



# CITY OF COOPER CITY COMMISSION BUDGET INPUT WORKSHOP

Tuesday, June 11, 2024 at 5:30 PM  
City Hall Auditorium | 9090 SW 50th Place

## MINUTES

### PLEDGE OF ALLEGIANCE

Commissioner Green opened the meeting at 5:30 PM and led the assembly in the Pledge of Allegiance.

### ROLL CALL

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

### PUBLIC COMMENTS (3 MINUTES)

Carmen Muir, 11315 Lakeshore Drive, looks forward to having the unfinished pickle ball updates approved in the FY 2023-2024 budget completed and would like to continue with further updates including additional courts in the upcoming budget.

Marcos Ritter, spoke on the need for additional pickle ball courts. He suggested multi purposing courts so that all sports can be played.

Commissioner Mallozzi said she spoke to staff several months ago regarding underutilized courts at the Pool and Tennis Center for pickle ball. Staff has been working on lining the courts for pickle ball. She would rather use the courts at the Pool and Tennis Center as opposed to multiple uses on the basketball courts at the Sports Complex.

Commissioner Shrouder asked what the Parks and Recreation Department has done in the short term to address the need for court space. He would like staff to present short term solutions as the Parks and Recreation Study will take some time. City Manager Alex Rey said staff is looking into additional sites for additional courts.

Commissioner Katzman wants to support the pickle ball expansion but does not want to take courts from other sports. He would like to repurpose underutilized courts now and look at expanding courts in the future. He asked City Manager Rey to prioritize the need including regular updates on the Parks and Recreation Master Plan.

### TOPICS FOR DISCUSSION

#### **1. Fiscal Year 2025 Budget Commission Input Workshop – Finance**

City Manager Rey said while looking at the strategic plan it's important to look at what items need addressed and if the Commission is still interested in moving forward with certain projects. The City will receive an additional \$1.6 million dollars in property taxes next year. There is an estimated 32% to 40% increase in health insurance rates for the City next year. Staff has asked our agent to look at modifications to the plan and alternative options to help lower cost. He also advised auto insurance costs within the City will rise this year. There is an expected 6.2% increase to the contracts with BSO for Police and Fire. Included in the presentation is a copy of the vehicle replacement plan and the capital improvement plan.

Commissioner Shrouder asked Mr. Rey to go through the capital projects list to ensure the items are needed. He spoke on the Public Works facility expansion and his concern that the building has had several renovations already and the building needs looked at entirely. He would also like the Fire Station updates to be added and revised. The Fire Station sleeping quarters are too small for the amount of personnel they have and the Commission spoke previously on addressing the issue but it was not included in the project list. City Manager Rey said they need to look for available grants to help with a new building. Commissioner Shrouder does not want to replace floors of a station that will be redone.

Commissioner Katzman asked the increase in the health insurance compared to the rate we have currently. CFO Irwin Williams answered a \$491,000 dollar increase. Commissioner Katzman asked if there is an option to pool with another community. City Manager Rey answered the County offers options that staff can look into. Commissioner Katzman said through his research he understands health insurance is increasing across the board about 7% but 32% to 40% is a very large number. With all the increases with insurance including automobile he would like to come up with creative ideas to lower costs. He would also like to hire a Grants Administrator which he spoke about last budget cycle. City Manager Rey said a Grants Administrator will easily cover their own salary. He would like to move forward on the position if the Commission agrees. Commissioner Katzman said he would support using salary access for the position and supports moving forward now. He would also like to budget for an Arborist or Landscape Architect to ensure the beautification plan is implemented correctly. There are issues with the plan that need addressed. He would also like to have Customer Service training for the employees. He asked for the training in the previous budget which can help provide staff with the tools to be more confident in serving the residents. He would also like the City website redesign to be addressed and he does agree with prioritizing the Fire Station enhancements. He would like BSO to look for any available grants that can be used for enhancements.

Commissioner Mallozzi said years ago the City of Planation opened a wellness clinic to help address rising healthcare costs. This helped lower the rates of insurance and claims in the City of Planation drastically. She would like staff to look into this option. She would also like the microphones to be replaced.

Commissioner Shrouder said he wants the microphones the City just purchased to be repaired.

Commissioner Mallozzi wants to have a microphone with range. She also agrees with addressing the issues at the Fire Station but she also wants to look at a potential substation.

Commissioner Green agrees the Fire Station needs improvements. He wants to assure in the short term we can look at a redesign for the sleeping quarters. He would also like to look into options with helping retain employees including assistance for education or school loans. His employer offers wellness hours to help assist staff with sick hours needed. These options can help retain employees.

City Manager Rey said Customer Service Training can help improve morale, giving staff the tools necessary to reduce stress.

Commissioner Green would also like to find short and long term solutions for pickle ball. The sport will continue to grow and they need adequate space for pickle ball while ensuring space for all other sports.

Commissioner Mallozzi would also like to look into flexible hours for employees. She wants to look for options to help retain employees that are not costly. She also spoke on after work activities to enhance comradery.

Commissioner Shrouder asked City Manager Rey to use his experience and look into options for employee initiatives.

**ADDITIONAL PUBLIC COMMENTS (3 MINUTES)**

No additional comments.

**ADJOURNMENT**

The meeting adjourned at 6:24 PM

The minutes of the Commission Budget Input Workshop of June 11, 2024 were approved during the Regular City Commission Meeting of July 23, 2024.

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Greg Ross, Mayor

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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](http://www.coopercity.gov) or at the Office of the City Clerk, City of Cooper City, 9090 SW 50 Place, Cooper City, Florida, 33328, 954-434-4300.

**DECORUM**

Members of the Commission, staff members, citizens, and others are required to use civil and appropriate language when addressing the Commission or anyone present at the meeting and must refrain from using

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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.

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1

00:00:04.940 --> 00:00:07.319

Cooper City Hall: Good evening. How's everyone doing this evening?

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00:00:07.910 --> 00:00:16.639

Cooper City Hall: Okay, great. Everybody's doing well. It is 5, 30, and regrettably Mayor Greg Ross is not here with us this evening.

3

00:00:16.810 --> 00:00:23.539

Cooper City Hall: So you all are kind of stuck with us. I'm gonna ask if everyone would please stand for the pledge of allegiance

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00:00:28.530 --> 00:00:29.390

Cooper City Hall: bye.

5

00:00:29.650 --> 00:00:30.930

Cooper City Hall: United States of America

6

00:00:31.510 --> 00:00:34.370

Cooper City Hall: to their violent. What's the Fan? One nation.

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00:00:41.480 --> 00:00:43.570

Cooper City Hall: Miss Allen? May I have roll call, please.

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00:00:46.070 --> 00:00:52.820

Cooper City Hall: Commissioner Malozi? Yeah. Commissioner Katsman, Commissioner Schroder, Commissioner Green and Mayor Ross is absent.

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00:00:53.130 --> 00:01:09.000

Cooper City Hall: Thank you. And before we get into the topic of discussion this evening, I know that we had some residents that wanted to speak before we open up the workshop. So I'm gonna call for Miss Carmen Carmen Mir. Ms. Muir.

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00:01:11.850 --> 00:01:17.709

Cooper City Hall: She's prepared. She has her wellies. Smart woman. I'm prepared for the weather. Yes, thank you.

11

00:01:18.060 --> 00:01:19.110

Cooper City Hall: Okay.

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00:01:19.890 --> 00:01:22.309

Cooper City Hall: So my name is Carmen Muir. Good evening.

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00:01:22.930 --> 00:01:25.090

Cooper City Hall: The mayor's not here. Commissioner Staff

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00:01:25.530 --> 00:01:31.479

Cooper City Hall: and I reside at 1 1, 3, 1, 5 lakeshore drive, 45 year resident of someplace special

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00:01:31.650 --> 00:01:34.399

Cooper City Hall: on behalf of our pickleball community which

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00:01:34.500 --> 00:01:43.089

Cooper City Hall: are represented here today. We want to thank you and look forward to the completion of the unfinished pickleball items that were approved. 2324 fiscal budget.

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00:01:43.340 --> 00:02:05.999

Cooper City Hall: and our call to action will always be, and continue to be since 2017, an expansion plan for future pick a ball, the courts going into 2025, the fiscal budget. What can we do? What can we analyze? What can we look for reference of point? There's no question. Our player participation in the past 5 years is increased, especially in this. In the springtime, and when schools out in the summer

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00:02:06.531 --> 00:02:18.409

Cooper City Hall: both morning and evening plays, it's really incredible, and I would be remiss if I didn't say some of the things that we've received have been very helpful, but we still continue to look for more enhancements

19

00:02:18.510 --> 00:02:41.720

Cooper City Hall: with our 6 existing courts. The expansion plan for future pickle ball is really limited. So we know that we're unable to successfully do certain things, whether it's leagues or lessons, or even setting up by skill levels or h brackets, anything we want to do. It's very hard to do so. The broader menu

of activities for the next generation of pickle ball players from the local schools needs to be an expansion plan.

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00:02:41.870 --> 00:03:02.859

Cooper City Hall: So our passion has not wavered. This is what we've been saying. We just met with city managers staff we've reviewed, used unused land tracks, purchased equipment, maintain the courts, and found solutions and maintaining our environment with socially engaging events, and several times a year we have collectively donated to local nonprofits, which you've all heard for the past few years from us.

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00:03:03.060 --> 00:03:05.349

Cooper City Hall: Now, as a taxpayer.

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00:03:05.480 --> 00:03:14.360

Cooper City Hall: I duly respect the process of contracting an urban planner or a consultant to survey and develop a comprehensive recreational master plan

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00:03:14.570 --> 00:03:19.940

Cooper City Hall: for the use of our spaces within the Cooper city proper in our parks.

24

00:03:19.960 --> 00:03:31.619

Cooper City Hall: but we want to be an instrumental part of that conversation. This is something that I asked back in September of 2023, and really trying to look at how we can help as a community in that growth the sport that we have.

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00:03:31.680 --> 00:03:57.339



Cooper City Hall: So I really think that the conversation we had in September 13th of last year is looking at other options, and what I mentioned at the time, and we'll mention again is the temporary solution to before we get the master plan done, because we don't know if it's a 6 month or a year plan. I don't know. And before it's completed. Can we look at the mixed use of different courts that we have out there? Whether it's basketball? Can we look at? Forest Lake and converting the second tennis court into

26

00:03:57.500 --> 00:04:10.130

Cooper City Hall: pick a ball. We could actually put 6 courts in there, and I know it's only day we know it's a neighborhood park. We can't have any lights, but it would alleviate a lot of the morning group that can technically go there and play during daylight.

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00:04:10.150 --> 00:04:21.580

Cooper City Hall: and we know that they have a restriction. They don't open until 8 Am. And we know that it's a neighborhood park. So we're very sensitive to that. But it would certainly help, because we do have players that come out at 9 in the morning as opposed to 6 in the morning.

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00:04:21.910 --> 00:04:51.090

Cooper City Hall: So the secondary wave of pickle ball continues to crash all around us. I'll just finish up. So for these reasons, and when we talk about the physical, social, and mental benefits to our community. I think it's important that exclusive we did in February was a huge community engagement for us lot of kudos to the city, the staff that worked it. And then for that and many reasons, I think it's important to keep the health and engagement of our community looking forward, the recreational sports and what we need to do

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00:04:51.090 --> 00:04:52.150

Cooper City Hall: as adults.

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00:04:52.250 --> 00:05:03.330

Cooper City Hall: So thank you for inviting us out. Well, thank you for having us and listening to us, and we invite you out to come, play the ball with us, and thank you for listening, and paddle up and pick a lot.

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00:05:06.150 --> 00:05:10.699

Cooper City Hall: Next is a mix, Mr. Marcos Ritter. Mr. Ritter.

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00:05:25.040 --> 00:05:31.399

Cooper City Hall: Hello! My name is Marco Schrider. I play pick a ball every morning, and at least 3 times a week at night at Cooper City.

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00:05:32.630 --> 00:05:37.629

Cooper City Hall: I am here not to complain, but to put forth a solution to the overcardiness of our pickleball courts.

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00:05:38.140 --> 00:05:40.010

Cooper City Hall: I don't believe that we have

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00:05:40.470 --> 00:05:43.159

Cooper City Hall: sorry. I don't believe I have

36

00:05:43.320 --> 00:05:46.940

Cooper City Hall: to convince you. The pickleball's a sports appeals to the young and old.

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00:05:47.580 --> 00:05:50.019

Cooper City Hall: My suggestion is to paint lines.

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00:05:50.790 --> 00:05:52.649

Cooper City Hall: buy quality, portable nets

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00:05:52.790 --> 00:05:54.280

Cooper City Hall: like plantation.

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00:05:54.852 --> 00:05:56.209

Cooper City Hall: Central Park has

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00:05:56.510 --> 00:06:01.179

Cooper City Hall: on the basketball courts next to the fire station, thus multipurposing those courts.

42

00:06:01.720 --> 00:06:07.969

Cooper City Hall: The idea is not to eliminate basketball, but to create a schedule, so that basketball and pickleball can coexist.

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00:06:08.200 --> 00:06:09.630

Cooper City Hall: thus creating a

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00:06:09.830 --> 00:06:11.020

Cooper City Hall: compromise

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00:06:11.280 --> 00:06:14.750

Cooper City Hall: on specific times and days to the sports.

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00:06:15.080 --> 00:06:18.510

Cooper City Hall: once the lines and the nets exist. This is my suggestion.

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00:06:18.690 --> 00:06:21.570

Cooper City Hall: Mondays, Wednesdays, and Fridays only

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00:06:21.860 --> 00:06:32.140

Cooper City Hall: from 7 30 A. M. To 11 A. M. And from 4 30 PM. To 8 PM. The course will be for pickleball all other times for basketball.

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00:06:32.500 --> 00:06:35.850

Cooper City Hall: That is a total of 21 HA week for pickleball

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00:06:35.860 --> 00:06:38.319

Cooper City Hall: and a hundred hours for basketball.

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00:06:38.900 --> 00:06:45.180

Cooper City Hall: This model of multipurposing courts exists in several locations. The one I know best is in sunrise.

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00:06:45.240 --> 00:06:47.169

Cooper City Hall: It seems to work very well.

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00:06:47.530 --> 00:06:48.999

Cooper City Hall: thank you for your time.

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00:06:49.650 --> 00:06:52.909

Cooper City Hall: and look forward to laying this out if you need any help. Thank you.

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00:06:53.330 --> 00:06:54.280

Cooper City Hall: Thank you.

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00:06:56.730 --> 00:07:00.630

Cooper City Hall: Miss Allen. Is there anybody on the

57

00:07:00.780 --> 00:07:02.959

Cooper City Hall: airwaves that wants to commit?

58

00:07:03.590 --> 00:07:05.370

Cooper City Hall: Nope alrighty?

59

00:07:05.660 --> 00:07:09.750

Cooper City Hall: Is there anyone anyone else out in the audience that would like to speak that did not sign up?

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00:07:10.970 --> 00:07:12.630

Cooper City Hall: Okay.

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00:07:12.990 --> 00:07:14.970

Cooper City Hall: sure, Commissioner Malozi.

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00:07:15.830 --> 00:07:16.520

Cooper City Hall: So

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00:07:17.320 --> 00:07:18.760

Cooper City Hall: I have a few comments.

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00:07:20.130 --> 00:07:22.219

Cooper City Hall: one I had.

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00:07:23.320 --> 00:07:24.160

Cooper City Hall: I have a

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00:07:24.500 --> 00:07:29.770

Cooper City Hall: few comments that I'd like to address. So I spoken to our staff several months ago.

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00:07:30.050 --> 00:07:34.680

Cooper City Hall: and I see the need for additional pickleball courts.

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00:07:35.100 --> 00:07:42.750

Cooper City Hall: and I also saw that there were some courts that were underutilized at the pool and tennis center.

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00:07:43.270 --> 00:07:49.099

Cooper City Hall: and they are currently working on an agreement, and they're finalizing it. It is my understanding

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00:07:49.190 --> 00:08:04.780

Cooper City Hall: that the underutilized courts are going to be. I don't know if I'm using the proper term co-striped for lack of a better word. Good! Thank you. And that way they can be used for both tennis and pickleball. They worked out an agreement with the tennis pro

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00:08:04.950 --> 00:08:27.126

Cooper City Hall: for use of the courts that normally that gentleman uses for his his sport that way. It would give you all more courts to use. Those are I believe, also lit. So you have. And they're also not. You don't have to worry about them being in a neighborhood where you have to worry about waking people, etc. So

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00:08:27.690 --> 00:08:30.510

Cooper City Hall: I've and I want to say.

73

00:08:30.720 --> 00:08:35.069

Cooper City Hall: Oh, shoot! What was it? I wanna say it was 4

74

00:08:35.140 --> 00:08:36.570

Cooper City Hall: tennis courts

75

00:08:36.700 --> 00:08:38.819

Cooper City Hall: which would equate to.

76

00:08:39.669 --> 00:08:50.180

Cooper City Hall: Was it 2 pickleball courts per tennis? No. 2 for 4 pickleball courts per tennis court? I believe I could be wrong, but at least 2 for one.

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00:08:50.400 --> 00:08:55.790

Cooper City Hall: typically 2 for one, typically you can get. So then you're looking at 8 more pickleball courts



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00:08:55.960 --> 00:08:57.579

Cooper City Hall: so that could

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00:08:57.620 --> 00:09:01.338

Cooper City Hall: increase your numbers by a decent amount.

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00:09:01.910 --> 00:09:08.710

Cooper City Hall: so that that's 1. So I have been working on it, Staff. When I say I have been working on it, I'm error quoting that

81

00:09:08.800 --> 00:09:21.099

Cooper City Hall: I came up with an idea. The staff brought it to the tennis pro the tennis pro liked the idea, and Staff has been doing all the work. So when I say

82

00:09:21.240 --> 00:09:24.093

Cooper City Hall: I've been working on it, I'm air quoting that

83

00:09:24.850 --> 00:09:44.420

Cooper City Hall: I don't know how much longer it's going to take for that idea to come to fruition, but it is moving forward. So that's a win-win. That's Number one. In reference to changing over the basketball courts. I'm going to say I'm completely against that, for a number of reasons. Every single time I drive past those courts they are jam packed.

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00:09:44.690 --> 00:09:48.139

Cooper City Hall: and every age group I see on there.

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00:09:48.150 --> 00:09:53.531

Cooper City Hall: and I don't want to change that, because there are

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00:09:54.490 --> 00:10:00.869

Cooper City Hall: they're being used, and I'm I. And unlike several other courts, those are. So I would rather see

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00:10:01.300 --> 00:10:08.298

Cooper City Hall: the utilization of the the 1st plan and see if that'll help. I also want to say

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00:10:08.740 --> 00:10:25.621

Cooper City Hall: I have had a few people tell me that they're Cooper City residents, and they were a little annoyed that there's people that aren't from Cooper City that are taking the courts, and they would like to see more Cooper City people have time on the courts, but that's a whole nother discussion.

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00:10:26.370 --> 00:10:28.769

Cooper City Hall: and, Mr. Marcos.

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00:10:28.810 --> 00:10:31.129

Cooper City Hall: I love what you say about me on Facebook

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00:10:31.290 --> 00:10:51.029

Cooper City Hall: or your little page. Thanks for that. So yeah, I did go on the courts the 1st time, and I was met with some not nice people, and I said that. But then I also came back after I went on the courts, and I said that I met some very nice people, which I said publicly here.

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00:10:51.090 --> 00:11:16.070

Cooper City Hall: and I did meet some very nice people, and I went back on the courts several times after that, and was greeted with open arms, and I said that publicly many times, but that was not reiterated by you. So maybe you didn't hear that. But I did say it, and there were some very nice people on the courts, and they were super sweet to me, and they helped me with my game, and I have several family members that live in Cooper City that are on those courts at least

93

00:11:16.310 --> 00:11:22.850

Cooper City Hall: once a week, usually 2 to 3 times a week, sweating and enjoying those courts all the time.

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00:11:23.050 --> 00:11:24.090

Cooper City Hall: So

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00:11:24.160 --> 00:11:27.870

Cooper City Hall: just so, you know. And thank you for that. Thank you.

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00:11:28.160 --> 00:11:49.170

Cooper City Hall: Thank you, Commissioner Milosey. Any other elected want to Speak Commissioner Schouder. Yeah, I don't know if if Rec Department representatives available, our director wasn't feeling well today. So she's watching. So any comment that you want to put on the record she is watching, but she's watching the meeting from home because he wasn't feeling

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00:11:50.172 --> 00:12:00.980

Cooper City Hall: hold on, ma'am, so we're not. We won't have back and forth we gave the public an opportunity to speak.

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00:12:01.030 --> 00:12:20.200

Cooper City Hall: I understand that, but we gave the OP. The public an opportunity to speak in an effort to make sure that we continue with this budget workshop so that we can start the regularly scheduled commission meeting at 6 30. I wanna make sure that we keep it. Keep it moving, Commissioner Schouder. Thank you.

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00:12:20.546 --> 00:12:26.550

Cooper City Hall: For it's like 3 or 4 budget years. Residents have come and asked for more pick of all courts.

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00:12:27.130 --> 00:12:33.169

Cooper City Hall: I think we've we've said okay to it. But my question is what the Rec. Department has done

101

00:12:33.350 --> 00:12:46.270

Cooper City Hall: to accomplish that. So there should be a short term interim solution and a long term solution. And this rec study is not the long term solution. Maybe that's like a really really long term solution.

102

00:12:46.280 --> 00:12:53.809

Cooper City Hall: So I'd like direct department to come back with short term solutions, whether it be the one that Commissioner Malazi ordered them to undertake.

103

00:12:54.645 --> 00:13:09.634

Cooper City Hall: Okay, or whatever it'd be. Pickle ball. It. It's disheartening to me to see that our city was one of the 1st to kinda get really involved with it. And now everybody's passing us with their facilities. And then I read in the newspaper all the time, so

104

00:13:09.960 --> 00:13:14.209

Cooper City Hall: I'd like some short term solutions and long term fixes for this.

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00:13:14.860 --> 00:13:29.300

Cooper City Hall: We'll bring that out at the July meeting. I know Staff has been working on it. I was shown 2 different possible sites for additional courts. In addition to what commission my loss is said, there are

106

00:13:29.700 --> 00:13:43.920

Cooper City Hall: a beach volleyball course in the pool and tennis center that are in the back, barely barely being used that could accommodate maybe 8 courts over there, and there is also space between the basketball course and the fire department station

107

00:13:43.960 --> 00:13:47.109

Cooper City Hall: that you could also, you know, add some courts. And

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00:13:47.150 --> 00:14:06.049

Cooper City Hall: to me we need to come up with a solution that is a win win. I don't want to take from some to give to others. I mean it's it's it's a great short term answer. But at the end, at the end of the day. It's great that people are getting up there and embracing new sport fastest growing sport in the country, however, still.

109

00:14:06.510 --> 00:14:08.159

Cooper City Hall: like 18. Note

110

00:14:08.200 --> 00:14:19.419

Cooper City Hall: tennis, has 3 times more people playing tennis in the country than pickleball players it they might catch up. Yeah, it's it's 18 million play tennis players in the country. It's 6 or 7 pickable players.

111

00:14:19.720 --> 00:14:23.500

Cooper City Hall: Now, pickleball is growing much faster than 10 times tennis. But

112

00:14:23.710 --> 00:14:40.490

Cooper City Hall: yeah, no, it's no. So we gotta you gotta provide the amenity. You're 100% right? I mean, this is A is a community where you have a lot of families living here and now is not only because people pick up started as a senior sport

113

00:14:40.560 --> 00:14:58.229

Cooper City Hall: now is young people, you know, before the autumn is club the other day I was seeing a lot of 30 year olds are playing pickable, and our children are beginning to engage. Yes, yes, so so we we got a challenge. But we gotta step up to it. Thank you, Commissioners.

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00:14:58.820 --> 00:15:01.128

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

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00:15:01.670 --> 00:15:12.240

Cooper City Hall: I I don't wanna harp on the issue too much. But I obviously we have a huge contingency of pickleball players. I'd like to expand. I would like to support that expansion. I don't.

116

00:15:12.400 --> 00:15:16.070

Cooper City Hall: At the same time, I don't want to take away other sports.

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00:15:16.200 --> 00:15:20.969

Cooper City Hall: so I like the idea of

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00:15:21.200 --> 00:15:24.669

Cooper City Hall: looking at underutilized space.

119

00:15:26.840 --> 00:15:33.179

Cooper City Hall: for example, tennis courts that we can either double line or repurpose.

120

00:15:33.400 --> 00:15:39.939

Cooper City Hall: and that would be the immediate future. And I know we did buy some portable nets and things like that.

121

00:15:40.140 --> 00:15:43.750

Cooper City Hall: I'm not sure where they are. And then the

122

00:15:44.270 --> 00:15:55.869

Cooper City Hall: the medium term, though I think we need to look at expanding courts in that area, most likely. And then, you know, figuring out what we can do with the other sports so that nobody's

123

00:15:56.870 --> 00:16:17.049

Cooper City Hall: everyone has an enhanced service, and we're not taking away from anybody. Which is why I wanted the Rec plan to be done a year ago. Unfortunately, we waited a year. I think we all directed it a year ago. But that's where we are right now, so I'd I'd like to ask you, as the new manager, to prioritize this.

124

00:16:17.250 --> 00:16:23.709

Cooper City Hall: I think we all would agree that this is a priority and to give us regular updates on the master plan.

125

00:16:24.450 --> 00:16:28.049

Cooper City Hall: Yeah. And okay, yeah, I mean, I think I'm on the only

126

00:16:28.210 --> 00:16:33.329

Cooper City Hall: my microphone is on and if even if we need to take this



127

00:16:33.380 --> 00:16:44.589

Cooper City Hall: within the context of the master plan and accelerate it. I think sometimes, you know, plan is great, but there are immediate needs that we need to see to get going on it. I think we know there's a need so

128

00:16:45.310 --> 00:16:46.160

Cooper City Hall: fingering.

129

00:16:47.230 --> 00:17:14.879

Cooper City Hall: So in an effort to. And I appreciate the comments Commissioner lowsy, but in in an effort to make sure that we address why we are here. I want us to make. I wanna make sure that we stay on track, and we move forward. So on this for this workshop. This is the commission budget input workshop. I'd be remiss if I did not welcome.

130

00:17:14.880 --> 00:17:40.150

Cooper City Hall: as you all readily see here our newest city manager, Mr. Alex Ray, Mr. Ray Ray, welcome to the dais and concert. I'm going to turn it over to you for the presentation. And if my colleagues would indulge me, I'd like for him to kind of go through his 10 min presentation, and then after that, we'll open it up for comments. Thank you.

131

00:17:40.470 --> 00:17:42.750

Cooper City Hall: Thank thank you, Vice Mayor, and

132

00:17:42.970 --> 00:17:45.970

Cooper City Hall: what we have here for you is really.

133

00:17:46.300 --> 00:17:47.340

Cooper City Hall: and

134

00:17:47.350 --> 00:18:03.919

Cooper City Hall: some information on the 10 times to put level is just to kind of like help get the juices flowing. And so you can give us your feedback in terms of the kind of things that you want to see into the budget for that for next year, and the capital items for the following years.

135

00:18:04.560 --> 00:18:06.870

Cooper City Hall: And so the one of the 1st things that I

136

00:18:07.750 --> 00:18:15.539

Cooper City Hall: I did when when I got here was basically ask for a copy of the city's strategic plan. I believe that

137

00:18:15.700 --> 00:18:18.870

Cooper City Hall: the staff can really run.

138

00:18:18.910 --> 00:18:31.815

Cooper City Hall: and delivering the the spins for you and for the community. If we have a long term strategy. Now, if the strategy has fallen out of date, then we need to revise the the plan. But you know, but until then,

139

00:18:32.570 --> 00:18:49.240

Cooper City Hall: is important that once in a while we go back and look at it and look at the things that are there. And what is that? Yeah, well that we have in the plan that we really haven't started working on yet. So that's why I basically pull those 4 pages out of the plan

140

00:18:50.180 --> 00:19:14.929

Cooper City Hall: and incorporated into the presentation. So you have it available here? Yeah, I can tell you that. Well, there are many things that have been worked on that are all things that have not been worked on yet, and if those are still things that the Commission wants to do, then we can have the discussion, and and you tell us how far you want to get into some of these things over the next couple of years.

141

00:19:15.560 --> 00:19:32.249

Cooper City Hall: Yeah. So without really, you know, walking you through the items you can read as well as I can. But the next, if set up, future of slides are basically is some budget information at the very, very high level, on some areas where

142

00:19:32.900 --> 00:19:43.700

Cooper City Hall: we see some significant numbers moving in. So while we did get a very nice increase in our property values, and we're going to

143

00:19:43.890 --> 00:19:49.800

Cooper City Hall: be making about 1.6 million dollars in in extra property tax revenue next year.

144

00:19:49.910 --> 00:19:55.580

Cooper City Hall: We do see a tremendous increase in the health insurance program.

145

00:19:56.036 --> 00:20:03.180

Cooper City Hall: The preliminary estimates are somewhere between 32 and 40 increases. Now, we have asked our

146

00:20:03.640 --> 00:20:18.780

Cooper City Hall: our agent to basically shop things around, and also give us a buy down plan options. As to what modifications can we do to the plan to begin to chop that and not chop that number down.

147

00:20:19.380 --> 00:20:28.129

Cooper City Hall: Yeah, the increasing. The plan is more than the average increases. But what happens sometimes in in in

148

00:20:29.020 --> 00:20:52.730

Cooper City Hall: government? Yeah, where you have, it's very small number of people, a few bad cases where you have catastrophic illnesses. Can it increase your? You expand your tremendously and basically throws everything out of whack. Nobody's fault. I mean, it's just things that happen and we're gonna deal with it. But we gotta figure it out strategies. So in July. We're gonna come up with a series of strategies.

149

00:20:52.730 --> 00:21:10.500

Cooper City Hall: If we need to change carriers, we we could. It's it's always a concern when you changing carriers that you know, people had to like find new doctors and everything else, and then it's disruptive. But once in a while, you know you you might need to do that to, you know, to keep them honest and keep the the rates appropriately.

150

00:21:11.020 --> 00:21:38.179

Cooper City Hall: and the insurance costs are also going up. If you have renew your car insurance, I mean, car insurance costs in the in the area are vehicle costs property tank property insurance costs are really going up all throughout the the industry in the area. The, you know, police on fire. We're expecting a 6.2% increase next year. You know, that is your largest portion of the budget is 28 million dollars.

151

00:21:38.190 --> 00:21:40.660

Cooper City Hall: So if you do the demand quickly.

152

00:21:40.730 --> 00:21:47.260

Cooper City Hall: 28 million dollars, 6.2% that almost 80% tax increase. So you know.

153

00:21:47.510 --> 00:22:06.389

Cooper City Hall: and they they do a great job for us. But it it is, you know, it is going up at a at a pretty good clip, and and you have some cost of living adjustments that are scheduled to go into effect added 3.2%. So those are some some big numbers.

154

00:22:07.300 --> 00:22:23.210

Cooper City Hall: and for you to take into consideration. We also gave you a copy of the vehicle replacement plan and gave you a copy of the Cip projects for 20 fiscal year 25 that are currently in the in the proposed budget. Some of those could be

155

00:22:23.240 --> 00:22:44.779

Cooper City Hall: add it on to, but at least when you're looking at adding projects and everything else, you have the list in here in front of you, or things that are already in the plan that can be either taken out or you know, supplemented, or or new projects to be added. So that's the kind of the information that we're giving you. We have a list of projects for the general fund

156

00:22:45.280 --> 00:22:49.589

Cooper City Hall: and the list of projects for the, for the utilities as well.

157

00:22:49.680 --> 00:23:03.449

Cooper City Hall: and with that, and whichever way, Vice Mayor, you wanna basically grant each of the commissioners, you know, time to throw in everything at the wall? I mean at this point, let's not worry about what we can afford or not.

158

00:23:03.540 --> 00:23:19.730

Cooper City Hall: We'll we'll go back to, you know, to up there with our win and everything else, and figure out what we can deliver for you. But just you know, we want to get your your feedback. Thank you, Mr. Ray. I'm gonna open up to our Senior elected official up here. Mr. Schrouder, Commissioner Schouder.

159

00:23:20.230 --> 00:23:30.973

Cooper City Hall: Hey? Yeah. I would ask that you go through the capital projects that are on this list.

160

00:23:31.900 --> 00:23:47.488

Cooper City Hall: Well, no, I'm just asked. No, no, not go through. No. I'd ask that you, when you have a chance, go through. No, no! And to make sure that you agree with these? When you have a chance, because

161

00:23:49.410 --> 00:23:58.949

Cooper City Hall: the 1st I've heard about neath like public works, expansion, and all this stuff like just off the renovation of the public works. Facility like

162

00:23:59.010 --> 00:24:02.580

Cooper City Hall: I would not be in favor of that, because if you look at the building.

163

00:24:02.650 --> 00:24:20.830

Cooper City Hall: it's already been repurposed like a a dozen times, and I wouldn't want to spend a half a million dollars. I mean, I'd almost wanna look and see. You can't just keep putting Band-aids on things, you know. I mean, that used to be like the water plant. Right? That's why, when you go into like Jeanette's old office. You have to walk up steps or something. That's where they used to test the water.

164

00:24:20.830 --> 00:24:50.800

Cooper City Hall: Have you ever been to public works? In 20 years you've been on the commission. Okay? You know what I'm talking about. It's very odd, have you? You know, I'm talking where you walk up. Okay? So I believe in redoing infrastructure. It's you can only put so I'd like that to be looked at. One of the things we did talk about was, and it's not on. Here is our fire station, and whether they can find grant funding to make it a mixed use or something. But we have like redoing the the floor again, which we knocked it off last year.

165

00:24:51.560 --> 00:24:56.469

Cooper City Hall: because we said what we might not want to like put epoxy floor on a building. We would knock down.

166

00:24:57.340 --> 00:25:01.760

Cooper City Hall: So I just you know. My thing is, I would like to

167

00:25:02.570 --> 00:25:17.079

Cooper City Hall: a fresh look at the capital pro this list, and allow how it. It came. We don't have a capital projects department, or or a division or person, so I understand there's this hasn't been done centrally in the short amount of time we can. I would like to, somehow.

168

00:25:17.830 --> 00:25:26.379

Cooper City Hall: you know, but we all kind of agreed that the fire department, which was built for 6 firefighters that now sleeps 12

169

00:25:26.560 --> 00:25:33.609

Cooper City Hall: is outdated. They got a free building, for, I guess, for the history. They got a free building from the developer 25 years ago.

170

00:25:33.630 --> 00:25:45.220

Cooper City Hall: and it needs to either be expanded or Redone or something, because it just doesn't meet the. They're they're in bunks. They have men and women sleeping in bunks still, which is a little a bit out, well

171

00:25:45.620 --> 00:25:52.597

Cooper City Hall: so bit outdated. But soon there might not even be the difference right? So I guess we could wait a little longer, and there'll be no difference in gender. But

172

00:25:52.870 --> 00:25:59.530

Cooper City Hall: as it stands still there is a difference right? And they like I don't know. It just would be odd to

173

00:25:59.600 --> 00:26:03.090



Cooper City Hall: if my daughter was a firefighter I wouldn't want her sleeping in a bunk with

174

00:26:03.610 --> 00:26:04.519

Cooper City Hall: I don't know.

175

00:26:04.810 --> 00:26:09.000

Cooper City Hall: They have carbon. What was it carbon monoxide? Did we fix that

176

00:26:09.290 --> 00:26:21.219

Cooper City Hall: or dial? What do we have in there? No hard, high levels, carbon dioxide? Because probably because they're all in a small room. And so that's something we talked about. But it didn't make it on the list here.

177

00:26:21.470 --> 00:26:22.846

Cooper City Hall: So I don't know.

178

00:26:23.590 --> 00:26:26.260

Cooper City Hall: Yeah, and yeah, and and a new fire station is

179

00:26:27.370 --> 00:26:33.890

Cooper City Hall: if we begin to sign it today, we wouldn't open for 4 or 5 years. So we need to start

180

00:26:34.020 --> 00:26:50.819

Cooper City Hall: now. Yeah, it's gonna cost \$2025,000,000 for sure. But there are a lot of State grants available for that. And we need to start applying for that, putting into our legislative priority process and start bringing start bringing that money in funding sources create?

181

00:26:50.830 --> 00:26:58.830

Cooper City Hall: No, the right work environments for the for 45 fighters. Yeah. And and so, you know, in that regard, I don't want to like replace the

182

00:26:58.930 --> 00:27:01.030

Cooper City Hall: epoxy floor or the

183

00:27:01.190 --> 00:27:04.640

Cooper City Hall: station space study. If we're gonna knock it down.

184

00:27:05.140 --> 00:27:06.939

Cooper City Hall: you know, whatever

185

00:27:07.390 --> 00:27:09.260

Cooper City Hall: same thing with the public works.

186

00:27:09.360 --> 00:27:13.600

Cooper City Hall: I don't agree with continuing to do anything to that old

187

00:27:13.630 --> 00:27:15.180

Cooper City Hall: dilapidated building.

188

00:27:18.580 --> 00:27:20.060

Cooper City Hall: Assume post.

189

00:27:20.600 --> 00:27:24.220

Cooper City Hall: Was that it? Commissioner Schouder? Yes, Commissioner Katsman.

190

00:27:24.380 --> 00:27:26.547

Cooper City Hall: Thank you, Commissioner Green.

191

00:27:28.120 --> 00:27:33.600

Cooper City Hall: I don't wanna harp on this, but I do wanna briefly touch on the health insurance. And what is the budget

192

00:27:33.980 --> 00:27:41.109

Cooper City Hall: difference? You know the current budget for health insurance, and then what would it go up to if it was a 32 to 40%.

193

00:27:48.470 --> 00:27:56.869

Cooper City Hall: With a 32% increase. Our health insurance will go up by \$491,000 for the year. It would go up by 400. And what? 491,000.

194

00:27:57.090 --> 00:27:58.329

Cooper City Hall: So half a million

195

00:28:01.520 --> 00:28:03.120

Cooper City Hall: is there any way to pool

196

00:28:03.580 --> 00:28:26.779

Cooper City Hall: with another larger community or something. Or I. I understand that the county has an opt in option for municipalities, so we can look at them and see kind of what rates are paying is a much larger pool of employees that you know any catastrophic illnesses could be diluted. Right? That's what I was. That's what I was thinking, so, yeah, if we can be creative about it, because I know

197

00:28:26.820 --> 00:28:28.310

Cooper City Hall: we talked about this. But

198

00:28:28.750 --> 00:28:30.170

Cooper City Hall: from my research

199

00:28:30.230 --> 00:28:38.749

Cooper City Hall: health insurance in Florida is going up about 6 to 7%, which still stinks. But the fact that ours is going up 32 to 40% is

200

00:28:39.980 --> 00:28:40.700

Cooper City Hall: huge

201

00:28:41.844 --> 00:28:48.940

Cooper City Hall: and then of course, there's property insurance risk insurance, you know. All the risk related insurances and everything else that

202

00:28:49.200 --> 00:28:55.599

Cooper City Hall: you know supply costs. I realize there's a lot of expenses that are going up. But if we can find ways to be creative.

203

00:28:55.620 --> 00:29:06.819

Cooper City Hall: as Laura's can maybe explain in more detail, because we've had several claims this past year is why our rate is going to. I understand I had. I we had that discussion. That's why I'm asking us to look at.

204

00:29:07.160 --> 00:29:11.009

Cooper City Hall: you know, increasing the pool. If you increase the pool, then you

205

00:29:11.210 --> 00:29:14.518

Cooper City Hall: they'll dilute, as the manager said.

206

00:29:15.650 --> 00:29:20.218

Cooper City Hall: do you also teed up on grants?

207

00:29:21.360 --> 00:29:27.609

Cooper City Hall: it's kinda like Groundhog's day, because the last budget, hearing we talked about hiring a grants administrator.

208

00:29:28.128 --> 00:29:30.219

Cooper City Hall: I'd love to do that.

209

00:29:30.870 --> 00:29:32.300

Cooper City Hall: I think

210

00:29:32.530 --> 00:29:35.629

Cooper City Hall: investing in a Grants administrator will pay itself off

211

00:29:37.760 --> 00:29:41.150

Cooper City Hall: easily, and if if they're

212

00:29:41.400 --> 00:29:57.679

Cooper City Hall: qualified they will make their money back. We've had this discussion privately. I want to put it on the record. Yes, in the current budget that we're going to propose in the Finance Department's budget there has been a position added for a Grant individual in the budget. Okay, thank you.

213

00:29:58.232 --> 00:30:17.839

Cooper City Hall: Yeah, I think that's really important. And we'll have. We'll have the discussion, you know. But I would like to start the process now. Because, you know, we need to find the right person. So if you start June, July, you know we'll we'll get them on board by October, you know, everything goes well, and

214

00:30:18.440 --> 00:30:23.559

Cooper City Hall: yet to share with the rest of the commission. My discussion with a Commissioner Kasman was that

215

00:30:23.690 --> 00:30:29.279

Cooper City Hall: in my last job we didn't have a Grants administrator. So I propose a commission.

216

00:30:29.350 --> 00:30:34.229

Cooper City Hall: The challenge, I said, I'll I'll deliver 5 times the salary of the person.

217

00:30:34.500 --> 00:30:37.330

Cooper City Hall: and if we don't deliver that. We'll cut the position next year.

218

00:30:37.380 --> 00:30:51.410

Cooper City Hall: and it's it's such an easy get. I mean, you know, 5, 5 times. The salary is only like 300 something \$1,000 any decent, you know. Brand writer is going to get you that that kind of money. So

219

00:30:51.880 --> 00:31:03.400

Cooper City Hall: yeah, if you, the commission, you know, will will bring you the the job description. And if you give us you okay, we'll start. You know the recruitment now, because every session that we miss?

220

00:31:03.510 --> 00:31:10.930

Cooper City Hall: Yeah, then we'll miss money, and if we if we don't, if we start the present October and hire somebody in January.

221

00:31:11.020 --> 00:31:27.489

Cooper City Hall: we probably would have missed the licently session for the for the following year. So yeah, we need to get it in by October, probably. So so we can start putting together the grants and and the and the on the plans for the for the request. But I mean, we need to get the requests in by October. Okay, yeah, yeah. So we definitely want to start high. So.

222

00:31:27.680 --> 00:31:28.780

Cooper City Hall: yeah.

223

00:31:28.880 --> 00:31:43.090

Cooper City Hall: I mean, I don't know about anybody else. But I would be willing to approve it prior to the budget year using surplus salary funds. If you guys, I mean get us get us a job description. I think it's worthwhile at least to propose.

224

00:31:43.540 --> 00:31:44.390

Cooper City Hall: You know.

225

00:31:45.310 --> 00:31:47.049



Cooper City Hall: we have salary access

226

00:31:48.258 --> 00:31:50.610

Cooper City Hall: from the unfilled positions.

227

00:31:50.620 --> 00:31:52.100

Cooper City Hall: So if that's

228

00:31:52.340 --> 00:31:53.510

Cooper City Hall: well, I wanna

229

00:31:53.861 --> 00:32:02.578

Cooper City Hall: yeah, I agree with you. But I wanna make sure that cause. I know that the Mission Milosey hasn't had an opportunity to speak as well. Yeah, thanks. I'll go. I'll

230

00:32:03.510 --> 00:32:12.059

Cooper City Hall: Another thing that I'd like to see, budgeted is an arborist or landscape architect, or some sort of combination of those 2. I don't know if I'm using

231

00:32:12.270 --> 00:32:16.440

Cooper City Hall: the right verbiage, but somebody who can ensure that our our

232

00:32:17.300 --> 00:32:19.890

Cooper City Hall: beautification plan is implemented correctly.

233

00:32:21.850 --> 00:32:24.230

Cooper City Hall: I know we've talked about that last year as well.

234

00:32:24.770 --> 00:32:27.499

Cooper City Hall: There's a lot of issues with our beautification.

235

00:32:28.140 --> 00:32:30.039

Cooper City Hall: and I think we need to be

236

00:32:30.950 --> 00:32:38.530

Cooper City Hall: we. We used to have that position, and we lost it. So based on retirement, not based on funding.

237

00:32:39.000 --> 00:32:42.929

Cooper City Hall: something else I'd like to see, which I don't think is a high ticket value.

238

00:32:43.010 --> 00:32:46.079

Cooper City Hall: Item, is customer service training for our employees.

239

00:32:46.940 --> 00:32:48.650

Cooper City Hall: Another thing I asked for

240

00:32:50.680 --> 00:32:52.110

Cooper City Hall: and

241

00:32:52.260 --> 00:33:00.410

Cooper City Hall: and that's a positive thing to give our our not to say that our employees are not doing those things is to say that they, we can give them tools to become

242

00:33:00.600 --> 00:33:02.909

Cooper City Hall: more confident in

243

00:33:03.220 --> 00:33:04.620

Cooper City Hall: serving the residents.

244

00:33:05.009 --> 00:33:16.821

Cooper City Hall: And then the last thing which I don't know if we even need a need a budget allocated for because it might be in current budget, but is a website redesign which I know we've talked about.

245

00:33:17.750 --> 00:33:27.662

Cooper City Hall: so those those things, and I do agree upon prioritizing the fire station renovations. I know that I do see in the budget a

246

00:33:28.350 --> 00:33:30.480

Cooper City Hall: space study, which I presume, is

247

00:33:31.780 --> 00:33:33.609

Cooper City Hall: be studying the

248

00:33:34.190 --> 00:33:46.400

Cooper City Hall: what we need. And and I will stay on the record that we all talked about this last year, that Bso in its contract does provide support for grants.

249

00:33:47.190 --> 00:33:49.340

Cooper City Hall: We just have to ask them or

250

00:33:50.000 --> 00:33:50.920

Cooper City Hall: tell them

251

00:33:51.100 --> 00:33:52.460

Cooper City Hall: so. Okay,

252

00:33:53.290 --> 00:33:56.920

Cooper City Hall: I'm good for now. Thank you. Thank you. Commissioner Kaspen, Commissioner Lowsing.

253

00:33:58.200 --> 00:34:00.160

Cooper City Hall: So several things

254

00:34:00.210 --> 00:34:11.266

Cooper City Hall: in reference to the insurance. This is something that I had spoken with the previous city manager, and I see he's back there, so I I don't know if he looked into it at all, but

255

00:34:12.050 --> 00:34:16.470

Cooper City Hall: The city plantation several years ago, when they were faced with

256

00:34:16.670 --> 00:34:18.270

Cooper City Hall: a high

257

00:34:18.370 --> 00:34:22.040

Cooper City Hall: increase in insurance costs. They went outside the box

258

00:34:22.480 --> 00:34:24.930

Cooper City Hall: and they opened up

259

00:34:25.907 --> 00:34:31.589

Cooper City Hall: and and I don't. I might be calling it the wrong thing, but they opened up what they called was a wellness clinic

260

00:34:31.810 --> 00:34:33.690

Cooper City Hall: for all of their employees.

261

00:34:33.820 --> 00:34:37.709

Cooper City Hall: and it was staffed with nurse practitioners.

262

00:34:38.250 --> 00:34:39.170

Cooper City Hall: and

263

00:34:39.420 --> 00:34:45.900

Cooper City Hall: employees and their family members, and and it was not infants you had to be over.

264

00:34:47.340 --> 00:34:53.979

Cooper City Hall: I want to say you had to be like 14 or older or 16 years and up. It couldn't be, you know, young children.

265

00:34:54.139 --> 00:35:03.790

Cooper City Hall: and they did not have heavy drugs or anything like that. It was like, I think, the the heaviest drug they they carried there was like a penicillin like a

266

00:35:03.850 --> 00:35:11.980

Cooper City Hall: What is it like? A Z pack, I think, is, is, you know, like a the the 5 pack of penicillin and and nothing radical.

267

00:35:12.501 --> 00:35:16.819

Cooper City Hall: Everything else was via prescription, and they they outsourced

268

00:35:16.980 --> 00:35:21.289

Cooper City Hall: the people that ran the clinic. It was like. An agency that ran the clinic.

269

00:35:21.310 --> 00:35:26.819

Cooper City Hall: But when an employee does not, did not feel good, and granted that that city's

270

00:35:27.110 --> 00:35:31.889

Cooper City Hall: 3 times the size of ours. But we have Davy right next to us

271

00:35:32.040 --> 00:35:37.879

Cooper City Hall: that we could potentially team up with, and and I don't know how we would distribute the cost, but

272

00:35:38.200 --> 00:35:51.610

Cooper City Hall: they lowered their insurance substantially by doing this, and it was, I'm talking a tie. They started off with a tiny little room like what our little commission office right there is.

273

00:35:51.760 --> 00:36:12.520

Cooper City Hall: and I mean it was they do similar to what we do now with our. We have our shots where you can go once, you know, once every couple of months they come in, and they do. They do rounds of, you know. Shots, vaccines, etc, flu shots, whatever. But you don't feel good, you you go to work, and you're feeling blah

274

00:36:12.580 --> 00:36:16.329

Cooper City Hall: instead of leaving work, or instead of going to work sick

275

00:36:16.470 --> 00:36:22.330

Cooper City Hall: and then infecting everyone. And you're getting everyone sick. You're running over to the clinic.

276

00:36:22.370 --> 00:36:26.760

Cooper City Hall: They're giving you the once over they're treating you.

277

00:36:27.380 --> 00:36:33.859

Cooper City Hall: And now the chances of you infecting everyone have lessened. They lowered

278

00:36:34.060 --> 00:36:35.750

Cooper City Hall: the sickness rate

279

00:36:36.030 --> 00:36:42.370



Cooper City Hall: dramatically, and I'm sure that HR. Over there could give you the proper stats. I don't have them.

280

00:36:43.130 --> 00:37:02.099

Cooper City Hall: but they lowered their insurance costs. They lowered their sickness costs. They lowered claims, because instead of people waiting because they didn't have to wait for a doctor, so a lot of places. If you're sick, you wake up, and you you're you can't get out of bed. You feel like poop.

281

00:37:03.140 --> 00:37:07.739

Cooper City Hall: A lot of doctors will take several days till you can get an appointment.

282

00:37:07.790 --> 00:37:11.139

Cooper City Hall: Their wellness center got you in that day?

283

00:37:11.670 --> 00:37:17.110

Cooper City Hall: Maybe not, you know, that morning, but maybe that afternoon. But they saw you that day.

284

00:37:18.220 --> 00:37:19.929

Cooper City Hall: so you don't have to wait.

285

00:37:19.950 --> 00:37:24.070

Cooper City Hall: So you're you're in that day you're treated that day, bam.

286

00:37:24.730 --> 00:37:27.320

Cooper City Hall: and your copay 0.

287

00:37:27.740 --> 00:37:33.500

Cooper City Hall: So instead of people going. Oh, jeez! You know, now I have to figure out my copay is

288

00:37:34.040 --> 00:37:50.190

Cooper City Hall: \$50, whatever my Co. Pay is \$25. Now I have to adjust my budget because I wasn't planning on waking up and and having, you know, air quote strep throat. So now I have to adjust my budget because I can't afford this. Now, I also have to adjust the medicine.

289

00:37:50.220 --> 00:37:55.199

Cooper City Hall: They didn't charge you for the medicine, so I don't know how they did it, maybe with grants.

290

00:37:55.270 --> 00:37:58.659

Cooper City Hall: No idea again talk to their Hr. But

291

00:37:58.770 --> 00:38:01.040

Cooper City Hall: the money that they saved

292

00:38:02.450 --> 00:38:09.379

Cooper City Hall: paid for the cost of them, starting it, implementing it, stalking it, etc.

293

00:38:10.010 --> 00:38:10.860

Cooper City Hall: And

294

00:38:11.120 --> 00:38:14.777

Cooper City Hall: everybody was beyond happy. They also have

295

00:38:15.780 --> 00:38:17.120

Cooper City Hall: a health coach.

296

00:38:17.490 --> 00:38:35.400

Cooper City Hall: they because I would start her out with just the nurse. You're laughing. I'm just laughing because we're like 15 min into this. I'm sorry, but it was phenomenal. And it you're talking about an increase of \$491,000. That's an enormous amount of money. No, but I think they they know what you're talking about. They're gonna call over and ask them.

297

00:38:35.600 --> 00:38:41.369

Cooper City Hall: I cannot stress to you how happy everybody over there is, and it's and I don't think

298

00:38:41.580 --> 00:38:45.800

Cooper City Hall: no offense mentioned Mr. Eilson, but I don't think anyone moved on it when I 1st brought this up.

299

00:38:45.890 --> 00:38:52.499

Cooper City Hall: I'm stressing because I would like to see at least research done into it because people became healthier.

300

00:38:52.940 --> 00:39:01.360

Cooper City Hall: They used the life coach. They used. The dietician people lost weight. People ate healthier, and they did everything that they were supposed to do.

301

00:39:01.640 --> 00:39:15.720

Cooper City Hall: and insurance costs went down on top of that. So that's something a sorry. If I took longer again I was just I saw the results, and I thought it was wonderful. I'd like to see proper microphones. You have not been here.

302

00:39:16.030 --> 00:39:21.809

Cooper City Hall: We've spent money after money after money, on having people come up

303

00:39:21.930 --> 00:39:23.850

Cooper City Hall: and attempt to speak

304

00:39:24.480 --> 00:39:32.270

Cooper City Hall: to no end, and you can't hear them. The microphone dies, and it's kind of ridiculous

305

00:39:32.350 --> 00:39:34.779

Cooper City Hall: you're you want to say something you want to add on it.

306

00:39:35.070 --> 00:39:40.210

Cooper City Hall: We spent \$30,000, so I would like to see them get the 30,000 only ones to work.

307

00:39:40.744 --> 00:39:43.390

Cooper City Hall: not just buy a new one, but make them work.

308

00:39:43.450 --> 00:39:51.519

Cooper City Hall: and I'd like to see something that whether you have someone that's that's 4 feet tall or someone that's 6 foot 7 work.

309

00:39:51.660 --> 00:40:00.869

Cooper City Hall: because the 4 foot tall person doesn't necessarily adjust it, and you can't hear what they say. So I'd like to have a microphone that has a range, whether someone is

310

00:40:02.320 --> 00:40:12.200

Cooper City Hall: depending on the the spectrum of their height. So that's another and when we're talking about a fire station, I don't have an issue with

311

00:40:12.950 --> 00:40:15.279

Cooper City Hall: figuring out how to fix

312

00:40:16.460 --> 00:40:19.020

Cooper City Hall: the problem that we have with a fire station.

313

00:40:19.710 --> 00:40:23.149

Cooper City Hall: But I also think we need to look at

314

00:40:23.230 --> 00:40:24.650

Cooper City Hall: a substation

315

00:40:24.780 --> 00:40:26.930

Cooper City Hall: because we have said

316

00:40:26.970 --> 00:40:29.129

Cooper City Hall: we have call times.

317

00:40:29.530 --> 00:40:40.000

Cooper City Hall: and we have said for a while. When Montara came on board, there was, and and obviously you don't know this because you're you know, new. So

318

00:40:40.090 --> 00:40:47.870

Cooper City Hall: you know where Montara is. When Montera came on there was supposed to be another smaller station added.

319

00:40:47.890 --> 00:41:01.270

Cooper City Hall: because Monter is all the way over there, and the fire station is there. We also go all the way out to Flamingo, west of Flamingo. We have a development there called Country Glen. That's the farthest west that we are.

320

00:41:02.490 --> 00:41:03.430

Cooper City Hall: So.

321

00:41:04.200 --> 00:41:08.170

Cooper City Hall: while not, you know, as large as some cities, we have one

322

00:41:08.340 --> 00:41:11.320

Cooper City Hall: one station that services everyone.

323

00:41:11.340 --> 00:41:14.650

Cooper City Hall: and while we can stage our units.

324

00:41:15.520 --> 00:41:28.090

Cooper City Hall: we don't have that many units to stage. So when one of the deals was when Montara came on, we were supposed to potentially add another station, so that we would lower our response times.

325

00:41:28.390 --> 00:41:30.390

Cooper City Hall: we that's never happened.

326

00:41:30.470 --> 00:41:33.550

Cooper City Hall: So if we're going to look at potentially

327

00:41:33.870 --> 00:41:49.879

Cooper City Hall: redoing a fire station removing and replacing a fire station, then we need to strategically look at where and maybe putting one a little more east one a little more west, and that way we have coverage

328

00:41:49.990 --> 00:41:55.049

Cooper City Hall: that is equal throughout the city, and we don't have to worry about having

329

00:41:56.430 --> 00:41:58.459

Cooper City Hall: response times that are not

330

00:41:58.580 --> 00:42:00.190

Cooper City Hall: good all around.

331

00:42:00.420 --> 00:42:02.639

Cooper City Hall: and that's all for now, thank you.

332

00:42:02.900 --> 00:42:05.330



Cooper City Hall: Thank you, Commissioner Belozzi and I I

333

00:42:05.670 --> 00:42:30.989

Cooper City Hall: some of the input that the Commission has already provided. I'm not going to rehash it. All of you brought up some very good points. I've heard it said, stated several times. With regards to the fire station. And there there needs to be an improvement there. Short term there needs to be an improvement there to everyone's point. You know we have

334

00:42:31.390 --> 00:42:42.760

Cooper City Hall: 6 beds, as I think Commissioner Schouter stated, 6 beds for 12 individuals, and I know that they're they're they're working different shifts

335

00:42:43.056 --> 00:43:00.856

Cooper City Hall: but the harsh reality is that we need to. We need to be able to provide them with better better conditions there. So in the short term Mr. Ray, I know that we have to, and I know that you all are addressing this, but we have to make sure that we are looking at

336

00:43:01.500 --> 00:43:05.830

Cooper City Hall: Every opportunity to maybe have that that space

337

00:43:07.730 --> 00:43:23.470

Cooper City Hall: redesigned. And I say redesign, and I I want to bring to the Commission's attention the real time Crime Center. If you recall that that was already, I think that was a record storage space

338

00:43:23.938 --> 00:43:28.219

Cooper City Hall: and some other things that was at the police station.

339

00:43:28.240 --> 00:43:41.640

Cooper City Hall: that when it was renewed or redesigned it is now our real time Crime Center, and it's state of the art. And it's something that I'm sure that all of us up here and our residents can be proud of.

340

00:43:42.378 --> 00:43:44.730

Cooper City Hall: Something like that, perhaps

341

00:43:44.830 --> 00:43:52.830

Cooper City Hall: vision like that in the short term for what we currently have at the fire station would

342

00:43:53.330 --> 00:44:07.850

Cooper City Hall: have. Hopefully, we'd be thinking about that. I understand the long term. We're not going to get a new fire station or a substation within the next year. The next 2 years. And so we have to make sure that we're looking.

343

00:44:08.040 --> 00:44:10.320

Cooper City Hall: moving ahead, looking forward.

344

00:44:10.440 --> 00:44:22.640

Cooper City Hall: but addressing what we, what we have to deal with at the current at the current moment. Commissioner Katzman, you had mentioned about customer service training, I believe, for our

345

00:44:23.310 --> 00:44:24.640

Cooper City Hall: our staff.

346

00:44:26.410 --> 00:44:53.040

Cooper City Hall: and I wanna piggyback on that. I think our set our staff is doing, and it's in an exceptional job in terms of the cuff customer service. I wanna go a step further with that, and and maybe suggest to the city manager that we have opportunities for our staff. to have opportunities to to get their certifications and additional trainings and additional classes

347

00:44:53.382 --> 00:45:07.067

Cooper City Hall: that we can support. I know one of the things that, and I don't know if this, if other municipalities do this, but I know that a lot of the discussion has gone on with regards to the fact that

348

00:45:07.410 --> 00:45:23.860

Cooper City Hall: we have. We've been experiencing a high turnover throughout the ranks. Perhaps maybe the city should or could consider those in order to retain our employees. I know at the Federal Government level.

349

00:45:23.910 --> 00:45:38.390

Cooper City Hall: There are X amount of dollars that are set aside that employees have to apply for that get dollars in furtherance of their schooling and furtherance of paying down

350

00:45:38.440 --> 00:45:40.080

Cooper City Hall: their school loans

351

00:45:40.534 --> 00:45:57.460

Cooper City Hall: anything that that we that we can to retain our employee base. I'd love for us to to consider that for the staff. In addition to that Commissioner Malozi talked about a wellness clinic.

352

00:45:58.155 --> 00:46:05.439

Cooper City Hall: You know something that we just recently implemented in our office. We have wellness hours.

353

00:46:06.040 --> 00:46:08.250

Cooper City Hall: and so all of our employees

354

00:46:08.360 --> 00:46:13.160

Cooper City Hall: are provided with 3 HA week of wellness time.

355

00:46:13.888 --> 00:46:18.659

Cooper City Hall: That's time as a part of their official work day that, they're able to

356

00:46:18.956 --> 00:46:25.590

Cooper City Hall: go to the clinic and not get charged that they're able to go and work out and they don't have to take leave.

357

00:46:26.018 --> 00:46:42.229

Cooper City Hall: That they're able to really focus on if they with their children. If they're taking care of their their parents. There are wellness hours that are in place, that this that the government is providing for the staff and

358

00:46:42.240 --> 00:46:43.920

Cooper City Hall: part of that is

359

00:46:43.980 --> 00:46:47.649

Cooper City Hall: to retain the staff. It is so competitive.

360

00:46:48.580 --> 00:46:49.470

Cooper City Hall: And

361

00:46:49.570 --> 00:46:56.929

Cooper City Hall: any time, any opportunity that we have that we can retain good employees, we should be looking at doing that.

362

00:46:57.300 --> 00:47:12.423

Cooper City Hall: although it and I know it's gonna cost us something but the it's also costing us something when we don't have those folks sitting in the seats and and taking care of our our staff, and take taking care of our city and taking care of our residents. So

363

00:47:12.880 --> 00:47:19.750

Cooper City Hall: love to love for that, to to be on your radar, if I may. Yes, sir.

364

00:47:19.950 --> 00:47:22.219

Cooper City Hall: and I think all of those

365

00:47:22.250 --> 00:47:26.150

Cooper City Hall: initially is a very good and and creative, and

366

00:47:27.130 --> 00:47:39.159

Cooper City Hall: really it will improve the the morality and the retention in the city. And but I wanted for you to understand the when you talk about customer service. Oh.

367

00:47:39.700 --> 00:47:44.580

Cooper City Hall: I'll get to get closer. Yeah, thank you. We talk about customer service training. And I brought in

368

00:47:44.590 --> 00:47:47.230

Cooper City Hall: the Ritz Carton customer service program

369

00:47:47.310 --> 00:47:51.519

Cooper City Hall: to to my city. It not only improves

370

00:47:51.660 --> 00:48:02.849

Cooper City Hall: the service to the public, it really seems significantly improves the morale of the employees, because you are teaching them how to diffuse a situation

371

00:48:03.070 --> 00:48:07.189

Cooper City Hall: which reduces distress, because when somebody comes in angry.

372

00:48:07.230 --> 00:48:17.380

Cooper City Hall: you gotta learn how to process that and how to be. First, st have empathy. Listen to the people, and if you're properly trained on how to do that

373

00:48:17.920 --> 00:48:22.969

Cooper City Hall: and your the experience that you're going to have versus an experience that the person is going to have.

374

00:48:23.070 --> 00:48:28.040

Cooper City Hall: They both improved. And it reached really create a significant reduction in stress

375

00:48:28.150 --> 00:48:34.489

Cooper City Hall: with people because they knew how to address it, you know, and that's where we're trying. So i i i think that

376

00:48:34.500 --> 00:48:37.450

Cooper City Hall: they both really important, and

377

00:48:37.890 --> 00:48:50.670

Cooper City Hall: and the benefits of proper training are going to be significantly seen by our employees as a way for that, that we care about how they're interacting, how they're conducting their business. So

378

00:48:50.820 --> 00:49:13.450

Cooper City Hall: thank you, Mr. Ray. And then I finally, I know that my colleagues have all expressed about their desire for the benefit of the folks that are in here are pickleballers. Pickle ball is a growing sport, and we're grateful to have pickle ball here in our community, and that it is growing. And and I'm not, gonna

379

00:49:13.470 --> 00:49:32.680

Cooper City Hall: you know, beat the dead horse. It's already been said in terms of finding some really some short term solutions, but a long term solution and how we that has to be pickle. And I I truly believe this. And and I'm not saying this just because the folks are here. That has to be a part

380

00:49:32.680 --> 00:49:50.750

Cooper City Hall: of our comprehensive, our plan in terms of the sporting activities that we're providing not only to our children, but also to our families here in Cooper city it will continue to grow. And so we have to make sure that in the long term that we have adequate.

381

00:49:50.750 --> 00:49:52.290

Cooper City Hall: adequate housing

382

00:49:52.530 --> 00:50:04.290

Cooper City Hall: or adequate adequate space for pickle ball, and in in at the same time ensuring that we have adequate space



383

00:50:04.430 --> 00:50:06.350

Cooper City Hall: for all of the sporting events

384

00:50:06.820 --> 00:50:20.010

Cooper City Hall: across our platform here. And so that's all that I was going to say. I will. We have a few more minutes. I'm gonna open it up to our my colleagues. Is there any additional

385

00:50:20.357 --> 00:50:23.689

Cooper City Hall: comments or input that you all would like to make Commissioner Lowsi.

386

00:50:26.500 --> 00:50:34.650

Cooper City Hall: I brought this up before, but I know some of my colleagues are not happy about it. But if we're talking about attempting to retain

387

00:50:35.205 --> 00:50:38.404

Cooper City Hall: some of the things that I brought up was

388

00:50:38.840 --> 00:50:40.180

Cooper City Hall: flexible.

389

00:50:40.410 --> 00:50:41.520

Cooper City Hall: Ours.

390

00:50:42.490 --> 00:50:50.729

Cooper City Hall: If the employee has the ability to work from home, allowing an employee to maybe work

391

00:50:50.830 --> 00:50:54.230

Cooper City Hall: a day from home or half a day from home.

392

00:50:54.740 --> 00:51:00.370

Cooper City Hall: And if there's no liability, you know. And

393

00:51:00.530 --> 00:51:02.230

Cooper City Hall: Mr. Smith has

394

00:51:02.310 --> 00:51:09.619

Cooper City Hall: a dog, and you know, on on Monday Mr. Smith can potentially bring his dog in, because in reference to de stressing

395

00:51:09.840 --> 00:51:22.470

Cooper City Hall: look, Tedra, they've made Tedra happy and distress her. So I know that. In several businesses they have dogs and people see them, and they immediately

396

00:51:23.080 --> 00:51:31.979

Cooper City Hall: that makes them happy because they love animals, some people it may not make them happy, but I know the majority of people. They see animals, they enjoy them.

397

00:51:32.805 --> 00:51:33.590

Cooper City Hall: And

398

00:51:33.890 --> 00:51:47.159

Cooper City Hall: obviously not all animals are made out or or are are fit with being brought to the work like mine would never be able to be brought to the workplace. They just don't have that personality, but some are

399

00:51:47.200 --> 00:52:11.409

Cooper City Hall: so, but something to think about, because we're try. If we, you know, we don't have the budget to maintain people by throwing money at them and saying, Come, work for us. We're going to pay you the most money known to man. We don't have that. We're never going to have that. That's not the municipality we're in. You don't come here to to get paid the highest amount of money. It's not going to happen.

400

00:52:11.430 --> 00:52:13.940

Cooper City Hall: But maybe we can be creative

401

00:52:14.200 --> 00:52:17.800

Cooper City Hall: work outside the box, and, you know, do something with

402

00:52:18.110 --> 00:52:25.481

Cooper City Hall: some of the extras that Commissioner Green mentioned, or something else. And then some of the other things

403

00:52:26.190 --> 00:52:31.979

Cooper City Hall: I have read is also again in reference just to help. Not that other cities have done

404

00:52:32.090 --> 00:52:36.330

Cooper City Hall: that that I've seen. But I've read that there are

405

00:52:36.560 --> 00:52:37.680

Cooper City Hall: groups

406

00:52:37.940 --> 00:52:50.749

Cooper City Hall: where let's just say maybe lordus or Cheryl, only because they're hr, no offense, just I'm I'm hanging it on you. Sorry that after work they'll do like a walking club.

407

00:52:50.890 --> 00:53:01.139

Cooper City Hall: or they'll do an exercise. They'll they'll get the employees together, and more for camaraderie. Or maybe they'll do pickleball, and then they'll also do

408

00:53:01.600 --> 00:53:03.649

Cooper City Hall: Let's say public works

409

00:53:03.970 --> 00:53:12.920

Cooper City Hall: can have a team against utilities, and they things like that. So that's also ways that you can

410

00:53:13.530 --> 00:53:15.790

Cooper City Hall: be healthy and and

411

00:53:15.840 --> 00:53:18.399

Cooper City Hall: take enjoyment and build.

412

00:53:19.130 --> 00:53:23.139

Cooper City Hall: You know, team spirit. And and what have you and

413

00:53:23.330 --> 00:53:32.019

Cooper City Hall: make it more enjoyable without costing anything so just. And we have facilities so we could have softball teams, football teams.

414

00:53:32.060 --> 00:53:41.660

Cooper City Hall: soccer teams here, use our facilities play against our other departments, and it doesn't. We have the facilities. So just

415

00:53:42.050 --> 00:53:42.849

Cooper City Hall: thank you.

416

00:53:44.280 --> 00:53:47.480

Cooper City Hall: Anything further. Oh, Jacob looks confused.

417

00:53:48.045 --> 00:54:06.594

Cooper City Hall: I would. My summation of commission, or Malosi's request would be. If you can just take a look with your experience and let us know if there's different innovative things that you believe we should implement

418

00:54:07.160 --> 00:54:11.079

Cooper City Hall: with that money? Right? Yeah, okay, is there anything further?

419

00:54:11.750 --> 00:54:13.850

Cooper City Hall: Is there a motion to adjourn this

420

00:54:14.496 --> 00:54:17.180

Cooper City Hall: to adjourn motion to adjourn?

421

00:54:17.310 --> 00:54:23.010

Cooper City Hall: All right, folks. We've got about 5 min and we'll be coming back for the regularly scheduled program at 6 30.

422

00:54:23.050 --> 00:54:24.239

Cooper City Hall: Thank you for the input