

ORDINANCE NO. 14-10-2

AN ORDINANCE OF THE CITY OF COOPER CITY, FLORIDA, AMENDING THE CODE OF ORDINANCES BY CREATING SECTION 2-24 "MAYOR AND COMMISSIONERS' SALARIES" OF CHAPTER 2 "ADMINISTRATION"; IN ORDER TO CHANGE THE MONTHLY SALARY OF THE MAYOR AND COMMISSIONERS AS ALLOWED BY CITY CHARTER SECTION 3.06; PROVIDING FOR REPEALER; PROVIDING FOR SEVERABILITY; PROVIDING FOR INCLUSION IN CODE; AND PROVIDING FOR AN EFFECTIVE DATE.

WHEREAS, pursuant to City Charter Section 3.06 (1), the City Commission has the authority to determine to change the monthly salary of the Mayor and Commissioners by ordinance, but such ordinance increasing such salary shall not become effective until the date of commencement of the terms of commissioners elected at the next regular election; and

WHEREAS, the next regular City Commission election is on November 4, 2014, and City Commissioners elected by virtue of that election take office on November 18, 2014.; and

WHEREAS, the current salaries for the Mayor and Commissioners are provided in the annual City budget, and are at a level which has not been increased in 20 years, and are well below the levels of average salary compared to other municipalities, as described in the attached Memorandum of June 25, 2014; and

WHEREAS, following proper notice to the public and after having received input and participation by interested members of the public and staff, and having held a public hearing on this Ordinance , the City Commission finds that this Ordinance is in the best interest of the citizens and residents of the City.

NOW, THEREFORE, BE IT ORDAINED BY THE CITY COMMISSION OF THE CITY OF COOPER CITY, FLORIDA¹

Section 1. Recitals Adopted. That each of the above stated recitals is hereby adopted and confirmed.

Section 2. Chapter 2 of City Code Amended. That Article II “City Commission” of Chapter 2 “Administration” of the City of Cooper City Code of Ordinances, is hereby amended by creating Section 2-24 “ Mayor and Commissioners’ Salaries”, to read as follows:

Article II. City Commission.

* * *

Sec. 2-24 . Mayor and Commissioners’ Salaries.

Effective from and after November 18, 2014, which is the date of commencement of the terms of office of commissioners elected by virtue of the City election of November 4, 2014, the monthly salary of the Mayor shall be \$1,200.00 Dollars (which equates to an annual salary of \$14,400.00); and the monthly salary of each Commissioner shall be \$1,000.00 Dollars (which equates to an annual salary of \$12,000.00); all as authorized by City Charter Section 3.06 (1).

Section 3: REPEAL. That all sections or parts of the Code of Ordinances, all ordinances or parts of ordinances and all resolutions or parts of resolutions in conflict herewith, be and the same, are hereby repealed to the extent of such conflict.

Section 4: SEVERABILITY. That should any section or provision of this Ordinance, or any portion thereof, of any paragraph, sentence or word, be declared by a Court of competent jurisdiction to be invalid, such decision shall not affect the validity of the remainder hereof, as a whole or a part thereof other than the part declared to be invalid.

¹ Proposed additions to existing City Code text are shown by underlining, which indicates the creation of a new Section of the City Code .

Section 5: INCLUSION IN THE CODE. That it is the intention of the City Commission and it is hereby ordained that the provisions of this Ordinance shall become and be made a part of the Code of the City of Cooper City, that the sections of this Ordinance may be renumbered or relettered to accomplish such intentions, and that the word Ordinance shall be changed to Section or other appropriate word.


Section 6: EFFECTIVE DATE. That this Ordinance shall be in force and take full effect immediately upon its passage and final adoption, and shall be implemented in conformity with Section 2 hereof.

PASSED AND ADOPTED on First Reading this 14th day of October, A.D., 2014.

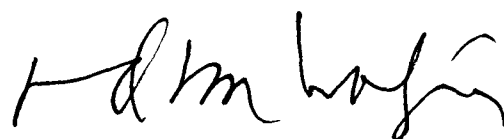
PASSED AND FINAL ADOPTION on Second Reading this 28th day of October, A.D., 2014.


GREG ROSS
Mayor

ATTEST:


SUSAN POLING
City Clerk

Approved As To Form:


DAVID M. WOLPIN
City Attorney

ROLL CALL


Mayor Ross	<u>NO</u>
Commissioner Mallozzi	<u>yes</u>
Commissioner Sims	<u>NO</u>
Commissioner Curran	<u>yes</u>
Commissioner Green	<u>yes</u>



CITY MANAGER'S OFFICE
CITY OF COOPER CITY
P.O. BOX 290910
COOPER CITY, FL 33329-0910
T: 954-434-4300
F: 954-434-5099
E: coopercityhall@coopercityfl.org

MEMORANDUM

TO: Mayor & Commissioners

FROM: Bruce D. Loucks, City Manager 

DATE: June 25, 2014

RE: Agenda Discussion: Mayor & Commission Salaries

The salaries of the Mayor and Commission are established by ordinance. The current annual salaries for the Mayor and Commission are \$7,200 and \$6,000 respectively. The salaries were adjusted in 1994 and previously were adjusted in 1985.

As requested, a survey was conducted of Broward County municipalities of which data for 22 municipalities were received. As reflected in the table, Cooper City ranks last in the salaries of both the Mayor and Commissioners. For Commissioners, the average is \$20,449.

In controlling for salaries based on population, Cooper City is between Hallandale (38,000) and Dania Beach (30,574) which have salaries of \$22,318 and \$20,892 respectively.

Until recently, Cooper City elected officials received post retirement insurance benefits (coverage provided at age 50 with 3 consecutive terms) if coverage is before age 55, the official pays 50% of family coverage until age 55. Upon reaching age 65 the official and/or spouse is converted to Medicare supplement.

This benefit is no longer available to newly elected officials. As such, the Commission should review and adjust the annual salary to reflect the average with an adjustment to the Mayor's salary to be 20% greater than the Commission.

The process to adjust the salaries is an ordinance revision which requires 2 public hearings and can only be implemented following the most recent upcoming election by which the ordinance is approved.

**MAYOR & COMMISSION
SALARY SURVEY MAY 2014 IN ALPHABETICAL ORDER**

CITY	MAYOR	COMMISSION	POPULATION
Boca Raton	\$9,000	\$7,200	84,392
Coconut Creek	\$31,179	\$28,870	55,001
Cooper City	\$7,200	\$6,000	32,345
Coral Springs	\$21,776	\$17,420	125,287
Dania Beach	\$22,595	\$20,892	30,574
Davie	\$10,796	\$10,796	95,489
Deerfield Beach	\$33,524	\$27,979	78,000
Fort Lauderdale	\$35,000	\$30,000	165,521
Hallandale	\$21,668	\$22,318	38,000
Hollywood	\$34,200	\$25,200	145,236
Lauderdale-by-the-Sea	\$13,401	\$10,721	7,000
Lauderhill	\$36,222	\$30,137	69,100
Margate	\$30,275	\$29,164	53,714
Miramar*	\$44,241	\$36,675	150,000
North Lauderdale	\$13,574	\$13,574	42,063
Pembroke Pines	\$45,853	\$23,386	160,306
Plantation	\$117,221	\$29,773	88,016
Pompano	\$34,177	\$31,898	100,000
Sunrise	\$38,675	\$38,675 - \$41,694	85,000
Tamarac	\$34,532	\$30,076	62,557
Weston	\$13,000	\$10,000	67,641
Wilton Manors	\$9,000	\$7,800	11,995

* \$2500 stipend

**MAYOR & COMMISSION
SALARY SURVEY MAY 2014 BY COMMISSION SALARY**

CITY	MAYOR	COMMISSION	POPULATION
Sunrise	\$38,675	\$38,675 - \$41,694	85,000
Miramar*	\$44,241	\$36,675	150,000
Pompano	\$34,177	\$31,898	100,000
Lauderhill	\$36,222	\$30,137	69,100
Tamarac	\$34,532	\$30,076	62,557
Fort Lauderdale	\$35,000	\$30,000	165,521
Plantation	\$117,221	\$29,773	88,016
Margate	\$30,275	\$29,164	53,714
Coconut Creek	\$31,179	\$28,870	55,001
Deerfield Beach	\$33,524	\$27,979	78,000
Hollywood	\$34,200	\$25,200	145,236
Pembroke Pines	\$45,853	\$23,386	160,306
Hallandale	\$21,668	\$22,318	38,000
Dania Beach	\$22,595	\$20,892	30,574
Coral Springs	\$21,776	\$17,420	125,287
North Lauderdale	\$13,574	\$13,574	42,063
Davie	\$10,796	\$10,796	95,489
Lauderdale-by-the-Sea	\$13,401	\$10,721	7,000
Weston	\$13,000	\$10,000	67,641
Wilton Manors	\$9,000	\$7,800	11,995
Boca Raton	\$9,000	\$7,200	84,392
Cooper City	\$7,200	\$6,000	32,345

* \$2500 stipend

**MAYOR & COMMISSION
SALARY SURVEY MAY 2014 BY POPULATION**

CITY	MAYOR	COMMISSION	POPULATION
Fort Lauderdale	\$35,000	\$30,000	165,521
Pembroke Pines	\$45,853	\$23,386	160,306
Miramar*	\$44,241	\$36,675	150,000
Hollywood	\$34,200	\$25,200	145,236
Coral Springs	\$21,776	\$17,420	125,287
Pompano	\$34,177	\$31,898	100,000
Davie	\$10,796	\$10,796	95,489
Plantation	\$117,221	\$29,773	88,016
Sunrise	\$38,675	\$38,675 - \$41,694	85,000
Boca Raton	\$9,000	\$7,200	84,392
Deerfield Beach	\$33,524	\$27,979	78,000
Lauderhill	\$36,222	\$30,137	69,100
Weston	\$13,000	\$10,000	67,641
Tamarac	\$34,532	\$30,076	62,557
Coconut Creek	\$31,179	\$28,870	55,001
Margate	\$30,275	\$29,164	53,714
North Lauderdale	\$13,574	\$13,574	42,063
Hallandale	\$21,668	\$22,318	38,000
Cooper City	\$7,200	\$6,000	32,345
Dania Beach	\$22,595	\$20,892	30,574
Wilton Manors	\$9,000	\$7,800	11,995
Lauderdale-by-the-Sea	\$13,401	\$10,721	7,000

* \$2500 stipend

Mayor, Commission Benefit Survey, Updated June 2014

City	Annual Salary	Term Limits (Y,N)	If Yes, please explain	Population	Expense Allowance	Vehicle Allow.	Cell Phone / PDA / Laptop	Life Insurance	Longevity Pay	Personal Health Insurance	Family Health Insurance	Dental Insurance	LT or ST Disability	Suppl. Insurance	Pension (Y) or (N)	457 / 401	Drop	Add'l Benefits (eyeglasses; annual physical, etc)
Boca Raton	\$9,000	Yes	Limit is "two consecutive three year terms"	84392	No	\$5,400 Annually	Mayor Commission laptop/ laptop provided	Term Life 100% City paid 3 times annual salary	No	100% City paid Single Coverage w Buy-up options OR Wellness Reimbursement Option of Approximately \$5,520 Annually.	100% City paid Single Coverage with Buy-up options - See Wellness option	Available for purchase	Available for purchase	Available for purchase	FRS - Employee contributes 3% and Employer 30.33%	457 available. No City contribution	Yes (FRS)	Vision Insurance 100% paid Single Coverage with Buy-up options See Wellness Option
Coconut Creek	\$31,179	No	n/a	55001	\$600/mo	No	City issued IPAD	100% City paid Single Coverage w Buy-up options; \$6,372 for opting out with proof of other covg	No	City pays \$8,200 for Emp+Sp or Emp+Ch; \$9,800 for Emp+Fam	Avail for purchase (No City contrib.)	Yes.	Available for purchase	FRS - Employee contributes 3% and Employer 30.33%	457 avail. No City contrib.	Yes (FRS)	No	
Cooper City	\$7,200	Yes	4 years	32136		Mileage & tolls reimb'd	City issued IPAD & \$140/mo. Cell phone allowance	100% City paid Single Coverage	No	100% City paid Family Coverage	100% City paid Family Coverage	No	Available for purchase	ICMA 401K	457 avail. No City contrib.	No	No	

City	Annual Salary	Term Limits (Y,N)	if Yes, please explain	Population	Expense Allowance	Vehicle Allow.	Cell Phone / PDA / Lap top	Life Insurance	Longevity Pay	Personal Health Insurance	Family Health Insurance	Dental Insurance	LT or ST Disability	Suppl Insurance	Pension (Y) or (N) 457 / 401	Drop	Add'l Benefits (eyeglasses; annual physical, etc)	
	Mayor \$21,776						Mayor											
	Commissioner \$17,420						Commission											
Coral Springs	\$21,776	Yes	8 years	121000	Mayor \$309/mo. Commissioner \$247/mo.	Mileage & tolls reimb'd	Yes or \$50/mo. Allowance	\$75,000	No	City 94%. Employee pays 6% (Same as General Employees) Bundled Plan.		No	No	No	457 City does not contribute	N/A	No	
Dania Beach	\$22,595			30574	\$6,000/yr.		Cell phone \$479.96/year	\$5,000		City 90%. Employee pays 10%. Single and Family					FRS - Employee contributes 3%			
Davie	\$10,796	No	n/a	90000	\$250/mo	IRS mileage reimburs ement for travel out of county.	Town issued phone or \$50 monthly allowance.	\$50,000	No	*100% Paid (Single coverage only) Cafeteria Plan - Health, Dental, Life LT & ST (disability)	*Yes - Cafeteria style plan. Town covers approximately 50% of cost.	Yes	Yes	Available for purchase	No	457 City does not contribute	No	

City	Annual Salary	Term Limits (Y,N)	If Yes, please explain	Population	Expense Allowance	Vehicle Allow.	Cell Phone / PDA / Lap top	Life Insurance	Longevity Pay	Personal Health Insurance	Family Health Insurance	Dental Insurance	LT or ST Disability	Suppl Insurance	Pension (Y) or (N) 457 / 401	Drop	Addl Benefits (eyeglasses, annual physical, etc)
Deerfield Bch	\$33,524	Yes	8 years (up to 2 terms @ 4 years each)	78000	By individual expenditure with City Commission approval	No	Cell Phone - Yes IPAD - Yes	1 X annual	No	90% paid by City/10% paid by individual for individual coverage; 40% paid by City/60% paid by individual for Dependent coverage Florida Blue PPO Plan; individual pays \$30.68 per month for individual coverage and \$260 to \$379.17 for Dependent coverage	Florida Blue Dental Choice @ \$3.72 per month by individual and \$33.48 per month by City for individual coverage and \$37.20 - \$49.12 per month by individual for Dependent coverage. Dental benefits also available from Humana	No	No	FRS - Employee contributes 3% and Employer 30.33%	Yes (FRS)	Vision, and certain Special Insurance coverages available at 100% cost to individual	
Ft. Lauderdale	\$35,000	Yes	9 years (up to three 3yr terms consecutively)	165521	Mayor \$500/mo Commission \$300/mo.	No	Cell - \$125/mo IPAD - Yes	No	No	100 % paid by City (Single coverage)	No	100 % paid by City (Single coverage)	No	No	No	No	No
Hallandale	\$21,668	No	n/a	38000	\$10,000 per Fiscal Year per Commission member	\$500/mo	\$70/mo	\$25,000	No	\$10,854 (Health/Dental) per Fiscal Year	No	No	No	401(K) - City contributes 17% Employee 4.6% Vest - 7 yrs	No	No	

City	Annual Salary	Term Limits (Y, N)	If Yes, please explain	Population	Expense Allowance	Vehicle Allow.	Cell Phone / PDA / Laptop	Life Insurance	Longevity Pay	Personal Health Insurance	Family Health Insurance	Dental Insurance	LT or ST Disability	Suppl Insurance	Pension (Y) or (N) 457 / 401	Drop	Addl Benefits (eyeglasses; annual physical, etc)
	Mayor						Mayor										
	Commission																
Hollywood	\$34,200 All employees took 7.5% cut in 2011 due to financial emergency.	Yes	12 years	143000	No	No	\$100/mo	Yes \$100,000	No	100% paid by City. (Single & Dependent)			No	No	FRS - Employee contributes 3% and Employer 30.33%	No	No
Lauderdale-by-the-Sea	\$13,401 \$10,721			7000				Yes		Yes							
Lauderhill	\$36,222 \$30,137	Yes	12 years (up to three 4yr terms)	66887	\$950/mo	No	Paid out of expense account money.	2 X salary	No	City pays 100% (Single Coverage)	No	City pays 100% (Single Coverage)	No	No	Yes. Vest 5 yrs Employee 8% City based on Actuarial evaluation. (36.1% FY ending 9/30/11.)	No	EAP Program
Margate	\$30,275 \$29,164	Yes	12 years (up to three 4yr terms consecutively)	53714	No	No	Cell - No; Laptop - No; IPAD - No	\$35,000	No	City pays 66-84%. 16-34% paid by Employee. Three plans offered (POS, HMO-High, HMO-Low)	No	No	No	No	FRS - Employee contributes 3% and Employer 30.33%	Yes (FRS)	No

City	Annual Salary	Term Limits (Y, N)	If Yes, please explain	Population	Expense Allowance	Vehicle Allow.	Cell Phone / PDA / Lap top	Life Insurance	Longevity Pay	Personal Health Insurance	Family Health Insurance	Dental Insurance	LT or ST Disability	Suppl Insurance	Pension (Y or N) / 457 / 401	Drop	Add'l Benefits (eyeglasses, annual physical, etc)	
Miramar	Mayor receives \$44,241/also a stipend of \$2,500 Commissioner's receive \$36,675/also a stipend of \$2,500.	No	n/a	150000	No	No	Mayor City issued Cell Phone and I-Pad	Yes	No	City pays 100% dependent	City pays 100% employee and 50% dependent	City pays 100% employee & 50% dependent	Yes LT/ST (optional)	optional	FRS - Employee contributes 3% and Employer 30.33%	457-City matches 9% with a minimum of 3% contribution	Yes (FRS)	EAP Program, WC, Vision, Voluntary Products
North Lauderdale	\$13,574			42063	\$4,200/yr.	No	\$60/mo. & \$60/mo. & up based on City related usage	\$100,000 Term		100 % paid by City	100 % paid by City	100 % paid by City			After 20 yr consecutive service - NONE at this time			
Pembroke Pines	\$45,853 (4% cut in pay from 2010)	No	n/a	154750	Mayor \$979/mo.; Commission \$490/mo	No	May use expense account to purchase	Yes, 1 X Salary	No	Employee pays \$100.00 per month. (Single Coverage).	Employee pays dependent coverage.	No	Optional (not provided)	No	Employee contributes 7.25%. City contributes % (depending on actuary) Vest at 10 yrs + 55 yrs of age.	No	No	
Plantation	\$117,221 (Strong Mayor)	No	n/a	84496	No	No	Cell-Yes IPAD-Yes Laptop-Yes	Cell-Yes IPAD-Yes Laptop-No	Preferred Choice Plan. City pays 100% single coverage for council/mayor. Employee pays up to \$73.76 biweekly for family.	Preferred choice plan. City pays 100% for Employee. Employee pays up to \$6.52/biweekly for family.	City pays 100% for LT disability for employee.	Available for purchase	No	No	No contrib by City.	No	Vision Insurance 100% paid employee. Employee pays \$1.11/mo. family coverage	

City	Annual Salary	Term Limits (Y,N)	If Yes, please explain	Population	Expense Allowance	Vehicle Allow.	Cell Phone / PDA / Laptop	Life Insurance	Longevity Pay	Personal Health Insurance	Family Health Insurance	Dental Insurance	LT or ST Disability	Suppl Insurance	Pension (Y) or (N) 457 / 401	Drop	Add'l Benefits (eyeglasses; annual physical, etc)
Pompano	Mayor \$34,177 Commission \$31,898	No	n/a	100000	Mayor \$250/mo Commission \$204/mo	No	Cell - No IPAD - No Laptop - No	No	No	City pays 100% (Single Coverage)	City pays 50% Dependent Coverage	No	No	No	Yes. Vest 3 yrs + 62 Years or 5 yrs + 55 years. Defined Contr. City pays 100% which is 33.49% combined contribution.	No	Eye care = \$250 every two years; \$250 Annual physical; \$150 Annual EKG; LTC after 10 years; Retirement Health Subsidy \$350/mo; EAP Program
Sumruse	\$38,675 3 @ \$38,675, \$39,643*, \$41,649* *reflects longevity pay	No	n/a	85000	Mayor \$600/mo; Commission \$400/mo	\$200/mo	Cell - Yes IPAD - Yes Laptop - Yes	Higher of \$50,000 or 1 yr. salary	2-1.5% at 10, 15 & 20 yrs; add'l 2-1.2% after 2 terms.	City pays 100% (Single & Dependent)		City pays 100% (Single & Dependent)	75% Job connected	Cancer /Intensive Care (2 units)	Yes. Vest after 5 yrs or 6 yrs depending on date of hire. City Contribution 31.97; Employee contribution 8% or 11.75% depending on date of hire.	Yes	Eye care = \$250 every two years; \$250 Annual physical; \$150 Annual EKG; LTC after 10 years; Retirement Health Subsidy \$350/mo; EAP Program
Tamarac	\$34,532 \$30,076	Yes	12 years (up to three 4yr terms)	61542	No	\$700/mo	\$50/mo \$35/mo	\$50,000	No	City pays 80% Employee pays 20%. City has (3) group health insurance plans		City pays 100% for Employee and 50% for dependents	Yes	Add'l \$1550 /yr Benefit Options (can be spent on Health Ins., Dental Ins., Deferred Compen., Flex. Spending Accts.)	Yes. Defined Benefit Plan. Vesting - 20%/yr up to 5 yrs, then fully vested. Employee - 10%; City 36%	No	Fitness /Wellness Ctr & Pool. Employee may use at no charge. EAP Program.
Weston	\$15,000	Yes	May not serve more than two consecutive four year terms	65677	No	No	ipad provided ipad provided	No	No	No	No	No	No	FRS - Employee contributes 3% and Employer 30.33%	Yes (FRS)	No	

City	Annual Salary	Term Limits (Y,N)	If Yes, please explain	Population	Expense Allowance	Vehicle Allow.	Cell Phone / PDA / Lap top	Life Insurance	Longevity Pay	Personal Health Insurance	Family Health Insurance	Dental Insurance	LT or ST Disability	Suppl Insurance	Pension (Y) or (N) 457 / 401	Drop	Add'l Benefits (eyeglasses; annual physical etc)	
Wilton Manors	\$9,000			11895			Mayor Cell phone \$60			City pays 100% (Single Coverage)	City pays 50% Dependent Coverage	Yes			FRS			
							Commission Cell phone \$35											

Bruce Loucks

From: Susan Poling
Sent: Thursday, June 19, 2014 9:30 AM
To: Bruce Loucks
Subject: Retirement Benefits for Commission Members

Bruce,

The **current** insurance rates paid on behalf of elected officials are as follows (coverage provided at age 50 with 3 consecutive terms), if family coverage before age 55, the official pays 50% of family coverage until age 55. Upon reaching age 65, the official and/or spouse is converted to Medicare supplement:

Medical Insurance:

Single coverage = \$ 749.00/mo. (\$ 8,988/yr.)
Family coverage = \$1,547.00/mo. (\$18,564/yr.)

Dental Insurance:

Single coverage = \$ 38.56/mo. (\$ 462.72/yr.)
Family coverage = \$ 109.96/mo. (\$1,319.52/yr.)

Vision Insurance:

Single coverage = \$ 5.67/mo. (\$ 68.04/yr.)
Family coverage = \$ 14.45/mo. (\$ 173.40/yr.)

Medicare Supplement:

Single coverage = \$ 366.29/mo. (\$ 4,395.48/yr.)
Family coverage
(Official & Spouse) = \$ 732.58/mo. (\$ 8,790.96/yr.)

For example: Current retired elected officials who have their spouses covered (family coverage) receives approximately \$20,056.92 per year in insurance benefits.



Susan Poling

City Clerk/Director of Administrative Services
City of Cooper City
P.O. Box 290910, Cooper City, Florida 33329-0910
9090 SW 50 Place, Cooper City, Florida 33328
Ph: 954.434.4300 x291 / Fax: 954.434.5099
Email: suspol@coopercityfl.org

Please note that Florida has a broad public records law, and that all correspondence to me via email may be subject to disclosure.

ORDINANCE NO: 94-11-1

AN ORDINANCE OF THE CITY OF COOPER CITY, FLORIDA, ESTABLISHING THE SALARY RATE FOR THE MAYOR AND MEMBERS OF THE CITY COMMISSION; PROVIDING FOR A REPEALER; PROVIDING FOR SEVERABILITY; PROVIDING FOR CODIFICATION; AND PROVIDING FOR AN EFFECTIVE DATE.

WHEREAS, Section 3.05 of the City Charter, "Compensation of Commission members," was amended to provide for increases in Commission salary as may be adopted by ordinance via City Ordinance No. 92-6-5, same having been approved by the voters of Cooper City on November 3, 1992; and

WHEREAS, salaries for Commission members in Cooper City have not been adjusted since 1985;

NOW, THEREFORE, BE IT ORDAINED BY THE CITY COMMISSION OF THE CITY OF COOPER CITY, FLORIDA:

Section 1: That there is hereby created a new Section 2-24 of the City Code, which shall read in full as follows:

Sec. 2-24. Mayor and Commissioners' salaries.

Pursuant to Section 3.05 of the City Charter the rate of remuneration for the Mayor shall be \$7,200 per year and for members of the City Commission shall be \$6,000 per year.

Section 2: All sections or parts of sections of the Code of Municipal Ordinances, all ordinances or parts of ordinances and all resolutions or parts of resolutions in conflict herewith, be and the same, are hereby repealed to the extent of such conflict.

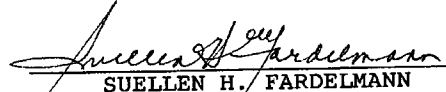
Section 3: Should any section or provision of this Ordinance, or any paragraph, sentence or word, be declared by a Court of competent jurisdiction to be invalid, such decision shall not affect the validity of the remainder hereof, as a whole or a part hereof, other than the part declared to be invalid.

Section 4: It is the intention of the City Commission of the City of Cooper City that the provisions of this Ordinance shall become and be made a part of the Code of Ordinances of the City of Cooper City and that the sections of this Ordinance may be renumbered or relettered and the word "Ordinance" may be changed to "Chapter", "Section", "Article", or such other appropriate word or phrase, the use of which shall accomplish the intentions herein expressed.

Section 5: This Ordinance shall be in full force and take effect immediately on April 1, 1995.

PASSED AND ADOPTED on First Reading this 25th day of October, A.D., 1994.


PASSED AND FINAL ADOPTION on Second Reading this 22nd day of November, A.D., 1994.


SUELLEN H. FARDELMANN
Mayor

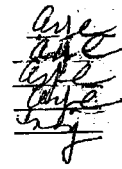
ATTEST:


SUSAN BERNARD
City Clerk

Approved As To Form:


ALAN F. RUF
City Attorney

Roll Call
Mayor Fardelmann
Commissioner Palank
Commissioner Brown
Commissioner Litsch
Commissioner Warsch



Cody & Associates, Inc.

MANAGEMENT CONSULTANTS

805 Jack Drive
Cocoa Beach, FL 32931
(407) 783-3720

October 6, 1994

Mr. Christopher J. Farrell
City Manager
City of Cooper City
P.O. Box 290910
Cooper City, FL 33329-0910

Dear Chris:

The results of the Mayor and Council Members salaries is the final phase of the comprehensive Salary Survey conducted by *Cody & Associates, Inc.* for the City.

The following are the findings:

The average reported annual salary of twenty-four (24) cities in Broward County is:

	<u>AVERAGE</u>
Mayor	\$ 8,980*
Council Members	\$ 7,000
Cooper City Mayor	\$ 3,600
Cooper City Council Members	\$ 3,600

* excluding Lauderhill and Plantation

The City of Cooper City's Mayor and Council Members' salaries are well below the average of other cities in the Broward County Area.

If you have any other questions, please contact me.

Sincerely,


N. E. Pellegrino
Senior Partner

SUN-SENTINEL

SUN-SENTINEL
Published Daily
Fort Lauderdale, Broward County, Florida
Boca Raton, Palm Beach County, Florida
Miami, Miami-Dade County, Florida

STATE OF FLORIDA

COUNTY OF: BROWARD/PALM BEACH/MIAMI-
DADE

Before the undersigned authority personally appeared Kennedy Williams, who on oath says that he or she is a duly authorized representative of the SUN- SENTINEL, a DAILY newspaper published in BROWARD/PALM BEACH/MIAMI-DADE County, Florida; that the attached copy of advertisement, being a Legal Notice in:

The matter of 11720-Notice of Public Meeting

City of Cooper City
Tuesday
October 28, 2014
Proposed Ordinances

Was published in said newspaper in the issues of; Oct 17, 2014

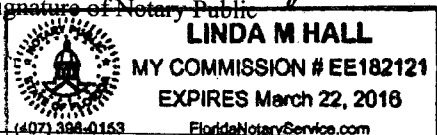
2766873

Affiant further says that the said SUN-SENTINEL is a newspaper published in said BROWARD/PALM BEACH/MIAMI-DADE County, Florida, and that the said newspaper has heretofore been continuously published in said BROWARD/PALM BEACH/MIAMI-DADE County, Florida, each day and has been entered as second class matter at the post office in BROWARD County, Florida, for a period of one year next preceding the first publication of the attached copy of advertisement; and affiant further says that he or she has neither paid nor promised, any person, firm or corporation, any discount, rebate, commission or refund, for the purpose of securing this advertisement for publication in the said newspaper.

Kennedy Williams
Signature of Affiant

Sworn to and subscribed before me this: October 17, 2014.

Linda M. Hall
Signature of Notary Public



Name of Notary, Typed, Printed, or Stamped
Personally Known (X) or Produced Identification ()

PUBLIC NOTICE
CITY OF COOPER CITY

NOTICE IS HEREBY GIVEN, that the City Commission of the City of Cooper City will hold a Public Hearing relative to the adoption of the Proposed Ordinances listed below in the auditorium of the Municipal Building located at 9090 Southwest 50 Place, Cooper City, Broward County, Florida at 6:30 p.m. or as soon thereafter as practicable, on Tuesday, October 28, 2014. The following Proposed Ordinances will be discussed:

AN ORDINANCE OF THE CITY OF COOPER CITY, FLORIDA, ANNEXING TO THE CITY OF COOPER CITY A PARCEL OF LAND GENERALLY LOCATED ON THE NORTH SIDE OF SHERIDAN STREET, EAST OF PINE ISLAND ROAD, DESCRIBED AS A PORTION OF TRACT 53, OF THE EVERGLADES SUGAR AND LAND CO. SUBDIVISION OF SECTION 4, TOWNSHIP 51 SOUTH, RANGE 41 EAST, ACCORDING TO THE PLAT THEREOF AS RECORDED IN PLAT BOOK 2, PAGE 75 OF THE PUBLIC RECORDS OF DADE COUNTY, FLORIDA (NOW WITHIN BROWARD COUNTY, FLORIDA); AND PROVIDING FOR AN EFFECTIVE DATE.

AN ORDINANCE OF THE CITY OF COOPER CITY, FLORIDA, AMENDING THE CODE OF ORDINANCES BY CREATING SECTION 2-24 "MAYOR AND COMMISSIONERS' SALARIES" OF CHAPTER 2 "ADMINISTRATION"; IN ORDER TO CHANGE THE MONTHLY SALARY OF THE MAYOR AND COMMISSIONERS AS ALLOWED BY CITY CHARTER SECTION 3.06; PROVIDING FOR REPEALER; PROVIDING FOR SEVERABILITY; PROVIDING FOR INCLUSION IN CODE; AND PROVIDING FOR AN EFFECTIVE DATE.

AN ORDINANCE OF THE CITY OF COOPER CITY, FLORIDA, AMENDING THE CODE OF ORDINANCES BY AMENDING CHAPTER 9, "BUSINESS TAXES", ARTICLE I, SECTION 9-7, "BUSINESS OCCUPATIONAL USES OF RESIDENCES", IN ORDER TO AMEND THE CITY'S BUSINESS TAX REGULATIONS, REGARDING THE PERMITTING AND REVOCATION PROCESS; AMENDING SECTION 9-14 "DELINQUENCY" AUTHORIZING ENFORCEMENT ACTION PURSUANT TO ARTICLE VI "CODE ENFORCEMENT" OF CHAPTER 13 "PUBLIC SAFETY" OF THE CITY CODE FOR ANY VIOLATION OF SECTION 9-7; REPEALING ARTICLE III, SECTION 9-28, "OUTDOOR SALES" IN ITS ENTIRETY; ESTABLISHING A NEW ARTICLE III, CONSISTING OF SECTION 9-28, "SPECIAL EVENTS; REGULATIONS; ENFORCEMENT" AND SECTION 9-29, "OUTDOOR SALES; REGULATIONS; ENFORCEMENT", CONCERNING SPECIAL EVENTS AND OUTDOOR SALES; AUTHORIZING ENFORCEMENT ACTION PURSUANT TO ARTICLE VI "CODE ENFORCEMENT" OF CHAPTER 13 "PUBLIC SAFETY" OF THE CITY CODE FOR ANY VIOLATION OF ARTICLE III OF CHAPTER 9; PROVIDING FOR REPEALER; PROVIDING FOR SEVERABILITY; AND PROVIDING FOR AN EFFECTIVE DATE.

Copies of such Proposed Ordinances may be inspected by the public at City Hall during normal business hours of the City of Cooper City. Comments of any interested party relative to this matter may be submitted in writing and/or presented at the hearing. Persons with disabilities requiring accommodations in order to participate should contact the City Clerk's Office at (954) 434-4300 at least 24 hours in advance to request such accommodations. If a person decides to appeal any decision made by the City Commission with respect to any matter considered at such meeting or hearing, he/she will need a record of the proceedings, and that for such purposes, he/she 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. F.S.S. 286-0105.

City of Cooper City
Susan Poling, City Clerk
10/17/2014

ORDINANCE NO. 14-10-2

AN ORDINANCE OF THE CITY OF COOPER CITY, FLORIDA, AMENDING THE CODE OF ORDINANCES BY CREATING SECTION 2-24 "MAYOR AND COMMISSIONERS' SALARIES" OF CHAPTER 2 "ADMINISTRATION"; IN ORDER TO CHANGE THE MONTHLY SALARY OF THE MAYOR AND COMMISSIONERS AS ALLOWED BY CITY CHARTER SECTION 3.06; PROVIDING FOR REPEALER; PROVIDING FOR SEVERABILITY; PROVIDING FOR INCLUSION IN CODE; AND PROVIDING FOR AN EFFECTIVE DATE.

WHEREAS, pursuant to City Charter Section 3.06 (1), the City Commission has the authority to determine to change the monthly salary of the Mayor and Commissioners by ordinance, but such ordinance increasing such salary shall not become effective until the date of commencement of the terms of commissioners elected at the next regular election; and

WHEREAS, the next regular City Commission election is on November 4, 2014, and City Commissioners elected by virtue of that election take office on November 18, 2014.; and

WHEREAS, the current salaries for the Mayor and Commissioners are provided in the annual City budget, and are at a level which has not been increased in 20 years, and are well below the levels of average salary compared to other municipalities, as described in the attached Memorandum of June 25, 2014; and

WHEREAS, following proper notice to the public and after having received input and participation by interested members of the public and staff, and having held a public hearing on this Ordinance , the City Commission finds that this Ordinance is in the best interest of the citizens and residents of the City.

Page 1

NOW, THEREFORE, BE IT ORDAINED BY THE CITY COMMISSION OF THE CITY OF COOPER CITY, FLORIDA'

Section I. Recitals Adopted. That each of the above stated recitals is hereby adopted and confirmed.

Section 2. Chapter 2 of City Code Amended. That Article II "City Commission" of Chapter 2 "Administration" of the City of Cooper City Code of Ordinances, is hereby amended by creating Section 2-24 " Mayor and Commissioners' Salaries", to read as follows:

Article II. City Commission.

* * *

Sec. 2-24 . Mayor and Commissioners' Salaries.

Effective from and after November 18, 2014, which is the date of commencement of the terms of office of commissioners elected by virtue of the City election of November 4, 2014, the monthly salary of the Mayor shall be \$1,200.00 Dollars (which equates to an annual salary of \$14,400.00); and the monthly salary of each Commissioner shall be \$1,000.00 Dollars (which equates to an annual salary of \$12,000.00); all as authorized by City Charter Section 3.06 (1).

Section 3: REPEAL. That all sections or parts of the Code of Ordinances, all ordinances or parts of ordinances and all resolutions or parts of resolutions in conflict herewith, be and the same, are hereby repealed to the extent of such conflict.

Section 4: SEVERABILITY. That should any section or provision of this Ordinance, or any portion thereof, of any paragraph, sentence or word, be declared by a Court of competent jurisdiction to be invalid, such decision shall not affect the validity of the remainder hereof, as a whole or a part thereof other than the part declared to be invalid.

1 Proposed additions to existing City Code text are shown by underlining, which indicates the creation of a new Section of the City Code.

Page 2

Section 5: INCLUSION IN THE CODE. That it is the intention of the City Commission and it is hereby ordained that the provisions of this Ordinance shall become and be made a part of the Code of the City of Cooper City, that the sections of this Ordinance may be renumbered or relettered to accomplish such intentions, and that the word Ordinance shall be changed to Section or other appropriate word.

Section 6: EFFECTIVE DATE. That this Ordinance shall be in force and take full effect immediately upon its passage and final adoption, and shall be implemented in conformity with Section 2 hereof.

PASSED AND ADOPTED on First Reading this 14th day of October, A.D., 2014. PASSED AND FINAL ADOPTION on Second Reading this 25th day of October, A.D., 2014.

GREG ROSS
Mayor
ATTEST:
ROLL CALL
Mayor Ross
Commissioner Mallozzi ties Commissioner Sims
Commissioner Curran
Commissioner Green
/4)-h 47-Th

DAVID M. WOLPIN City Attorney

Approved As To Form:

SUSAN POLING City Clerk

Page 3

tamponenq

Someplace Special

CITY MANAGER'S OFFICE

CITY OF COOPER CITY

P.O. BOX 290910

COOPER CITY, FL 33329-0910

1:954-434-4300

F: 954434-5099

E: coopercityhall@coopercityfl.org

MEMORANDUM

TO: Mayor & Commissioners

FROM: Bruce D. Loucks, City Manager W

DATE: June 25, 2014

RE: Agenda Discussion: Mayor & Commission Salaries

The salaries of the Mayor and Commission are established by ordinance. The current annual salaries for the Mayor and Commission are \$7,200 and \$6,000 respectively.

The salaries were adjusted in 1994 and previously were adjusted in 1985.

As requested, a survey was conducted of Broward County municipalities of which data for 22 municipalities were received. As reflected in the table, Cooper City ranks last in the salaries of both the Mayor and Commissioners. For Commissioners, the average is \$20,449.

In controlling for salaries based on population, Cooper City is between Hallandale (38,000) and Dania Beach (30,574) which have salaries of \$22,318 and \$20,892 respectively.

Until recently, Cooper City elected officials received post retirement insurance benefits (coverage provided at age 50 with 3 consecutive terms) if coverage is before age 55, the official pays 50% of family coverage until age 55. Upon reaching age 65 the official and/or spouse is converted to Medicare supplement.

This benefit is no longer available to newly elected officials. As such, the Commission should review and adjust the annual salary to reflect the average with an adjustment to the Mayor's salary to be 20% greater than the Commission.

The process to adjust the salaries is an ordinance revision which requires 2 public hearings and can only be implemented following the most recent upcoming election by which the ordinance is approved.