 2 is as

410

00:53:12.110 --> 00:53:27.909

Cooper City Hall: as the Commission was basically looking at the areas of concern. Most of the concerns that I have heard are really related to people that are on a salary basis, not necessarily the hourly people. So my plan is that

411

00:53:28.350 --> 00:53:49.099

Cooper City Hall: as we move forward, the people that are on an hourly rate, which is basically most of our rank and file employees, which accounts for about 100 of the 130 people. Those people, we should, you know, give them the 3.2% as soon as possible, because it is important. Those are people that

412

00:53:49.480 --> 00:54:10.429

Cooper City Hall: are more significantly impacted by any lack of over 3.2% adjustment. So that is my current plan and within the direction of the Commission. I think I can execute that plan. But I'd be happy to discuss any other changes that you might want to make to the to the

413

00:54:10.520 --> 00:54:16.530

Cooper City Hall: plan that you previously approved. So, Mr. Ray, and thank you. Thank you, Mr. Ray, because I wanted to make sure that that explanation was out there.

414

00:54:16.610 --> 00:54:20.319

Cooper City Hall: and I don't, and I don't believe it was the intent

415

00:54:20.440 --> 00:54:25.830

Cooper City Hall: of this commission to take away the cola from year to year

416

00:54:25.840 --> 00:54:28.589

Cooper City Hall: at least. That's not my intent. I can only speak for me.

417

00:54:28.620 --> 00:54:36.680

Cooper City Hall: That's not my intent. I recognize that that through 3.2% this year, or whatever it's going to be next year.

418

00:54:36.690 --> 00:54:50.890

Cooper City Hall: That's important to a lot of families here in Cooper City. And we want to make sure. I want to make sure that that still that that remains intact for our employees, because it's the right thing to do for our employees. I understand the merit portion

419

00:54:50.950 --> 00:54:56.468

Cooper City Hall: employees have to work towards that. We have got outstanding employees.

420

00:54:57.420 --> 00:55:17.270

Cooper City Hall: our employees here in Cooper City are second to none. I tell them that on a regular basis I love these folks. I see the I see the hard work that they put in day in and day out, to make this city the best place that it can be. In my humble opinion, all of you should have the 4% every year, because I see the work that gets done.

421

00:55:21.380 --> 00:55:32.839

Cooper City Hall: but I want you to know that it was not my intent when we when I passed it. I can only speak for me. It wasn't my intent for us to take that away.

422

00:55:32.880 --> 00:55:43.109

Cooper City Hall: and that's why I brought this back, and I'm certainly hoping that I'm going to have some support for my my colleagues up here to ensure that we do the right thing

423

00:55:43.150 --> 00:55:46.939

Cooper City Hall: for our staff, because at the end of the day

424

00:55:47.130 --> 00:55:50.560

Cooper City Hall: the Commission will come and go.

425

00:55:50.640 --> 00:55:59.000

Cooper City Hall: But it's really the people that are the backbone. It's all of the folks that are in this room that are employees. There are. They are the backbone of this city.

426

00:55:59.090 --> 00:56:28.040

Cooper City Hall: the audiences audiences. You're going to see them a lot more than you see us, and that's a good thing, because when you're seeing them out throughout our city. You know that they're working hard on your behalf, and so I'm hoping that that my colleagues will reconsider this, and that we will have it separate, that we will have the cola and and the merit, and we will bifurcate it that way. October. I think. October first.st The folks will be able to get the 3.2%

427

00:56:28.130 --> 00:56:30.099

Cooper City Hall: all the while Mister Ray.

428

00:56:30.720 --> 00:56:35.050

Cooper City Hall: moving forward with the the inefficiencies

429

00:56:35.200 --> 00:56:36.340

Cooper City Hall: within.

430

00:56:37.448 --> 00:56:48.859

Cooper City Hall: Addressing those concerns based on the compensation study that we had done recently. And that's all I have for right now I'm looking forward to hearing from what? From my colleagues.

431

00:56:49.150 --> 00:56:49.970

Cooper City Hall: you.

432

00:56:50.980 --> 00:56:55.210

Cooper City Hall: Commissioner Charter. Okay, so procedurally

433

00:56:55.350 --> 00:56:56.909

Cooper City Hall: to do a budget amendment.

434

00:56:57.000 --> 00:57:03.320

Cooper City Hall: you have to do a budget amendment. And this isn't a budget amendment. So but let me explain that most of the people that are sitting there.

435

00:57:03.951 --> 00:57:06.259

Cooper City Hall: So if you break down

436

00:57:06.560 --> 00:57:10.449

Cooper City Hall: the staff, it's about a hundred, a little more than a hundred full-time staff

437

00:57:10.880 --> 00:57:30.099

Cooper City Hall: overall. In 2 years the staff has received about 14% increase. But really, the top 50% has received 22.4 6% increase. And the bottom 50% has only received 7% increase. Okay, so most of the people sitting there are in the bottom 50%.

438

00:57:30.100 --> 00:57:44.159

Cooper City Hall: You guys received 7.2 1%. If you take off inflation during that time period of about 5, you're up 2%. That's that's it. And that's raises across the board. Not just your your Cola.

439

00:57:44.530 --> 00:57:47.149

Cooper City Hall: Now, the top 22%.

440

00:57:47.480 --> 00:57:58.130

Cooper City Hall: So what I don't want to see continue to happen is certain. People get huge raises and other ones don't. So instead of giving everybody 3.2 across the board, I wanted to take all that money

441

00:57:58.150 --> 00:58:09.659

Cooper City Hall: and use that to fix that. So the lower portion gets higher, and maybe somebody who just got a 37 and a half percent increase in the same job

442

00:58:09.800 --> 00:58:23.979

Cooper City Hall: doesn't get anything for Cola. That was my intent. So same amount of money, but making it equal because it's not equal at all. And the bottom 3rd of of those full-time employees are at at 4.9%

443

00:58:23.990 --> 00:58:30.489

Cooper City Hall: increase with inflation at 5.9. So they're 1% less than they were making 24 months ago.

444

00:58:30.590 --> 00:58:39.850

Cooper City Hall: so my intent is to to make it more equitable. I do not want to give 3.2 across the board. I want to take the total amount and give higher to the people who weren't.

445

00:58:39.860 --> 00:58:45.130

Cooper City Hall: So the ones that were out driving around didn't have time to come and lobby for that pay pay plan.

446

00:58:45.590 --> 00:58:55.239

Cooper City Hall: They're the ones that that got taken advantage of and the people that had involvement in the pay plan. They got huge, huge increases. I mean, we have people that are.

447

00:58:55.750 --> 00:58:58.079

Cooper City Hall: I'm at 40, something percent

448

00:58:58.190 --> 00:59:03.649

Cooper City Hall: in 24 months, 40, something percent, 30, something percent, a lot.

449

00:59:04.080 --> 00:59:09.709

Cooper City Hall: So that's not fair to me, so I do not want to do a 3.2 across the board. I want to take the total amount

450

00:59:09.890 --> 00:59:13.959

Cooper City Hall: and use that to to fix that bottom half

451

00:59:14.050 --> 00:59:15.080

Cooper City Hall: that didn't

452

00:59:15.300 --> 00:59:19.699

Cooper City Hall: didn't get what they should have gotten. And when we passed this pay plan you can't take money back right?

453

00:59:19.800 --> 00:59:24.849

Cooper City Hall: That's what that's what everyone says. So when we pass this imperfect pay pay plan.

454

00:59:25.110 --> 00:59:33.579

Cooper City Hall: we said we need to fix it right away, because if you pay one person a million, but somebody who's working harder. 900,000. They're not going to be happy

455

00:59:33.860 --> 00:59:35.619

Cooper City Hall: because it's not fair and equitable.

456

00:59:35.790 --> 00:59:47.380

Cooper City Hall: And what do we do? We didn't do anything. So we adopted a pay plan. We didn't do anything. And you guys got shafted. That's that's what. Probably because you're out working and not in here lobbying for more money. That's the truth.

457

00:59:47.400 --> 01:00:02.499

Cooper City Hall: So and I agree with you 100%. That's why my plan is that to the people that are the hourly employees to immediately. I'm sorry. Yeah, but your numbers weren't exactly right, because you said the hourly employees is like a hundred.

458

01:00:02.730 --> 01:00:07.460

Cooper City Hall: and it wasn't. It's not a hundred people that that got shafted. It is 50.

459

01:00:07.610 --> 01:00:10.819

Cooper City Hall: Is that is the bottom line of the of the yeah.

460

01:00:10.890 --> 01:00:20.319

Cooper City Hall: But I can take some of the money that is left from the salaries salary employees and then make try to make the employees whole.

461

01:00:20.360 --> 01:00:35.809

Cooper City Hall: The people that didn't get the big raises. Yeah, because that's the problem we're trying to cure. The problem. Trying to cure is the hourly employees not getting proper raises. But it's not even because there were some hourly that got huge ones. So I don't even that's not even a good, you know. It's the ones that

462

01:00:35.940 --> 01:00:45.330

Cooper City Hall: you guys shouldn't have been out working when they were whatever they were doing, they were lobbying how to get pay raises on that thing. They were busy working, and somebody was in here switching numbers around. And then we

463

01:00:45.400 --> 01:00:52.270

Cooper City Hall: I mean, it was like incredible. It was the most asinine plan. We wiped out every merit, raise

464

01:00:52.440 --> 01:01:03.120

Cooper City Hall: and with a vote. People who had the same job for 10 years. One person got merit raised year after year, the other one didn't. We just wiped it out? And I said then that this is a bad idea. It's not fair.

465

01:01:03.350 --> 01:01:17.769

Cooper City Hall: And obviously we're not going to take money away. Well, besides, Phillips insurance, we're going to use that to help pay for you guys. But you know, we need to make it fair. So I don't. Wanna I want to spend the same amount of money. I just want it to be fair, and I want the

466

01:01:17.870 --> 01:01:24.110

Cooper City Hall: the hourly, hourly employees to go back to a step plan. So they're getting steps, because when you go off the step plan.

467

01:01:24.180 --> 01:01:33.770

Cooper City Hall: what happens is the people who are liked somehow get more money than the ones who aren't liked or the ones that, you know are quiet, and you know. So

468

01:01:34.200 --> 01:01:41.509

Cooper City Hall: that's that's my thing. I think we should take the money and fix these numbers because I would be upset if somebody got 37%

469

01:01:41.550 --> 01:01:42.800

Cooper City Hall: and I got 3.

470

01:01:44.520 --> 01:01:45.390

Cooper City Hall: Thank you.

471

01:01:45.600 --> 01:01:47.580

Cooper City Hall: Commissioner Katzman.

472

01:01:47.650 --> 01:01:48.977

Cooper City Hall: Thank you, Mayor.

473

01:01:49.570 --> 01:01:51.070

Cooper City Hall: I agree. I mean.

474

01:01:51.410 --> 01:02:00.020

Cooper City Hall: I will start off by saying our employees should be making living wage competitive wages across the board.

475

01:02:00.509 --> 01:02:03.089

Cooper City Hall: I've always voted in support of

476

01:02:03.350 --> 01:02:10.350

Cooper City Hall: increases, and including in the budget, including in the Comp. Study, which unfortunately, was

477

01:02:10.550 --> 01:02:14.370

Cooper City Hall: imperfect. But I didn't want to walk out the door without.

478

01:02:15.700 --> 01:02:20.100

Cooper City Hall: you know, awarding our rewarding our employees for the hard work.

479

01:02:20.970 --> 01:02:23.140

Cooper City Hall: The reason that I supported

480

01:02:23.870 --> 01:02:28.170

Cooper City Hall: putting it in a pool is really to fix these inequities.

481

01:02:28.200 --> 01:02:33.280

Cooper City Hall: So it sounds like there is a way to do that.

482

01:02:33.790 --> 01:02:39.239

Cooper City Hall: perhaps, is it? Is it saying automatically, certain grades, or is it?

483

01:02:40.170 --> 01:02:44.349

Cooper City Hall: What do you recommend, Mr. Ray? I mean, I heard your recommendations at the beginning.

484

01:02:44.550 --> 01:02:47.110

Cooper City Hall: Right. So do you have

485

01:02:51.010 --> 01:02:52.430

Cooper City Hall: from grade

486

01:02:53.100 --> 01:02:56.820

Cooper City Hall: 1 15 grade, 1 15, and below

487

01:02:57.330 --> 01:03:00.899

Cooper City Hall: so grades 1 0, 1 to 1 15.

488

01:03:01.563 --> 01:03:07.909

Cooper City Hall: Includes most of our rank and file employees. That are on an hourly rate.

489

01:03:10.340 --> 01:03:15.019

Cooper City Hall: and I think we need to start by making sure that those employees get

490

01:03:15.070 --> 01:03:17.859

Cooper City Hall: the 3.2% as quickly as possible.

491

01:03:18.100 --> 01:03:27.080

Cooper City Hall: and then we can begin addressing some of the other ones that have gotten raises that are in the in the higher ranges.

492

01:03:27.250 --> 01:03:30.350

Cooper City Hall: Yeah, so is you have to be 1 15

493

01:03:30.440 --> 01:03:33.100

Cooper City Hall: and below and hourly.

494

01:03:33.390 --> 01:03:42.020

Cooper City Hall: you know, to then get your automatic money. Honestly, you really can't do it that way because there's no steps. So

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01:03:42.070 --> 01:03:55.979

Cooper City Hall: I could be in one of those pay grades. You hired me yesterday, and you started me higher than somebody else because you go. That's the market rate. So now I got somebody who's been here for years making less. So I hate to say that the hard thing is individually going through.

496

01:03:56.230 --> 01:04:02.689

Cooper City Hall: but that's what you got to do. You can't just do a pay grade, because if you hired me at the top of pay grade and somebody else hasn't only gone.

497

01:04:02.800 --> 01:04:05.409

Cooper City Hall: Yeah. But unfortunately, I mean to get.

498

01:04:05.500 --> 01:04:10.699

Cooper City Hall: And I agree. Setting up a pay grade system for the hourly employees is essential and is something that should be done

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01:04:10.730 --> 01:04:14.649

Cooper City Hall: to eliminate the arbitrarily people getting

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01:04:14.680 --> 01:04:25.490

Cooper City Hall: no 2% or 3% or 4%. And there's really no basis for it, but that is going to take some time to do, and I don't want delay having people not receive their money

501

01:04:25.830 --> 01:04:30.620

Cooper City Hall: quickly. I can always take some of the money later on and make more more adjustments.

502

01:04:30.740 --> 01:04:43.399

Cooper City Hall: But some of the people that are in those pay ranges they need their money, and they need it quickly. So but can you? Can you look at the bottom portion like that received.

503

01:04:43.560 --> 01:04:47.699

Cooper City Hall: you know, less than they're losing money essentially, and start with them.

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01:04:47.920 --> 01:04:53.090

Cooper City Hall: you know, like the but I can always take money from the other people that are not going to going to get automatic money

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01:04:53.100 --> 01:04:57.899

Cooper City Hall: and allocated. So that means that not only they get the 3.2%, they might get more.

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01:04:58.240 --> 01:05:19.799

Cooper City Hall: Yeah, that's what needs to be correct. They might get more. But at least they get the 3.2% now, and it allows me time for balancing the rest of the money to be able to allocate it for that. But, Mr. Ray, what I'm not hearing bear with me because he's not done. Okay, but Commissioner Sprouter busted right in. Let him ask, go ahead. Commissioner Green. Come on!

507

01:05:21.740 --> 01:05:23.690

Cooper City Hall: This is ridiculous.

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01:05:25.390 --> 01:05:36.740

Cooper City Hall: Thank you, Mayor Ross. So, Mr. Ray, what I'm not hearing, and what I haven't heard from you, Mr. Ray, and what I haven't heard from Commissioner Shrouder is, I understand, and I agree with that. I know that there are the inequities, and we have talked about that and talked about it.

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01:05:37.200 --> 01:05:41.179

Cooper City Hall: What I'm not hearing is, once those adjustments

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01:05:41.340 --> 01:05:43.760

Cooper City Hall: have been made right.

511

01:05:43.790 --> 01:06:08.569

Cooper City Hall: I'm looking at. I'm projecting out next year. The following year, when the Cpi. When it comes in, Mr. Williams, when it comes in, and the cost of living allowances come in from the governmental agencies wherever they come from. It's going to say, Okay, based on the inflation, the market, the money, the this, the that housing, whatever the case the case may be.

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01:06:08.590 --> 01:06:17.779

Cooper City Hall: it's going to come up with a percentage, a recommendation that's going to be put forth to for government employees or for people employees in general.

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01:06:17.960 --> 01:06:20.370

Cooper City Hall: whatever that number is 3.2

514

01:06:20.550 --> 01:06:25.009

Cooper City Hall: 2.8 4.4. Whatever the number is, my question is

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01:06:25.190 --> 01:06:26.720

Cooper City Hall: moving forward.

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01:06:27.010 --> 01:06:38.839

Cooper City Hall: Is that going to be? If the future commissions will they have that information. Will there just be one pool of money, Mr. Ray? Or are we going to have?

517

01:06:39.528 --> 01:06:42.940

Cooper City Hall: Your 2 components? The the Cola.

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01:06:43.070 --> 01:07:10.989

Cooper City Hall: Is that money going to be placed aside as the Cola. And automatically every employee will have access will be getting that every year, and then the merit is on the other side. That's my, that's what I need to hear from you. Yeah, my proposed budgets are intended to have a cola component and a merit component the merit component hopefully. By then we'll have a step plan that will be defined as to what step you're in and what step you're moving into.

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01:07:11.140 --> 01:07:12.320

Cooper City Hall: However.

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01:07:13.700 --> 01:07:37.260

Cooper City Hall: we cannot guarantee that future budgets can accommodate this. Okay, so I want to be fully transparent, that one thing is running the numbers. But another thing is that future commissions, depending on what the tax roll is and budget needs may fully fund that or not. So so. But my my intent is to put those numbers separately.

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01:07:37.550 --> 01:07:41.930

Cooper City Hall: Mr. Williams, as I heard Commissioner Shrouder say that

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01:07:42.510 --> 01:07:45.530

Cooper City Hall: the Budget Amendment procedurally

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01:07:45.960 --> 01:07:49.940

Cooper City Hall: we would have to do that through a budget amendment.

524

01:07:50.400 --> 01:07:53.680

Cooper City Hall: If the sit. If the Commission reconsiders

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01:07:53.880 --> 01:07:55.160

Cooper City Hall: this item.

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01:07:55.380 --> 01:07:58.780

Cooper City Hall: can we do it? Yes or no? Okay, that's all I need to know.

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01:08:00.080 --> 01:08:03.100

Cooper City Hall: Commissioner. And on that point the the

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01:08:03.600 --> 01:08:05.730

Cooper City Hall: from my understanding. I,

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01:08:05.840 --> 01:08:24.170

Cooper City Hall: the staff report we received, says this would increase the budget by 248,000 from my. We didn't take it out of the budget. We just put it into a into a pool fund versus individual. So I think it shouldn't that that's misleading. It wouldn't increase the budget. It's it's a net neutral.

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01:08:24.750 --> 01:08:26.549

Cooper City Hall: On the budget. It just

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01:08:26.920 --> 01:08:32.569

Cooper City Hall: is moving it inside. We we budgeted for this, so our employees will will see, this

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01:08:33.319 --> 01:08:36.290

Cooper City Hall: funding is just depending on how it's allocated.

533

01:08:36.450 --> 01:08:37.215

Cooper City Hall: So

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01:08:40.300 --> 01:08:45.529

Cooper City Hall: I guess. Well, I I'm gonna move on to no to next commission.

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01:08:46.140 --> 01:08:47.769

Cooper City Hall: I beg your pardon, I'm gonna

536

01:08:48.689 --> 01:08:57.869

Cooper City Hall: are you done? Yes, thank you. Okay, give the floor back whatever you want. I have no difficulty. Hello! Oh, I'm sorry, Commissioner Malozi.

537

01:08:58.840 --> 01:08:59.830

Cooper City Hall: What I loved.

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01:09:00.408 --> 01:09:04.679

Cooper City Hall: So I I agree, and we all know the Comp. Study was flawed.

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01:09:05.219 --> 01:09:06.819

Cooper City Hall: And we have a

540

01:09:07.080 --> 01:09:14.059

Cooper City Hall: apparently 50. I thought it was more. I thought it was closer to the 100, but apparently 50 employees at least

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01:09:14.200 --> 01:09:15.080

Cooper City Hall: that

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01:09:15.229 --> 01:09:17.700

Cooper City Hall: have been neglected

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01:09:18.310 --> 01:09:21.660

Cooper City Hall: for thinking of a nice neutral term.

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01:09:22.760 --> 01:09:23.690

Cooper City Hall: But

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01:09:24.359 --> 01:09:26.260

Cooper City Hall: everything that everyone is saying.

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01:09:28.859 --> 01:09:30.550

Cooper City Hall: I want to make sure that

547

01:09:31.120 --> 01:09:35.569

Cooper City Hall: I understand. And I agree with Commissioner Green. This needs to not happen in the future.

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01:09:35.870 --> 01:09:50.670

Cooper City Hall: but I don't see what mechanism we're ever gone. I understand your steps, but I still don't. I've seen people skip steps. I've seen city managers skip steps, so it happens, and if you're someone's pet

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01:09:50.810 --> 01:09:59.229

Cooper City Hall: my words, then you're getting it. We had a city manager that what 2 days before he left gave a few raises out that.

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01:09:59.620 --> 01:10:10.840

Cooper City Hall: in my opinion, should not have been given and gave when you're doing. Sure it wasn't to them it was not to them, but I mean things that had. And I'm not saying I'm not saying it to you, obviously, because you're here. So. But it happens.

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01:10:11.030 --> 01:10:18.000

Cooper City Hall: and that's unfortunately going to happen. So how do we safeguard that? Because again, steps can be skipped.

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01:10:18.680 --> 01:10:26.309

Cooper City Hall: and I don't want to see our employees getting the short end of the stick. They don't deserve it. They're doing 3 jobs

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01:10:27.130 --> 01:10:28.100

Cooper City Hall: and

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01:10:28.350 --> 01:10:38.199

Cooper City Hall: we're losing them to other cities. And I think we're better than those other cities. So the your typical step program will have safeguards.

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01:10:38.390 --> 01:10:46.020

Cooper City Hall: So the people, the only people that will not get a step is in your performance. Evaluation. You come up with a needs improvement.

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01:10:46.080 --> 01:11:02.700

Cooper City Hall: Okay, a current performance regulation has 4 levels of performance. If you need improvement, you're basically one step of you know the organization telling you you really don't belong here. So I believe that it's counter

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01:11:03.150 --> 01:11:07.090

Cooper City Hall: productive to give steps to people that needs improvement. Okay?

558

01:11:07.320 --> 01:11:14.340

Cooper City Hall: But all the other 3 categories you will. And when you create a step program. You basically have that those guidelines.

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01:11:14.870 --> 01:11:17.499

Cooper City Hall: We had a step program. It failed.

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01:11:17.760 --> 01:11:23.980

Cooper City Hall: Oh, we had a step program. And there were serious imbalances in the pay

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01:11:24.790 --> 01:11:26.560

Cooper City Hall: prior to you being here.

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01:11:26.710 --> 01:11:45.060

Cooper City Hall: and it did not work. We did a huge comp study through an enormous amount of money at it, and apparently that is inept as well, because we still have employees that are not getting paid what they're worth. So my question to you, my question to the finance director to Hr. To whomever can answer it is.

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01:11:45.510 --> 01:11:46.980

Cooper City Hall: how do we

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01:11:47.330 --> 01:11:49.690

Cooper City Hall: not only right the wrong now?

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01:11:49.770 --> 01:11:55.399

Cooper City Hall: Because obviously that's going that's been brought to our attention. And we're going to. We're going to address it and change it.

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01:11:55.580 --> 01:12:00.310

Cooper City Hall: But how do we stop it from happening in the future? How do we stop someone from being

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01:12:00.460 --> 01:12:02.559

Cooper City Hall: the the director's pet

568

01:12:02.770 --> 01:12:09.420

Cooper City Hall: or anyone. And again, my words maybe not politically correct, but in a step again.

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01:12:09.520 --> 01:12:17.439

Cooper City Hall: I I that has not worked in the past. So I want to know how your step is different than the ones we had.

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01:12:17.750 --> 01:12:27.090

Cooper City Hall: If you remember, my discussion, I believe, is last meeting or the meeting before where I talked about performance contracts. So if you are

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01:12:27.670 --> 01:12:41.400

Cooper City Hall: part of the management team, which is typically a salary based employees, we are going to enter. And right now we're working through those into a performance contract. So it's going to be very clear

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01:12:41.480 --> 01:13:09.349

Cooper City Hall: that if you accomplish A, BC and D and E. Over the next 12 months you are going to get a raise commercially with your individual performance. The performance contract will align specifically what those goals are is going to be signed by the employee and by myself. So that will basically take care of the management team groups. So everybody knows exactly what employees got

573

01:13:09.840 --> 01:13:10.670

Cooper City Hall: and

574

01:13:10.890 --> 01:13:11.690

Cooper City Hall: a

575

01:13:11.830 --> 01:13:23.349

Cooper City Hall: given based on the performance they achieve. So it's is transparent. It is non-biased, you know, eliminates the the fact that you know you might like this person or not, like that person

576

01:13:23.800 --> 01:13:28.920

Cooper City Hall: with the the rest of the rank and file employee is is much more difficult to really have

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01:13:28.930 --> 01:13:31.269

Cooper City Hall: individual performance contracts.

578

01:13:31.280 --> 01:13:40.319

Cooper City Hall: But the I think it's step system where you have rules is your best safeguard against.

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01:13:40.940 --> 01:13:49.000

Cooper City Hall: and any kind of abuses. Now there are all the kinds of things that are happening in the in the old plan, because people

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01:13:49.050 --> 01:14:07.120

Cooper City Hall: were given credit for service for years, that they were in positions. That's not their current position. So you create imbalances and Ecs has been looking at imbalances in pay, where you have people making

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01:14:08.630 --> 01:14:11.920

Cooper City Hall: significantly different salaries for performing the same jobs.

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01:14:11.930 --> 01:14:18.859

Cooper City Hall: We also have something else that we have starting to to address is that when we bring somebody in from the outside.

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01:14:19.130 --> 01:14:27.989

Cooper City Hall: we have to look on how much we're paying our employees for the same job. It's not fair that we have an employee who's been here for 5 years making 45,

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01:14:28.130 --> 01:14:31.559

Cooper City Hall: another one making 48, and bring somebody for 55.

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01:14:31.750 --> 01:14:47.850

Cooper City Hall: And if the market is 55 for that job on the outside, then we need to to fix our people 1st step before we bring somebody from 4, 55. There's nothing more demoralizing than having to train somebody to do their job.

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01:14:48.160 --> 01:14:50.569

Cooper City Hall: That this person is getting paid more.

587

01:14:50.890 --> 01:14:51.760

Cooper City Hall: And

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01:14:52.410 --> 01:15:08.319

Cooper City Hall: sometimes that's what the market bears. Right? So if you really only to get a qualified person, you need to pay 55, then fix our employees. 1st make them 58, and 60 before you bring somebody for 55, so is there going to be

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01:15:10.120 --> 01:15:15.539

Cooper City Hall: for lack of a better word, a safeguard, put in. So let's say that we have Mr. Smith, and he's

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01:15:15.570 --> 01:15:17.070

Cooper City Hall: doing Job a

591

01:15:17.230 --> 01:15:21.150

Cooper City Hall: for some reason. You've got Mr. Jones. Also he's doing Job C.

592

01:15:21.220 --> 01:15:22.789

Cooper City Hall: But now, all of a sudden.

593

01:15:23.030 --> 01:15:33.309

Cooper City Hall: job, the star job opens up, and while it should have been Mr. Smith's, Mr. Jones been sucking up to the right people my words, no one else's jumps and hurdles over

594

01:15:33.770 --> 01:15:39.980

Cooper City Hall: and gets. This job may not be the most qualified, but he knew who to be nice to. And

595

01:15:40.310 --> 01:15:58.030

Cooper City Hall: now you have all these other people. Now I know we're not union. I'm not trying. I'm not saying I'm pro or against. But I know that people in that situation there's there's like a gripe process, and that's I don't know if that's the proper term. But you say, this is, this is wrong. This position should not be here. This is something that you know

596

01:15:58.090 --> 01:16:02.170

Cooper City Hall: I'm qualified for, or they are qualified for, etc, etc.

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01:16:02.290 --> 01:16:13.376

Cooper City Hall: We don't have that here. So if people feel that they're being mistreated, whether it's financially whether it's with performance evaluations or whether it's for

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01:16:14.890 --> 01:16:21.069

Cooper City Hall: steps and and increases in pay. They also need to have a process to say, I disagree with this.

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01:16:21.200 --> 01:16:39.779

Cooper City Hall: and that's how we're going to get a process that's not going to be held against them for speaking out. That's how we get change. And that's how we keep change positive. And that's how we keep change moving in the right direction. And that's how we're going to maintain our employees and let them know that we we give a darn about them by giving them a

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01:16:39.920 --> 01:16:58.250

Cooper City Hall: an outlet for lack of a better word, and since I got here I have created an employee committee that they meet once a month and everything else, and it provides a mechanism, for, you know, issues to come from employees through this employee committee. They have

601

01:16:58.510 --> 01:17:12.469

Cooper City Hall: freedom to discuss any topic that they want. Now, is it going to take some time for people to begin to trust the process, to begin to trust that this committee will listen to the items and come and make recommendations.

602

01:17:13.360 --> 01:17:18.709

Cooper City Hall: But no, no process that you set you can set up is going to be

603

01:17:18.740 --> 01:17:36.540

Cooper City Hall: a hundred percent separated from human beings, okay and and human beings, we are going to be as we are, and if, if you like somebody, then they might tend to give you know somebody else. You know, a race bigger than the the other person.

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01:17:37.320 --> 01:17:49.050

Cooper City Hall: But all we can do is try to set up controls to make sure that that is much more difficult to do, and the the things that we're doing are reflective of performance. Not

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01:17:49.150 --> 01:17:52.980

Cooper City Hall: do you like somebody or not? But can I guarantee you that that will never happen.

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01:17:53.130 --> 01:17:59.850

Cooper City Hall: No, no, because we're dealing with with human beings. But we're already beginning to to. Today.

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01:18:00.560 --> 01:18:03.790

Cooper City Hall: For example, we had a discussion with.

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01:18:03.870 --> 01:18:07.200

Cooper City Hall: and Isis and and people in utilities about

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01:18:07.340 --> 01:18:10.099

Cooper City Hall: looking at the pay of our people

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01:18:10.190 --> 01:18:15.509

Cooper City Hall: because they had an employee who want they wanted to bring in at a rate higher than the current people.

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01:18:15.650 --> 01:18:24.899

Cooper City Hall: And so we're already doing some of those things to, you know. Look at. Okay, if the market is that much. Then we got to pay that much. Then we got to fix our people

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01:18:26.290 --> 01:18:28.370

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

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01:18:29.135 --> 01:18:29.880

Cooper City Hall: I

614

01:18:30.050 --> 01:18:40.750

Cooper City Hall: truly believe. And and I like the idea of getting the money into the employees hands as quick as possible. It's not our money, it's cola money. Let them let them have.

615

01:18:41.232 --> 01:18:55.369

Cooper City Hall: My, my question essentially is, and I know one thing. It's not going to be completed overnight. But how long do you think it would take to complete a full assessment of the 130 employees.

616

01:18:56.730 --> 01:19:00.179

Cooper City Hall: That that is why I wanted to do it in in 2 parts.

617

01:19:00.450 --> 01:19:02.110

Cooper City Hall: I wanted to.

618

01:19:02.130 --> 01:19:06.979

Cooper City Hall: you know, release the money for the people that are in the

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01:19:07.050 --> 01:19:10.409

Cooper City Hall: 1 15 classes, or 1 15 levels

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01:19:10.680 --> 01:19:16.249

Cooper City Hall: or less, you know, one to 101 to 1 15, and they're hourly release that

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01:19:17.180 --> 01:19:19.699

Cooper City Hall: in 2 weeks, if we can right.

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01:19:19.910 --> 01:19:31.579

Cooper City Hall: and then the rest of the money, then I can, you know, do be doing my assessments and everything else, and begin releasing it. You know, as I see the inequities and start fixing some of those inequities.

623

01:19:32.540 --> 01:19:48.580

Cooper City Hall: Time wise. What do you figure? Are we talking? Can you do 2 employees a day for a period of 6 months and get done? 120, maybe even 130 employees. What do you need, or do you need? Oh, it's like a week. No, it will look at the numbers.

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01:19:48.590 --> 01:19:54.774

Cooper City Hall: 1st of all, we're not doing everybody, because, you know, I'm already cutting off the the 1 15 unless

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01:19:55.140 --> 01:20:11.230

Cooper City Hall: yeah. So that that's a big bulk of our employees. Database. I I think that by by December we should have a good assessment as to all the changes that we need to be doing between people, and then, you know, some of the rest of the money can be released.

626

01:20:11.810 --> 01:20:25.359

Cooper City Hall: This little, this little sheet I have here everyone who's 7% and less you could give them doesn't matter what. It's 24 months, 7% or less. We know inflation was 5. So they are up 2%. I'll tell you, my buddy Bill.

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01:20:25.380 --> 01:20:28.629

Cooper City Hall: he in 2 years has gotten 2%. So he's negative 3,

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01:20:28.940 --> 01:20:29.840

Cooper City Hall: you know.

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01:20:29.990 --> 01:20:38.219

Cooper City Hall: it doesn't take months, you know. And so the people that come up with a number. You're under that. You're going to get that. But you can't just do 1 15, because somebody hired

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01:20:38.420 --> 01:20:40.320

Cooper City Hall: today is 1 15,

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01:20:40.660 --> 01:20:48.289

Cooper City Hall: you know 1 15 includes coordinators that that they got credit for 28 years as a coordinator the 1st day they're taking no coordinator.

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01:20:49.350 --> 01:21:00.690

Cooper City Hall: and I hate to say this, but I like pounded the table, and we came up with this. You weren't here, but the other 3 that that said, Oh, let's just do it. And then we said, Oh, just go to the city manager. He'll give you your money and fix it. That never happened

633

01:21:01.200 --> 01:21:11.530

Cooper City Hall: right? So like no, it happened to the people that went ahead. And and yeah, but it's not not these guys. Well, that's their fault. They were working. If they're hanging around, it would have been different. But

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01:21:11.570 --> 01:21:16.780

Cooper City Hall: as to the step plan, so you're right that you can have issues. But if you have a step plan.

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01:21:16.880 --> 01:21:30.850

Cooper City Hall: and you say, like we have in our personnel manual. The manager cannot go up more than 2 steps on somebody unless there's XY. And Z. Justification. That's what you have to have the open pay plan. I don't know how they sold it to the Commission is the most

636

01:21:30.980 --> 01:22:00.450

Cooper City Hall: ridiculous thing that should only ever matter and managerial positions where you're talking like 10 people or less. You know everyone else that they get. You guys got rid of this open pay plan, and then you never change your personnel manual. So the personnel manual still has these rules that says that the manager can only go up 2 steps. So it's not rocket science. A lot of place, have it? You start at this step. If you know there's they have this crazy qualification. The manager can only go up 2 steps, or if they come to you with a job offer from another city

637

01:22:00.480 --> 01:22:12.859

Cooper City Hall: and say, Hey, I don't want to leave, but they're paying more. Certain cities will say, Hr. Is able to match that up to 2 step. You know. There, there's these rules are out there. We just have to have those controls. We have to stick to it, not make anecdotal decisions.

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01:22:13.050 --> 01:22:15.410

Cooper City Hall: So thank you, Commissioner.

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01:22:15.570 --> 01:22:19.750

Cooper City Hall: and I hear what everyone is saying, Mr. Ray. I know that

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01:22:20.720 --> 01:22:23.699

Cooper City Hall: you know the open play plan, open pay plan.

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01:22:23.960 --> 01:22:27.610

Cooper City Hall: I recall that that was the department heads

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01:22:28.110 --> 01:22:31.500

Cooper City Hall: that had put forth that recommendation.

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01:22:31.660 --> 01:22:39.380

Cooper City Hall: was it not? I wasn't here. Okay, you weren't. But I was okay. And so when we had the, I don't recall the

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01:22:40.190 --> 01:22:43.439

Cooper City Hall: evergreen was. I don't recall the name of the the company, but

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01:22:43.460 --> 01:22:46.710

Cooper City Hall: I recall being on that call with them

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01:22:46.780 --> 01:22:53.069

Cooper City Hall: with the department heads, and and I and me asking the department heads, okay, what makes sense

647

01:22:53.440 --> 01:22:57.470

Cooper City Hall: for not only you, and let me just. I'm going to digress real quick.

648

01:22:57.750 --> 01:23:00.570

Cooper City Hall: I believe that the cost of living in the Cola

649

01:23:00.610 --> 01:23:04.930

Cooper City Hall: should be for salary and hourly employees.

650

01:23:05.090 --> 01:23:08.390

Cooper City Hall: Both both employees are feeling the sting

651

01:23:08.460 --> 01:23:26.059

Cooper City Hall: of everything that's going on. And Commissioner Shrouder says it's 5% inflation. I believe it's like 13% inflation, right. The Government said that 5.9. Who's the government, and do you trust them? The one you work for the Federal again? Who's the government? And do you trust them?

652

01:23:26.110 --> 01:23:34.459

Cooper City Hall: And so I think that that inflation number is is higher than 5, 5%. And so all of our employees are feeling

653

01:23:34.540 --> 01:23:41.750

Cooper City Hall: the pinch of that. The question I'm going to, and I understand the cola, the merit.

654

01:23:41.900 --> 01:23:43.420

Cooper City Hall: the merit portion.

655

01:23:44.730 --> 01:23:47.992

Cooper City Hall: you know, we have within our within our

656

01:23:48.520 --> 01:23:51.950

Cooper City Hall: organization. We have the step plan

657

01:23:52.140 --> 01:23:54.100

Cooper City Hall: where the first, st

658

01:23:54.550 --> 01:23:57.929

Cooper City Hall: if you're an employee with our organization

659

01:23:58.050 --> 01:24:01.779

Cooper City Hall: the 1st 3 years, you get an automatic step increase.

660

01:24:01.880 --> 01:24:11.880

Cooper City Hall: And then, after that, after 3 years it might have changed when I started. It was 3 years, but after that your next

661

01:24:12.070 --> 01:24:13.600

Cooper City Hall: step increase

662

01:24:13.610 --> 01:24:25.930

Cooper City Hall: would not happen, for I believe, 2 years or 3 years, because we have, we're and you can. This is all public record. You can just go to the government and see the the government scale. Gs.

663

01:24:25.980 --> 01:24:33.930

Cooper City Hall: 3. Through 15 or 17, or whatever it is. So a. Gs 10. And it goes up to step 10.

664

01:24:34.050 --> 01:24:58.640

Cooper City Hall: Well, the first, st the 1st 3 steps they come automatically, the steps after that come over a period of time within those, because now the the people would say, Well, wait a minute after my 1st 3 years. I don't get anything. It's not. It's not ranking or taking into consideration. I've gone above and beyond the call of duty to do the job

665

01:24:58.920 --> 01:25:01.540

Cooper City Hall: we have within that system.

666

01:25:01.730 --> 01:25:04.730

Cooper City Hall: We call it a within grade increase

667

01:25:05.140 --> 01:25:06.980

Cooper City Hall: that recognizes

668

01:25:07.600 --> 01:25:12.949

Cooper City Hall: when employees go above and beyond, and it awards them. Let's say, after that.

669

01:25:13.140 --> 01:25:20.899

Cooper City Hall: after that step, and there's a gap where they're not going to receive that next step increase for 2 to 3 years. It allows for them

670

01:25:21.080 --> 01:25:35.080

Cooper City Hall: through a wiki and within grade increase, to be compensated, to be recognized for their for their work. That goes, that is, that is now a part of their salary. So just wanted to throw that out to you.

671

01:25:35.370 --> 01:25:39.690

Cooper City Hall: You're the CEO, I'm sure that you're going to bring back a recommendation that makes sense

672

01:25:39.840 --> 01:25:47.920

Cooper City Hall: for the employees. But I think the I think what I've heard from all of my colleagues up here to our employees is that

673

01:25:47.970 --> 01:25:50.049

Cooper City Hall: we're going to do the right thing

674

01:25:50.370 --> 01:25:51.380

Cooper City Hall: for you

675

01:25:51.590 --> 01:25:57.149

Cooper City Hall: 1st and foremost, at least, that's what I'm hearing up here. So that's all I have. Thank you. Thank you, Ran. Thank you, Mayor

676

01:25:57.670 --> 01:25:58.890

Cooper City Hall: Commissioner, catch him?

677

01:25:59.454 --> 01:26:04.310

Cooper City Hall: So Mr. Ray, hearing hearing those options, I mean, we've heard one.

678

01:26:04.940 --> 01:26:09.939

Cooper City Hall: Well, you you initially proposed everyone under or at or under 1 15,

679

01:26:10.070 --> 01:26:15.259

Cooper City Hall: and then there's been some discussion of including salaried and hourly

680

01:26:17.150 --> 01:26:18.359

Cooper City Hall: you know, and then

681

01:26:18.600 --> 01:26:26.430

Cooper City Hall: I don't have this sheet, but I guess there's people who have only gotten 2, 2, or 3% over 2 years. And then people have gotten a lot more.

682

01:26:27.277 --> 01:26:30.380

Cooper City Hall: What to me, that that sounds

683

01:26:31.560 --> 01:26:38.559

Cooper City Hall: we definitely need to to compensate the folks that are making below or who have gotten increases below.

684

01:26:39.010 --> 01:26:41.420

Cooper City Hall: I don't know 10%, whatever the number was.

685

01:26:41.980 --> 01:26:47.459

Cooper City Hall: So, taking that all into account, hearing what you have to say, what what do you propose? So

686

01:26:49.270 --> 01:26:57.320

Cooper City Hall: by giving the increases immediately to the people that are in the lower lower pay ranges.

687

01:26:58.640 --> 01:27:02.650

Cooper City Hall: I will have so many setups, you know, that I'm not using right now

688

01:27:02.760 --> 01:27:07.130

Cooper City Hall: that, as I find the people that were

689

01:27:07.360 --> 01:27:18.009

Cooper City Hall: undercompensated, based on the 2 getting 2, 3, 4%. Then I can take some of that money and begin to create some equity into into some of those positions.

690

01:27:18.780 --> 01:27:30.739

Cooper City Hall: My my concern is that you? I believe that the majority of the issues that we have are in the 1 15 classes and below.

691

01:27:30.790 --> 01:27:35.320

Cooper City Hall: and we need to make those, you know. Get get some money on their hands right away.

692

01:27:35.410 --> 01:27:49.580

Cooper City Hall: Yeah, I think that gives us more time through between now and December to take the rest of the money and figure out exactly who needs to receive that money for their for the cost of living increases. Who and who, you know, don't. We don't need to, you know.

693

01:27:50.190 --> 01:27:53.060

Cooper City Hall: you know, provide for additional compensation right now.

694

01:27:53.240 --> 01:27:56.990

Cooper City Hall: I think it's 1 14, because 1 15 is almost all exempt

695

01:27:57.870 --> 01:28:09.579

Cooper City Hall: employees. And and I'm honestly I've looked at them and they have, and 1, 15 have all gotten significant raises 1, 1, 4, 1, 1, 5 has all been 5. It's it's it's basically starting with

696

01:28:10.360 --> 01:28:14.629

Cooper City Hall: 1, 14. And below, the hourly is really 1 14. And below.

697

01:28:15.100 --> 01:28:33.659

Cooper City Hall: I mean, you have. Yeah, there are the other. You're right. There are some. There are some hourly people in the 1 15, so we can do 1 14 s. That that will leaving me more money in the back end to to make accommodations, and then the thing I would. I would just want to comment, Commissioner Green. I believe that the directors probably did tell you that open pay plan is better.

698

01:28:34.160 --> 01:28:40.100

Cooper City Hall: and I think it is better for them, because they seem to be them. And that group

699

01:28:40.590 --> 01:28:50.659

Cooper City Hall: today. Not the necessarily the people here today, but the that those are the seems to be the ones who really benefited. So today I got 3 3 performance evaluations for the same department.

700

01:28:51.100 --> 01:28:53.700

Cooper City Hall: same performance level

701

01:28:53.940 --> 01:28:57.930

Cooper City Hall: one with 2%, one with 2.5% and one with 2.7%.

702

01:28:58.210 --> 01:29:01.599

Cooper City Hall: Okay, what did I do? Send it back and say.

703

01:29:01.760 --> 01:29:05.420

Cooper City Hall: You know, there's no consistency here. Okay. Now.

704

01:29:05.810 --> 01:29:07.729

Cooper City Hall: do I know that

705

01:29:07.870 --> 01:29:13.010

Cooper City Hall: to Commissioner Malosi one of them is is a pet peeve or not, I don't. I really know, don't know that.

706

01:29:13.160 --> 01:29:19.460

Cooper City Hall: But in order to look at the employees, you know, straight in the face and said, Well.

707

01:29:19.720 --> 01:29:28.799

Cooper City Hall: if you perform at this level, this is your race, it should be some level of explanation, some level of equity, in that not just

708

01:29:28.960 --> 01:29:31.210

Cooper City Hall: 2.5 2.7 or 2.0.

709

01:29:34.620 --> 01:29:35.290

Cooper City Hall: Do we need?

710

01:29:37.600 --> 01:29:42.559

Cooper City Hall: Okay? Well, if it's if it's the intention of the Commission, if

711

01:29:42.580 --> 01:29:50.209

Cooper City Hall: may I go? Yeah, just as a matter of procedure. And you know, Commissioner, Shrouder raised a very important point. This action was reflected through the adoption of the budget.

712

01:29:50.290 --> 01:29:57.160

Cooper City Hall: so to the extent that the Commission wanted to make any change. Commissioner Green's item is phrased as a motion to reconsider.

713

01:29:57.170 --> 01:30:01.899

Cooper City Hall: There's been a motion there hasn't been a second. As I recall, there's been some discussion on the item.

714

01:30:01.960 --> 01:30:12.559

Cooper City Hall: If the Commission wanted to make a change to the budget that was adopted at your last public hearing, we would need to bring back a resolution to embrace that change and provide a cola across the board.

715

01:30:12.710 --> 01:30:34.229

Cooper City Hall: If the Commission's intent is to provide direction to the manager to implement the plan that the manager just articulated that would either require a motion to that effect or consensus, but would not require a budget amendment. Thank you. But we already voted last meeting for him to do it. And again, that's the clarification that the Commission may be looking for. Another point of clarification, if you don't mind, is.

716

01:30:34.840 --> 01:30:41.789

Cooper City Hall: I believe the money is in the budget. It has just not been properly allocated, so if it has, if we do not need to increase

717

01:30:42.230 --> 01:30:45.779

Cooper City Hall: the money, that's already the 200 and something \$1,000, do we?

718

01:30:46.000 --> 01:31:01.499

Cooper City Hall: We do not need to increase, then we should not need. There would be. If the intent is not to restate across the board. Cola, you would not need a budget amendment, because that that was the direction that was reflected in the final adopted budget was to eliminate the cola and reallocate those funds

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01:31:01.520 --> 01:31:05.299

Cooper City Hall: consistent with what the manager indicated, so can we direct the manager

720

01:31:05.310 --> 01:31:28.779

Cooper City Hall: to proceed with his recommendation on the 114. But is that to restate the cola to make sure that. That's although we're not changing the monies. But to reinstate that to Mr. Ray's point, to ensure that that 3.2% is going to go out fast and furious

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01:31:29.120 --> 01:31:31.890

Cooper City Hall: for all of our employees, hourly

722

01:31:31.900 --> 01:31:40.489

Cooper City Hall: and salary. But but that's not that. But that's not a reinstatement of the Cola. That's the implementation of the manager's intention based on the adopted budget.

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01:31:40.890 --> 01:31:46.119

Cooper City Hall: So the the reinstatement of a Cola would provide for a consistent

724

01:31:46.220 --> 01:32:00.790

Cooper City Hall: percentage to across all employees. Okay, so but if the intent is to follow the direction that the manager has just stated, that really wouldn't require any action, it's just embracing the manager's recommendation. Okay, so your recommendation was the 3.2%,

725

01:32:01.200 --> 01:32:02.390

Cooper City Hall: the cola

726

01:32:02.790 --> 01:32:16.600

Cooper City Hall: for the individuals, for the employees that are 14 and below. But that's not all of the employees correct. And that's what. And that is so that is my point. Correct. That's the difference that you have between your plan and my plan. Okay.

727

01:32:17.130 --> 01:32:18.470

Cooper City Hall: right? So

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01:32:18.650 --> 01:32:20.530

Cooper City Hall: I'm going to make a motion that

729

01:32:20.840 --> 01:32:22.429

Cooper City Hall: the 3 point

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01:32:22.550 --> 01:32:24.539

Cooper City Hall: 2% cola.

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01:32:25.423 --> 01:32:51.759

Cooper City Hall: that that be implemented across the board for our employees. You have a second, and I would second for discussion, have a second for discussion. Yeah, as a matter of procedure. If that motion were to pass, it would really be direction to my office to bring back a resolution amending your budget at the next meeting, because that 3% was removed from the budget. It has to be, but it would need to. Well, it wasn't removed. It actually is by resolution.

732

01:32:51.760 --> 01:33:11.120

Cooper City Hall: Yeah. But this this year I'm sorry, Commissioner. Go ahead. The statute allows the city to adopt it by budget, by ordinance or resolution. Cooper City has historically done that by ordinance. In consultation with your new finance director. This year we presented it by resolution consistent with the statute or require one reading does not require an ordinance.

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01:33:11.760 --> 01:33:16.759

Cooper City Hall: We have a motion, we have a second. Any further discussion point, point of clarification. When he said, remove

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01:33:16.830 --> 01:33:22.870

Cooper City Hall: removed from the caller line and put into a reallocate. He meant reallocate it. Yeah.

735

01:33:22.960 --> 01:33:32.579

Cooper City Hall: Point of information. Excuse me, Commissioner Pelosi had 1st point, and then you'll have a second. Okay, so my point is this, and, Commissioner, correct me if I'm wrong.

736

01:33:32.670 --> 01:33:38.449

Cooper City Hall: The reason that you brought this up was because we did not want to take away from the employees agreed.

737

01:33:38.940 --> 01:33:44.349

Cooper City Hall: but because there is inequity in the monies that

738

01:33:44.730 --> 01:33:48.710

Cooper City Hall: certain employees, 1 14 down.

739

01:33:48.850 --> 01:33:50.860

Cooper City Hall: have not received.

740

01:33:52.330 --> 01:33:58.119

Cooper City Hall: I think we unanimously up here have agreed that we want to right a wrong. Those are my words.

741

01:33:58.320 --> 01:33:59.450

Cooper City Hall: so

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01:33:59.610 --> 01:34:01.659

Cooper City Hall: can we start with

743

01:34:01.870 --> 01:34:09.380

Cooper City Hall: giving the city manager direction, and I don't know if you, if you agree or not, agree, but give the city manager direction to

744

01:34:10.260 --> 01:34:26.229

Cooper City Hall: implement what he needs to to right the wrong of the 1 1. It's not a point of information that's a point of information change in the motion. Well, if you're asking for an amendment, it's not a point of information. I'm not done with my point of information yet, so give me a second.

745

01:34:26.380 --> 01:34:34.440

Cooper City Hall: So if we were to do that, make it to where we write, and give you that for guidance. Then.

746

01:34:35.320 --> 01:34:41.159

Cooper City Hall: once that's done, then come back with, because, supposedly, this will not take you long to

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01:34:41.300 --> 01:34:43.960

Cooper City Hall: to make everybody equitable.

748

01:34:44.040 --> 01:34:49.599

Cooper City Hall: then come back with a cola, or make it after that is done.

749

01:34:49.780 --> 01:34:53.529

Cooper City Hall: That's my point of information. So is that going to make a difference, Jacob?

750

01:34:53.680 --> 01:35:05.329

Cooper City Hall: See, I don't want to take away a pola, but I want everybody to be fair and equitable, so if we can. I don't know if we make everybody equitable people that have not gotten anything.

751

01:35:05.450 --> 01:35:06.800

Cooper City Hall: and then

752

01:35:06.840 --> 01:35:17.639

Cooper City Hall: add a cola from then on, once everybody's on a level playing field. Does that require? What does what would that require? So I did have a point of information. No, it

753

01:35:17.740 --> 01:35:41.509

Cooper City Hall: it is what you're saying, Commissioner, I think, is to implement the manager's recommendation, which is consistent with the budget that the Commission adopted last month, which is contrary to the motion that Jeff Green just made. But if I may, if at some future moment, after the manager has implemented the direction he just discussed, the Commission wanted to amend the budget and give it to provide a cola or make some other adjustments.

754

01:35:41.640 --> 01:35:56.770

Cooper City Hall: Those amendments can occur at any point during the fiscal year. Can you include the cola after, so say everybody's fair and equitable, and then do a cola later. Would that? How would that be done? Procedurally it would require an amendment to the budget require a resolution. No?

755

01:35:57.110 --> 01:36:05.830

Cooper City Hall: So okay, thank you. We have a motion. We have a second anything further on the motion something. I had a point of information. Go ahead. So

756

01:36:06.130 --> 01:36:16.129

Cooper City Hall: just so, I understand correctly. The motion that Commissioner Green made that Commissioner Malozi seconded is to go back to the original where every single employee gets 3.2 Cola. That's correct.

757

01:36:16.200 --> 01:36:29.789

Cooper City Hall: and not to go with the managers. That's correct, and I would have to bring back a resolution to that effect. Commissioner, you're absolutely absolutely correct, Commissioner Katzman. But Mr. Ray, wasn't that your original recommendation

758

01:36:31.500 --> 01:36:38.920

Cooper City Hall: prior to prior to the monies being reallocated into. That was the original recommendation in in the budget

759

01:36:38.950 --> 01:36:51.429

Cooper City Hall: so frequent to that. These issues about the inequity in compensation, you know, has been discussion that we've been having over the last month with me. I know they happened before.

760

01:36:51.510 --> 01:36:52.600

Cooper City Hall: But yeah.

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01:36:52.670 --> 01:36:56.619

Cooper City Hall: being aware of that concern, I'm trying to

762

01:36:56.670 --> 01:37:22.700

Cooper City Hall: push the money out the door to the people that immediately needed, and the people that are probably not going to be get affected by this restructuring of the compensation side, and then take 2 or 3 months. Figure out the rest of the people. I'll figure out what the rest of the money is, and if later on you want to throw more money into a cost of living increase. You know it can be done through any budget amendment. But I want to make sure I'm hearing you. I want to make sure I'm hearing you correctly.

763

01:37:22.730 --> 01:37:34.169

Cooper City Hall: Your original. What we passed last, or the last Commission meeting was not your original recommendation. Your original recommendation was to have the Cola money

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01:37:34.920 --> 01:37:37.429

Cooper City Hall: and the merit money. That's correct.

765

01:37:37.720 --> 01:37:38.970

Cooper City Hall: So that's what

766

01:37:39.310 --> 01:37:41.139

Cooper City Hall: that's the recommendation

767

01:37:42.110 --> 01:37:45.520

Cooper City Hall: that I'm making, that we go to Mr. Ray's original

768

01:37:46.320 --> 01:37:50.290

Cooper City Hall: recommendation, which was to in some sense bifurcate.

769

01:37:50.510 --> 01:37:52.069

Cooper City Hall: having the merit money

770

01:37:52.130 --> 01:37:56.060

Cooper City Hall: and having the Cola money to ensure that everybody across the board

771

01:37:56.630 --> 01:38:01.139

Cooper City Hall: in our enterprise gets the gets. The the cola

772

01:38:02.490 --> 01:38:05.650

Cooper City Hall: understood anything further. No, sir, thank you. All about.

773

01:38:05.740 --> 01:38:12.939

Cooper City Hall: Well, you didn't get to all of us. I said anything, for he went. Okay, go ahead. Yeah. I didn't talk on his motion yet.

774

01:38:13.276 --> 01:38:28.759

Cooper City Hall: I think we should just 114 and under should get the immediate 3.2, and the rest of the money, you can figure out how to fix it. That is not the motion. I'm telling you what I think about the motion. I got it. I'm speaking against the motion. Okay, not a problem.

775

01:38:28.850 --> 01:38:37.440

Cooper City Hall: I would like to make a friendly amendment. No, we don't have to amend it. We already do that. There's no amendment. We just do it, dude. But if we, I would like to make a friendly amendment that we

776

01:38:37.520 --> 01:38:42.929

Cooper City Hall: allocate the money to the people that have not received it, that need to the 1 14 people and below

777

01:38:43.050 --> 01:38:44.710

Cooper City Hall: to make them whole.

778

01:38:44.840 --> 01:38:46.119

Cooper City Hall: And then.

779

01:38:46.810 --> 01:38:51.060

Cooper City Hall: after that is done implement a code. Commissioner Green, do you accept that friendly amendment?

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01:38:51.270 --> 01:38:56.830

Cooper City Hall: I'll accept it. You you guys, we would have to come up with more money. Then that's not you're using.

781

01:38:57.220 --> 01:39:05.309

Cooper City Hall: Okay, we have to come up with more money. Then we only have 3.2 across the board. So if we're just going to give them some money, and then 3.2. Now we have to amend the entire budget.

782

01:39:06.140 --> 01:39:07.010

Cooper City Hall: Right?

783

01:39:07.310 --> 01:39:08.979

Cooper City Hall: So who do you want to take out?

784

01:39:10.400 --> 01:39:19.240

Cooper City Hall: We take out the \$40,000 salary that was given. You could lower that down, we can. So let's let's amend the budget.

785

01:39:19.740 --> 01:39:22.330

Cooper City Hall: So what what do we have to do to amend the budget.

786

01:39:22.340 --> 01:39:35.830

Cooper City Hall: The total budget amount. I don't know that the new law is that new law, if the total appropriation is the same. What if the total appropriation is more? It'll require a resolution if, even if the total appropriation is more. Yes, the same way you adopted the budget requires a resolution to amend it.

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01:39:35.990 --> 01:39:40.210

Cooper City Hall: Resolution, ordinance, resolution, say the same vehicle that adopted the budget.

788

01:39:42.100 --> 01:39:48.809

Cooper City Hall: We have. We adopted our budget by resolution. Statute statute gives the option for a resolution or an ordinance.

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01:39:48.830 --> 01:39:51.309

Cooper City Hall: You weren't paying attention. No, I wasn't

790

01:39:51.360 --> 01:39:59.579

Cooper City Hall: anything further. Yeah, I I just think we're we're continuing the inequity by giving by going across the board. I think we need to go with

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01:39:59.620 --> 01:40:05.919

Cooper City Hall: and and Commissioner Green, you were correct when you stated that that was the original recommendation in the budget.

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01:40:06.160 --> 01:40:11.090

Cooper City Hall: But obviously Mr. Ray has come upon some new information, probably from

793

01:40:11.190 --> 01:40:18.829

Cooper City Hall: more experience in the city speaking with employees, whatever else it is, he's coming to us tonight and saying that he would like

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01:40:19.290 --> 01:40:20.430

Cooper City Hall: to amend

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01:40:20.530 --> 01:40:21.820

Cooper City Hall: his proposal.

796

01:40:22.080 --> 01:40:29.910

Cooper City Hall: I mean yes, he did. He. He came tonight, and he didn't say, come back and put in the 3.2 for everyone, he said. I would like to

797

01:40:30.310 --> 01:40:53.109

Cooper City Hall: immediately give 3.2 to everybody below 114 at or below 114. Okay, so my recommend, my motion is 3.2% across the board for all of our employees. Then you're not accepting the amendment that was made. Oh, I'm accepting her friendly amendment. Then repeat your friendly amendment because I won't hit Commissioner Green to understand it.

798

01:40:53.562 --> 01:41:03.070

Cooper City Hall: I wanna make sure I'm hearing you correctly. Oh, that's okay. My friendly amendment was to make the employees that have been

799

01:41:03.340 --> 01:41:09.009

Cooper City Hall: slighted. My words, from which I believe is pay grade 1, 14, and below.

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01:41:09.110 --> 01:41:12.650

Cooper City Hall: Make them whole. Give them what they have not received.

801

01:41:12.750 --> 01:41:14.510

Cooper City Hall: When that is done.

802

01:41:14.760 --> 01:41:15.700

Cooper City Hall: then

803

01:41:15.850 --> 01:41:17.400

Cooper City Hall: institute a colon

804

01:41:18.330 --> 01:41:23.849

Cooper City Hall: who are precisely in this position because of you guys, right? Like, you guys, just say things. Okay.

805

01:41:24.020 --> 01:41:44.039

Cooper City Hall: all right. So you, instead of getting 7, you'll get 10. And the other people will get 30 instead of 27. They'll get 30 like that doesn't fix the inequity. But if you are fixing the you had, I specifically had a city manager sit here and say, How is how are we going to address the fact that people hop, skip, and jump over

806

01:41:44.490 --> 01:41:59.299

Cooper City Hall: salaries over pay grades, etc. How one person can get a favorable 2.7 2.5 2.4% increase and not he's started to implement ways for the employees to have a voice

807

01:41:59.570 --> 01:42:07.469

Cooper City Hall: where they can complain, and it not be held against them, where we can find out when things are not being done properly.

808

01:42:08.490 --> 01:42:10.800

Cooper City Hall: So we're working towards

809

01:42:11.250 --> 01:42:19.719

Cooper City Hall: fixing a problem. Now, we also have any kind of raise that is not within you said a 2 part

810

01:42:19.840 --> 01:42:20.990

Cooper City Hall: needed

811

01:42:21.220 --> 01:42:39.649

Cooper City Hall: 2 different people to approve that. So if you are the teacher's pet, you don't get it because 2 people need to say yes, this person deserves this or no. This person does not deserve this, but anyone that has been to a supermarket that has looked at prices of milk and prices of everything

812

01:42:39.920 --> 01:42:42.090

Cooper City Hall: across the board 5.9.

813

01:42:42.200 --> 01:43:05.929

Cooper City Hall: That's what it is. That's what the government says is 5.9. So the person who received 46% I don't feel bad not giving them an extra 3.2. The person who's received 46%. I don't feel bad. I won't disagree with that. The one who received 3%. I feel bad because they're negative. 2. But how many people received? 46%, a lot you want to see? Come, check out the list. And why don't I have that list? Because I made it myself. You should get out your computer and make one

814

01:43:05.980 --> 01:43:13.149

Cooper City Hall: well and take take the budget take the numbers. And herein lies the problem. So if you're going to ask me, because God forbid

815

01:43:13.240 --> 01:43:34.060

Cooper City Hall: I were to ask anyone to say, Here, look at the figures I amassed heck would break loose, because this is information that was not given to everyone. I applaud you. I applaud you for taking things out and making and making your own list. It's not a question of reading the budget. I applaud you for making your own list fantastic, but

816

01:43:34.640 --> 01:43:43.369

Cooper City Hall: so, if I have. No. If someone is making 40 scale, and the directors and all their friends got huge increases. It's called gullibility. You're goalable.

817

01:43:43.400 --> 01:44:10.849

Cooper City Hall: and that's where you go. Oh, it's a great idea! And then and then, when it came time and we looked at this plan like, this is the most crazy thing ever people were jumping each you wiped out merit for like 1520 years. People got merits, the other ones didn't you just wiped it out because they dropped tenure in there. So then call the vote, and if it passes, but you should understand the issue, and you're going to keep repeating it. You're just going to compound it, compound it so I would rather so. Mayor Ross. Call the vote, and I would love for, and I would love, for

818

01:44:10.930 --> 01:44:17.009

Cooper City Hall: if it passes, if it doesn't doesn't pass, I'd like for the staff to bring back the numbers that Commissioner shrouder

819

01:44:17.350 --> 01:44:28.290

Cooper City Hall: spouted out 40. Some some employees got 40, 46% I'd like to see those numbers I'd like to see. I would like to see. I would like to see the breakdown of that I don't want to hear from.

820

01:44:28.380 --> 01:44:38.670

Cooper City Hall: and no disrespect to, Commissioner shrouder. But we pay. We have staff to to put this information together for us, so that we can have this information so that we can make

821

01:44:39.040 --> 01:44:57.409

Cooper City Hall: non-gullable decisions. But you didn't read it. They put it in the pay plan. They gave it to us in an excel and pay plan, and I sat with highlighted people. And yet, Commissioner, what we did, and Commissioner Shadow, what we did last last week or last 2 weeks was just to combine the cola, and the mayor put it in one, put it in one pile right.

822

01:44:57.460 --> 01:45:20.209

Cooper City Hall: put it in one pile and just, and and address the inequities I am not. I'm supporting, addressing the inequities. Thank you. It's not what I will, Commissioner. I understand what you wanted. Originally I fully understand Commissioner Malozi's amendment, which I believe, puts the cart before the horse. You're doing it backwards.

823

01:45:20.260 --> 01:45:44.480

Cooper City Hall: I think the right and proper way, and it it's painful, but it is quicker than I thought, and if you can do it by the end of the year, that would be wonderful. But the monies are going to get into the hands of the employees quicker this way than any other way, if we just do it with 1, 14 and under. But that's not the motion. I'm going to go ahead and call it. Now. Call the vote.

824

01:45:47.150 --> 01:45:53.279

Cooper City Hall: Commissioner Malozi. Yes, Commissioner Katzman, no Commissioner. Shrouder Commissioner Green. Yes, Mayor Ross. No.

825

01:45:54.440 --> 01:45:59.200

Cooper City Hall: Do have direction to have the city manager

826

01:45:59.370 --> 01:46:07.909

Cooper City Hall: pay the merit. Cola. Excuse me, pay the cola of the 3.2% to everyone with 1 14 and under

827

01:46:07.980 --> 01:46:10.759

Cooper City Hall: you. Do let me ask you a question. When's the next pay period?

828

01:46:12.180 --> 01:46:29.469

Cooper City Hall: Get a check? I'm sorry. A week from this Friday we get it. We check. I want to see if I can, if I can hit that, if if not, it will be the following, that so no later than hopefully by the next pay period, hopefully by the next, no later than the next one. Right? And this is retro to October. First.st Correct.

829

01:46:30.080 --> 01:46:37.039

Cooper City Hall: do I have consensus Commissioner Strotter. Yeah. Commissioner Katzman. Yes, Commissioner Malozi. Yes, Commissioner Green.

830

01:46:38.970 --> 01:46:39.979

Cooper City Hall: I didn't hear.

831

01:46:40.140 --> 01:46:43.410

Cooper City Hall: Oh, yes, okay. You have unanimous

832

01:46:43.490 --> 01:46:44.640

Cooper City Hall: direction.

833

01:46:44.690 --> 01:46:46.850

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

834

01:46:47.460 --> 01:46:51.179

Cooper City Hall: Moving on to item number 9.

835

01:46:51.800 --> 01:47:04.979

Cooper City Hall: Do I have a motion to approve modification to the city manager's contract to require the manager to provide at least 180 days notice before terminating his agreement. So Commissioner Schroider motion for discussion. So

836

01:47:05.554 --> 01:47:10.499

Cooper City Hall: I think what we, I think stability. We need stability.

837

01:47:11.280 --> 01:47:17.129

Cooper City Hall: What we. We've got lucky with this last situation when Mr. Eggleston exited

838

01:47:17.300 --> 01:47:25.900

Cooper City Hall: that we just so happens Mr. Ray was available, and it was seamless. But if it. If we didn't

839

01:47:26.140 --> 01:47:38.019

Cooper City Hall: get lucky we would have been in a big problem. So I think that before we have another situation like Mr. Eggleston giving us notice. A lot of professionals are required to give 180 days notice, and I'd like

840

01:47:38.190 --> 01:47:41.090

Cooper City Hall: to discuss.

841

01:47:41.390 --> 01:47:44.120

Cooper City Hall: you know, amending that, requiring that

842

01:47:44.470 --> 01:47:47.140

Cooper City Hall: all right, we have a motion. Do we have a second?

843

01:47:47.650 --> 01:47:49.649

Cooper City Hall: I'll have a second for discussion.

844

01:47:50.400 --> 01:47:52.280

Cooper City Hall: anything for the commission, Schrotter.

845

01:47:52.470 --> 01:47:57.559

Cooper City Hall: I don't see what you guys think about it. Okay, Commissioner Green. Thank you, Mayor Ross.

846

01:47:58.279 --> 01:48:06.750

Cooper City Hall: It's inconsistent with what we've had up here. We've had. And please, Mr. Horowitz.

847

01:48:06.940 --> 01:48:10.109

Cooper City Hall: correct me if I'm wrong. Mr. Eggleston had

848

01:48:10.400 --> 01:48:16.730

Cooper City Hall: a 60 month 60. I'm sorry. 60 days notice before terminating.

849

01:48:16.760 --> 01:48:18.967

Cooper City Hall: Prior to him Mr.

850

01:48:20.510 --> 01:48:41.640

Cooper City Hall: Napoli had 60 days notice. Correct. That's my recollection Commissioner, and I believe that this had come up under Mr. Napoli, where a similar motion was brought forth, which basically, and I think for context, I think that what happened when Mr. Napoli was here was, it was discovered that Mr. Napoli

851

01:48:41.640 --> 01:48:57.129

Cooper City Hall: was looking for other employment while he was here, based on some things that were taking place here. And so this motion, a similar motion had come before the Commission, and I don't believe any. At least I didn't support it.

852

01:48:57.560 --> 01:49:00.170

Cooper City Hall: I'm not in the. I don't believe that

853

01:49:00.230 --> 01:49:02.270

Cooper City Hall: this is reasonable

854

01:49:02.420 --> 01:49:05.469

Cooper City Hall: for Mr. Ray

855

01:49:05.520 --> 01:49:09.210

Cooper City Hall: to have to give 6 months notice if he decides that

856

01:49:09.300 --> 01:49:11.360

Cooper City Hall: he wants to

857

01:49:11.910 --> 01:49:17.070

Cooper City Hall: consider other options, and I'm not saying that he does want to consider other options, but

858

01:49:17.290 --> 01:49:20.350

Cooper City Hall: for him to have to provide

859

01:49:20.520 --> 01:49:22.990

Cooper City Hall: 6 months in advance

860

01:49:23.290 --> 01:49:27.990

Cooper City Hall: to the Commission. I don't think that that's reasonable, Mr. Horowitz.

861

01:49:29.410 --> 01:49:31.810

Cooper City Hall: Are we the city?

862

01:49:31.860 --> 01:49:35.250

Cooper City Hall: How does this, or does this impact

863

01:49:35.570 --> 01:49:44.529

Cooper City Hall: the city's commission? Let's say, if the city wants to go in a different direction with a manager, a new city manager. How does that impact?

864

01:49:44.690 --> 01:49:47.329

Cooper City Hall: I don't. How does that impact the Commission

865

01:49:48.540 --> 01:49:59.779

Cooper City Hall: Commissioner? The the item would propose to amend the manager's contract to require the manager to provide at least 180 days notice before terminating his agreement. There's no other provision in the contract that's offered to be amended.

866

01:50:01.520 --> 01:50:08.789

Cooper City Hall: Okay, so, friend friend, so for discussion, I certainly would not entertain a hundred and

867

01:50:08.980 --> 01:50:10.586

Cooper City Hall: 80 days.

868

01:50:13.440 --> 01:50:14.970

Cooper City Hall: 75,

869

01:50:15.200 --> 01:50:16.110

Cooper City Hall: maybe.

870

01:50:16.360 --> 01:50:18.670

Cooper City Hall: Like to hear what my colleagues have to say.

871

01:50:19.480 --> 01:50:21.670

Cooper City Hall: Thank you, Commissioner

872

01:50:21.800 --> 01:50:22.850

Cooper City Hall: Katsman.

873

01:50:24.507 --> 01:50:27.362

Cooper City Hall: Well, I'm curious how Mr. Ray feels about

874

01:50:28.688 --> 01:50:30.662

Cooper City Hall: about this amendment.

875

01:50:31.760 --> 01:50:38.959

Cooper City Hall: Yeah, I'm I'm not looking for another job right now. So you know. 75, 80, no, 9,000 whatever

876

01:50:39.910 --> 01:50:41.780

Cooper City Hall: 180. Is that too much.

877

01:50:44.370 --> 01:50:47.879

Cooper City Hall: No, sir, it's whatever. Whatever is the working pleasure of the Commission?

878

01:50:49.130 --> 01:50:52.370

Cooper City Hall: Well, the one thing that I do think is important we keep hearing

879

01:50:52.540 --> 01:50:56.250

Cooper City Hall: over and over again is that we've had a lot of managers.

880

01:50:56.310 --> 01:50:58.050

Cooper City Hall: I mean, I've had 3

881

01:50:58.730 --> 01:51:00.950

Cooper City Hall: plus an interim for acting

882

01:51:01.710 --> 01:51:08.719

Cooper City Hall: in my short time on the Commission, so I would like to have consistency. I'm very happy with Mr. Ray.

883

01:51:10.770 --> 01:51:23.430

Cooper City Hall: at this time, anyway. No, I'm I'm very happy with Mr. Ray's performance in in the short time we've had him. So I have no issue extending that

884

01:51:23.510 --> 01:51:25.210

Cooper City Hall: if he has no issue with it.

885

01:51:25.700 --> 01:51:29.460

Cooper City Hall: But I'm curious how long's the the search process. Hold on, hold on!

886

01:51:29.600 --> 01:51:32.120

Cooper City Hall: We'll get to everything, Commissioner Malozi.

887

01:51:33.994 --> 01:51:39.880

Cooper City Hall: I think that the 60 days notice has worked in the past, and I see no reason to change it.

888

01:51:40.530 --> 01:51:41.400

Cooper City Hall: Thank you.

889

01:51:44.390 --> 01:51:47.959

Cooper City Hall: How long does the search process normally take for a city manager?

890

01:51:51.230 --> 01:51:57.540

Cooper City Hall: If if you're gonna select a headhunter. It will take you probably

891

01:51:57.720 --> 01:52:09.049

Cooper City Hall: 45 days to to select one if you put in a smaller Fp, or if you really know who you want to be using. Then the ads are probably up there for 30 to 45 days.

892

01:52:09.090 --> 01:52:14.000

Cooper City Hall: Then you have 30 to 45 days in terms of interviews and recruitment.

893

01:52:14.010 --> 01:52:16.039

Cooper City Hall: and then, most managers.

894

01:52:16.530 --> 01:52:29.060

Cooper City Hall: we'll have to give at least 2, 3, 3 month notice for their current employees. So it's it's easy a 6 month process to you know, to hire managers. I seen it go 9 months, 12 months.

895

01:52:29.920 --> 01:52:33.730

Cooper City Hall: Thank you. I'm I'm reading this, and there are 2

896

01:52:34.220 --> 01:52:38.460

Cooper City Hall: considerations that I'm going to ask that everyone look at.

897

01:52:38.630 --> 01:52:44.660

Cooper City Hall: and that is, if we're asking the manager to provide 180 days notice before terminating.

898

01:52:44.680 --> 01:52:48.529

Cooper City Hall: Then I think it's reciprocal notices.

899

01:52:48.560 --> 01:53:02.769

Cooper City Hall: something that if we are fair and equitable, then we need to give him the same notice that he is going to provide us. So I think that we need to include in their reciprocal notice of 180 days

900

01:53:02.880 --> 01:53:08.739

Cooper City Hall: for terminating the agreement. That's the 1st issue that I have. What's that one? What? What's it? Currently?

901

01:53:09.800 --> 01:53:11.800

Cooper City Hall: If I recall correctly.

902

01:53:12.080 --> 01:53:14.770

Cooper City Hall: what is it? You know what I'm not

903

01:53:14.880 --> 01:53:17.969

Cooper City Hall: terminate at will? Yeah, I believe that's right.

904

01:53:18.440 --> 01:53:19.940

Cooper City Hall: Okay? Well, why

905

01:53:20.450 --> 01:53:22.359

Cooper City Hall: I? And again.

906

01:53:22.420 --> 01:53:30.258

Cooper City Hall: I'm the one I am, the one that yeah had was given the authority to negotiate with the city manager.

907

01:53:30.720 --> 01:53:53.730

Cooper City Hall: candidly, when I negotiate, I try and be fair and equitable. That may have been an issue that maybe neither one of us had discussed, or maybe we didn't, and and this is what resulted. But at this point not only am I going to recommend the reciprocal notice, but when I negotiated it, and let me just preface it by saying.

908

01:53:54.010 --> 01:53:57.120

Cooper City Hall: when we hired Joe Napoli.

909

01:53:57.420 --> 01:54:01.250

Cooper City Hall: and it was Commissioner Pulcini at the time.

910

01:54:01.400 --> 01:54:11.879

Cooper City Hall: who kept saying, Pay him the whole thing pay him the whole thing, and and I had him at \$10,000 less. I did, and and Joe is going to accept it.

911

01:54:11.980 --> 01:54:13.160

Cooper City Hall: And

912

01:54:13.290 --> 01:54:18.289

Cooper City Hall: everyone, said, Nope, pay him the whole thing, you know. If if we don't like it, we'll fire him.

913

01:54:18.750 --> 01:54:25.269

Cooper City Hall: I don't agree with that kind of management. I agree with rewarding

914

01:54:25.690 --> 01:54:27.210

Cooper City Hall: someone who's good.

915

01:54:27.470 --> 01:54:30.460

Cooper City Hall: For the past 6 months I have

916

01:54:30.910 --> 01:54:32.950

Cooper City Hall: been absolutely

917

01:54:33.020 --> 01:54:35.490

Cooper City Hall: amazed at what you have completed.

918

01:54:35.520 --> 01:54:42.239

Cooper City Hall: and I sincerely mean that because and and I've said it before, and I'll say it again. You weren't my 1st or second choice.

919

01:54:42.280 --> 01:54:46.780

Cooper City Hall: but once you came in and hit the ground running, and you did.

920

01:54:47.070 --> 01:54:49.186

Cooper City Hall: I've got to tell you

921

01:54:49.990 --> 01:54:53.989

Cooper City Hall: as as good as some of the other managers were. They don't hold a candle to you

922

01:54:54.120 --> 01:54:59.169

Cooper City Hall: that you don't let grass grow under your feet or under any issue.

923

01:54:59.430 --> 01:55:10.769

Cooper City Hall: There's nothing that's pending. Quote unquote. Oh, we'll figure it out later. I mean even the comp plan and and the pay plan for the employees. You want to get that done, and you're going to get it done

924

01:55:10.810 --> 01:55:13.960

Cooper City Hall: hopefully. By the end of the year. I

925

01:55:14.120 --> 01:55:40.540

Cooper City Hall: at this point, after the 6 months, absolutely believe that he is entitled, and and I had cut it from what Ryan Egglestein was making. I cut it \$20,000, and I would like a recommendation, and the second consideration to raise the salary by \$20,000, making it equivalent to what Ryan Egglestein was making. So those are the 2 considerations. What's the salary?

926

01:55:40.630 --> 01:55:41.640

Cooper City Hall: Total

927

01:55:42.060 --> 01:55:43.300

Cooper City Hall: would be

928

01:55:44.060 --> 01:55:57.510

Cooper City Hall: 2, 27, total, am I? 2, 2, 47 would be total, 2, 47, total, 2, 47, 5, 2, 2, 7, 5, now 2, 2, 7, 5, now would be 2, 47, 5,

929

01:55:57.560 --> 01:56:00.910

Cooper City Hall: if the \$20,000 is given.

930

01:56:03.050 --> 01:56:04.739

Cooper City Hall: I you know what.

931

01:56:05.450 --> 01:56:14.259

Cooper City Hall: And again I say, he's earned every penny of it, and will continue to do so. What would we have been budgeted at with Eggleston. And this budget

932

01:56:14.500 --> 01:56:21.139

Cooper City Hall: 2, 47, 5. No, that's what his last 1. 0, yeah, you know, it would have been more. You're right, everyone. Do you know what that would have been?

933

01:56:22.670 --> 01:56:24.607

Cooper City Hall: Well, what did you guys put in everything?

934

01:56:25.610 --> 01:56:29.359

Cooper City Hall: what did you build in on that proposed budget 3.2 plus what

935

01:56:30.530 --> 01:56:36.980

Cooper City Hall: the proposed budget for 25 really assumed that he wasn't here. Oh, no! For every employee. What were they assumed?

936

01:56:37.550 --> 01:56:41.169

Cooper City Hall: You guys assume the merits and and polos right?

937

01:56:41.590 --> 01:56:44.320

Cooper City Hall: So you have 3.2% for the cola.

938

01:56:45.170 --> 01:56:51.750

Cooper City Hall: No, there was no the the members on the call that last year they were all combined into one number, right?

939

01:56:52.020 --> 01:56:54.570

Cooper City Hall: If Eggleston would would have been here

940

01:56:54.650 --> 01:57:03.989

Cooper City Hall: one day ago, what would the he would he would have? Yeah, he would have gotten a call on a merit. So whatever merit they go. But the commission decided, okay, so, but what did you guys

941

01:57:04.110 --> 01:57:07.779

Cooper City Hall: budget, what did you budget for merits for each staff? Member

942

01:57:09.250 --> 01:57:12.409

Cooper City Hall: 3. So so 6.2 was your, was it

943

01:57:13.560 --> 01:57:16.749

Cooper City Hall: okay? So 7 7.2 7.2.

944

01:57:17.000 --> 01:57:17.830

Cooper City Hall: Okay.

945

01:57:19.060 --> 01:57:21.009

Cooper City Hall: how come you don't have a mic over there

946

01:57:21.400 --> 01:57:23.969

Cooper City Hall: because we only spent 30,000 on them.

947

01:57:24.370 --> 01:57:28.220

Cooper City Hall: If John, if Jonathan is around or Mike, please. Thank you.

948

01:57:29.289 --> 01:57:55.030

Cooper City Hall: Okay? So the number would have been 2, 5, 6, 5, 5, 2. So whatever it is, I have to be under that number. I don't want to go higher than I'm sorry I like you, but I don't want to go higher than what I would be if if Edelson left, so I'd have to be under that? 2, 2, 6, 5. So what was the so Mayor Ross? What was the whole point of the majority of this commission giving you the ability to negotiate a contract

949

01:57:55.040 --> 01:58:03.830

Cooper City Hall: with the current city manager. Why did we? Why did we go through that? And I'm going to use Commissioner Sims, former Commissioner Sims.

950

01:58:03.860 --> 01:58:11.950

Cooper City Hall: This futility? Why did we go through all of that just to come back and propose? We're not even talking about. And

951

01:58:13.470 --> 01:58:23.249

Cooper City Hall: Mr. A. You know that I didn't support you being up here, and I said that to you privately, and I said that to you publicly I will say to you publicly.

952

01:58:23.300 --> 01:58:46.790

Cooper City Hall: I'm grateful that you are here, because, to the mayor's point, you haven't allowed grass to grow under. You have been boom, boom! Boom! And I appreciate that you are doing an upstanding job, sir, and and I'm saying that publicly, so that nobody thinks that there's something there's there's something else going on with me. We started this conversation the with the

953

01:58:46.940 --> 01:58:49.040

Cooper City Hall: the modification

954

01:58:49.440 --> 01:58:54.930

Cooper City Hall: to a hundred 80 days. Notice. Now we're talking about a \$20,000 increase

955

01:58:54.950 --> 01:59:14.070

Cooper City Hall: to the city manager's pay. Why don't we stay to the notice? And, Mayor Ross, let me let me bring you bring to your attention what happened in 2018, when we had Mr. Bruce Laukes, who had been the city manager in this city for more than 10 years after the November election, Mr. Mayor.

956

01:59:14.770 --> 01:59:16.450

Cooper City Hall: the majority.

957

01:59:16.720 --> 01:59:20.360

Cooper City Hall: 3 people up here sent Mr. Laukes home

958

01:59:20.920 --> 01:59:23.360

Cooper City Hall: with 4, with 4 4 months.

959

01:59:23.450 --> 01:59:25.220

Cooper City Hall: 4 months severance pay.

960

01:59:25.270 --> 01:59:49.810

Cooper City Hall: So while I am not going to support 100 days. Notice 180 days. Notice that Mr. Ray has to provide us. I never heard Mr. Ray say 180 days. I heard Mr. Ray say 75, 75, 80, 90, maybe 100. I am not supporting 180 days, and I certainly don't believe that it should be reciprocal. It has not been reciprocal.

961

01:59:50.500 --> 01:59:56.250

Cooper City Hall: My entire tenure up here 14 years. That's not how. That's not how it gets done.

962

01:59:56.810 --> 02:00:00.729

Cooper City Hall: But you. You had until a couple of years ago you had one manager. So

963

02:00:01.570 --> 02:00:25.889

Cooper City Hall: yeah, until a couple of years ago we had 40 department heads and between 40 assistant and director apartment heads that have gone as a result of actions that continue to take place on this dais, and all I'm saying is that, Mayor, you will always. You always talk to me about precedents. Okay, so we've got some precedents that have already been established here, sir, and

964

02:00:26.330 --> 02:00:28.930

Cooper City Hall: I want to see the consistency

965

02:00:29.510 --> 02:00:32.010

Cooper City Hall: we're talking about a \$20,000 increase.

966

02:00:32.140 --> 02:00:41.229

Cooper City Hall: Why, why in the world are we talking about? We've just we've just gone around and around with the employees about a 3.2%, and this and that.

967

02:00:42.190 --> 02:00:43.260

Cooper City Hall: And

968

02:00:43.370 --> 02:00:51.269

Cooper City Hall: now we're coming back with a \$20,000 increase to the city manager's pay, and he hadn't asked for it, because he negotiated with

969

02:00:51.720 --> 02:00:54.220

Cooper City Hall: you, Mayor Ross, his contract.

970

02:00:54.380 --> 02:01:09.209

Cooper City Hall: See again, what you're missing is the point. We were talking about the employees and rewarding them for doing a good job. I'm doing the same thing. I'm doing it. After the 6 month review that I have sat and and spoke with the city manager.

971

02:01:09.290 --> 02:01:25.680

Cooper City Hall: and I believe wholeheartedly that he is well worth the additional 20,000 that I negotiated against and recognize. He's well worth it. So you negotiated against that. What I heard Commissioner Shrouder say

972

02:01:25.830 --> 02:01:30.870

Cooper City Hall: just recently, just in this commission meeting, please correct me if I'm wrong, Commissioner Schauder.

973

02:01:31.150 --> 02:01:39.730

Cooper City Hall: that you're trying to do everything that you can to make sure that the bottom tier, the 114 folks, are compensated

974

02:01:39.880 --> 02:01:42.020

Cooper City Hall: properly fairly.

975

02:01:42.140 --> 02:02:05.439

Cooper City Hall: You also mentioned during the during the course of this information, this conversation that we're having with regards to the open play plan. Open pay plan. You said. Well, you know the department heads. They said they wanted to open play plan because it it impacts them. It's more for them. And that's not what we're here to do. We're here to make sure that we're doing the right thing by the rank and file

976

02:02:05.450 --> 02:02:12.169

Cooper City Hall: employees. I don't believe that this is. I don't believe that I'm not supporting Mr. Ray, I love you.

977

02:02:12.840 --> 02:02:22.070

Cooper City Hall: I love you, but I'm not supporting this tonight. This is, we're we're. I don't think that we should be having this. This conversation with this conversation with

978

02:02:22.400 --> 02:02:26.170

Cooper City Hall: 180 day notice before terminating. Thank you, Mayor.

979

02:02:26.230 --> 02:02:29.479

Cooper City Hall: thank you. Anything mentioned below. Heck, yeah.

980

02:02:29.970 --> 02:02:36.130

Cooper City Hall: So 1st of all, it's not 6 months. Look at your calendar. He came on June

981

02:02:36.250 --> 02:02:46.009

Cooper City Hall: first.st We're October 8.th It's even better than I thought. It was quicker than I thought. Number one number 2. I well, I was not physically present. I was watching.

982

02:02:46.230 --> 02:02:50.289

Cooper City Hall: and you had all the time in the world to negotiate. You chose not to.

983

02:02:50.310 --> 02:03:03.509

Cooper City Hall: If you wanted to build in this raise, then you should have. I haven't given him a performance review. I have not been asked to give him a performance review. And this is, I can't even we're talking about. You were talking about

984

02:03:03.650 --> 02:03:12.630

Cooper City Hall: balancing inequities of employees that have not gotten anything. I've got a man that's pulling in almost \$300,000. When all is said and done.

985

02:03:12.640 --> 02:03:27.879

Cooper City Hall: 2 50 doesn't make a difference. We're talking about people that are getting paid \$56,000 a year. How can you compare the 2? Well, it's \$38,000 not done speaking. Oh, well, don't ask me a question, you know. Direct your comments

986

02:03:27.900 --> 02:03:46.000

Cooper City Hall: to the chair. People, direct my comments to the city manager because this is about him. The city manager, I guarantee to you could not even name those employees. Why? Because he hasn't even taken the time to meet our employees. Okay, no, don't. Okay. That is fact.

987

02:03:46.690 --> 02:04:09.579

Cooper City Hall: Because I've spoken more than just 5 or 6. I've spoken to many employees. He's not gone in. I still haven't had a meeting with the city manager. No, that's a hundred percent wrong. And I have an email that I gave to the city attorney that specifically says, whenever you want to meet with me, just let me know, did you, or did you not see that, Mr. Horowitz? Because I forwarded you that email?

988

02:04:10.370 --> 02:04:11.580

Cooper City Hall: Thank you.

989

02:04:12.990 --> 02:04:18.519

Cooper City Hall: So anyone that says I did not want to meet with anyone is 100% lying.

990

02:04:19.220 --> 02:04:21.329

Cooper City Hall: I have specifically

991

02:04:21.360 --> 02:04:43.319

Cooper City Hall: stood here trying. I get ignored. I get whatever I really don't. I don't want to hear you speak right now. I address your comments to me. I am the chair, not speak, Commissioner. Shrouder, I think it says back and forth. When I go to interrupt you. I get shut down so fair play.

992

02:04:43.720 --> 02:05:09.090

Cooper City Hall: You have people that are coming in in an election, and the fact that this is happening now is beyond me. You specifically, it was Mr. Ray that specifically asked for the the termination, the \$60,000, if he's terminated after the new election, because historically, he was terminated by an incoming commission. They did not want him.

993

02:05:09.150 --> 02:05:24.429

Cooper City Hall: and he did not want that to happen again, and if I had to pull verbatim minutes, but I'm sure everybody here could look it up on their phone and look at the negotiations. He did not want that to happen again, because of that you gave him a \$60,000.

994

02:05:25.510 --> 02:05:39.110

Cooper City Hall: I don't know how you phrased it, but \$60,000. If he gets dismissed after the election by the new commission. He gets \$60,000. That's a for lack of a better word, a bonus.

995

02:05:39.410 --> 02:05:41.609

Cooper City Hall: That's his going out money.

996

02:05:42.600 --> 02:05:44.300

Cooper City Hall: Am I correct, Jacob

997

02:05:45.690 --> 02:05:52.480

Cooper City Hall: Commissioner? I believe you're referring to these tiered severance provisions. Yes, and if it happens after the election.

998

02:05:52.500 --> 02:06:03.599

Cooper City Hall: if the manager is terminated without cause after November second, but prior to May 31, st he's entitled to a 14 week severance payment, which is approximately \$60,000.

999

02:06:03.970 --> 02:06:26.609

Cooper City Hall: That was because he was terminated in his previous job by the incoming election. Those were words straight out of the city manager's mouth. So now 1st you start off with oh, let's give him 180 days we want that notice I literally should have. I wish, I bet money, because I said to people, this is going to turn into. Oh, we're going to somehow give more money.

1000

02:06:26.720 --> 02:06:35.380

Cooper City Hall: And we're going to somehow 180 days, because you want to tie a future Commission's hands. And that's wrong. It's not your job

1001

02:06:36.120 --> 02:06:37.660

Cooper City Hall: after November.

1002

02:06:39.120 --> 02:06:42.770

Cooper City Hall: but yet this is going to be decided, and that's not fair.

1003

02:06:43.080 --> 02:06:44.960

Cooper City Hall: You are literally

1004

02:06:45.570 --> 02:06:57.230

Cooper City Hall: nickel and diming employees who kill themselves and are out here all the time for a cola of 2.3 point 2%. But you're gonna throw \$20,000.

1005

02:06:58.120 --> 02:07:13.879

Cooper City Hall: And I think that's I think that's ridiculous beyond belief. I cannot even. But you know what you have your 3 votes the same 3 votes that hired him over a weekend, because no one else got a call. But let's not even go back to that. I'm done.

1006

02:07:14.380 --> 02:07:16.399

Cooper City Hall: Yes, you are, Commissioner Mccavity.

1007

02:07:18.350 --> 02:07:20.419

Cooper City Hall: I think. No.

1008

02:07:20.950 --> 02:07:27.690

Cooper City Hall: your decorum is questionable, and the fact that most deplorable.

1009

02:07:27.890 --> 02:07:29.280

Cooper City Hall: and the fact that

1010

02:07:29.400 --> 02:07:43.890

Cooper City Hall: you just said you have your 3 votes. You don't. You don't read minds, and it's so inappropriate that you say that. But we all know that you vote in a block. Whatever you do, you vote in a block. You vote in a block to create a park without approval. So that's enough.

1011

02:07:44.990 --> 02:07:47.140

Cooper City Hall: Going back to the

1012

02:07:47.760 --> 02:07:49.309

Cooper City Hall: the topic at hand.

1013

02:07:50.760 --> 02:07:54.180

Cooper City Hall: Mr. Manager, I said it earlier in this conversation.

1014

02:07:55.640 --> 02:07:57.599

Cooper City Hall: and I'll say it again. I think you're

1015

02:07:57.830 --> 02:07:58.930

Cooper City Hall: incredible.

1016

02:07:59.760 --> 02:08:01.720

Cooper City Hall: Your performance is

1017

02:08:01.800 --> 02:08:03.210

Cooper City Hall: unbelievable.

1018

02:08:03.690 --> 02:08:09.280

Cooper City Hall: but I will agree that it's not the right time to discuss increasing your salary.

1019

02:08:09.540 --> 02:08:11.089

Cooper City Hall: I'd like to see

1020

02:08:11.770 --> 02:08:12.930

Cooper City Hall: the

1021

02:08:13.190 --> 02:08:14.690

Cooper City Hall: employees

1022

02:08:15.070 --> 02:08:16.920

Cooper City Hall: inequities addressed

1023

02:08:18.030 --> 02:08:19.719

Cooper City Hall: like we talked about tonight.

1024

02:08:20.824 --> 02:08:22.560

Cooper City Hall: Before we do anything.

1025

02:08:23.080 --> 02:08:30.510

Cooper City Hall: and I would like the next commission to have a say on that. But I do think we built in.

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02:08:30.690 --> 02:08:33.009

Cooper City Hall: As Mr. Williams said.

1027

02:08:33.020 --> 02:08:34.630

Cooper City Hall: we built in

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02:08:34.730 --> 02:08:39.499

Cooper City Hall: a Cola or or whatever not not a cola, because we just we didn't.

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02:08:39.970 --> 02:08:41.589

Cooper City Hall: Your grade is above that

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02:08:42.198 --> 02:08:45.250

Cooper City Hall: but a merit opportunity for you.

1031

02:08:45.873 --> 02:08:52.239

Cooper City Hall: So I don't support that. But it's not because of your performance. It's because I don't think it's the right time.

1032

02:08:53.600 --> 02:08:55.895

Cooper City Hall: and and Commissioner Katzman

1033

02:08:56.760 --> 02:09:01.009

Cooper City Hall: Your comments are worth to me more than \$20,000. Thank you.

1034

02:09:01.120 --> 02:09:02.899

Cooper City Hall: And the reciprocity issue.

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02:09:03.920 --> 02:09:05.950

Cooper City Hall: What do you mean, Russell? Custody? If

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02:09:06.060 --> 02:09:20.509

Cooper City Hall: the reciprocal notice issue, if he has to give us 180 days notice, then, yeah, I thought, that's what we were talking about. I guess I misread it. But but I mean, I think we can compromise on the number. It sounds like there is an open compromise up here.

1037

02:09:21.530 --> 02:09:24.383

Cooper City Hall: Go ahead. So I want to say one thing.

1038

02:09:25.130 --> 02:09:42.140

Cooper City Hall: I swear sometimes I really do like you, Lisa, but I feel like you don't follow logic. We didn't tell the employees we didn't want to give them 3.2. That entire amount of money we want to give out. We just want to give it to the employees who didn't get as much as some of the other employees. So it's like, it's weird

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02:09:42.360 --> 02:09:44.671

Cooper City Hall: that we don't follow the same logic sometimes.

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02:09:45.040 --> 02:09:50.149

Cooper City Hall: you said something like that is just not fair. I thought that was funny because I was sitting here when you

1041

02:09:50.270 --> 02:09:58.779

Cooper City Hall: extended Bruce Locke's contract by 6 months when the new commission was coming in, and I think it was a former commissioner

1042

02:09:59.070 --> 02:10:06.309

Cooper City Hall: who was like, oh, I'm served to the last day, or something like that, so I could, you know. So it's like, all of a sudden, you know, it's it's not fair.

1043

02:10:06.400 --> 02:10:07.030

Cooper City Hall: But

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02:10:08.040 --> 02:10:11.000

Cooper City Hall: Did. Did you ever tell the manager you were going to fire him in November?

1045

02:10:12.180 --> 02:10:13.400

Cooper City Hall: That's a question.

1046

02:10:14.780 --> 02:10:21.879

Cooper City Hall: Okay? So you don't like the gentleman. I get it. You know, I didn't like the last gentleman right. But we shouldn't be, we shouldn't be

1047

02:10:22.080 --> 02:10:34.689

Cooper City Hall: really. You gonna go there. Yeah, I'm going to go there. Why are you going to do that? Well, you were in the back getting water when she was ranting about fairness, and and I don't think that's fair to tell somebody who's been here 4 months. I'm going to fire you in November.

1048

02:10:34.730 --> 02:10:40.129

Cooper City Hall: Yeah, but I almost want to give him more money just to have to deal with it. Yeah, but, Commissioner, shrouder, Commissioner Chrouter

1049

02:10:40.140 --> 02:10:48.430

Cooper City Hall: we we Commissioner, shrouder. We did the same, Commissioner. Shrouder. We did the same. We, the Commission almost did the same thing to Bruce Laukes

1050

02:10:48.440 --> 02:10:50.380

Cooper City Hall: after he had been here 10 years.

1051

02:10:50.850 --> 02:11:04.630

Cooper City Hall: Who are you talking about? You and him? Yeah, I'm not referring to the 3 of you. Okay, so I'm referring. That's what I said earlier. I mean, are you following what I'm saying, because that's what that's exactly what I said. The Prior Commission right.

1052

02:11:04.890 --> 02:11:06.000

Cooper City Hall: Mayor Ross.

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02:11:06.220 --> 02:11:08.579

Cooper City Hall: It was, I believe, that we sent

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02:11:08.800 --> 02:11:10.819

Cooper City Hall: back on back on this.

1055

02:11:12.050 --> 02:11:14.600

Cooper City Hall: I'm not supporting a hundred 80 days.

1056

02:11:15.362 --> 02:11:21.169

Cooper City Hall: I don't know what the Commission is going to decide. I've heard from Mr. Ray about.

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02:11:21.580 --> 02:11:28.560

Cooper City Hall: I said. I put forth 75 days. I heard Mr. Ray say 75 days, 80 days, 90 days.

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02:11:29.430 --> 02:11:37.930

Cooper City Hall: I'm good with 90 days. I am not supporting 180 days, nor am I, nor am I going to support this

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02:11:38.060 --> 02:11:53.360

Cooper City Hall: reciprocal notice from the Commission? I don't believe that that's right. I don't. You're you're you're hamstringing the the commission that's going to come on board in November. You're already tying their hands behind their backs

1060

02:11:53.430 --> 02:11:57.169

Cooper City Hall: when they get here, and I just don't. I think that that is

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02:11:57.280 --> 02:12:00.030

Cooper City Hall: unfair, and it's unreasonable.

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02:12:00.050 --> 02:12:01.120

Cooper City Hall: and

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02:12:01.350 --> 02:12:04.030

Cooper City Hall: we haven't done that

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02:12:05.730 --> 02:12:26.689

Cooper City Hall: as the maker of the motion we did do it. But I didn't finish. Oh, go ahead. I'm sorry. Yeah, we did do it. You guys did it last time, literally the last manager you did it for Bruce locks like you literally voted to do it. So not like. No, we didn't. Yes, no, 6 months. No, we did not. Yes, 365, divided by 2. No, we did not. We extended it 4 months. No.

1065

02:12:26.690 --> 02:12:40.870

Cooper City Hall: it was 6 months. It wasn't. It wasn't 6 months. I remember. Jamie's like, Oh, God, Commissioner, shrouder! We sent. We sent Mr. Laukes home 4 months, and we paid him \$85,000

1066

02:12:41.060 --> 02:12:55.249

Cooper City Hall: and Mr. Locks and I, you're right. I'm sorry you're right. Oh, am I right? Or are you just saying that to appease me, I'm not trying to appease you. I appreciate that. Thank you, Commissioner, so I love you. I pray for you every. I pray for you a whole lot, brother, I do appreciate that.

1067

02:12:55.280 --> 02:12:59.429

Cooper City Hall: What I would propose is

1068

02:12:59.590 --> 02:13:00.709

Cooper City Hall: 1 80.

1069

02:13:01.620 --> 02:13:12.640

Cooper City Hall: I'm okay with reciprocal, and I have no problem. Paying him the same as Ecclestone was making. Doesn't matter to me if he doesn't. If you know what, let's separate the issues because

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02:13:15.730 --> 02:13:19.248

Cooper City Hall: My words are worth that money, I guess. But

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02:13:21.460 --> 02:13:22.080

Cooper City Hall: but

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02:13:23.130 --> 02:13:29.079

Cooper City Hall: yeah, let's be. Let's not be penny wise and pound foolish right? So

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02:13:29.530 --> 02:13:36.740

Cooper City Hall: that that's 1 of the things that we we have to keep in mind. But that's that's fine. No money. I do want a

1074

02:13:36.840 --> 02:13:40.900

Cooper City Hall: longer provision, and if it right at will is just.

1075

02:13:41.420 --> 02:13:43.439

Cooper City Hall: I mean, I understand why

1076

02:13:44.050 --> 02:13:49.490

Cooper City Hall: Mr. Ray agreed to that, because he was confident enough that we would. You know

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02:13:49.510 --> 02:13:53.400

Cooper City Hall: it wouldn't be an issue. Essentially, that's what it was. But

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02:13:53.420 --> 02:13:57.059

Cooper City Hall: I think one I do a lot of contracts

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02:13:57.460 --> 02:14:18.420

Cooper City Hall: with for people that are in positions where it's you can't just fill them right in, and we have to cover. Even if it was 120 days we have to cover, the time period would be to hire somebody and do all that stuff. I don't want to get notice again that someone's leaving, and in 6 months or or not I mean 60 days, whatever it was

1080

02:14:19.800 --> 02:14:21.040

Cooper City Hall: so

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02:14:21.600 --> 02:14:24.770

Cooper City Hall: the most comfortable is 1 20,

1082

02:14:25.000 --> 02:14:34.110

Cooper City Hall: I do think, you know. Reciprocal's fine. I'm surprised he didn't ask for reciprocal and money. That's what I figured, but he's not asking for money. So if he's willing to do that, I'm okay with that.

1083

02:14:34.230 --> 02:14:44.450

Cooper City Hall: if you guys want to put a clause in there, this is only without cause. Obviously, if it's for cause, you could fire someone, I think right away right right. And the for cause thing is pretty liberal.

1084

02:14:45.240 --> 02:14:46.300

Cooper City Hall: I think

1085

02:14:47.490 --> 02:14:51.179

Cooper City Hall: I won't share. I won't share the weaknesses in it.

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02:14:51.590 --> 02:14:54.440

Cooper City Hall: But that was because Mr. Eggleston

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02:14:54.480 --> 02:14:55.960

Cooper City Hall: negotiated

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02:14:56.040 --> 02:14:58.250

Cooper City Hall: and didn't pay attention to that portion.

1089

02:14:58.410 --> 02:14:59.174

Cooper City Hall: But

1090

02:15:00.160 --> 02:15:02.369

Cooper City Hall: So if it's 4, cause you go right.

1091

02:15:02.410 --> 02:15:04.409

Cooper City Hall: If it's not for cause.

1092

02:15:04.790 --> 02:15:13.640

Cooper City Hall: I prefer 6 months, but if not 120 days, it takes time. The motion is pending that you have 180 days you made the motion. I seconded it.

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02:15:13.830 --> 02:15:24.469

Cooper City Hall: The only question I have for you is, do you want to accept the friendly amendment that I've made of reciprocity? Is it 120? It's 180 right now.

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02:15:24.570 --> 02:15:32.649

Cooper City Hall: 180 for 120. Yeah, can. You convinced me a little bit? You just convinced yourself you just said 120. No, that was like my.

1095

02:15:32.720 --> 02:15:54.039

Cooper City Hall: if I had to, because, I think, be the mediator and go 150 in the middle. Okay? Well, I think Commissioner Green had had kind of was at 90 and well, my my difficulty is, Commissioner Green. You may not have heard, because you may have been out, but I asked the question, and that was my 1st question of how long a search process.

1096

02:15:54.040 --> 02:16:13.560

Cooper City Hall: No, I was here when you heard. Oh, okay, no. I was here. Well, well, then, you heard that it takes approximately 6 months, so you might want to hear what you want to hear. But it was say stated that it was 6 months. So, Mayor Ross, I hear what you're saying, and I really don't want to go back and forth with

1097

02:16:14.063 --> 02:16:32.729

Cooper City Hall: With the discussion I'm going to stick to. I heard everything that you said prior to me, going to the restroom. I am not supporting a hundred day. Notice that he that the city manager has to provide. Nor am I providing. Am I in agreement with a reciprocal notice

1098

02:16:32.730 --> 02:16:50.380

Cooper City Hall: from us again. I'm going to say it again. You are handcuffing the incoming commission. What you are telling them is that they don't have the ability to make a decision on what they believe should happen. Moving forward now, I have said publicly.

1099

02:16:50.620 --> 02:17:02.349

Cooper City Hall: I did not support Mr. Ray, but I didn't support Mr. Horowitz when he came here, not because he it was the manner it was the process. I love Mr. Horowitz. I think he's a phenomenal

1100

02:17:02.480 --> 02:17:26.909

Cooper City Hall: city attorney. He's his firm represents us, and I've said that to him privately. I've said that to him publicly. I've said that to those that are running. Hey? Look, you know what Mr. Horowitz is the real deal. You know what he is a phenomenal. He's doing a phenomenal job, Mr. Ray, I am doing the same. I tell everybody that you are doing a phenomenal job in this city because I really believe that because you really are.

1101

02:17:27.340 --> 02:17:40.020

Cooper City Hall: I don't expect you to know the names of all of our employees. What I do expect, and I've said this from day one. I've said it to you privately. I'll say it to you again publicly. What I expect from you day one is to do what's right

1102

02:17:40.150 --> 02:17:51.090

Cooper City Hall: for the staff, for the, for the city, for our residents, for our for our employees, and if you do that, you never will have any issues out of that. I have said that to you, to Mr. Horowitz and to every

1103

02:17:51.160 --> 02:17:53.230

Cooper City Hall: department head employee

1104

02:17:53.459 --> 02:17:56.439

Cooper City Hall: here, and and that hasn't changed.

1105

02:17:56.990 --> 02:17:58.860

Cooper City Hall: but because I'm not

1106

02:17:59.150 --> 02:18:04.729

Cooper City Hall: in agreement with this reciprocal notice does not mean that I don't value

1107

02:18:04.760 --> 02:18:22.859

Cooper City Hall: your time. That you have been here does not mean that when it is appropriate after 6 months, to have to sit down and have an evaluation so that we can discuss not only me, so that you can discuss individually with the elected officials. Your bosses. Not just one

1108

02:18:22.910 --> 02:18:23.959

Cooper City Hall: 5

1109

02:18:24.120 --> 02:18:26.219

Cooper City Hall: to have that conversation.

1110

02:18:27.160 --> 02:18:49.640

Cooper City Hall: Commissioner, Commissioner Katzman had said a little while ago. We've got to do what we've got to take care we've got to address, and you are addressing the issue with the employees. I think that's paramount. That's that goes into my evaluation of you as a city manager. So far you are doing, brother, you are doing great, I just. I'm just not going to support

1111

02:18:49.799 --> 02:18:57.770

Cooper City Hall: handcuffing future commissions. Thank you, Mayor, Mr. Schrader, do you have? What if we will? What if we did? Because you wanted to lower? What if we did?

1112

02:18:57.940 --> 02:19:03.729

Cooper City Hall: If it's not? If you want to terminate, not for cause, 30 day notice of improvement, and then, if

1113

02:19:03.750 --> 02:19:07.709

Cooper City Hall: whatever action plan, and then, if not, we can give 90 day notice.

1114

02:19:08.280 --> 02:19:23.430

Cooper City Hall: So that's like 1, 20, essentially like 1 20. What do you mean? Not for? Okay, so not for cause is 30 days. We're only talking about the not for cause. Right? So what do you mean by 30 days and 90 like we give notice. You have 30 days to fix this, and if not, then we could terminate you in 90.

1115

02:19:23.540 --> 02:19:29.189

Cooper City Hall: So it's like 1 20. But you have to give them notice. Well, notice of like like that's

1116

02:19:29.320 --> 02:19:34.999

Cooper City Hall: I don't know you you. That's what we do with the contractors. Right? We give them notice, secure, or whatever it is, there's a default.

1117

02:19:35.010 --> 02:19:36.780

Cooper City Hall: yeah, like a default.

1118

02:19:37.450 --> 02:19:51.229

Cooper City Hall: So so it it comes out to 1, 20 together, but it gives the manager a plan. Hey, we're not happy. This is that, and then it gives you that 90 days. If if the Commission agrees. No, then they get in 90 days.

1119

02:19:51.660 --> 02:20:05.720

Cooper City Hall: if I may. Just one observation on that comment, just keep in mind that a termination for convenience doesn't require a reason or cause, or or you know, any predicate or anything that may need to be cured. Termination talking about that. But you're talking about a cure period.

1120

02:20:05.760 --> 02:20:18.119

Cooper City Hall: a termination for convenience. There may not be anything to be 180. So my question to you, you're back to 180. I'm asking you, will you accept a friendly amendment to 151, 25,

1121

02:20:19.150 --> 02:20:20.680

Cooper City Hall: I'll settle. Okay.

1122

02:20:20.860 --> 02:20:21.890

Cooper City Hall: But you went down.

1123

02:20:22.500 --> 02:20:26.981

Cooper City Hall: Oh, you know, 1 50. Yeah, I got that wrong. Yeah. 1 50. I will. Yeah, 1, 50.

1124

02:20:27.740 --> 02:20:40.830

Cooper City Hall: I will. I'll take that. This guy right here contracts over here. Okay? So the amended motion is for the reciprocity and the 150. Yeah, okay.

1125

02:20:40.830 --> 02:20:57.929

Cooper City Hall: having for nothing further, we'll go ahead and open up for oh, no, no, we're on number 9. Excuse me, if I may, just one procedural comment, because this requires an amendment to the contract. If this were item were to pass, we would take this as direction to bring back an amendment to the contract. Now you want to hold on a minute. Now

1126

02:20:59.180 --> 02:21:11.190

Cooper City Hall: learn that from Lisa. Do it now. Yeah. So you want me to read you the language, I know the language will say, but if that's the intent, you know. Again, if if the intent is to wrap it up, we'll do it as like a draft and adopt. That's the intent of the Commission. Okay.

1127

02:21:11.210 --> 02:21:12.249

Cooper City Hall: call the vote

1128

02:21:13.470 --> 02:21:14.790

Cooper City Hall: Commissioner Malozi.

1129

02:21:14.920 --> 02:21:20.139

Cooper City Hall: Commissioner Katzman. Yes, Commissioner Shrouder. Yes, Commissioner Green. No. Mayor Ross. Yes.

1130

02:21:20.440 --> 02:21:22.810

Cooper City Hall: Well, there goes November moving

1131

02:21:22.890 --> 02:21:48.849

Cooper City Hall: moving on to ordinance on second reading. It is a public hearing. Ordinance, 24 to 22. Mr. Horowitz, Mayor. Commission for the record. Item, 10. Ordinance, 24 to 22 is an ordinance of the city of Cooper City, Florida, ratifying and confirming a retirement, health insurance benefit for certain former members of the City Commission, confirming a retirement, health Insurance Benefit for current and future members of City Commission fighting for conflicts, severability fighting for an effective Date Mayor Commission. The item in the backup

1132

02:21:48.980 --> 02:21:58.650

Cooper City Hall: has been revised between 1st and second reading. There are markups in the item in the backup which include the changes directed by the Commission at 1st reading. Thank you. Do I have a motion?

1133

02:22:02.360 --> 02:22:03.850

Cooper City Hall: Do I have a motion?

1134

02:22:07.670 --> 02:22:10.289

Cooper City Hall: It dies for lack of emotion.

1135

02:22:13.150 --> 02:22:15.049

Cooper City Hall: and I hate doing that because

1136

02:22:15.390 --> 02:22:17.670

Cooper City Hall: mission catchment's not here. But

1137

02:22:18.150 --> 02:22:21.080

Cooper City Hall: we'll revisit it when he comes back.

1138

02:22:21.510 --> 02:22:28.780

Cooper City Hall: so no benefits, anyway. So what's the effect of that? No ordinance will die for lack of a second? Be no second reading. There'll be no change to status quo.

1139

02:22:28.890 --> 02:22:33.420

Cooper City Hall: Well, who says there's no change of the status quo. The items only passed on 1st reading.

1140

02:22:33.710 --> 02:22:36.209

Cooper City Hall: but the status quo wasn't passed.

1141

02:22:36.450 --> 02:22:43.349

Cooper City Hall: there would be no effect of the ordinance unless the ordinance is adopted changing the current condition in the city there will be no change.

1142

02:22:45.130 --> 02:22:46.279

Cooper City Hall: Well, let's see.

1143

02:22:46.650 --> 02:22:50.290

Cooper City Hall: what do you? So there was no.

1144

02:22:50.310 --> 02:22:59.179

Cooper City Hall: In other words, okay. So there was. Takes 2 readings of an ordinance to make pass an ordinance correct. So that was gonna grandfather in an ad, so to say, right?

1145

02:22:59.590 --> 02:23:02.140

Cooper City Hall: But my opinion is.

1146

02:23:02.490 --> 02:23:04.420

Cooper City Hall: the current benefits are not

1147

02:23:04.520 --> 02:23:10.379

Cooper City Hall: are not legally established because it was not adopted by ordinance. So I think that they need to all cease.

1148

02:23:12.000 --> 02:23:33.149

Cooper City Hall: So what what says if you don't pass this ordinance status quo? Even if status quo is wrong, there would be no. I would want some direction from the Commission, or some clarification as to the Commission's intent, because absent. A change by this ordinance. You know there would be no change to what the city's been doing for, but the Manual says we could change whatever we want

1149

02:23:34.020 --> 02:23:35.420

Cooper City Hall: the manual.

1150

02:23:35.940 --> 02:23:39.090

Cooper City Hall: The the manual could be amended at any time. I agree with that.

1151

02:23:42.570 --> 02:23:45.072

Cooper City Hall: Alright. So I'd make I mean,

1152

02:23:55.100 --> 02:23:57.329

Cooper City Hall: trying to think this out. How? How could

1153

02:23:57.390 --> 02:24:07.350

Cooper City Hall: if we bring it to the city's attention that we're giving something out that wasn't ratified by ordinance as required by this charter? How can we continue to do that

1154

02:24:07.450 --> 02:24:11.759

Cooper City Hall: just because we did it in the past. I think the Commission would need to provide some direction.

1155

02:24:12.510 --> 02:24:13.940

Cooper City Hall: Okay, so

1156

02:24:18.780 --> 02:24:22.770

Cooper City Hall: well, my opinion. What would be if you don't have it by ordinance, you have to stop at all. So

1157

02:24:23.520 --> 02:24:25.509

Cooper City Hall: I think I'm happy to.

1158

02:24:25.540 --> 02:24:33.260

Cooper City Hall: And I again I understand where you're coming from. But that's the one issue that Mr. Horowitz was very clear on.

1159

02:24:33.810 --> 02:24:35.510

Cooper City Hall: and that was

1160

02:24:35.680 --> 02:24:38.096

Cooper City Hall: Thank you. And that was

1161

02:24:39.400 --> 02:24:51.600

Cooper City Hall: because and and again. It was Doral, was it? Yes, yeah. It was the city of Doral that has a similar, not on all fours type of scenario that we have here.

1162

02:24:51.600 --> 02:25:19.030

Cooper City Hall: and that's up in, is it? The 3rd just in trial still? Oh, just still still in trial. And and it's not even remotely similar. No, and that's what I'm saying. It's not on all fours, not even remotely, though not even on one they had. They had benefits passed the correct way right that they're talking about. We had benefits that were not passed, and they had a pension benefit embraced by Chapter 1, 12. It is not identical, but which I believe is the only way you can invest it is doing it through the pension.

1163

02:25:19.080 --> 02:25:28.609

Cooper City Hall: And we have that with our employees, you know, they get like \$10 per year, or something like that for every year. Service towards what do you call the only person in the in this little.

1164

02:25:28.780 --> 02:25:29.666

Cooper City Hall: you know.

1165

02:25:30.230 --> 02:25:34.020

Cooper City Hall: benefit health for health, insurance for life. That that was

1166

02:25:34.150 --> 02:25:38.090

Cooper City Hall: made sure they were covered, was the former manager because he had us ratify it

1167

02:25:38.390 --> 02:25:40.260

Cooper City Hall: and his employment contract.

1168

02:25:40.430 --> 02:25:45.330

Cooper City Hall: He's the only one with an employment contract or any written agreement requiring us to do it.

1169

02:25:45.520 --> 02:25:51.119

Cooper City Hall: So we could just defund it. And it's not gonna happen. And you. You want to bring it back up and amend it

1170

02:25:51.200 --> 02:26:01.489

Cooper City Hall: because we really should have some ordinance point of order. Point of order. This ordinance, Mr. Horowitz. This ordinance died correct. There was no second.

1171

02:26:01.740 --> 02:26:02.490

Cooper City Hall: Okay.

1172

02:26:04.020 --> 02:26:19.559

Cooper City Hall: okay, we were. And I indicated very clearly that we're waiting to till. That's fine. We could. We could do that we can move to the next one. My! I would like a motion to to direct Staff to immediately stop all benefits that have not been approved by an ordinance.

1173

02:26:20.080 --> 02:26:33.600

Cooper City Hall: That would be my direction. So we could do that. If you think we're just not going to pass anything you're gonna no, we'll just, that's my motion. Stop any benefits that have not been approved by ordinance pursuant to our charter requirement

1174

02:26:34.680 --> 02:26:39.969

Cooper City Hall: before. And and I'll point of order. Mr. Horowitz, would you give us your opinion.

1175

02:26:40.480 --> 02:26:44.290

Cooper City Hall: as you have stated initially and again

1176

02:26:45.110 --> 02:26:51.379

Cooper City Hall: couple observations, and I think that Commissioner, shrouder as we know, is correct, that the charter was amended in 2,002,

1177

02:26:51.630 --> 02:26:57.339

Cooper City Hall: to require all benefits provided to the commission 1st be established by ordinance.

1178

02:26:57.540 --> 02:27:08.879

Cooper City Hall: The only benefit that we have found that has been established by ordinance since 2,002, is the Commission's compensation, which was adopted by ordinance. I believe, in 2,014, and maybe one other time.

1179

02:27:09.200 --> 02:27:16.479

Cooper City Hall: If the Commissioner's motion, as I just heard it, is to cease all benefits that were not established by ordinance.

1180

02:27:16.640 --> 02:27:36.919

Cooper City Hall: that motion is in order, and if there was a second, that Commission would act on that item that would be in order. Now the ramifications of that action, I'm not sure I can speak to fully, but I've advised the Commission previously that my opinion was, and continues to be, the Commission should not remove benefits from individuals who had previously vested

1181

02:27:36.950 --> 02:27:42.699

Cooper City Hall: in those benefits at the time they were conferred. I know we've had some debate and discussion as to what it means to have vested

1182

02:27:42.720 --> 02:27:50.870

Cooper City Hall: in those benefits, whether somebody had satisfied all of the requirements of the policy in 2,012, when the Commission sought to end them.

1183

02:27:51.010 --> 02:27:56.309

Cooper City Hall: or whether anybody who was in office at that time would have been considered entitled to those benefits.

1184

02:27:56.410 --> 02:27:59.490

Cooper City Hall: Those are some issues open to interpretation by this commission.

1185

02:27:59.930 --> 02:28:02.149

Cooper City Hall: Okay, so let me change my motion.

1186

02:28:04.160 --> 02:28:08.789

Cooper City Hall: I'm going to move to stop all benefits not ratified

1187

02:28:09.740 --> 02:28:12.159

Cooper City Hall: by ordinance for anyone

1188

02:28:12.250 --> 02:28:15.340

Cooper City Hall: who didn't receive them, or vest. By the year

1189

02:28:15.560 --> 02:28:17.399

Cooper City Hall: 2,012

1190

02:28:20.609 --> 02:28:25.040

Cooper City Hall: right now. Phillip's getting his insurance right now. Things could change Phillip.

1191

02:28:26.900 --> 02:28:42.919

Cooper City Hall: Just so if I'll make sure I understand when you say best, as of 2,012. You're talking about every member of the City Commission who, as of 2,012, had been elected to 3 terms, who had reached 50 years of age, not not the 50 years of age. That's just when you start collecting right? But the the 3 terms, yeah.

1192

02:28:43.390 --> 02:28:50.170

Cooper City Hall: So if they were not vested. They had not been elected 3 terms by 2,012, which is what they want to do in 2,012. Save us all money.

1193

02:28:51.360 --> 02:28:53.320

Cooper City Hall: I'm directing staff.

1194

02:28:54.090 --> 02:29:02.039

Cooper City Hall: That's my motion to stop providing the benefit. There's a second that motion's in order, Mayor. Second, I have a second on that discussion. Commissioner Schreider.

1195

02:29:02.645 --> 02:29:12.680

Cooper City Hall: remember, remember the the little lecture. Philip didn't quote me on this part. He should have pigs get fat and hogs get slaughtered. Okay, so my

1196

02:29:13.080 --> 02:29:22.199

Cooper City Hall: excuse me, don't don't address the audience. You know what address the audience. All right, you're right. I want to make a friendly amendment. I also

1197

02:29:22.290 --> 02:29:28.479

Cooper City Hall: would like to exclude any spouses not vested at that time as well. You want to include children, too.

1198

02:29:29.014 --> 02:29:36.100

Cooper City Hall: Yeah, children. The children were never included. They should have been well, they it's been paid for. No, that's got us that that's not even part of it. So

1199

02:29:36.520 --> 02:29:47.230

Cooper City Hall: you can't not include children. Sure you can. It's the paying of it, not part of the insurance. So we're directing the staff. We directed the staff at the last meeting to get a 3rd plan.

1200

02:29:48.220 --> 02:29:57.370

Cooper City Hall: So what will be most organizations have a plan for we. We just signed a contract that was started October first.st That's not part of you. Bring that up after my motion.

1201

02:29:57.620 --> 02:30:00.989

Cooper City Hall: so motion to stop anyone not vested, and

1202

02:30:01.250 --> 02:30:28.009

Cooper City Hall: the spouses who were not. I have a point of information, Jacob, point of information. How do we if we had something that died? How are we taking a motion on something that's not there? It's not. This is not on that item. This is not on the so then we're going completely out of order of our agenda. Commissioner. This is not on the ordinance. It's a separate motion on the same subject matter. But it is not second reading of the ordinance which failed for lack of a second somebody could renew that motion.

1203

02:30:28.090 --> 02:30:42.379

Cooper City Hall: but there was no second to the motion for the ordinance. You walked away, and we hit the ordinance 2422. I asked for motion. There was no motion, it died, and I said, I want to wait till you come back. What happened, anyway? What happened was

1204

02:30:43.040 --> 02:30:47.400

Cooper City Hall: 2 of the colleagues figured if it didn't pass they would be grandfathered in under the old rule.

1205

02:30:48.010 --> 02:31:04.419

Cooper City Hall: Wow! Do you have the lotto numbers? Because you're a mind reader. Excuse me, Commissioner, my mind earlier. So yeah, again borrowed your mind so that failed the vesting of it. So my my new motion is because they were not legally granted. I want to direct staff to stop

1206

02:31:04.730 --> 02:31:08.470

Cooper City Hall: all benefits that were not adopted by ordinance

1207

02:31:08.850 --> 02:31:16.630

Cooper City Hall: for anyone who wasn't vested in 2,012. I don't believe in lifetime benefits. Period. Okay, so that's my motion point of information. Okay?

1208

02:31:16.970 --> 02:31:22.840

Cooper City Hall: Yes, sir, Mr. Horowitz, this is for Mr. Horowitz, because he is our representation.

1209

02:31:24.450 --> 02:31:28.569

Cooper City Hall: So ordinance 24, dash 22 died.

1210

02:31:30.131 --> 02:31:35.870

Cooper City Hall: My colleagues on the Commission here are bringing forth a new

1211

02:31:36.370 --> 02:31:47.150

Cooper City Hall: ordinance or resolution. It's a motion this would be. This would just be direction to your Administration Commissioner, this would not be an ordinance. So this is direction, and so we've not we. I don't believe that we've responsibly

1212

02:31:47.320 --> 02:31:58.709

Cooper City Hall: provided notice to the residents of Cooper City for them to have an opportunity to weigh in on this discussion this very important discussion.

1213

02:31:58.980 --> 02:32:06.700

Cooper City Hall: this ordinance, this ordinance, died on second reading. Now the Commission is moving forward to do something

1214

02:32:08.400 --> 02:32:14.409

Cooper City Hall: without the public, without the pub, without the public having an opportunity to come forth same topic.

1215

02:32:14.720 --> 02:32:20.430

Cooper City Hall: It is well, it well, Commissioner, shrouder, it can't be the same topic, because this topic failed

1216

02:32:20.630 --> 02:32:24.190

Cooper City Hall: by a lack of a second, by by a lack of a second.

1217

02:32:25.450 --> 02:32:31.520

Cooper City Hall: So you're you're you're you're trying to argue. You're arguing. Your your argument is well, it's the same item. Well.

1218

02:32:31.600 --> 02:32:53.729

Cooper City Hall: then, then, this should have passed, but it didn't. There was no sec. There was no second motion, and I'm sorry. I know Commissioner Katzman like me. You know. We got to go to the little boys room, but there was 4 people up here, and a motion and a second could have been made. It doesn't take. We don't need all 5 to make a motion, and a second for Commissioner Katzman to come in and start having that conversation

1219

02:32:53.740 --> 02:32:58.979

Cooper City Hall: that was not done. It died. And now we're trying to resurrect

1220

02:32:59.270 --> 02:33:01.600

Cooper City Hall: something that died

1221

02:33:02.400 --> 02:33:05.489

Cooper City Hall: just a few minutes ago. And now we're

1222

02:33:05.620 --> 02:33:16.269

Cooper City Hall: what are we doing here? This is this is not saving the city 1 million. This is not transparent. Commissioner. Shroud. This is not transparent, and this is this is not

1223

02:33:16.840 --> 02:33:21.490

Cooper City Hall: morally. I don't believe that this is the right thing for us to do.

1224

02:33:22.180 --> 02:33:46.880

Cooper City Hall: the charter said. We have to pass it by, and you guys won't benefit. And prior to, and Mr. And Mr. Horowitz said, at the most recent Commission meeting that prior to 2,002. This goes, we heard conference. We heard comments from a former Commissioner who was up here in 1995 or in the nineties that this was already in play with. This has been in play for 28

1225

02:33:47.200 --> 02:33:48.890

Cooper City Hall: at a minimum.

1226

02:33:48.910 --> 02:33:51.609

Cooper City Hall: This is what I mean by in play

1227

02:33:52.050 --> 02:33:53.540

Cooper City Hall: the benefits

1228

02:33:53.560 --> 02:33:59.709

Cooper City Hall: that have been provided by 2 former elected officials

1229

02:33:59.920 --> 02:34:01.550

Cooper City Hall: and their families.

1230

02:34:01.870 --> 02:34:07.379

Cooper City Hall: because when I started in 2,014 and 2,010

1231

02:34:07.650 --> 02:34:12.740

Cooper City Hall: the cities. And and it continues to be that today, because I've confirmed that

1232

02:34:12.960 --> 02:34:17.799

Cooper City Hall: the health insurance plans that we have in place here in the city.

1233

02:34:18.400 --> 02:34:22.269

Cooper City Hall: It speaks to 2 groups, single and family

1234

02:34:22.470 --> 02:34:23.560

Cooper City Hall: family

1235

02:34:23.590 --> 02:34:27.040

Cooper City Hall: would represent spouse and children.

1236

02:34:27.440 --> 02:34:31.720

Cooper City Hall: provided that they're legally they're within their within their age range.

1237

02:34:33.080 --> 02:34:35.810

Cooper City Hall: That has been in practice

1238

02:34:35.960 --> 02:34:38.340

Cooper City Hall: prior to 2,002

1239

02:34:38.730 --> 02:34:42.529

Cooper City Hall: back in the nineties. When, Mr. Horowitz

1240

02:34:43.640 --> 02:34:46.249

Cooper City Hall: we you can't go. We can't say

1241

02:34:47.130 --> 02:34:48.410

Cooper City Hall: the Commission

1242

02:34:48.590 --> 02:34:50.719

Cooper City Hall: did something procedurally

1243

02:34:51.040 --> 02:34:52.050

Cooper City Hall: wrong

1244

02:34:52.170 --> 02:35:02.650

Cooper City Hall: back in the nineties. So we're we're going. We're trying to go back and undo something that was legally done back then, because now, fast forward.

1245

02:35:02.760 --> 02:35:10.500

Cooper City Hall: Well, according to 2,002, you know it wasn't done properly. Well, we took, but in the 90 s. It was done properly.

1246

02:35:11.060 --> 02:35:13.580

Cooper City Hall: so how? I don't understand how

1247

02:35:13.950 --> 02:35:17.689

Cooper City Hall: a rational person is going. We're opening ourselves up

1248

02:35:17.920 --> 02:35:31.880

Cooper City Hall: for litigation. Commissioner Schroider, I hear you talk about. You know we're you know, we're trying to save the city money. But are we really trying to save the city money? Because what we are contemplating doing is opening up a Pandora's box, and I promise you.

1249

02:35:32.880 --> 02:35:37.149

Cooper City Hall: and I don't. This is not going to go well

1250

02:35:37.160 --> 02:35:38.940

Cooper City Hall: for the city.

1251

02:35:39.930 --> 02:35:42.030

Cooper City Hall: There was a benefit in play

1252

02:35:42.760 --> 02:35:44.270

Cooper City Hall: when I arrived.

1253

02:35:44.500 --> 02:35:48.119

Cooper City Hall: I'm at the end of my tenure. This is my last month here.

1254

02:35:48.380 --> 02:35:50.010

Cooper City Hall: and I said at the last

1255

02:35:50.040 --> 02:35:53.290

Cooper City Hall: Commission meeting, and I'll say it here publicly, because I want everybody to know

1256

02:35:53.370 --> 02:35:55.300

Cooper City Hall: there was a benefit in place.

1257

02:35:55.949 --> 02:36:03.850

Cooper City Hall: That I met the requirements, and I wholeheartedly intend to take that benefit with me, and if that benefit is not there.

1258

02:36:03.880 --> 02:36:05.230

Cooper City Hall: and guess what

1259

02:36:05.610 --> 02:36:12.139

Cooper City Hall: the only core. The only recourse that I have is legal, a legal remedy. And and I love this city.

1260

02:36:12.480 --> 02:36:15.440

Cooper City Hall: and I don't want to do this to this city.

1261

02:36:16.000 --> 02:36:22.579

Cooper City Hall: please. We have to think about what we are doing and the implications that this is going to have

1262

02:36:22.850 --> 02:36:25.180

Cooper City Hall: moving forward. That's all I have. Thank you. Mayor.

1263

02:36:25.810 --> 02:36:31.740

Cooper City Hall: Yeah, I think this is great. And I think we should take some of the savings we're gonna have

1264

02:36:31.880 --> 02:36:34.770

Cooper City Hall: from it and and give more money to the employees.

1265

02:36:35.270 --> 02:36:38.469

Cooper City Hall: You know. I think that's what we should do, Commissioner Catherine.

1266

02:36:41.550 --> 02:36:58.510

Cooper City Hall: well, I've spoken very clearly in the last meeting, and I spoke very clearly this meeting. I don't believe that people should have voted themselves lifetime benefits, and I don't think they should accept them. I philosophically think if you're in office at the moment, you can disagree with me philosophically. But if you're in office at the moment.

1267

02:36:58.590 --> 02:36:59.640

Cooper City Hall: you can get

1268

02:36:59.760 --> 02:37:02.799

Cooper City Hall: whatever the salary and benefits are

1269

02:37:03.000 --> 02:37:06.750

Cooper City Hall: awarded, and then, when you're done, you leave, and you don't take.

1270

02:37:07.730 --> 02:37:09.350

Cooper City Hall: especially if

1271

02:37:10.320 --> 02:37:12.219

Cooper City Hall: you weren't even part of the picture.

1272

02:37:12.470 --> 02:37:25.970

Cooper City Hall: And I appreciate that, Commissioner Casman. I appreciate that. I really do appreciate that. And I and I know that you are a level headed individual. And I appreciate. And I'm and that's not to suggest that all of us are not level headed, some of more passionate than others, and I and I completely understand that

1273

02:37:26.090 --> 02:37:28.680

Cooper City Hall: with that being said, and

1274

02:37:28.800 --> 02:37:32.079

Cooper City Hall: that you can't again

1275

02:37:32.620 --> 02:37:38.060

Cooper City Hall: a benefit is, if I had. If the the employees that are coming in now to Cooper City.

1276

02:37:38.230 --> 02:37:43.349

Cooper City Hall: their expectation is that whatever the benefits are, whatever the benefits are for them

1277

02:37:44.040 --> 02:37:47.360

Cooper City Hall: when they retire, those are going with them.

1278

02:37:47.680 --> 02:37:56.749

Cooper City Hall: Those are benefits that this city, because all of our employees are Frs pension, benefit.

1279

02:37:56.760 --> 02:38:07.540

Cooper City Hall: benefited employees, all of our employees excluding the elected officials. So all of our with that being said, this city is going to continue

1280

02:38:07.770 --> 02:38:24.940

Cooper City Hall: like other cities that have general employees that had that are vested in Frs. The city is going to continue to make a contribution to that employee, are they not? No, once you point of clarification.

1281

02:38:25.120 --> 02:38:31.339

Cooper City Hall: once the employee is gone, they don't keep contributing. It's just in a pool in a fund for the employee

1282

02:38:31.440 --> 02:38:33.190

Cooper City Hall: that the city has

1283

02:38:33.290 --> 02:38:38.790

Cooper City Hall: that has. So money is contributed while you're here as an employee. Okay, you leave okay.

1284

02:38:38.800 --> 02:38:42.929

Cooper City Hall: And state law has a process, too, and so

1285

02:38:42.960 --> 02:38:50.459

Cooper City Hall: to your to your point. What you are suggesting to, and I'm just going to say to me. What you are suggesting to me is

1286

02:38:50.960 --> 02:38:58.369

Cooper City Hall: up until this point this benefit has been in play for not only me but elected prior elected officials.

1287

02:38:59.010 --> 02:39:27.699

Cooper City Hall: We weren't up here. We didn't make that. We didn't make those decisions. And yet we had to stand by. We had to live by those decisions. Our former elected officials have been living by those decisions right? And the city has been making the contributions to their health insurance plan for 28 years. Now you're now we're saying, Okay, we want to undo that, I believe, and I'm saying it again. We're going to open up ourselves to litigation.

1288

02:39:27.730 --> 02:39:38.640

Cooper City Hall: and I hate it for this. I don't want to see that happen to the city. But I don't want any any resident that's here tonight, or those that are watching. I don't want anybody to believe

1289

02:39:39.000 --> 02:39:44.490

Cooper City Hall: that there is not going to be ramifications based on whatever decision is made

1290

02:39:44.570 --> 02:39:46.600

Cooper City Hall: by this commission. I hope

1291

02:39:47.320 --> 02:39:50.239

Cooper City Hall: that this Commission, that we will allow ourselves

1292

02:39:50.620 --> 02:39:53.690

Cooper City Hall: to have a cooling down period.

1293

02:39:53.830 --> 02:40:01.510

Cooper City Hall: so that we can objectively think about this and think about. And, Commissioner Katzman, I hear what you have said

1294

02:40:01.650 --> 02:40:05.129

Cooper City Hall: philosophically, and I respect. I respect that

1295

02:40:05.140 --> 02:40:11.560

Cooper City Hall: and what I had said at the last, what I had said at the last Commission meeting. If you feel that way philosophically.

1296

02:40:11.900 --> 02:40:15.440

Cooper City Hall: what we can do after the November elections.

1297

02:40:15.600 --> 02:40:33.460

Cooper City Hall: Charter a convene, a Charter Review board to have them Charter Review board of our folks, to have them have something to come forward to put out to the residents. Give their residents. I've heard I've had. I've heard residents say they don't have a problem with paying the the staff, or whatever the case may be.

1298

02:40:33.720 --> 02:40:40.300

Cooper City Hall: give our give our residents an opportunity to to weigh in on it. If the residents, if the residents say, Hey, no.

1299

02:40:40.320 --> 02:40:45.159

Cooper City Hall: the no, no lifetime. Benefits. Okay? Done. But

1300

02:40:45.180 --> 02:40:51.929

Cooper City Hall: as it is right now that on the ballot I mean, I'm not going to be here after November, do we want. So we want to ask the residents to vote.

1301

02:40:51.970 --> 02:41:06.529

Cooper City Hall: Do you want your elected officials to receive lifetime? Health care? I can guarantee you it's going to fail. Yeah. But if we had, but if we had put on there, if we had put on the ballot, do you want your your elected officials to receive a Mr. Williams

1302

02:41:06.570 --> 02:41:12.059

Cooper City Hall: the increase that the Commission that the majority because 3 voted for it and 2 didn't

1303

02:41:12.240 --> 02:41:16.599

Cooper City Hall: the increase, the salary increase? What does that represent percentage-wise.

1304

02:41:16.750 --> 02:41:18.430

Cooper City Hall: 200% increase.

1305

02:41:19.360 --> 02:41:21.210

Cooper City Hall: 300% increase.

1306

02:41:21.340 --> 02:41:23.929

Cooper City Hall: I missed Commissioner Kasman.

1307

02:41:25.860 --> 02:41:29.699

Cooper City Hall: I would think that if you worded it.

1308

02:41:29.780 --> 02:41:50.780

Cooper City Hall: if you worded it on a ballot. Does the Cooper City Commission deserve a 300% increase? The likelihood is that it's gonna fail miserably. If that's the case, though, I mean, if you, if we're going to talk numbers, if we put this Commissioner Green deserve \$675,000,

1309

02:41:51.560 --> 02:42:10.820

Cooper City Hall: if he, if he, if he lives to 85. They're gonna they're gonna say, the same thing. I mean, 300% of 12,000 is a lot less than 670. Okay, so let's let's let's project out the \$39,000 a year, over 85, over 85 years, and let's come up with no, no, but let's

1310

02:42:10.820 --> 02:42:26.390

Cooper City Hall: no, no, no consistent amount every year, every time somebody drops off. Yeah. But I heard, but I heard Mr. Ray say that the mortality rate, is like 80 people are living up to 85 years. We're not dying. We just leave the commission. And the next person I hear what you're okay, follow my train of thought.

1311

02:42:26.920 --> 02:42:41.640

Cooper City Hall: If we're going to use that that rationale, then let's just if you're going to say, Well, Commissioner Green, you know he's going to get a health, a health insurance benefit. If he and his spouse lives to be 85 years old, the city would have paid out

1312

02:42:41.690 --> 02:42:45.840

Cooper City Hall: \$670,000. Right? That's your argument.

1313

02:42:45.930 --> 02:42:47.730

Cooper City Hall: That is your argument. Okay.

1314

02:42:49.350 --> 02:42:51.040

Cooper City Hall: with that same argument.

1315

02:42:51.200 --> 02:42:56.439

Cooper City Hall: Let's just flip that over to the Commission future commissions for the next 85 years.

1316

02:42:57.060 --> 02:43:02.269

Cooper City Hall: Right? Let's just right. It's not going to be us. It's going to be future commissions.

1317

02:43:02.310 --> 02:43:24.129

Cooper City Hall: Add an average of let's say it just stays \$39,000 a year, plus whatever the benefit package package the health insurance is going to be the pension that is going to be. Let's just calculate all of that out. And let's give the folks real numbers and say, Okay, folks, Cooper City residents here is what is going to cost you

1318

02:43:24.597 --> 02:43:29.960

Cooper City Hall: in a lifetime 85 years for whoever is sitting up here. I know it's

1319

02:43:30.483 --> 02:43:34.960

Cooper City Hall: it's crazy. It's I didn't want to go down this this path.

1320

02:43:35.230 --> 02:43:42.259

Cooper City Hall: But we we're trying to. We're trying to make sense of one thing. We're we're paying 31,000, over 31,000

1321

02:43:42.400 --> 02:43:43.720

Cooper City Hall: per couple

1322

02:43:44.360 --> 02:43:51.040

Cooper City Hall: who? Who some of these people have never been to Cooper City before. Perfect, I mean, it's it's for family, for life.

1323

02:43:53.940 --> 02:43:57.701

Cooper City Hall: Let let me, Commissioner Green, let me try to

1324

02:43:59.850 --> 02:44:04.109

Cooper City Hall: Let me try to be more reasonable here. So in the nineties

1325

02:44:04.210 --> 02:44:14.209

Cooper City Hall: they did something with health insurance. We can all agree that health insurance in the nineties was not the same as it is today. Right? There's a major change in health insurance after the affordable care act

1326

02:44:14.410 --> 02:44:33.969

Cooper City Hall: right. And if there if there was another major change. Say, you know the Federal law, adds, lvf, that's both candidates are talking about lvf, right? So health insurance could now cost. You know the debt, you know. Health insurance for life could be triple, you know. So in the nineties they did not anticipate this. Like things weren't covered, or whatever

1327

02:44:34.545 --> 02:44:45.239

Cooper City Hall: and that's just the truth the residents did get asked the question they got asked the question in 2,002, 22 years ago, and they said to us.

1328

02:44:45.620 --> 02:44:55.330

Cooper City Hall: You guys shouldn't get anything unless you pass it by ordinance, which means we get to know about it. There's 2 readings of it, and it's voted on not 2 to 3 lines

1329

02:44:55.390 --> 02:45:17.429

Cooper City Hall: in a 90 something. Page Manual passed by resolution which you were not here for that was before your time. All right. So where we're at today, and my opinion is, I stand the only one who would beat me out would be Commissioner, former Commissioner Polank. Because of my age I I stand to have made the most money off the city of Cooper City. If I were to get

1330

02:45:17.450 --> 02:45:27.370

Cooper City Hall: the the insurance for life, and the only reason, I think, is because she did 11 years, and I'd have to do 12 years. It would be like a million dollars for me, and and

1331

02:45:27.380 --> 02:45:30.090

Cooper City Hall: that's great. But I just can't

1332

02:45:30.170 --> 02:45:32.210

Cooper City Hall: sit here and do that. So

1333

02:45:32.480 --> 02:45:37.960

Cooper City Hall: I said it last time. If you guys wanted to fashion something in my personal opinion. That

1334

02:45:39.110 --> 02:45:41.020

Cooper City Hall: kind of fixes a little bit of it.

1335

02:45:41.780 --> 02:45:44.969

Cooper City Hall: But it it stops us in perpetuity.

1336

02:45:45.390 --> 02:45:49.820

Cooper City Hall: I'm okay. With that we have to cut back. We have to save some money. But if you guys want to just

1337

02:45:49.910 --> 02:45:58.399

Cooper City Hall: pound the table saying, Hey, I'm entitled to it. I don't believe you're legally entitled to it. I think the only person who got the legal entitlement to it was

1338

02:45:58.490 --> 02:46:05.590

Cooper City Hall: Chris Farrell, because he had the Commission ratify an employment agreement. So those directors, and and really so the public knows what happened is.

1339

02:46:06.270 --> 02:46:18.090

Cooper City Hall: it's very clear what happened. The directors wanted it, and it wasn't. If they're a director for 25 years. It was a director. For 15 years they would get insurance for life, and to make sure that got passed, they threw these people on board.

1340

02:46:18.360 --> 02:46:34.050

Cooper City Hall: and that the voters and the ones that vote on it. So now everybody gets it for life, and 2012 when they stop it. They go. Oh, we're going to stop it for anyone who comes in. Well, 2,000 2,012 was a financial crisis. Why would you guys stop it for something that wouldn't take effect for 12 years like that doesn't make any logic to me.

1341

02:46:34.370 --> 02:46:35.460

Cooper City Hall: so

1342

02:46:35.610 --> 02:46:37.570

Cooper City Hall: I don't think it's right.

1343

02:46:37.580 --> 02:46:47.390

Cooper City Hall: If if you want to say off of past practice or something we can. We can put a cap on it, or we can narrow it. I'm fine. I'm a lot more comfortable

1344

02:46:47.700 --> 02:46:52.200

Cooper City Hall: then, Jacob cutting it off because Jacob is a very reasonable conservative person.

1345

02:46:52.400 --> 02:46:57.960

Cooper City Hall: I'm not as reasonable and conservative when it comes to litigation, but I do have a 7 million dollars cushion

1346

02:46:59.040 --> 02:47:05.169

Cooper City Hall: up here, not 7, not yet. When Bso gives us the 6 million, then they don't have it. I'm like, I like a million dollar cushion

1347

02:47:05.260 --> 02:47:08.509

Cooper City Hall: on on being right. So either

1348

02:47:08.520 --> 02:47:17.410

Cooper City Hall: we find something to save the city a little bit of money, or, in my opinion, we have to follow the law, which is, it wasn't passed, it should be passed by ordinance.

1349

02:47:18.730 --> 02:47:22.609

Cooper City Hall: So I'm I'm willing to kind of like. Be a little reasonable, but

1350

02:47:22.790 --> 02:47:45.260

Cooper City Hall: there's no comparison to the salary today, and a future benefit salary today is budgeted every year. This thing is a basically other post-employment benefit that there's been no money put aside for, but it's budgeted every year. It's in our budget every year that we have approved that the former commissions has approved every year

1351

02:47:45.320 --> 02:47:53.540

Cooper City Hall: furthering validation of what Mr. Horowitz has said. Mr. Horowitz

1352

02:47:54.110 --> 02:47:55.820

Cooper City Hall: or Mr. Williams

1353

02:47:56.210 --> 02:48:01.409

Cooper City Hall: at every budget, and I know you just got here. I know you all, but your experience.

1354

02:48:02.200 --> 02:48:05.050

Cooper City Hall: everything in a city's budget

1355

02:48:05.280 --> 02:48:11.379

Cooper City Hall: has to be approved has to be talked about to include whatever the compensation

1356

02:48:11.430 --> 02:48:25.269

Cooper City Hall: has been for 2 former elected officials. Is that correct or incorrect? Yes, there is. Benefits are budgeted for each year. Okay, so it's been budgeted every year in this city.

1357

02:48:25.300 --> 02:48:34.470

Cooper City Hall: The conversations that we are having tonight about former elected officials and the health insurance. It's budgeted every single year.

1358

02:48:34.680 --> 02:48:37.730

Cooper City Hall: and the budget passes every single year. So

1359

02:48:37.850 --> 02:48:42.189

Cooper City Hall: if so, what I what? I'm going to go back to my earlier point, Commissioner. Shrouder.

1360

02:48:42.310 --> 02:48:49.699

Cooper City Hall: No, but I think well, there's a misunderstanding that the what's not budgeted Commissioner Green. I just wanted to. Okay. The liability

1361

02:48:49.750 --> 02:49:04.080

Cooper City Hall: that's accruing is is not budgeted for right is alive. No. So it's not so like, I'll give you example. I'm not talking about the liability, sir. I'm talking about the fact that we have paid that we have been paying well. The issue is that you want to stop paying the health insurance

1362

02:49:04.090 --> 02:49:06.600

Cooper City Hall: to former elected officials.

1363

02:49:06.760 --> 02:49:34.559

Cooper City Hall: And what I'm saying is that and what I'm saying is that okay? So we haven't. So you say, follow the charter. Well, the city hasn't followed the charter, and the budget has passed, and Commissioner, shrouder, how long have you been? This is you have just got. You have just got reelected, and you're going to be up here for the next 4 years. I'm ashamed I didn't catch this for you. You're going to be up here the next 4 years, and prior commissions were up here prior to you coming up on board.

1364

02:49:34.560 --> 02:49:57.419

Cooper City Hall: and and they had access to the same information that we currently have access to. They had access to the same information that said, We are paying out this for former elected officials, and every year it has passed. What I'm suggesting to you, sir, is any reasonable person is going to say

1365

02:49:58.810 --> 02:50:27.699

Cooper City Hall: y'all have passed down like a gentleman who's upset? You're losing \$600,000 worth of benefits. I mean to be honest with you. Well, to be honest with you, Commissioner, shrouder, Commissioner, shrouder. To be honest with you. I haven't taken to your point, Commissioner, shrouder. I haven't taken the city's insurance the 14 years that I've been up here to your point, Commissioner. I took a I took a stipend. You took a stipend. I donated my salary back, I mean, and you're going to have to pay taxes on that. So what are we talking about?

1366

02:50:27.730 --> 02:50:38.329

Cooper City Hall: I didn't take the insurance here in the city for 14, because you have other government insurance, but thank you. And so double dip, and so no, the city as it as an elected official.

1367

02:50:38.430 --> 02:51:04.620

Cooper City Hall: that is, current employee, Commissioner, shrouder, that's offered benefits right? They had to pay me. They had to give me something for the for the health insurance. Really, not. Every employee employer gives you a stipend, if you don't take it. That's not fair. And yet this city did. And let's talk about what I saved the city because I wasn't taking the health insurance. That was 10,000 20,000 \$30,000, whatever the case.

1368

02:51:05.290 --> 02:51:18.240

Cooper City Hall: whatever the whatever the number was, I haven't taken that in 14 years. Let's talk about the money that I've saved the City Commissioner shrouder. Okay, so let's talk. Let's talk about. Let's talk about. I also don't take the health insurance, everybody.

1369

02:51:18.900 --> 02:51:34.890

Cooper City Hall: Well, God bless you! I take the stipend, too. Oh, you take the stipend. Oh, okay, so you don't, because your employer is providing you with that, and you, and rightfully so, I'm not here to critique you, to criticize, to criticize you. I believe that you are doing the right thing for your family.

1370

02:51:35.660 --> 02:51:41.200

Cooper City Hall: All I'm saying is back to the point is we're going. We're going down a path

1371

02:51:41.350 --> 02:51:45.389

Cooper City Hall: that we're we're we're going to.

1372

02:51:46.010 --> 02:51:52.039

Cooper City Hall: I don't think we're doing the right thing for our for this city, for our residents. I just don't believe that we're doing the right thing.

1373

02:51:52.610 --> 02:51:55.059

Cooper City Hall: Thank you. I'm going to open it up to public hearing.

1374

02:51:55.280 --> 02:51:56.590

Cooper City Hall: Philip Charlotte.

1375

02:51:57.610 --> 02:52:00.059

Cooper City Hall: I don't think there's public hearings. Hold on! Hold on! Let me.

1376

02:52:00.280 --> 02:52:10.320

Cooper City Hall: because the order is die. Oh, my apologies, you're absolutely correct. No, no, no, nobody seconded. You're absolutely correct my apologies.

1377

02:52:10.380 --> 02:52:22.469

Cooper City Hall: Yeah, but they didn't want it, because they want to revert back. They was adding Greg, so they want to revert back to the old rules so they didn't anticipate that my new motion would stop it for them. So that was my pigs get fat hogs get slaughtered, analogy!

1378

02:52:23.690 --> 02:52:25.350

Cooper City Hall: I like that one.

1379

02:52:26.130 --> 02:52:31.479

Cooper City Hall: So my my motion, my motion, is to stop the health insurance for anybody

1380

02:52:31.870 --> 02:52:32.940

Cooper City Hall: who

1381

02:52:32.950 --> 02:52:34.040

Cooper City Hall: them.

1382

02:52:34.910 --> 02:52:40.769

Cooper City Hall: Any elected official was not vested by 2,012, and any spouses that were not a spouse at the time.

1383

02:52:40.790 --> 02:52:43.100

Cooper City Hall: the elected official.

1384

02:52:43.120 --> 02:52:49.079

Cooper City Hall: You have a second to that motion as well. Yeah, I have a second to it. So call a vote motion call a vote.

1385

02:52:50.010 --> 02:53:01.059

Cooper City Hall: Can I move to call those? No, you can. Okay, move to call the vote? Oh, because someone that doesn't speak, apparently, and no one's allowed to speak. Go over the speaking. Of course it does when it involves me. Roberts rolls.

1386

02:53:03.350 --> 02:53:05.301

Cooper City Hall: Okay, okay, I will.

1387

02:53:06.350 --> 02:53:08.299

Cooper City Hall: Commissioner Melosi, you had something.

1388

02:53:08.320 --> 02:53:18.190

Cooper City Hall: Well, yeah, because the figures that everybody's going off of, even though Irwin adjusted them are still not valid figures, because what you're dealing with is number one.

1389

02:53:19.910 --> 02:53:25.130

Cooper City Hall: Irwin, are you here? How much does the city pay employees for their health insurance per month

1390

02:53:25.900 --> 02:53:27.210

Cooper City Hall: or per year?

1391

02:53:28.140 --> 02:53:30.470

Cooper City Hall: It it depends if they're single or

1392

02:53:30.650 --> 02:53:32.649

Cooper City Hall: or family. There's a percentage.

1393

02:53:32.850 --> 02:53:34.549

Cooper City Hall: We give a percentage.

1394

02:53:35.750 --> 02:53:42.149

Cooper City Hall: I know that the total benefits, including health, is 61% is the total. I don't have the breakdown just for the health piece.

1395

02:53:42.190 --> 02:53:48.269

Cooper City Hall: It's either 80, 20, or you're talking about 75, 25 as far as percentage between. Okay? So

1396

02:53:48.950 --> 02:53:53.199

Cooper City Hall: the figures that are here are not reflected in here served because

1397

02:53:53.450 --> 02:54:09.159

Cooper City Hall: everybody that's here served 8 years, 12 years, 10 years, 20 years, etc. But yet the figures across the board are not at an 80, 20% number one. They are. They have categories right here, 80, 5,100%,

1398

02:54:09.610 --> 02:54:12.050

Cooper City Hall: not for the years

1399

02:54:12.430 --> 02:54:26.129

Cooper City Hall: the city, if it's a hundred dollars, and the city pays \$80 because you're an employee, the city also. But the city also pays. The city also pays \$80 for an elected official, because the elected official is also an employee.

1400

02:54:26.470 --> 02:54:33.489

Cooper City Hall: But this is after the election when they leave, and that rule said a hundred percent. That's why it

1401

02:54:33.680 --> 02:54:41.470

Cooper City Hall: the rule didn't say 80. But that was one of the proposals. None of that was said number one number 2. The majority of people here

1402

02:54:41.570 --> 02:54:46.830

Cooper City Hall: are collecting a medicaid stipend. They're going to Medicare. Sorry I apologize.

1403

02:54:47.230 --> 02:54:48.680

Cooper City Hall: They're going to die out.

1404

02:54:48.950 --> 02:54:54.459

Cooper City Hall: They they counted for that. Yes, I understand that to 85 years old, but instead of

1405

02:54:54.530 --> 02:55:07.840

Cooper City Hall: hundreds and hundreds and millions of dollars, you're looking at \$307 a month, but that they actually the numbers. Ryan, I know how to read this. I'm attempting to have a conversation with you. Okay.

1406

02:55:09.000 --> 02:55:11.900

Cooper City Hall: you're looking at \$307 a month.

1407

02:55:12.110 --> 02:55:13.380

Cooper City Hall: times

1408

02:55:13.760 --> 02:55:15.599

Cooper City Hall: 1015 people.

1409

02:55:15.880 --> 02:55:19.929

Cooper City Hall: and that will die out. Many of them are already close to

1410

02:55:20.570 --> 02:55:23.009

Cooper City Hall: not 85. But they're up there.

1411

02:55:23.440 --> 02:55:25.669

Cooper City Hall: The problem. The other problem is.

1412

02:55:29.340 --> 02:55:41.840

Cooper City Hall: I'm going to agree with the attorney and everybody else. This is a benefit that has been given. Now you're taking it away. I remember way back when there was a budget crunch. They tried to change a fire pension.

1413

02:55:41.940 --> 02:55:51.050

Cooper City Hall: They did. They did not change it, for the people that were there that were already receiving it, because those people had already

1414

02:55:51.390 --> 02:56:04.559

Cooper City Hall: made their life around those figures. Captain Digiovanni, did you have to start giving away 3% of your pay. That is not what I'm referring to, that's what it is, Rick Scott. No, it is not. That was Pre Rick Scott.

1415

02:56:05.540 --> 02:56:08.400

Cooper City Hall: But you're talking about people that have

1416

02:56:09.270 --> 02:56:10.999

Cooper City Hall: guided their life

1417

02:56:11.210 --> 02:56:23.759

Cooper City Hall: because they know they're getting a certain benefit. And now you're taking it away. But how could they have done if they didn't know what health insurance was in 1999. Of course they knew what health insurance was. Everybody knew what health insurance was changed.

1418

02:56:23.840 --> 02:56:32.909

Cooper City Hall: Health insurance is still health insurance. It is not radically changed. There are still people that are vying for it all the time and not receiving it.

1419

02:56:33.640 --> 02:56:41.409

Cooper City Hall: If it was radically changed we would be living in a European country where everybody gets it and they get it for free. It's not radically changed.

1420

02:56:41.520 --> 02:56:50.400

Cooper City Hall: There are people that die every day because they do not have health insurance because they do not have the proper coverage. But you also have people that are here

1421

02:56:50.600 --> 02:56:52.630

Cooper City Hall: that have put forth

1422

02:56:52.830 --> 02:56:57.820

Cooper City Hall: everything that they were supposed to do. And oh, we're just gonna you're just gonna not get this.

1423

02:57:00.890 --> 02:57:05.890

Cooper City Hall: You can agree. You can disagree. You're going to do what you want to do.

1424

02:57:07.400 --> 02:57:17.470

Cooper City Hall: I disagree wholeheartedly. I think you are bringing, and I don't care if you have a million dollar credit or not, Mayor Ross, to your point. At the last Commission meeting you recognized it.

1425

02:57:18.210 --> 02:57:23.170

Cooper City Hall: that opening up that we potentially are going. You. You said that.

1426

02:57:23.680 --> 02:57:26.790

Cooper City Hall: And I 100% agree with you with that

1427

02:57:26.900 --> 02:57:31.689

Cooper City Hall: I don't want to see, and I don't believe it's the intent of any commissioner up here

1428

02:57:32.040 --> 02:57:34.339

Cooper City Hall: to drag the city through

1429

02:57:34.650 --> 02:57:41.769

Cooper City Hall: what I know it's going, it will happen. Drag the city through litigation. That's not. I don't.

1430

02:57:41.880 --> 02:57:43.890

Cooper City Hall: I don't believe that's the right thing to do

1431

02:57:45.170 --> 02:57:51.980

Cooper City Hall: we? We have given many. We've given options, and and that's all I'm going to say. I would. I'm imploring.

1432

02:57:52.110 --> 02:57:56.839

Cooper City Hall: I know that there are residents here that are, that are, that are employees.

1433

02:57:56.970 --> 02:58:10.219

Cooper City Hall: They disagree with me, and I respect their and I respect their decision. They and and I understand that you're also saying, Oh, sorry, no, no, but so how do we put? How do we? But but reasonable? So reasonable is also this.

1434

02:58:10.760 --> 02:58:15.399

Cooper City Hall: With all due respect, I'm going to channel my inner Jeff Green. I know he's in there somewhere.

1435

02:58:15.440 --> 02:58:17.069

Cooper City Hall: With all due respect.

1436

02:58:17.510 --> 02:58:24.009

Cooper City Hall: The Commission went from a \$12,000 a year salary to I'm just going to round up because it's easier to a \$40,000 a year salary

1437

02:58:24.110 --> 02:58:29.640

Cooper City Hall: per member. So you're looking at 200,000 a year in salary plus

1438

02:58:29.920 --> 02:58:34.850

Cooper City Hall: Frs. Which was what? Another 20, something \$1,000!

1439

02:58:35.040 --> 02:58:36.040

Cooper City Hall: Yes.

1440

02:58:36.590 --> 02:58:44.170

Cooper City Hall: the whole thing was yes, that number is not determined yet till we hear back from Frs on the class, they're going to come in at

1441

02:58:44.360 --> 02:58:54.610

Cooper City Hall: it could be it could be anywhere from 34% to 58% regular class. What's regular class

1442

02:58:55.140 --> 02:59:13.730

Cooper City Hall: 13.8%. So you guys have made, you guys have found out that we're excluded from regular class. He's waiting. He just said, he's waiting. Okay? So no. But he said, 34 to 80 something. Where was the 13%? I'll restate that it could be depending on what class you're coming from 13.8 and 58%. Because what we voted on was a 13 point was a regular class. We did not vote on

1443

02:59:13.820 --> 02:59:23.060

Cooper City Hall: elected official class. So so let's let the residents know that \$40,000, plus, etc. Let's leave it at that, all right, 44

1444

02:59:23.440 --> 02:59:24.929

Cooper City Hall: plus etc.

1445

02:59:26.360 --> 02:59:33.710

Cooper City Hall: You're looking at 200,000 just to round up. It's easy. Just keep out the 44, just the basic salary.

1446

02:59:34.560 --> 02:59:47.570

Cooper City Hall: Cut that to 20,000. You want to make you want to make a little more money as an elected official. I understand that I know babysitting everything else. All the money you give out. I understand all that adds up. I'm okay with that.

1447

02:59:47.740 --> 02:59:52.910

Cooper City Hall: You're still now going from 200,000 to a hundred 1,000.

1448

02:59:53.650 --> 02:59:55.420

Cooper City Hall: So therein.

1449

02:59:55.600 --> 03:00:08.089

Cooper City Hall: that's something that is nonstop. Now you're getting, you're going to potentially get a cola. You're going to get this, that and the other thing that money is going to continually be in the budget every single year.

1450

03:00:08.180 --> 03:00:12.059

Cooper City Hall: whereas the people that are on the list are going to be dying.

1451

03:00:12.290 --> 03:00:15.190

Cooper City Hall: So the list decreases.

1452

03:00:15.430 --> 03:00:20.239

Cooper City Hall: But the money that the Commission is paid is going to be.

1453

03:00:20.800 --> 03:00:27.640

Cooper City Hall: Yeah. But from now until the end of time, may I ask a question? Point of information? Sure, Mr. Williams does the

1454

03:00:28.060 --> 03:00:37.780

Cooper City Hall: the the fact the cost factor in here does this account for increases in insurance costs year over year? No, it's based on \$2024. So

1455

03:00:38.190 --> 03:01:04.109

Cooper City Hall: just as much as you're talking about, Cola, right? But if you're also saying the insurance cost for today is going to be so this 12 significantly more when you're 85 million. But you're also assuming that I'm going to live to 85, and you're also assuming that no, no, I wish you 120, but you statistically are. I thought you liked my husband. No, I'm kidding you statistically are going to all of you statistically. But I will tell you that, and I will tell you that there are people here

1456

03:01:04.110 --> 03:01:23.279

Cooper City Hall: that are there that aren't making it to 85 unless there's an intervention, but we know in that country some will make it longer. So the Actuarial Death Index says, 85. I understand that. But I think when you're dealing with a small. When you're dealing with an actuarial index you're dealing with, I think, a larger group than what's right in here.

1457

03:01:23.440 --> 03:01:26.089

Cooper City Hall: You're dealing with a massive amount of people.

1458

03:01:26.330 --> 03:01:31.739

Cooper City Hall: I think that the cost increase is going to be negated by people dying.

1459

03:01:31.870 --> 03:01:33.409

Cooper City Hall: that's my opinion.

1460

03:01:33.640 --> 03:01:36.070

Cooper City Hall: Agree or disagree. But I think logically.

1461

03:01:36.160 --> 03:01:45.849

Cooper City Hall: there are some people that are not as healthy as as others, and some people don't have a lifespan like that. And Commissioner Malozi, to your point. Let's say we pay the Commission a salary

1462

03:01:45.960 --> 03:01:48.999

Cooper City Hall: because the city is going to continue to be a city.

1463

03:01:50.350 --> 03:01:53.880

Cooper City Hall: for the for the next 85 years, if we're talking about

1464

03:01:54.050 --> 03:02:03.209

Cooper City Hall: the health insurance right and the life expectancy, the the actual actuarial right? Then let's talk about commission salaries

1465

03:02:03.440 --> 03:02:07.159

Cooper City Hall: the next 85 years. It's going to be 17 million dollars.

1466

03:02:08.040 --> 03:02:29.790

Cooper City Hall: and everybody here is dead, and that's just 85 years, and that's just at 20,000. That's not the cold. That's not a cost of living increase. I mean, I know we're playing. This is all. We're not voting for commission salaries for 85 years every year. That's decided at a budget time. But this right here is guaranteed to be 12 million, because you said that this can be changed at any time.

1467

03:02:29.840 --> 03:02:51.619

Cooper City Hall: and you said, believe that. And this commission salary isn't voted. It hasn't changed. The Commission salary hasn't changed since 2012 when we voted to go from 6,000 to 6,022 years before that. Listen, guys, I'm really trying to to work with you. I don't want to argue your math versus the actual math the actuarial things. If you lower it by \$100,000 a year.

1468

03:02:52.260 --> 03:03:12.959

Cooper City Hall: those numbers don't work. Let's talk about something else. Imagine Commissioner Chrouter all I'm saying, Commissioner, shrouder, Commissioner Chrouter, that's a 2 million dollars. What I'm saying, what I'm suggesting to you eat these folks here that are already there. If you want to include

1469

03:03:13.010 --> 03:03:15.809

Cooper City Hall: 2,012, what we had talked about.

1470

03:03:16.140 --> 03:03:18.630

Cooper City Hall: and and I will. And I will say.

1471

03:03:18.780 --> 03:03:42.520

Cooper City Hall: if, because Mayor Ross would be the cutoff. If the mayor decides to get married, then God bless him! Let him, and I'm not saying, and well, if you decide well, you're right. If I do, I'll get a notary, but I'm telling you I would not even ask right for a spouse. But however, we do know that the spouse, all I'm saying is that it be available

1472

03:03:42.850 --> 03:03:46.209

Cooper City Hall: to you because it has been available

1473

03:03:46.320 --> 03:03:48.179

Cooper City Hall: to all of the folks.

1474

03:03:48.910 --> 03:04:04.499

Cooper City Hall: The last 28 years that we have been playing, Commissioner Schroeder. I am appealing to your compassion, sir. But let me just talk this out. So imagine. And this is some of the problems I have with this like, imagine. So we have a word called health insurance. So imagine it's a word.

1475

03:04:04.610 --> 03:04:14.800

Cooper City Hall: Yeah, it's a. It's a word, right? What I'm saying is this word health insurance meant something different in 99. And today, and it could mean something different in 10 years. Right? So

1476

03:04:15.950 --> 03:04:18.879

Cooper City Hall: if if I were even gonna consider

1477

03:04:18.930 --> 03:04:19.980

Cooper City Hall: a

1478

03:04:20.130 --> 03:04:28.689

Cooper City Hall: watered down version of what this is. They have to have some type of protections like a Max cap or something like that. So

1479

03:04:28.890 --> 03:04:48.969

Cooper City Hall: both Presidential candidates are currently talking about adding Ivf to health insurance coverage. That's a lot of money, right? So what if right now, we're spending 24 or 30,000 for a family that could be 50,000, I mean, you know, there's no, there's nothing on the word health insurance that's capping it so.

1480

03:04:49.320 --> 03:04:52.180

Cooper City Hall: But yes, a lot of them are on Medicare, so

1481

03:04:52.220 --> 03:04:57.350

Cooper City Hall: is there. Do we put a cap and say, Okay, we'll pay this. But however, it shouldn't exceed X,

1482

03:04:57.360 --> 03:05:10.170

Cooper City Hall: or there has to be something, and that's what I'm saying. This number, this 12 million dollars number can easily so change your health insurance, I remember. And now I might be saying this improperly, and Jacob correct me if I'm wrong, because I'm sure you're more

1483

03:05:10.350 --> 03:05:15.680

Cooper City Hall: in tune with the lawsuit and the whole thing that they had. But it's the the

1484

03:05:15.900 --> 03:05:29.760

Cooper City Hall: hobby lobby. I believe they didn't want to spend money in their insurance. They said, oh, I'm sorry to hear chair in their insurance. They said, We're not paying for. I'm on. I'm on. Okay.

1485

03:05:29.830 --> 03:05:33.539

Cooper City Hall: Speak into it. How can you not hear me? Can you hear me now?

1486

03:05:33.600 --> 03:05:40.470

Cooper City Hall: Okay. They said that they weren't going to pay for any kind of birth control.

1487

03:05:40.540 --> 03:05:46.689

Cooper City Hall: etc. again. It was several years ago. I don't recall everything, but they were allowed.

1488

03:05:47.730 --> 03:06:00.619

Cooper City Hall: It was the insurance that they opted to give their employees. I'm just saying so. If that was like, no, I'm just saying you're giving, saying, you're literally saying the Presidential candidates are saying we want to include

1489

03:06:00.640 --> 03:06:02.559

Cooper City Hall: Ivf in

1490

03:06:03.020 --> 03:06:13.899

Cooper City Hall: in the future of health insurance. But we, as a city, don't have to. No, no, we do. The hobby lobby was trying to argue a religious exemption which is totally complex and totally different.

1491

03:06:14.190 --> 03:06:32.819

Cooper City Hall: like it's way in left field like. So we do have to follow. I'm asking you, because I pay you for the for your for your expertise. I'm generally familiar with the case, Commissioner, and and I do

know that there was a religious component to that particular argument that would not necessarily apply to the city of Cooper City.

1492

03:06:32.850 --> 03:06:50.049

Cooper City Hall: It also would would dictate what our plans entail. Again, we don't know what the city's insurance plans look like 5 years from now, and what may be required to be included within those plans, and that's my concern. You might have universal health insurance. Well, that would be great. But in the event we don't.

1493

03:06:51.020 --> 03:07:04.460

Cooper City Hall: you know, like I said this number this 12. If you ran these numbers in 99, they would have come up with something way different, because in 1999. It was totally different, you know. So you had a change in Federal law. And it added.

1494

03:07:04.680 --> 03:07:11.909

Cooper City Hall: I mean, I don't I? You could. I could probably Google it. But I wonder what the increase in the health insurance cost was from 99

1495

03:07:12.120 --> 03:07:15.872

Cooper City Hall: to today, like just the what it was for

1496

03:07:16.580 --> 03:07:42.469

Cooper City Hall: Alex, you remember, like percentage of pay back in the day what benefits were for. But Commissioner Schrader, that we know that it's it's going to always evolve. It's always going to. It's going to evolve. And that's why future commissions they will have to make those adjustments as they as they're up here as they're deciding what's the best interest in terms of moving the city forward. They're going to have to make those decisions. What I'm saying to you is.

1497

03:07:43.720 --> 03:07:45.970

Cooper City Hall: there are a number of folks on this

1498

03:07:47.190 --> 03:07:49.299

Cooper City Hall: you have. You made the motion?

1499

03:07:49.890 --> 03:07:55.659

Cooper City Hall: We've talked about this so much. I forgot what your motion was. I think it was to include

1500

03:07:55.750 --> 03:07:57.150

Cooper City Hall: the folks

1501

03:07:57.590 --> 03:08:04.090

Cooper City Hall: to end it with commit with Mayor Ross the 2,012 you've also said about

1502

03:08:04.180 --> 03:08:10.909

Cooper City Hall: taking away. Read that out loud to my eyes. Aren't that good keeping up 2,000 for single, 6,000 for family.

1503

03:08:10.960 --> 03:08:15.989

Cooper City Hall: and then 30 for a family?

1504

03:08:17.600 --> 03:08:25.699

Cooper City Hall: So let's let's do a cap. I think that that would be a fair option, and then you can have your vesting. Yeah, moving forward. No, everybody, no, everyone

1505

03:08:27.680 --> 03:08:34.060

Cooper City Hall: tell you what what I'd like to do, because it is of great public importance, is open it up to the public.

1506

03:08:34.320 --> 03:08:35.830

Cooper City Hall: Listen to them.

1507

03:08:36.030 --> 03:08:37.300

Cooper City Hall: and

1508

03:08:37.370 --> 03:08:39.809

Cooper City Hall: then we'll go around again and

1509

03:08:40.090 --> 03:08:44.170

Cooper City Hall: figure out what we're gonna do anyone in public wishing to speak on this item

1510

03:08:44.610 --> 03:08:45.560

Cooper City Hall: is

1511

03:08:46.710 --> 03:08:47.820

Cooper City Hall: Charlotte.

1512

03:08:49.150 --> 03:08:54.579

Cooper City Hall: No, I think it's Angel, not Charlotte. No, I said. Ms. Charlotte, it's last name. Oh.

1513

03:08:54.590 --> 03:08:56.790

Cooper City Hall: thank you, either one. It's fine.

1514

03:08:57.371 --> 03:09:07.959

Cooper City Hall: Before I discuss this, could I simply suggest that in the future would you open with a really wonderful thing about you know how we should behave in in our meetings

1515

03:09:08.030 --> 03:09:16.820

Cooper City Hall: to also explain to us when we have to fill out a form, or when we're allowed to speak, I want to comply. I didn't know when or how to

1516

03:09:17.283 --> 03:09:21.826

Cooper City Hall: so that might be a a fair thing to to folks.

1517

03:09:23.410 --> 03:09:25.560

Cooper City Hall: it seems to me

1518

03:09:26.030 --> 03:09:27.060

Cooper City Hall: that

1519

03:09:27.510 --> 03:09:29.610

Cooper City Hall: this specific.

1520

03:09:29.690 --> 03:09:32.529

Cooper City Hall: publicly noticed ordinance has failed

1521

03:09:32.860 --> 03:09:46.660

Cooper City Hall: and fair to have discussion for others, but that it should also be publicly noticed for another opportunity for people to know what is being discussed. So when I went on the background material.

1522

03:09:46.780 --> 03:09:53.879

Cooper City Hall: I take exception, for instance, to Section 3 of this ordinance. If this ordinance is not the ordinance that you're going to be voting on.

1523

03:09:53.910 --> 03:09:57.129

Cooper City Hall: I think it ought to be publicly noticed on a future

1524

03:09:57.310 --> 03:09:58.280

Cooper City Hall: meeting.

1525

03:09:58.420 --> 03:10:03.480

Cooper City Hall: so that folks know what they're doing and what they're coming to.

1526

03:10:04.410 --> 03:10:05.750

Cooper City Hall: I will say

1527

03:10:06.440 --> 03:10:08.059

Cooper City Hall: that there are people

1528

03:10:08.740 --> 03:10:10.040

Cooper City Hall: who know

1529

03:10:10.510 --> 03:10:13.420

Cooper City Hall: that this was correctly

1530

03:10:13.980 --> 03:10:15.780

Cooper City Hall: created into law

1531

03:10:15.800 --> 03:10:16.960

Cooper City Hall: at the time

1532

03:10:17.080 --> 03:10:19.450

Cooper City Hall: when laws change later.

1533

03:10:19.500 --> 03:10:22.509

Cooper City Hall: That does not mean that the previous law

1534

03:10:22.530 --> 03:10:26.090

Cooper City Hall: was not the correct law at the time of its passing.

1535

03:10:26.460 --> 03:10:33.729

Cooper City Hall: So at the time of its passing this occurred, and yes, there are people besides myself who possibly

1536

03:10:33.900 --> 03:10:38.360

Cooper City Hall: could give testimony to that. But frankly, some are too old

1537

03:10:38.450 --> 03:10:40.350

Cooper City Hall: and in the hospital.

1538

03:10:40.360 --> 03:10:43.779

Cooper City Hall: and can't do it for themselves.

1539

03:10:44.150 --> 03:10:46.030

Cooper City Hall: It's despicable

1540

03:10:46.320 --> 03:10:49.419

Cooper City Hall: that you would wait until we are in our dotage.

1541

03:10:49.690 --> 03:10:57.360

Cooper City Hall: To take away something that had been said would be our compensation when we worked long and hard.

1542

03:10:57.400 --> 03:11:10.919

Cooper City Hall: And to think that the pretense of doing that is so that you all, or some of you and your future friends can get outrageous amounts of money, and you want to talk about indexing.

1543

03:11:10.960 --> 03:11:21.229

Cooper City Hall: I took your \$39,000 raise, and I took the 4% Cola that you're talking about giving. And by the time any, the next person elected.

1544

03:11:22.700 --> 03:11:30.679

Cooper City Hall: if you know, we're we're working with ifs here because we're not sure that it's exactly 39, and we're not sure that the that the index is always going to be 40.

1545

03:11:30.900 --> 03:11:32.060

Cooper City Hall: But within

1546

03:11:32.090 --> 03:11:33.850

Cooper City Hall: the 8. I'm sorry

1547

03:11:33.880 --> 03:11:42.530

Cooper City Hall: the 12 years that they're term limited out. And, by the way, I served 12 years, not 11. It's nonsense. It's March to March. You're off by one day

1548

03:11:42.770 --> 03:11:43.860

Cooper City Hall: silly.

1549

03:11:44.410 --> 03:11:48.289

Cooper City Hall: But by the time the next Commissioner gets elected.

1550

03:11:48.590 --> 03:11:57.350

Cooper City Hall: that Commissioner at the 4% will make 812,648

1551

03:11:57.510 --> 03:12:10.479

Cooper City Hall: dollars close to a million dollars in salary. Thank you. And yet you're denying us. Thank you. In our old age, Miss Charlotte Medicare, supplement

1552

03:12:10.640 --> 03:12:22.740

Cooper City Hall: shame on you, and I hope it happens to you in your old age anyone else wishing to speak so, let me just correct that we have not voted on a salary in perpetuity.

1553

03:12:22.790 --> 03:12:26.330

Cooper City Hall: The salary is set every year in the budget.

1554

03:12:26.340 --> 03:12:35.099

Cooper City Hall: This item is voting to vest rights in perpetuity. They're majorly different, majorly different.

1555

03:12:35.690 --> 03:13:05.629

Cooper City Hall: and we voted to set our salary at equivalent to the lowest paid employee, so that these types of benefits wouldn't be slid in. Now you said that you don't think we should vote on this motion because it wasn't on an ordinance, and people didn't have a chance to look at it. And I agree with you, and the residents agree with you, and that's why, in 2,002, they said, before you guys give yourself any benefits it should be done via ordinance and notice to the public, so the public can come out and have a chance to discuss it. And you guys didn't do that

1556

03:13:06.130 --> 03:13:24.399

Cooper City Hall: you didn't do that. You didn't follow the law, and you didn't notice it as an ordinance. The manual in 1999 doesn't say it's a benefit. It actually says, this shall not confer any right benefit or contractual obligation upon you. It can change at any time. That's what the Manual says.

1557

03:13:25.070 --> 03:13:34.930

Cooper City Hall: So in 1999, you guys slid in something for you and directors. And we're trying to be reasonable. And you're over here not being reasonable. Okay? So

1558

03:13:35.050 --> 03:13:36.030

Cooper City Hall: I meant

1559

03:13:36.150 --> 03:13:38.609

Cooper City Hall: the current motion gets rid of Philip.

1560

03:13:39.120 --> 03:13:52.830

Cooper City Hall: I can make another motion to get rid of you, too. I don't think you got this benefit legally. I'm trying to find a happy medium. So if you guys want to engage in something that is reasonable for the residents, I'm willing

1561

03:13:53.040 --> 03:14:03.930

Cooper City Hall: to kind of go against what I believe in to meet halfway. But if you want to just be outrageous, then I'll just say let's follow the law and get rid of the benefits that were not properly voted on.

1562

03:14:04.350 --> 03:14:05.390

Cooper City Hall: Dina, Granny.

1563

03:14:09.550 --> 03:14:18.469

Cooper City Hall: Tina Granite, 20 year Resident. Listen, I agree a lot with both sides here as I spoke last time.

1564

03:14:18.530 --> 03:14:22.179

Cooper City Hall: I don't agree with the lifetime benefits.

1565

03:14:22.510 --> 03:14:25.198

Cooper City Hall: I don't agree with

1566

03:14:26.730 --> 03:14:35.330

Cooper City Hall: making decisions out of spite, either. I think we should make smart decisions that are the best for the residents.

1567

03:14:35.380 --> 03:14:41.440

Cooper City Hall: and again, I think we can all. Sometimes it's like a boardroom. You agree to disagree, you walk out.

1568

03:14:41.640 --> 03:14:43.079

Cooper City Hall: and, you know.

1569

03:14:43.150 --> 03:14:46.069

Cooper City Hall: shouldn't have any ill feelings towards each other.

1570

03:14:49.690 --> 03:14:57.959

Cooper City Hall: There's an old adage, I think, since we're talking about like you know, pigs and hogs and stuff like that don't cut off your nose to spite your face.

1571

03:14:58.120 --> 03:15:12.170

Cooper City Hall: So if we take away these benefits that have been given, and I can agree, I agree 100% should have been done by ordinance charter. I understand all of that. I'm used to following charter. I worked 23 years in that

1572

03:15:13.410 --> 03:15:14.650

Cooper City Hall: But

1573

03:15:14.670 --> 03:15:21.429

Cooper City Hall: if this is going to end up in a lawsuit which we all know it will. I mean, lawyers love to

1574

03:15:21.880 --> 03:15:26.920

Cooper City Hall: love to go through court and lawsuits. We have a few lawyers up here.

1575

03:15:28.270 --> 03:15:31.280

Cooper City Hall: I just think that's not in the best interest of the city.

1576

03:15:31.500 --> 03:15:33.010

Cooper City Hall: The residents.

1577

03:15:33.100 --> 03:15:38.839

Cooper City Hall: I know it's a lot of money going forward. But whenever you come on, you guys

1578

03:15:39.130 --> 03:15:40.990

Cooper City Hall: ran for election.

1579

03:15:41.250 --> 03:15:47.030

Cooper City Hall: knowing it was \$12,000 a year that you were going to make, knowing that you were getting health benefits.

1580

03:15:47.470 --> 03:15:51.700

Cooper City Hall: Well, maybe we should take away all health benefits. I mean.

1581

03:15:51.950 --> 03:15:56.489

Cooper City Hall: we know as you're going into an elected official role.

1582

03:15:56.610 --> 03:15:58.550

Cooper City Hall: how much you're going to make.

1583

03:15:58.580 --> 03:16:00.700

Cooper City Hall: It's a thankless job.

1584

03:16:00.720 --> 03:16:04.310

Cooper City Hall: I know that also. And

1585

03:16:04.840 --> 03:16:07.730

Cooper City Hall: now we've raised

1586

03:16:07.960 --> 03:16:10.529

Cooper City Hall: the salaries with this next election.

1587

03:16:10.620 --> 03:16:12.209

Cooper City Hall: I think that

1588

03:16:13.000 --> 03:16:27.949

Cooper City Hall: it's probably good going forward, because maybe other people will want to run. We have 2 seats that are running unopposed. I do kind of question that maybe if salaries had been increased last year that maybe we would have gotten more residents to run for office.

1589

03:16:28.757 --> 03:16:32.910

Cooper City Hall: So I just think that it's important. I mean, we have.

1590

03:16:33.160 --> 03:16:36.650

Cooper City Hall: I have a child here who? I think it's amazing

1591

03:16:36.660 --> 03:16:39.200

Cooper City Hall: that they're coming to these meetings

1592

03:16:39.270 --> 03:16:46.710

Cooper City Hall: and some of the behavior. I think she's behaved a lot better than this commission tonight. Thank you.

1593

03:16:49.270 --> 03:16:50.469

Cooper City Hall: Anyone else.

1594

03:16:50.560 --> 03:16:51.770

Cooper City Hall: Mr. Moses.

1595

03:16:52.960 --> 03:17:07.229

Cooper City Hall: yeah, I just want to reiterate some of what I said before. I don't believe it's right for people that would never entitled to something to get it. That would be a spouse, for instance, that comes later.

1596

03:17:07.360 --> 03:17:09.489

Cooper City Hall: Whether or not the

1597

03:17:09.580 --> 03:17:17.050

Cooper City Hall: benefits were rightfully granted that have been given to the former commissioners. That that's a legal question.

1598

03:17:17.140 --> 03:17:20.699

Cooper City Hall: But everybody talks about the fear of a lawsuit.

1599

03:17:20.810 --> 03:17:24.259

Cooper City Hall: Well, what about a lawsuit from the residents that say

1600

03:17:24.600 --> 03:17:39.280

Cooper City Hall: you paid these millions of dollars out, and you should never have paid it, and you became aware of it, and you chose to do nothing about it. You're aware of it now as a commission, and I think it behooves you to make sure you address it.

1601

03:17:39.400 --> 03:18:01.149

Cooper City Hall: Now something else. We look at the people that have spoken most for continuing or increasing the benefit or going forward? Are the people that stand to benefit, not the ordinary citizens of this city. And let's keep that in mind. The citizens of this city are who the Commission represents. They don't represent themselves.

1602

03:18:04.210 --> 03:18:06.460

Cooper City Hall: Thank you. Anyone else wishing to speak.

1603

03:18:06.510 --> 03:18:07.870

Cooper City Hall: and when I'm virtual.

1604

03:18:08.520 --> 03:18:10.300

Cooper City Hall: I'm going to close public meeting.

1605

03:18:10.820 --> 03:18:11.880

Cooper City Hall: actually.

1606

03:18:11.920 --> 03:18:13.600

Cooper City Hall: just from the public.

1607

03:18:20.110 --> 03:18:22.320

Cooper City Hall: I haven't given my

1608

03:18:22.600 --> 03:18:26.779

Cooper City Hall: opinion is yet, because I'm trying to still gather everything.

1609

03:18:27.440 --> 03:18:30.550

Cooper City Hall: Personally, I like the ordinance the way it was.

1610

03:18:30.810 --> 03:18:32.350

Cooper City Hall: I think it was

1611

03:18:32.370 --> 03:18:34.510

Cooper City Hall: palatable wasn't great.

1612

03:18:34.640 --> 03:18:36.040

Cooper City Hall: but it was palatable

1613

03:18:39.640 --> 03:18:42.550

Cooper City Hall: that it was presented 24, dash 22.

1614

03:18:43.510 --> 03:18:50.100

Cooper City Hall: We're now faced with and and understand this as an attorney. A good attorney will always say.

1615

03:18:50.670 --> 03:18:57.100

Cooper City Hall: avoid litigation. That's a good attorney, good attorney has told us, avoid litigation.

1616

03:18:57.740 --> 03:18:58.910

Cooper City Hall: So

1617

03:18:59.400 --> 03:19:01.850

Cooper City Hall: while I respect

1618

03:19:02.750 --> 03:19:11.260

Cooper City Hall: Commissioners shrouders motion, and he's doing essentially what Mr. Moses is saying, you became aware of it. Stop it.

1619

03:19:11.840 --> 03:19:12.750

Cooper City Hall: Period

1620

03:19:13.040 --> 03:19:15.759

Cooper City Hall: I got a and and it's

1621

03:19:16.200 --> 03:19:21.530

Cooper City Hall: transparent as I try to be. I got a text from a former commissioner

1622

03:19:23.120 --> 03:19:25.779

Cooper City Hall: indicating, Get ready to get sued.

1623

03:19:26.920 --> 03:19:29.749

Cooper City Hall: no matter what I do up here, we're getting sued.

1624

03:19:30.400 --> 03:19:35.590

Cooper City Hall: Angel Plank has indicated, if she we take the spouse away, that

1625

03:19:35.720 --> 03:19:42.020

Cooper City Hall: if I am correct, was not a spouse at the time of her service.

1626

03:19:42.720 --> 03:19:47.170

Cooper City Hall: that she was married after the time of service.

1627

03:19:47.270 --> 03:19:51.079

Cooper City Hall: and then put him on as the spouse.

1628

03:19:51.660 --> 03:19:55.250

Cooper City Hall: I find that troubling. I'm with Mr. Moses on that.

1629

03:19:55.460 --> 03:19:56.540

Cooper City Hall: and

1630

03:19:56.960 --> 03:20:11.789

Cooper City Hall: to ask us to pay for someone. And I think it was Commissioner Malozi that indicated why spouses should get paid because they were away. The Commission took their commissioner away from the family

1631

03:20:12.180 --> 03:20:15.090

Cooper City Hall: that they had to put up with all the

1632

03:20:15.110 --> 03:20:20.310

Cooper City Hall: despair that the commission caused, and they were a sounding block, if you will.

1633

03:20:21.330 --> 03:20:22.680

Cooper City Hall: That didn't.

1634

03:20:22.920 --> 03:20:28.415

Cooper City Hall: Oh, okay, I'm sorry. I thought it was you giving you credit. Take it when it, you can get it.

1635

03:20:31.430 --> 03:20:34.820

Cooper City Hall: That was not your situation, so

1636

03:20:35.680 --> 03:20:40.030

Cooper City Hall: I don't have qualms in that part of the motion. I really don't.

1637

03:20:41.260 --> 03:20:42.270

Cooper City Hall: !!

1638

03:20:43.950 --> 03:20:45.600

Cooper City Hall: And perplexed

1639

03:20:46.020 --> 03:20:49.470

Cooper City Hall: at why the ordinance died.

1640

03:20:51.070 --> 03:20:52.180

Cooper City Hall: but it did

1641

03:20:52.680 --> 03:20:57.570

Cooper City Hall: so. Now we're faced with one motion. I have no options, no other motions.

1642

03:20:58.020 --> 03:21:06.360

Cooper City Hall: So I'm going to go ahead, and unless anyone has anything else. Yeah, when I said, what is the result of the

1643

03:21:06.510 --> 03:21:11.189

Cooper City Hall: ordinance dying as as opposed to passing, had that ordinance passed.

1644

03:21:12.070 --> 03:21:14.370

Cooper City Hall: It's standard to add you

1645

03:21:15.310 --> 03:21:17.509

Cooper City Hall: had the ordinance died.

1646

03:21:18.110 --> 03:21:23.640

Cooper City Hall: it was assumed that it would continue on for everybody but you. Correct. That's why I believe

1647

03:21:23.780 --> 03:21:31.399

Cooper City Hall: it died, and and I don't say that you're wrong. I really don't. Do you want to bring it back up? No, it's no at any time.

1648

03:21:32.100 --> 03:21:34.359

Cooper City Hall: Commissioner, you can't. You can renew the lotion right?

1649

03:21:34.500 --> 03:21:44.280

Cooper City Hall: So you have a motion on the floor, though I understand that. Does the maker of that motion want to withdraw that at this time, so that another motion can be made. Or

1650

03:21:44.790 --> 03:21:48.470

Cooper City Hall: do you want to vote on that motion? And I'll call the vote.

1651

03:21:48.510 --> 03:21:51.779

Cooper City Hall: I want to vote, and then we can always change ordinances later on.

1652

03:21:53.530 --> 03:21:59.579

Cooper City Hall: point of point of information, could could Miss Allen repeat for us what the current motion

1653

03:21:59.800 --> 03:22:02.780

Cooper City Hall: is on the floor.

1654

03:22:03.150 --> 03:22:12.090

Cooper City Hall: and and who made the motion, and second the motion. And I'll do my best. Commissioner Green, for the Record Commissioner. Shrouder, made a motion that was seconded by Commissioner Katzman.

1655

03:22:12.230 --> 03:22:17.459

Cooper City Hall: The motion was to cease all benefits for all eligible commissioners.

1656

03:22:17.490 --> 03:22:39.249

Cooper City Hall: who, as of 2012, had not been elected to 3 terms at that time, so anybody who had met the requirements as of 2,012 been elected to 3 terms would continue to receive the benefit. Everybody, as of 2012 forward, who had not been elected to 3 terms, the benefit would cease. So that does that cover

1657

03:22:39.530 --> 03:22:44.429

Cooper City Hall: the former? What does that do about the former elected officials.

1658

03:22:44.720 --> 03:22:54.940

Cooper City Hall: Any former elected official who, as of 2,012, had been elected to 3 terms in office, would continue to receive the benefit under Commissioner Shrouder's motion.

1659

03:22:55.080 --> 03:22:59.169

Cooper City Hall: them and their and their spouse and their spouses, which was the policy at the time.

1660

03:22:59.790 --> 03:23:03.679

Cooper City Hall: provided the spouse was the spouse at the time correct.

1661

03:23:03.900 --> 03:23:05.210

Cooper City Hall: friendly amendment.

1662

03:23:05.670 --> 03:23:07.290

Cooper City Hall: I want to add, Mister

1663

03:23:08.000 --> 03:23:09.330

Cooper City Hall: Charlotte.

1664

03:23:10.570 --> 03:23:12.670

Cooper City Hall: and here's and here's my argument.

1665

03:23:13.760 --> 03:23:17.040

Cooper City Hall: It was there. It's been in a I don't.

1666

03:23:17.240 --> 03:23:18.690

Cooper City Hall: It's been there

1667

03:23:19.470 --> 03:23:20.930

Cooper City Hall: 11 years.

1668

03:23:22.860 --> 03:23:28.119

Cooper City Hall: I believe that the right thing to do is to to have that. It's been there for 11 years.

1669

03:23:28.440 --> 03:23:29.750

Cooper City Hall: Moving forward.

1670

03:23:29.850 --> 03:23:43.459

Cooper City Hall: It doesn't happen unless future commissions say they bring you, they bring it back up, and they have a conversation. But as of right now, that would be my friendly amendment, or this dies, and then you just bring back ordinance number 2422. Okay.

1671

03:23:47.380 --> 03:23:49.230

Cooper City Hall: And let me just remind you.

1672

03:23:49.530 --> 03:23:50.340

Cooper City Hall: And then

1673

03:23:50.940 --> 03:24:00.469

Cooper City Hall: my opinion. 8, 8. My opinion, and and my opinion is different. But my personal opinion is

1674

03:24:01.230 --> 03:24:08.200

Cooper City Hall: absent. These things being either done through a contract or done through the statute under retirement.

1675

03:24:08.600 --> 03:24:12.899

Cooper City Hall: they could be stopped at any time. So I'm just telling you guys personally

1676

03:24:13.190 --> 03:24:14.120

Cooper City Hall: that

1677

03:24:14.580 --> 03:24:29.819

Cooper City Hall: just to wholesale give away these benefits, I will. For 8 years. I don't know how long I have to wait 6 months to bring something up. Robbers rules every 6 months. Bring it up to terminate these. So if you guys wanna make some type of effort to save the city. Some bit of money.

1678

03:24:30.010 --> 03:24:42.650

Cooper City Hall: I could stomach that. But I cannot stomach wholesale benefits. Well, I think we need to limit. Well, can I ask a question? The city attorney? Okay, city attorney question, city attorney question, how do we

1679

03:24:42.890 --> 03:24:44.309

Cooper City Hall: ratify this?

1680

03:24:44.370 --> 03:24:59.969

Cooper City Hall: So that way? I don't have to listen to him ever again about this, and and to complement that. What Commissioner Catherine just said with a cap, and my mic wasn't on. I apologize. Did you hear that? A couple observations? One you you firstly have a motion to dispense with?

1681

03:25:03.370 --> 03:25:04.400

Cooper City Hall: the

1682

03:25:05.320 --> 03:25:23.320

Cooper City Hall: what's the motion? The motion is to continue the benefit for all former commissioners who are eligible under the policy as of 2012. That would mean anybody who had been elected 3 terms in office as of 2,012, including their spouses at the time.

1683

03:25:23.390 --> 03:25:34.540

Cooper City Hall: and the benefit would cease for all commissioners, current and former, who had not met those requirements as of 2,012, so 2,012. I need to ask

1684

03:25:34.630 --> 03:25:41.079

Cooper City Hall: the does that include Commissioner Malozi, Commissioner Curran, Commissioner Sims? No.

1685

03:25:41.580 --> 03:25:49.860

Cooper City Hall: so they are. They are included under Commissioner Shrouder's motion. They would be excluded from the benefit because they had not been elected

1686

03:25:50.410 --> 03:25:51.790

Cooper City Hall: as of 3 times.

1687

03:25:51.970 --> 03:25:59.079

Cooper City Hall: Now under the ordinance that Commissioner Malozi referenced. That would include the individuals that you just mentioned. Commissioner Green.

1688

03:26:01.000 --> 03:26:02.290

Cooper City Hall: are we all clear

1689

03:26:02.750 --> 03:26:03.830

Cooper City Hall: and

1690

03:26:04.080 --> 03:26:12.350

Cooper City Hall: go ahead? And and so. My my thing is, how could you like the the proposed ordinance? How could how could that

1691

03:26:14.490 --> 03:26:19.949

Cooper City Hall: principally make any sense? How could you say I think we should give it to all

1692

03:26:20.120 --> 03:26:33.999

Cooper City Hall: up to a certain date, or at, you know, like there's no principle in that, you know. It's really not. It's why not, you know. So that's what really hard for me to go with the ordinance as proposed. There really is no principle.

1693

03:26:34.340 --> 03:26:40.309

Cooper City Hall: you know, and I understand where you're coming from, but my concern is somewhat more

1694

03:26:40.540 --> 03:26:45.029

Cooper City Hall: of. We have to look at this as a business decision. We really do.

1695

03:26:45.170 --> 03:26:46.290

Cooper City Hall: And

1696

03:26:46.550 --> 03:26:49.910

Cooper City Hall: is it a business, a good business decision

1697

03:26:50.070 --> 03:26:56.810

Cooper City Hall: to do it as you're proposing? Or is it a better business decision to do it as 2422,

1698

03:26:56.910 --> 03:27:02.380

Cooper City Hall: and I think the hybrid is what Commissioner Katzman is saying is, we need a cap.

1699

03:27:02.640 --> 03:27:08.000

Cooper City Hall: I haven't heard your proposal of a cap, but we need a cap, but well, that's today's cost.

1700

03:27:08.260 --> 03:27:10.720

Cooper City Hall: I'm sorry. Say again, today's cost.

1701

03:27:11.320 --> 03:27:19.029

Cooper City Hall: We already know what it costs today. Yeah. But those costs are gonna change. So again, are we handcuffing.

1702

03:27:19.040 --> 03:27:21.370

Cooper City Hall: So the costs are going to change

1703

03:27:21.720 --> 03:27:22.710

Cooper City Hall: good good

1704

03:27:23.920 --> 03:27:41.290

Cooper City Hall: next year or the year after. But we're going to cap it at this. That's that. I'm not following the logic on that, Commissioner, but help me. My concern is, if health care doubles in 5 years, which is possible. Look at what happened to our our homeowners insurance 5 years ago to now.

1705

03:27:42.935 --> 03:27:43.610

Cooper City Hall: We

1706

03:27:44.040 --> 03:27:48.160

Cooper City Hall: we know what we're getting into, I mean, do you could throw in a

1707

03:27:48.760 --> 03:27:56.570

Cooper City Hall: cola or whatever? I don't know but like. But but to just say you get free healthcare for life, there's no

1708

03:27:57.760 --> 03:27:59.190

Cooper City Hall: there's no ceiling.

1709

03:28:01.390 --> 03:28:23.619

Cooper City Hall: It doesn't say what kind of health care. It doesn't say anything so, and to be honest, what what really should have happened is to have vested rights. You should. You should have done it through your pension, because state law anticipates that, and it requires actuarial value. And that's why you can't take those away. So there are, like our general employee, pension has health insurance. They get like \$10 a year for every year of service.

1710

03:28:23.630 --> 03:28:30.479

Cooper City Hall: and that's an O, you know other post employment benefit that's calculated and and actuary point of order.

1711

03:28:31.060 --> 03:28:55.699

Cooper City Hall: Can we? Can we stay on the I mean, we're we're going to go down a rabbit hole. Can we stay on what the motion is the current motion, I mean. Well, we're trying to be reasonable with you. The current motion to cut you off, but all the vote the way I, the way I see it is again you're going to, as Jeanette said. Maybe cut your nose off to spite your face, trying to do what's in the best interest of

1712

03:28:55.940 --> 03:29:07.019

Cooper City Hall: the residents. I'm tired, too. I stand to gain nothing, so I get it. If we want to call a vote and leave, and and or if you I mean, I'll stay with you, Jeff, to try to find something so that you get some benefits. But

1713

03:29:07.130 --> 03:29:16.950

Cooper City Hall: I mean, you're like wanting to rush. This is on you your benefits, and and that's why I turn to the cap and say it's better to receive something than nothing.

1714

03:29:17.200 --> 03:29:18.320

Cooper City Hall: and

1715

03:29:18.520 --> 03:29:35.019

Cooper City Hall: maybe we won't be sued, because over a few dollars it's not worth it. And, Commissioner Shotter, this has never been about me the 14 years I've been up here. So I respectfully disagree with what you just said, so will you exclude yourself from it then? No, that's that would be irrational, illogical. Okay.

1716

03:29:35.310 --> 03:29:36.280

Cooper City Hall: so

1717

03:29:36.690 --> 03:29:44.789

Cooper City Hall: no, to answer your question. I'm irrational, illogical. Well, yeah, but at times you are Commissioner Shrouder. You're right. I know I should. I should not. I just

1718

03:29:45.270 --> 03:29:50.700

Cooper City Hall: I mean, trust me, I look at that 850,000. I said, man, I'd be nice, but I just can't bring myself to take it.

1719

03:29:51.140 --> 03:30:01.783

Cooper City Hall: you know. And again, I'm going to go by a chart that I don't believe is an accurate representation. I'm just. I just don't believe it's an accurate representation.

1720

03:30:03.640 --> 03:30:04.530

Cooper City Hall: And

1721

03:30:05.610 --> 03:30:08.620

Cooper City Hall: I understand what you're saying.

1722

03:30:08.730 --> 03:30:19.950

Cooper City Hall: I disagree wholeheartedly, and I think the money that you're going to save is not there. So I found a hundred \$1,000 a year by just taking 40,000 and making it into 20.

1723

03:30:21.770 --> 03:30:24.359

Cooper City Hall: Okay, so why don't we have an actuarial

1724

03:30:24.710 --> 03:30:31.900

Cooper City Hall: valuations on instead of well, I mean, just it's easy math. I just I didn't. Just

1725

03:30:32.130 --> 03:30:37.340

Cooper City Hall: so. A \$100,000 a year, 10 years. It's a million dollars that. But this says it's 12 million.

1726

03:30:37.550 --> 03:30:39.830

Cooper City Hall: So how do we? So

1727

03:30:40.120 --> 03:30:43.980

Cooper City Hall: this says 12 million, though we're voting on 12 million. I'm looking at

1728

03:30:44.010 --> 03:30:45.340

Cooper City Hall: 2 million.

1729

03:30:46.510 --> 03:30:51.339

Cooper City Hall: Where do you see? 12. Right here I see 2. So

1730

03:30:51.690 --> 03:31:15.880

Cooper City Hall: which is it? I got this from the okay. Well, I got this from the 2.6 million is only for 2024 to to date of death at age 85. It does not count for the beginning of time, 2024 forward. That's the 2.6 million that you're looking at there. So the original, the original flow chart that he gave us the not Flowchart. The original graph that he gave us was from

1731

03:31:16.500 --> 03:31:29.040

Cooper City Hall: 20 some odd years ago to present, which is great. But Commissioner Shrouder. Sorry for touching you, Commissioner. Shrouder has been talking about. How do we pay for this? And I said, we've already paid for umpteen years of this.

1732

03:31:29.240 --> 03:31:36.180

Cooper City Hall: There's no there's no bearing on how to pay for it, because it's already been paid for. I wanted a chart from now to

1733

03:31:36.360 --> 03:31:41.390

Cooper City Hall: everybody aging out dying, etc. I got this from Erwin.

1734

03:31:41.430 --> 03:31:49.000

Cooper City Hall: I thought, did you not make this was this, not for everyone, or this was just for me. I thought you were. Oh, okay, so yeah, you have that.

1735

03:31:50.000 --> 03:31:57.560

Cooper City Hall: So you're looking at. Oh, see, you're looking at the wrong one. So you're looking at 2 million. So if I can get

1736

03:31:57.620 --> 03:32:02.750

Cooper City Hall: again, I think now I there you go, solved it easy math done.

1737

03:32:02.810 --> 03:32:31.340

Cooper City Hall: but the thing we don't vote. We don't vote on salaries, we do vote on salaries. We voted year, so we can vote to save 100,000. Now, this is voting for 2 point something 1 million. So like, yeah, I over over 15 to 20 over 15 years. Yeah, but over 15 to 18 up to 20 years. I'll agree with this, provided the Commission funds it every year

1738

03:32:31.760 --> 03:32:32.830

Cooper City Hall: in the budget.

1739

03:32:33.170 --> 03:32:41.040

Cooper City Hall: That's that's the equivalent. The salary is there only if the Commission funds it every year in the budget. So I'll agree to give this, provided the Commission funds it every year in the budget.

1740

03:32:41.360 --> 03:32:44.779

Cooper City Hall: So the Commission's going to fund what it.

1741

03:32:44.950 --> 03:32:50.950

Cooper City Hall: The Commission is not going to fund the entire amount. It's like a pension. You're not going to fund an entire pension

1742

03:32:51.210 --> 03:33:05.790

Cooper City Hall: in in a year. That's not how a pension works. The way with pension works is they make calculations, and the state the Government requires us. I understand how a pension works. Thank you for the mansplain. Okay? So then, why don't we do the same thing with insurance? So then make a calculation.

1743

03:33:05.960 --> 03:33:10.710

Cooper City Hall: But you're asking now to base a decision on a calculation that we don't have

1744

03:33:10.930 --> 03:33:37.360

Cooper City Hall: correct. That's why I don't think we should give out the benefit till we have the calculation. I think that so then you should leave it at a status quo until we get a style until you get a calculation, because then you're taking away benefits, and you're going to have a lawsuit. So then calculate how much a lawsuit's going to cost, and I don't care if you have a million dollar break. What if a resident sues us? Because then Charter changed right? Didn't we change our charter and says a resident shall have standing to sue the City Commission

1745

03:33:37.640 --> 03:33:41.659

Cooper City Hall: or a violation of the charter. Yes, who came up with that?

1746

03:33:42.200 --> 03:33:46.899

Cooper City Hall: That was me. Yeah. So maybe I'll Sue or you, Sue. Yeah.

1747

03:33:47.070 --> 03:33:52.660

Cooper City Hall: okay. But it's gonna cost more if I sue than if you sue, it's going. So I'm a little radical.

1748

03:33:52.950 --> 03:33:55.910

Cooper City Hall: No, really. Okay. So

1749

03:33:55.940 --> 03:34:14.980

Cooper City Hall: again, what's your proposal. My proposal was to, instead of taking a \$40,000 a year salary, drop it to 20,000, still getting an increase. So the the expenses, etc, that are incurred as being a Commissioner, because there are expenses whether you can shake or not.

1750

03:34:15.000 --> 03:34:17.559

Cooper City Hall: and you're saving a million dollars

1751

03:34:18.040 --> 03:34:19.120

Cooper City Hall: over.

1752

03:34:19.440 --> 03:34:24.730

Cooper City Hall: You're saving a million dollars over 10 years. Now you've got 2.6

1753

03:34:24.960 --> 03:34:33.259

Cooper City Hall: the salary and you're going to be getting paid. No, because now, if you lower it, you're also potentially not getting.

1754

03:34:34.450 --> 03:34:47.940

Cooper City Hall: You're not getting an Frs, so now you're saving 15. No, it's 13%, 20 on 22,000 or whatever it's, it's like 13. I just said the I just said the percentage. Will you take an amendment to that? Say, however.

1755

03:34:48.340 --> 03:35:04.279

Cooper City Hall: what's wrong with what I said? But you asked me to fund it, and you only need to fund one year. You don't need to fund the entire thing right. Every year you have to fund one year. You have to fund one year each time, so I'm giving you a hundred \$1,000.

1756

03:35:06.010 --> 03:35:06.929

Cooper City Hall: I have a question.

1757

03:35:07.830 --> 03:35:10.890

Cooper City Hall: My question is, are you willing to say. However.

1758

03:35:11.550 --> 03:35:17.399

Cooper City Hall: if you return to the commission, you shall not be able to double, collect. So what do you mean? Double collect

1759

03:35:17.570 --> 03:35:18.680

Cooper City Hall: you.

1760

03:35:18.740 --> 03:35:20.959

Cooper City Hall: saying I'll take 20,000,

1761

03:35:21.040 --> 03:35:26.519

Cooper City Hall: but I still want my insurance paid for for life. So right now, like right now, we sit up here right.

1762

03:35:27.170 --> 03:35:28.110

Cooper City Hall: and

1763

03:35:28.230 --> 03:35:48.489

Cooper City Hall: I cost cheaper than you, because you don't pay anything for your health plan. I pay what? \$8,000, or something like that. But she served 12 years. She so she served now 14 years, and she served that. I disagree with that, Commissioner. Okay, that's fine. My amendment is, however, if you return your retirement benefit South, cease

1764

03:35:48.750 --> 03:35:55.270

Cooper City Hall: or be told until you're you're retired again, you shouldn't be able to double dip. You shouldn't be able to collect retirement and and the pay.

1765

03:35:56.480 --> 03:36:09.319

Cooper City Hall: I think that's fair, right like who gets to recheck. You know. I agree. And we also need to conduct that. We need a cap on the health insurance. There has to be a cap. Yeah, there's got to be a cap. You could change one thing in Federal law, and all of a sudden it will. Skyrocket, you can't, you know.

1766

03:36:09.620 --> 03:36:34.169

Cooper City Hall: without a cap? You can't. They get paid better than our employees? Yeah, they get 100%. The employees get well. That was what I recommended last time was, why don't we just track it to whatever we approve for the employees, and that way every year in your budget process. You're doing it that that was the whole thing with the salary. If you can't provide it to the employees, you shouldn't be providing it. But that certainly wasn't that. But that conversation that did not include the folks

1767

03:36:34.170 --> 03:36:48.110

Cooper City Hall: that were already invested that were already receiving that benefit, based for the last 28 years or last 11 years last 12 years. That was, they were not a part of that conversation. That conversation was moving forward.

1768

03:36:48.250 --> 03:37:05.459

Cooper City Hall: That was the conversation. I think the best thing to do is we vote on the motion now to stop it, and then we could get some actuarial numbers and then come back and talk about revisiting it. And you know what someone similar to that argument you made with about the manager and the new Commission. Maybe the new Commission should decide it I don't know

1769

03:37:05.590 --> 03:37:09.560

Cooper City Hall: but we should vote to stop it now and then. Then we move forward.

1770

03:37:11.630 --> 03:37:16.370

Cooper City Hall: We have the motion on the table, and we can. Still, when, if this ends

1771

03:37:16.750 --> 03:37:28.939

Cooper City Hall: in a negative way, we can call the ordinance 2422 back up. I'm making sure that Jacob is because he's my attorney. Thank you. I know

1772

03:37:29.070 --> 03:37:31.400

Cooper City Hall: it's not. Gonna be your attorney when you sue us, though.

1773

03:37:32.920 --> 03:37:39.939

Cooper City Hall: Commissioner Malozi, no Commissioner Katzman. Yep, Commissioner Schroder, yes, Commissioner Green. No, Mayor Ross.

1774

03:37:41.760 --> 03:37:42.719

Cooper City Hall: let me think about it for a minute.

1775

03:37:44.660 --> 03:37:48.219

Cooper City Hall: Think about what's best for the residents, that's all I'm trying to do right now.

1776

03:37:48.280 --> 03:37:50.230

Cooper City Hall: and I don't want to invite

1777

03:37:50.490 --> 03:37:51.670

Cooper City Hall: a lawsuit.

1778

03:37:53.440 --> 03:37:54.809

Cooper City Hall: Your way does that.

1779

03:37:55.200 --> 03:38:01.250

Cooper City Hall: That's my problem. I'm going to sue. If not, so, you get a lawsuit either way, and I, you know. And I said that in the beginning.

1780

03:38:01.520 --> 03:38:04.730

Cooper City Hall: but a good lawyer tries to avoid it. I'm going to vote. No.

1781

03:38:04.840 --> 03:38:10.029

Cooper City Hall: okay. So can I make a motion to bring up ordinance number 2422 backup.

1782

03:38:10.430 --> 03:38:19.980

Cooper City Hall: Can I do that now, Jacob? I get some motion to reconsider motion, to approve? Oh, motion to approve. Okay. Oh, motion to approve! Yes. Got a motion to approve. Do have a second.

1783

03:38:20.030 --> 03:38:26.279

Cooper City Hall: Is there a second second for discussion? I have a second for discussion. Commissioner Malozi.

1784

03:38:28.610 --> 03:38:32.140

Cooper City Hall: you don't want to discuss it. No, I was being facetious.

1785

03:38:32.190 --> 03:38:36.599

Cooper City Hall: Use the facilities. Recap what you meant. Okay.

1786

03:38:36.920 --> 03:38:37.890

Cooper City Hall: again.

1787

03:38:37.990 --> 03:38:39.360

Cooper City Hall: I think I think

1788

03:38:39.840 --> 03:38:42.129

Cooper City Hall: I've said everything, and I think if we

1789

03:38:42.190 --> 03:38:47.210

Cooper City Hall: again, you're looking to fund the entire 20 years

1790

03:38:48.340 --> 03:38:52.190

Cooper City Hall: from now for the next 20 years in one fell swoop.

1791

03:38:52.820 --> 03:38:55.429

Cooper City Hall: We don't do that with anything.

1792

03:38:55.640 --> 03:39:11.770

Cooper City Hall: Why are you going to do that now with this? It's not the funding. Even if we got had unlimited funds. It was the funding what I wanted to. I was wrong. Even if we. The sky is falling, Ryan said. You were wrong, even if we have unlimited funds. I do not

1793

03:39:12.640 --> 03:39:17.809

Cooper City Hall: fundamentally believe it's right for us to get healthcare for life.

1794

03:39:17.950 --> 03:39:24.909

Cooper City Hall: Don't believe that's right. Okay. If you think it is, then then I'm okay. With that I don't believe that I don't believe the residence

1795

03:39:25.140 --> 03:39:26.800

Cooper City Hall: agree with that. Okay.

1796

03:39:27.990 --> 03:39:30.700

Cooper City Hall: but in my

1797

03:39:31.130 --> 03:39:46.669

Cooper City Hall: trying to figure out a way to fund. If, again, if you drop it from 40 to 20, which again will pay for increased costs, babysitting, etc, and the money that we do lay out, in addition to the \$12,000 that we make, which I know I do.

1798

03:39:46.830 --> 03:39:49.259

Cooper City Hall: Then you're saving

1799

03:39:49.670 --> 03:39:54.020

Cooper City Hall: a hundred \$1,000 a year, which will cover

1800

03:39:54.160 --> 03:39:55.630

Cooper City Hall: this cost?

1801

03:39:56.060 --> 03:40:07.809

Cooper City Hall: Yeah. But why would we? You were asking for to cover the cost? Are you going to deduct? Are you? Gonna can you? Does your proposal have a double dip where you get the the increased salary and the insurance for life.

1802

03:40:07.850 --> 03:40:14.720

Cooper City Hall: You can't pay one person, one salary, and one person another salary. You sure? Can you get insurance for life? And I don't.

1803

03:40:15.410 --> 03:40:26.009

Cooper City Hall: Just so, you know, there's 2 options for insurance as Per, our Hr. Director, whom I had a conversation with today. You can be single or you cannot be single.

1804

03:40:27.670 --> 03:40:34.320

Cooper City Hall: There's no give them the extra money for for the family plan. Then there's no difference. And Fyi!

1805

03:40:35.070 --> 03:40:40.149

Cooper City Hall: There was at least 7 or 8 years that I didn't take a stipend or insurance.

1806

03:40:40.590 --> 03:41:04.410

Cooper City Hall: But we're not. It's not about individuals. No, but it is because you're talking about me as an individual. So then I get to reply to you as an individual. But again, you're talking about one. It's the same thing there. We, you know, Commissioner Green has said, I have. I have not taken insurance. I'm quoting you. I apologize, and he has not. I did not for years years. I did not take it.

1807

03:41:04.800 --> 03:41:07.210

Cooper City Hall: and I also did not take a stipend.

1808

03:41:07.360 --> 03:41:10.560

Cooper City Hall: and you could check paychecks for that.

1809

03:41:11.580 --> 03:41:25.549

Cooper City Hall: you know. Abstain from voting on your self insurance point of order. Well, I mean, that's not a conflict. So Commissioner Malozi was the maker of the motion. I second the motion. Yes, so she's discussing it right now

1810

03:41:25.580 --> 03:41:44.809

Cooper City Hall: with a colleague who wasn't the maker of them she was engaging. Okay, I was trying to be fair. No, no fair mayor. No, I mean, listen. He's going to have his point of view. I'm going to have a different point of view. I don't believe the river is going to meet. It's going to be forked

1811

03:41:44.850 --> 03:41:47.820

Cooper City Hall: hopefully. It does not overflow and cause another flood.

1812

03:41:48.240 --> 03:41:49.550

Cooper City Hall: I just

1813

03:41:50.810 --> 03:41:57.509

Cooper City Hall: I don't see us agreeing, but I have found a way to pay yearly for this the \$100,000.

1814

03:41:58.650 --> 03:42:06.949

Cooper City Hall: It's not paying yearly for it. So instead, I don't think you need to again if you're gonna just, I don't have. I don't have an actuary here giving me figures. But

1815

03:42:07.150 --> 03:42:13.649

Cooper City Hall: you, if you were to establish a pension, you're not funding that pension in its entirety. You're putting X amount of dollars

1816

03:42:13.780 --> 03:42:30.549

Cooper City Hall: every. So why are you giving that that grin? I'm looking at the the Cpa. You're not. No, not bear with me. I'll give you an opportunity. What you're what you're all forgetting is that for the future payments you have to get an actual evaluation to get the net present value of those future payments.

1817

03:42:30.580 --> 03:42:39.589

Cooper City Hall: to determine how much you have to fund each year. So what I'm saying is, I was giving you. I've got you. I've got a thou a hundred 1,000

1818

03:42:39.850 --> 03:42:43.560

Cooper City Hall: that I've allocated without touching any other part of the budget

1819

03:42:43.820 --> 03:43:07.739

Cooper City Hall: which don't know if it will, because we don't have an actuary, and I understand that. But without an actuary he was asking for ways to fund things. I thought I did a good job of 100,000. I thought I was. How about if we fund it by capping or not fund it? But I don't Commissioner catchment the same. It's up to Commissioner Green, and and you'll get an opportunity. But I understand where you come from, and I understand the capping. I just don't

1820

03:43:07.990 --> 03:43:14.510

Cooper City Hall: again. You said. You don't know where it's going. I don't believe in all honesty. I don't believe that our health care

1821

03:43:15.020 --> 03:43:36.110

Cooper City Hall: that that the United States can afford to keep the health care the way it is because there are too many people that cannot afford health care and that are dying. I have a relative that died because they couldn't afford a whatever the Cpap machine is, they couldn't afford a Cpap machine. I have someone else that died. That was a good friend of mine because they couldn't afford the medication. Medicaid.

1822

03:43:36.390 --> 03:43:43.680

Cooper City Hall: All right, Commissioner Malozi, are you through? I'm done, Commissioner Green. Thank you, Mayor Ross. So I brought this up for discussion.

1823

03:43:43.690 --> 03:43:48.270

Cooper City Hall: I brought this up for discussion to include Mr. Charlotte.

1824

03:43:48.330 --> 03:43:51.589

Cooper City Hall: Let me back up, Mr. Horowitz.

1825

03:43:51.710 --> 03:43:54.680

Cooper City Hall: This motion that we are working on now

1826

03:43:54.800 --> 03:43:57.300

Cooper City Hall: without the without

1827

03:43:57.400 --> 03:43:59.280

Cooper City Hall: putting in an amendment.

1828

03:43:59.510 --> 03:44:11.729

Cooper City Hall: Who does it exclude? I'm asking. I'm I'm asking Mr. Horowitz. Okay, thank you. Ryan and Jeremy are excluded. Okay, then let me let me hear the attorney that

1829

03:44:12.120 --> 03:44:14.330

Cooper City Hall: allow me to run the meeting.

1830

03:44:14.440 --> 03:44:32.879

Cooper City Hall: Mr. Horowitz. So the the short answer is, it would include all members currently on the Commission, with the exception of Commissioner Shrouder and Commissioner Katzman, that's Ryan and Jeremy. And will it include Mr. And that wasn't the rest. And that was, if I may, it will extend to any spouse

1831

03:44:32.960 --> 03:44:40.410

Cooper City Hall: who was a spouse at the time the former eligible commissioner became entitled to the benefit.

1832

03:44:40.950 --> 03:44:55.300

Cooper City Hall: Okay, it would, it would not include Mr. Charlotte Commissioner Green. Okay, so, but it does include Commissioner Malozi, Commissioner Curran, Commissioner Sims, Mayor Eisinger. It does include those folks. Yes, it does who include commit to to include

1833

03:44:55.310 --> 03:45:00.880

Cooper City Hall: Mayor Ross, including Mayor Ross. That's correct. The so my only amendment. I want to add Mr.

1834

03:45:01.230 --> 03:45:04.540

Cooper City Hall: Charlotte to that, and here is, and here is why.

1835

03:45:04.640 --> 03:45:05.850

Cooper City Hall: here is one.

1836

03:45:08.330 --> 03:45:13.360

Cooper City Hall: and this is I mean, everybody's got an opinion up here. I might as well have one, too, and if you don't like it, you know.

1837

03:45:13.770 --> 03:45:18.859

Cooper City Hall: vote me out. Oh, wait a minute. This. I've got one. I've got one commission meeting left, so I'll be gone.

1838

03:45:23.680 --> 03:45:27.130

Cooper City Hall: I don't believe that it would be the right thing to do

1839

03:45:27.180 --> 03:45:29.239

Cooper City Hall: to remove Mr. Charlotte.

1840

03:45:29.320 --> 03:45:33.240

Cooper City Hall: since the city has been has been providing this

1841

03:45:33.810 --> 03:45:34.870

Cooper City Hall: benefit

1842

03:45:35.360 --> 03:45:36.500

Cooper City Hall: to

1843

03:45:37.210 --> 03:45:39.370

Cooper City Hall: former Commissioner

1844

03:45:39.450 --> 03:45:44.000

Cooper City Hall: Angel Palenque. I know that she wasn't married at the time.

1845

03:45:44.390 --> 03:45:46.280

Cooper City Hall: I don't know what the

1846

03:45:47.560 --> 03:45:51.030

Cooper City Hall: what the issues were.

1847

03:45:51.540 --> 03:45:54.649

Cooper City Hall: Why, why, she wasn't married. That's none of my business.

1848

03:45:54.900 --> 03:46:01.380

Cooper City Hall: I've lived in this city long enough to understand that Ms. Palanque did suffer a loss

1849

03:46:01.830 --> 03:46:03.200

Cooper City Hall: in her life

1850

03:46:03.680 --> 03:46:07.450

Cooper City Hall: that's not lost on me. She lost her spouse

1851

03:46:07.590 --> 03:46:15.909

Cooper City Hall: while she was either in office or running for office. I think she was in office. Correct me if I'm wrong, she's already gone, and my apologies

1852

03:46:16.840 --> 03:46:19.950

Cooper City Hall: so for us to sit up here

1853

03:46:20.520 --> 03:46:24.129

Cooper City Hall: and try to judge her situation.

1854

03:46:24.580 --> 03:46:29.180

Cooper City Hall: and we haven't walked a mile. We haven't walked a mile in her footsteps.

1855

03:46:29.840 --> 03:46:31.730

Cooper City Hall: We're trying to make.

1856

03:46:32.130 --> 03:46:47.460

Cooper City Hall: and we're trying to make an argument that says, Hey, you know what? Because you were. You did not have an eligible spouse during the time that you ran. We're not going to allow for

1857

03:46:47.500 --> 03:46:55.729

Cooper City Hall: that person to be added that we have been paying the last 11 years. It doesn't take into account

1858

03:46:56.280 --> 03:47:09.110

Cooper City Hall: the challenges that she was enduring, while as an elected official. And and I know it's a you know, it's a it's a it's a it's a hard, it's a matter of morality, and it's a matter of doing the right thing.

1859

03:47:09.800 --> 03:47:11.430

Cooper City Hall: I do believe that

1860

03:47:11.600 --> 03:47:14.309

Cooper City Hall: that should not be taken away from her.

1861

03:47:14.870 --> 03:47:20.920

Cooper City Hall: considering the work that she did do. I don't know why she didn't marry immediately.

1862

03:47:20.980 --> 03:47:24.009

Cooper City Hall: only Ms. Palank knows that

1863

03:47:24.160 --> 03:47:27.200

Cooper City Hall: what what's not lost on me is that

1864

03:47:27.310 --> 03:47:30.310

Cooper City Hall: she, she and former commissioners

1865

03:47:30.490 --> 03:47:33.310

Cooper City Hall: put the time in. Put the work in.

1866

03:47:33.938 --> 03:47:36.680

Cooper City Hall: That was a benefit that

1867

03:47:36.920 --> 03:47:40.949

Cooper City Hall: they have enjoyed for the last 11 years. I don't believe

1868

03:47:41.540 --> 03:47:44.880

Cooper City Hall: I am not going to support taking that away

1869

03:47:45.000 --> 03:47:53.959

Cooper City Hall: from from them. I know that I have residents in here that you're going to disagree with me, and I and I appreciate that, and I respectfully disagree with you on that one.

1870

03:47:54.050 --> 03:47:58.920

Cooper City Hall: But I'm going to hold my ground, and that's where I'm at.

1871

03:47:59.040 --> 03:48:08.990

Cooper City Hall: You'll never guess. You don't have to guess with me what I'm going to do. I'm always going to be right up front and tell you this is where I'm at. This is. This is how I'm how, I'm thinking.

1872

03:48:09.280 --> 03:48:12.129

Cooper City Hall: and and not only for Ms. Palenque.

1873

03:48:12.320 --> 03:48:27.969

Cooper City Hall: the former elected officials. We don't know the circumstances, and we don't know the sacrifices that they've had that they had to make. While they were doing this job they knew what they were getting themselves into that argument can be made. But sometimes you don't know the circumstances that you're getting into

1874

03:48:29.160 --> 03:48:32.670

Cooper City Hall: that. I think that we were going to be having this conversation 14 years later.

1875

03:48:32.750 --> 03:48:40.110

Cooper City Hall: But under this thing, what about Mayor Ross? Do we add? He's in it? No, no, I know. But if he decides to marry someone 18 years old.

1876

03:48:40.590 --> 03:48:46.539

Cooper City Hall: and, Mayor, do you think we should cover that person for life, too? And Mayor Roth? And to your point, Commissioner Shrouder.

1877

03:48:46.610 --> 03:49:06.660

Cooper City Hall: Mayor Ross has publicly stated that he is not going to be getting married, and that he is not, is not going to be adding anybody into that. I know that you all have talked about. Well, how about you all? How about a formal agreement that states that Mayor Ross can do a formal agreement that says, Hey, you know what?

1878

03:49:06.750 --> 03:49:27.389

Cooper City Hall: Based on the decision that was made tonight. Guess what I am not. I said it publicly. I'm going to put it in a formal, I'm going to codify it. Legal terms. I'm going to codify this and to ensure that the residents know that this benefit is not for a future spouse that I may have.

1879

03:49:27.720 --> 03:49:44.169

Cooper City Hall: And, Commissioner, do you want to make an amendment to Commissioner Malozi's motion that the motion include Mr. Charlotte? Yes, friendly amendment. No, it's not friendly amendment to include. And then do you want to include also that if I get married

1880

03:49:44.240 --> 03:49:59.490

Cooper City Hall: that that spouse is not going to be included. Is that what you said? Absolutely. Yes, and I hold to that. Yes, I want to include that Mayor Ross like personally. No, no, it's not. I don't think it's right.

1881

03:49:59.710 --> 03:50:17.729

Cooper City Hall: Your whole family like there's there's no, there's no policy here like we have to make policy decisions based off of, like not our personal beliefs. I get it. I just want to understand. I got a friendly amendment. Go ahead. Well, I have 2 of them that we add Charlotte, we add Greg

1882

03:50:17.770 --> 03:50:19.740

Cooper City Hall: and anyone else in here.

1883

03:50:19.880 --> 03:50:20.850

Cooper City Hall: we add.

1884

03:50:21.180 --> 03:50:39.370

Cooper City Hall: so everyone is in the room. We all get that we came out tonight was get insurance for life. Everybody's had a tough life, you know. It'd be nice, you know, the young ones back there, the young deputies they're they're gonna that cost us 2 million each, because they're you know them and their spouse, and if if polygamy becomes legal, and you marry 3 spouses, we give them insurance for life, too.

1885

03:50:39.820 --> 03:50:43.839

Cooper City Hall: while while you guys want to take that amendment or no, no.

1886

03:50:44.890 --> 03:50:57.494

Cooper City Hall: but I want Commissioner Malozi thinking about those 2 amendments while Commissioner Katzman addresses the Commission, I think. You know, I don't need to speak on my philosophy. I do think that we need to have a cap.

1887

03:50:58.370 --> 03:51:07.099

Cooper City Hall: I've calculated the numbers. You know there were people who were mentioning the aggregate of a commissioner serves for 12 years. It's going to be X.

1888

03:51:07.220 --> 03:51:16.340

Cooper City Hall: I can tell you that the commissioners who have been gone have cost, have, or will cost the city at, or more than that, based on my calculations

1889

03:51:17.360 --> 03:51:20.778

Cooper City Hall: in the 800 s. If you include the spouses.

1890

03:51:21.400 --> 03:51:28.000

Cooper City Hall: I think we need to have a cap, because otherwise, and your recommendation for a cap, so that we can do an amendment the current rate.

1891

03:51:30.737 --> 03:51:34.902

Cooper City Hall: What is that like? What do you mean? The other current calls?

1892

03:51:35.530 --> 03:51:43.270

Cooper City Hall: I think you have to have something a little more, Mr. Horowitz. I just want to make sure that the amendment I mean that the motion

1893

03:51:43.490 --> 03:51:45.729

Cooper City Hall: as it is on the floor.

1894

03:51:46.040 --> 03:51:49.630

Cooper City Hall: includes all of the former folks to include you

1895

03:51:50.590 --> 03:52:12.309

Cooper City Hall: and Mr. Charlotte to include Jake. No, I'm sorry, Mayor Ross, Mayor Ross. That was mine. That was mine. Commissioner Shrouder got me off. He was like. Let's give it to everybody, Jacob, you want it. Thanks. Thank you, Commissioner Green. So just for the record. The the motion, as amended would include Mr. Charlotte.

1896

03:52:12.350 --> 03:52:15.889

Cooper City Hall: and it would exclude any future spouses of Mayor Ross.

1897

03:52:16.630 --> 03:52:19.580

Cooper City Hall: I like his thought about children.

1898

03:52:20.280 --> 03:52:24.000

Cooper City Hall: Oh, no, I don't have that. I mean, yeah.

1899

03:52:24.900 --> 03:52:32.540

Cooper City Hall: included. So that means that Commissioner and I'm going to say this again. That means that Commissioner Malozi, Commissioner, former Commissioner Sims.

1900

03:52:32.640 --> 03:52:34.760

Cooper City Hall: former Commissioner Current.

1901

03:52:34.930 --> 03:52:38.829

Cooper City Hall: Former Mayor Eisinger. All of those folks.

1902

03:52:38.840 --> 03:52:41.140

Cooper City Hall: It's pretty much going to be

1903

03:52:41.520 --> 03:52:45.870

Cooper City Hall: business as status quo business as usual. I know I'm using a bad word, but

1904

03:52:45.980 --> 03:52:48.739

Cooper City Hall: that's going to remain untouched.

1905

03:52:48.880 --> 03:52:51.670

Cooper City Hall: Yeah, everybody. But we throw Greg on for the 3rd vote.

1906

03:52:51.800 --> 03:53:18.180

Cooper City Hall: And and Mr. Charlotte, yeah, with the amendment, I think it's my turn, and I'm proposing a cap. Let's hear it. I said it. The current rate, I mean, if you guys want to say 3% or something, yeah, whatever we're paying. And just to clarify. The manager, raised a good point that would include no future spouses for any eligible former member of the Commission that'd be. Speak to Mayor Ross, since he's, you know, doesn't currently why

1907

03:53:18.500 --> 03:53:38.650

Cooper City Hall: it was again is that is that the intent? If you have somebody who were to lose, what are you saying if somebody remarries correct. But why, I mean, why is it okay for Commissioner Pauling to pick up Commissioner? Oh, and and the way I see it honestly when I'm looking at the numbers, and he's costing the city a total. If he lives to

1908

03:53:38.820 --> 03:53:48.250

Cooper City Hall: 75. Excuse me to 85, you're looking at \$70,000. I can spend that in attorney fees. So it's not worth it to me.

1909

03:53:48.610 --> 03:53:49.340

Cooper City Hall: What

1910

03:53:51.370 --> 03:53:53.100

Cooper City Hall: the cost.

1911

03:53:53.130 --> 03:54:05.479

Cooper City Hall: And I'm looking at the chart is 70,000. Yeah, he had to use Google maps to get here. He's the 1st Minister City going to give him out. I agree with that. Can we go back, please, to to the cap. Yes, mention the cap again.

1912

03:54:06.230 --> 03:54:08.610

Cooper City Hall: Have a 3rd time. Go ahead.

1913

03:54:08.660 --> 03:54:16.050

Cooper City Hall: But you didn't say I'm proposing. Yeah, I I did get a given number. I said, the current number, the current

1914

03:54:16.070 --> 03:54:17.170

Cooper City Hall: rate.

1915

03:54:17.750 --> 03:54:25.950

Cooper City Hall: I said it like 10 times. I can also say, Jeremy, what if we did, instead of that to get you close to that an amount

1916

03:54:26.271 --> 03:54:34.409

Cooper City Hall: like like. Let's think how the regular places do it. They give you X amount per year. So if that current rate is so you're looking like a total.

1917

03:54:34.440 --> 03:54:39.599

Cooper City Hall: and then what to keep a balance. So if we wanted to, current rate is 15, 1, 78,

1918

03:54:39.660 --> 03:54:41.410

Cooper City Hall: 68 for single

1919

03:54:42.020 --> 03:54:48.943

Cooper City Hall: and family is 31,349. So if you did \$200 a year for each year you served

1920

03:54:49.630 --> 03:55:07.241

Cooper City Hall: that would be 10 years. That's like 2,000 that would cap you at what? 2,000? No, hold on! 2,400 for 12 years. I mean, if you're looking at 3 terms like, like, Okay, I'm just trying to pattern after like Frs or something like that. They'll give you a certain amount per year for each year you served. And and you get that amount. So like,

1921

03:55:07.940 --> 03:55:09.350

Cooper City Hall: sometimes it's

1922

03:55:09.560 --> 03:55:11.989

Cooper City Hall: 2% per year up to 50%,

1923

03:55:12.020 --> 03:55:13.410

Cooper City Hall: you know.

1924

03:55:13.440 --> 03:55:17.119

Cooper City Hall: like, like we just coming up with a number, we have to have a formula, we need a percent. Then

1925

03:55:17.490 --> 03:55:22.999

Cooper City Hall: like a formula, a 3% increase maximum, 3% increase per year. Then

1926

03:55:23.380 --> 03:55:40.259

Cooper City Hall: I think we have to have like a stipend amount you get. And like, we can't, you know, like we have to go off. But, gentlemen, here we we're, we're adding all of this this stuff. We've talked about actuarials, and we're talking about amendments. The only amendment that I put forth was the one that that I made.

1927

03:55:40.470 --> 03:55:51.049

Cooper City Hall: But now we have included, we're talking about the cap, and that cap being the current rate. And we're talking about based on Frs, and we're throwing out a lot

1928

03:55:51.100 --> 03:55:57.779

Cooper City Hall: of numbers, and we don't have the actuarials in front of us to make

1929

03:55:57.870 --> 03:55:58.960

Cooper City Hall: a

1930

03:55:59.190 --> 03:56:04.079

Cooper City Hall: educated decision as to the way to move forward.

1931

03:56:06.060 --> 03:56:08.729

Cooper City Hall: so I think we should stop it until we have those numbers

1932

03:56:09.330 --> 03:56:14.090

Cooper City Hall: and pass it as in and change the numbers if you need to. It's fluid budget.

1933

03:56:14.400 --> 03:56:17.489

Cooper City Hall: So motion to table this until the next Commission meeting.

1934

03:56:17.740 --> 03:56:20.159

Cooper City Hall: I've got a motion to table. Do I have a second?

1935

03:56:20.290 --> 03:56:23.930

Cooper City Hall: No second second, no second second. Got a second.

1936

03:56:24.000 --> 03:56:26.140

Cooper City Hall: No further discussion. Pulled up.

1937

03:56:27.250 --> 03:56:28.559

Cooper City Hall: Commissioner Pelosi.

1938

03:56:31.600 --> 03:56:32.390

Cooper City Hall: No

1939

03:56:33.230 --> 03:56:39.199

Cooper City Hall: Commissioner Gatzman. Yes, Commissioner shrouder. Yes, Commissioner Green. Yes, Mayor Ross. No.

1940

03:56:39.850 --> 03:56:43.319

Cooper City Hall: for the record. This will be re-advertised and come back on October 20 second.

1941

03:56:43.680 --> 03:56:44.819

Cooper City Hall: Next, I can read them

1942

03:56:47.920 --> 03:56:49.869

Cooper City Hall: moving on to.

1943

03:56:49.980 --> 03:56:53.619

Cooper City Hall: I actually city map. Yeah. Okay, no, no, thank you.

1944

03:56:55.440 --> 03:56:59.180

Cooper City Hall: I have a quote. Never mind. I'll sit after Mr. Jacob.

1945

03:57:03.900 --> 03:57:06.520

Cooper City Hall: Okay, okay, it's what I want to know. Okay.

1946

03:57:06.660 --> 03:57:27.940

Cooper City Hall: Item number 11, purchasing manager classification under the city manager's report. Mr. Ray. Yeah, thank you, Mr. Mayor. There is an attachment that I added yesterday to to this item to show the position of the purchasing manager. We have been advertising this job for

1947

03:57:28.240 --> 03:57:31.270

Cooper City Hall: longer than 6 to 8 weeks, and

1948

03:57:31.280 --> 03:57:35.169

Cooper City Hall: the pool of candidates that we're getting is really

1949

03:57:35.960 --> 03:57:45.060

Cooper City Hall: not what we, what we need. So I'm recommending that we take the position from a classification level 1 21 to a 1, 22.

1950

03:57:45.280 --> 03:57:49.779

Cooper City Hall: That will increase the pay range before about \$6,000.

1951

03:57:49.830 --> 03:57:52.670

Cooper City Hall: And hopefully, with that, we should be able to in a motion.

1952

03:57:52.950 --> 03:58:06.439

Cooper City Hall: Yeah, yes, motion to approve. I've got a motion to approve. Well, I just want to clarify the one we're going to approve, because we have 2 copies here. So I want to. Those are differences. No, no, the the one, the one you're approving is the fiscal year 24, one.

1953

03:58:06.550 --> 03:58:17.120

Cooper City Hall: the fiscal year 25. One version is the one that shows the the caller numbers. Okay? So that's what I, okay, yeah. Motion. Approve the

1954

03:58:17.640 --> 03:58:19.929

Cooper City Hall: fiscal year 24, one correct.

1955

03:58:20.480 --> 03:58:22.240

Cooper City Hall: I have Motion and

1956

03:58:22.840 --> 03:58:30.790

Cooper City Hall: Commissioner Katzman make the motion. So that would be your second. Okay, any further discussion, Commissioner Green? No, I'm good. Commissioner Malozi

1957

03:58:31.100 --> 03:58:32.340

Cooper City Hall: Mission Catchner.

1958

03:58:32.840 --> 03:58:34.500

Cooper City Hall: Mr. Schrod, or anything more.

1959

03:58:34.520 --> 03:58:35.530

Cooper City Hall: followed up

1960

03:58:35.680 --> 03:58:48.329

Cooper City Hall: Commissioner Lozzi. Commissioner Gasner. Yes, Commissioner, shrouder. Yes, my only question is, it's not on the agenda, so can you make sure this gets agenda yesterday? It's on there as backup.

1961

03:58:48.450 --> 03:58:50.090

Cooper City Hall: It was added yesterday.

1962

03:58:50.410 --> 03:58:55.780

Cooper City Hall: The item is but the sheet. No, no sheet, too. She got out of it. Oh, sorry. Okay, I got out of it.

1963

03:58:56.180 --> 03:58:57.070

Cooper City Hall: Thank you.

1964

03:58:57.350 --> 03:59:11.952

Cooper City Hall: Continue. I'm sorry. Where did my vote off? Commissioner Green? Yes, Mayor Ross. Yes. Item number 12 traffic calming devices on private roads. Yeah, thank you. Thank you, Mr. Mayor. The the Commissioner had asked.

1965

03:59:12.600 --> 03:59:17.219

Cooper City Hall: the staff to look into simplifying the prospect for

1966

03:59:17.270 --> 03:59:28.149

Cooper City Hall: implementing traffic calming devices on on private roads. We receive a draft report by the consultant that had been hired by the city.

1967

03:59:28.280 --> 03:59:32.099

Cooper City Hall: and but upon review of their proposal we felt that

1968

03:59:32.160 --> 03:59:39.109

Cooper City Hall: that was making the process more more complicated than and then it was actually prior. And

1969

03:59:39.210 --> 03:59:44.220

Cooper City Hall: so it was really going contrary to the to the goals of the Commission.

1970

03:59:44.650 --> 03:59:47.519

Cooper City Hall: Yeah. So I've been working on

1971

03:59:47.550 --> 03:59:52.929

Cooper City Hall: a revised proposal along these these lines and and just wanted to

1972

03:59:53.020 --> 04:00:11.730

Cooper City Hall: run the proposal by the Commission. And if you guys are in agreement in principle, then we can put this as an ordinance. So the the 1st thing is that a private road? I'm really changing the definition of those. And really

1973

04:00:11.870 --> 04:00:14.340

Cooper City Hall: the proposal would only deal with

1974

04:00:14.780 --> 04:00:19.329

Cooper City Hall: roads that are part of a homeowners, association or community development district.

1975

04:00:19.410 --> 04:00:26.169

Cooper City Hall: any other private roads. And there are other private roads around the city. They're not really controlled by any association that

1976

04:00:26.180 --> 04:00:34.089

Cooper City Hall: if we needed them to pay for it, they needed to maintain it. No, we wouldn't have anybody who would engage in in doing those functions.

1977

04:00:34.920 --> 04:00:39.630

Cooper City Hall: So it redefines, basically private roads to

1978

04:00:39.640 --> 04:00:47.140

Cooper City Hall: areas that have hoas and community development districts. Secondly, instead of having the

1979

04:00:47.180 --> 04:01:14.459

Cooper City Hall: the traffic analysis being done by, you know, a civil engineer traffic analysis firms that will cost in the 1010 to \$15,000 an analysis. And we're looking to buy the equipment. And basically there is equipment now that public works can put it on the road and everything else, and they will tell you how many vehicles are going there, how fast they're going. So we can really do that for the private communities.

1980

04:01:15.080 --> 04:01:30.140

Cooper City Hall: So in essence, what the private communities will have to do will basically, we will need, and a resolution by their Hoa or the Cdd. Saying that they want this that they have. They're going to be taking responsibility for

1981

04:01:30.450 --> 04:01:34.940

Cooper City Hall: installing, maintaining, and removing, if it ever needs to be removed.

1982

04:01:34.950 --> 04:01:51.710

Cooper City Hall: We are going to work an indemnity agreement that is going to be drafted by legal saying, we're putting this at our own risk. If something happens, the city is not liable for this. So we can basically, you know, transfer the liability for this.

1983

04:01:52.340 --> 04:02:00.539

Cooper City Hall: And they're going to get signatures by by the people who are going to be living right in front of a traffic coming device. These things are noisy.

1984

04:02:00.680 --> 04:02:17.220

Cooper City Hall: and so we'll get that. And then the city will give them 2 different, you know, types of traffic, coming devices that are easy to install and remove if they ever need to be removed. So these be removal pieces. They will basically pay a 1 time fee to the city

1985

04:02:17.330 --> 04:02:30.700

Cooper City Hall: for doing the traffic study, which is basically by own equipment and to review the application. So we're looking about maybe \$750 for that application. We've got to finalize the numbers for that.

1986

04:02:31.380 --> 04:02:38.229

Cooper City Hall: It'll come in and we've got a review of public works. Public works says, Yeah, everything looks good. It gets approved, and it goes to them

1987

04:02:38.270 --> 04:02:47.510

Cooper City Hall: without having to come back to the Commission. If public works denies it, and they want to appeal to the Commission, then there will be an appeal process where the

1988

04:02:48.360 --> 04:02:54.970

Cooper City Hall: the applicant can come in and public work and present their case. And you guys will be the final arbiters of that final approval.

1989

04:02:56.550 --> 04:03:03.579

Cooper City Hall: Any questions of the city manager. Yes, just one for me, Commissioner Green, Mr. Ray, I love the idea. I would only add, if we could include

1990

04:03:03.610 --> 04:03:05.170

Cooper City Hall: Bso

1991

04:03:05.380 --> 04:03:07.130

Cooper City Hall: in that.

1992

04:03:09.060 --> 04:03:10.649

Cooper City Hall: Well, let me back up

1993

04:03:10.720 --> 04:03:14.630

Cooper City Hall: when we conduct traffic studies our engineers, conduct

1994

04:03:14.700 --> 04:03:18.689

Cooper City Hall: traffic calming studies on our public roads

1995

04:03:18.950 --> 04:03:24.010

Cooper City Hall: is Bso. Or is our traffic law enforcement folks involved in that process.

1996

04:03:24.180 --> 04:03:31.439

Cooper City Hall: No, the only involvement will be if we need to look at accident data as a result of the requests.

1997

04:03:31.590 --> 04:03:37.890

Cooper City Hall: Okay, so I would like to. We could do the same thing. I think that's a good suggestion. Thank you. Yeah. Appreciate that.

1998

04:03:38.060 --> 04:03:42.410

Cooper City Hall: I would like it to be with the engineer in the Utilities Department

1999

04:03:42.600 --> 04:03:44.380

Cooper City Hall: as opposed to the

2000

04:03:45.120 --> 04:03:56.080

Cooper City Hall: Public Works Department. You keep mentioning that you're you're 100% right? Yes, no, no. I did say you to this, but it meant the our engineering department. Thank you.

2001

04:03:57.080 --> 04:03:57.920

Cooper City Hall: Thank you.

2002

04:03:58.490 --> 04:04:01.540

Cooper City Hall: No further questions. We have city attorney's report.

2003

04:04:01.920 --> 04:04:08.829

Cooper City Hall: Thank you, Mary. I have nothing this evening. Thank you before Commissioner concerns. I guess I have a concern, but it's not

2004

04:04:08.870 --> 04:04:20.479

Cooper City Hall: to be considered. It's really a question of point of information I don't have in the backup nor on the agenda. The police report or the fire chief's report.

2005

04:04:20.750 --> 04:04:23.320

Cooper City Hall: Is there a reason? Did you submit a report?

2006

04:04:25.470 --> 04:04:26.310

Cooper City Hall: I'm sorry.

2007

04:04:26.790 --> 04:04:35.320

Cooper City Hall: Yeah, yeah. We're bringing those at the next meeting. Okay? And we had a meeting earlier because of, yeah. But we just had a meeting last week. Okay? Fair enough, fair enough.

2008

04:04:36.150 --> 04:04:40.769

Cooper City Hall: At least it's transparent. That's why it's not here. Commissioner concerns Commissioner Green.

2009

04:04:41.190 --> 04:05:11.169

Cooper City Hall: Thank you, Mayor Ross. Just a few things my wife wanted. She was texting me. She wanted me to make make this announcement. She thanked you, Mayor, stating that she's a lot prettier than I am, so thank you for that. At least she heard that, but she wanted me to publicly thank Mr. Cobello and all of the folks, all of our staff that had a hand in Cooper Academy. She's a little ill under the weather tonight and couldn't be here, but she said that she thoroughly enjoyed Cooper Academy.

2010

04:05:11.200 --> 04:05:16.430

Cooper City Hall: She said that our our staff did a phenomenal job. She she singled out Mr. Cabello.

2011

04:05:16.440 --> 04:05:24.809

Cooper City Hall: and I just wanted to say thank you to to all of the folks that were involved in Cooper Academy, especially you, Mr. Cabello per Ruthie Green.

2012

04:05:24.910 --> 04:05:30.829

Cooper City Hall: And then one last thing and I know it came up some. It was mentioned by Mr.

2013

04:05:31.050 --> 04:05:33.850

Cooper City Hall: Williams about this. Frs.

2014

04:05:34.460 --> 04:05:37.880

Cooper City Hall: Mr. Williams, you you mentioned you threw out a number

2015

04:05:37.960 --> 04:05:40.070

Cooper City Hall: general employees.

2016

04:05:40.160 --> 04:05:42.700

Cooper City Hall: the Frs. The Cities

2017

04:05:42.910 --> 04:05:48.769

Cooper City Hall: portion is 13% for general employees, but you also mentioned another section.

2018

04:05:48.890 --> 04:05:51.910

Cooper City Hall: And I'm and please, I'm guessing

2019

04:05:51.920 --> 04:05:55.370

Cooper City Hall: is that for the elected officials

2020

04:05:55.430 --> 04:05:56.600

Cooper City Hall: section

2021

04:05:56.690 --> 04:06:05.790

Cooper City Hall: and you rep, you stated that the city's contribution would be between 34% and 58%.
Did I hear you correctly?

2022

04:06:05.920 --> 04:06:06.810

Cooper City Hall: Yes.

2023

04:06:07.030 --> 04:06:10.579

Cooper City Hall: all right. Elected official rate is 58%.

2024

04:06:10.600 --> 04:06:12.279

Cooper City Hall: I'm I'm sorry. What'd you say, sir.

2025

04:06:12.430 --> 04:06:23.189

Cooper City Hall: the elected official rate is 58%, 58%. Okay? And so we are waiting. From from what I just heard you say earlier.

2026

04:06:23.380 --> 04:06:25.110

Cooper City Hall: we are waiting

2027

04:06:25.610 --> 04:06:27.620

Cooper City Hall: for a response

2028

04:06:27.640 --> 04:06:32.639

Cooper City Hall: from Frs. Based on the actions that the Commission took several weeks ago

2029

04:06:33.040 --> 04:06:35.479

Cooper City Hall: in terms of trying to include

2030

04:06:36.050 --> 04:06:42.059

Cooper City Hall: elected officials in the general employees pension fund. Jacob, could you respond to that? Please?

2031

04:06:46.030 --> 04:06:55.939

Cooper City Hall: Yeah, yeah, thank you. Yeah. So, Commissioner, we've had some limited conversation with Frs. And my office is not directly. I know primarily, that

2032

04:06:55.960 --> 04:07:02.209

Cooper City Hall: Mr. Williams and his team, along with our Pension Council, Mr. Klausner, have had some exchange with the folks at Frs.

2033

04:07:02.370 --> 04:07:12.910

Cooper City Hall: My understanding is that the general employees class is likely not an option for the City Commission, although I believe we're waiting for confirmation to that effect

2034

04:07:13.050 --> 04:07:26.310

Cooper City Hall: to to the extent that the elected officers class is the option that Frs. Would provide. There may be the need for an additional ordinance that Frs. Would require. We're still waiting for clarification on that point as well.

2035

04:07:26.790 --> 04:07:27.739

Cooper City Hall: Thank you.

2036

04:07:28.700 --> 04:07:35.049

Cooper City Hall: That's all I have, Mayor. Thank you very much. Thank you, Commissioner Schroider. Okay, so I just want to clarify.

2037

04:07:35.130 --> 04:07:47.580

Cooper City Hall: The Commission did not vote to put elected officials in elected official class. So we are not. There's been no action that can cost us 58%. Is that correct, Mr. Irwin?

2038

04:07:48.050 --> 04:07:55.509

Cooper City Hall: Can you repeat that, please? Have we voted on any action that could require us to pay 58% to Frs.

2039

04:07:56.020 --> 04:08:04.280

Cooper City Hall: If you if you no, no, we didn't vote on that very clearly. We did not vote. You didn't vote on it. The the issue that the attorney just brought up is that

2040

04:08:05.090 --> 04:08:13.269

Cooper City Hall: the procedure we have to go through may have to go into the elected class. No, we voted on a class. If they say that class isn't available.

2041

04:08:13.470 --> 04:08:38.120

Cooper City Hall: then that class isn't available. But we did not vote to spend 58%. That's very clear. Yeah, I know, but it's alluding like we did, and we could. No, we can't. And again, this, the city could not enroll this commission in the elected officers class without the adoption of another ordinance that will come back to this came to us a couple years ago, when we put the senior management in, and we elected not to do it because of the cost.

2042

04:08:38.120 --> 04:08:45.179

Cooper City Hall: So the question is whether we can be in the regular class or not, and, as I, as I understand is.

2043

04:08:45.190 --> 04:08:47.260

Cooper City Hall: there is some people

2044

04:08:47.300 --> 04:08:51.999

Cooper City Hall: inclined to think that we might might not be able to, but nobody has been able to

2045

04:08:52.190 --> 04:08:59.759

Cooper City Hall: show me that that is what we have received from Frs. But but not a statute or or a rule that says that

2046

04:08:59.880 --> 04:09:11.149

Cooper City Hall: you've got. No, I mean, it's not like no, it's not an Frs opinion. It might be an email with an opinion. And and it's not a binding. And and the only binding thing

2047

04:09:12.440 --> 04:09:15.010

Cooper City Hall: is through Florida administrative code correct.

2048

04:09:15.080 --> 04:09:16.440

Cooper City Hall: which is

2049

04:09:16.510 --> 04:09:20.129

Cooper City Hall: actually the what they call it declaratory statement, or something like that.

2050

04:09:20.760 --> 04:09:41.579

Cooper City Hall: Right? You can petition for declaratory statement. Now, the other question is, is, have we got a binding opinion that we're not already required to be an Frs. Because of the actions in 2012,

adding the part-timers? Not that I'm aware of. Okay, so that Prior Commission might have subjected us to us with a penalty. We have not received that opinion yet. So basically, we're in purgatory. Still.

2051

04:09:42.980 --> 04:09:59.630

Cooper City Hall: there's been no prior opinion with regards to any former action that might have been taken in 2012. So we're basically still in purgatory. We're we're waiting for some more information from the folks at Frs. But no way did we vote to to spend 58%, not at a meeting Commissioner at maximum. If they say it gets approved, it can only be the 13%.

2052

04:10:01.000 --> 04:10:13.619

Cooper City Hall: Well, again, what we voted on the Commission's action was to enroll in the general employees. Correct? Yeah. So that is not an option that any future decision will. Yeah, come back to this commission. Yeah. So we shouldn't even talk about 58%. It's either 13 or nothing.

2053

04:10:14.340 --> 04:10:16.340

Cooper City Hall: Right as we voted.

2054

04:10:17.310 --> 04:10:17.960

Cooper City Hall: Yeah.

2055

04:10:18.300 --> 04:10:19.060

Cooper City Hall: thank you.

2056

04:10:19.280 --> 04:10:20.620

Cooper City Hall: Commissioner Katzman.

2057

04:10:20.790 --> 04:10:23.989

Cooper City Hall: Yep, I just want to wish everybody safe

2058

04:10:24.210 --> 04:10:46.810

Cooper City Hall: time during the storm that's coming, and let you know. Send our prayers throughout the State. Also, I wanted to ask the manager if residents have any issues, if it's already. It might already be up on the homepage of the website. But if it's not to really put clearly what phone number to call, what email to send to, so that people are not

2059

04:10:47.360 --> 04:10:54.849

Cooper City Hall: Facebook and all that. That is not the right option to get help. They need to call the city. And they need to email the city.

2060

04:10:54.950 --> 04:10:59.460

Cooper City Hall: So if you can put bright, you know highlights on the website.

2061

04:10:59.860 --> 04:11:07.840

Cooper City Hall: Mr. Cobello, you know with what needs to be, what are the best points of contact where they can get help that would be much appreciated.

2062

04:11:08.010 --> 04:11:08.910

Cooper City Hall: Thank you.

2063

04:11:09.310 --> 04:11:13.039

Cooper City Hall: Commissioner Malozi. I forgot to say happy birthday to Commissioner Malozi.

2064

04:11:16.340 --> 04:11:24.469

Cooper City Hall: Happy. 65th birthday. Yeah, so I just not. I just want to wish everybody luck.

2065

04:11:24.720 --> 04:11:29.220

Cooper City Hall: That's getting a direct hit. And even though we are not taking

2066

04:11:29.270 --> 04:11:36.639

Cooper City Hall: a direct hit. Everybody still needs to be cognizant of the fact that when tree branches fall they do not make noise.

2067

04:11:36.900 --> 04:11:41.609

Cooper City Hall: and there are people that die after every major storm

2068

04:11:41.750 --> 04:11:46.549

Cooper City Hall: because of that. So just make sure that you're aware of that, and be careful.

2069

04:11:47.080 --> 04:11:52.830

Cooper City Hall: Thank you. Take care of yourselves. Take care of your pets. Take care of your families, friends, neighbors.

2070

04:11:52.890 --> 04:11:55.689

Cooper City Hall: that's what it's all about when it comes down to it.

2071

04:11:56.080 --> 04:11:59.680

Cooper City Hall: Thank you for this evening. It was enlightening. It was

2072

04:12:00.020 --> 04:12:01.879

Cooper City Hall: productive. Believe it or not.

2073

04:12:03.000 --> 04:12:04.370

Cooper City Hall: till the next time

2074

04:12:04.550 --> 04:12:08.480

Cooper City Hall: we have any. Wait. We have any rebuttal signed up

2075

04:12:11.010 --> 04:12:12.539

Cooper City Hall: your. It's your time.

2076

04:12:12.700 --> 04:12:14.829

Cooper City Hall: Thank you very much. Hearing none.

2077

04:12:14.840 --> 04:12:17.000

Cooper City Hall: Motion to adjourn. Thank you.

2078

04:12:18.970 --> 04:12:20.180

Cooper City Hall: Mr. Cabello.

2079

04:12:20.440 --> 04:12:22.580

Cooper City Hall: Great job.

2080

04:12:25.190 --> 04:12:28.119

Cooper City Hall: Happy. 65, th yeah, not.