



**CITY OF COOPER CITY
CITY COMMISSION**

**SPECIAL MEETING MINUTES
Wednesday June 19, 2019 at 6:30 PM**

1. Pledge of Allegiance

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

2. Roll Call

Present were Commissioners Meltzer, Green, Curran and Mayor Ross. Commissioners Pulcini was absent.

3. Public Comments (each member of the public is allowed to speak for four (4) minutes)

None.

4. Presentation from Bob Slavin from Slavin Management Consultants

Bob Slavin from Slavin Management gave a presentation on the report presented to the Commission with City Manager Candidate's. Mr. Slavin said we received 43 applications. Mr. Slavin choose 10 candidates, placed them in a report, and gave that report to each of the Commissioners. He would like the Commission to rank the candidates from one to ten and that process will result in a list of hopefuls. Mr. Slavin advised the job is still open and the requirements limited the number of candidates that could be considered. Ten year's local government experience and 3 years of which being a City Manager or Assistant City Manager. Mr. Slavin said that he researched the candidates and information was provided on the results. Site visits will be done all the selected candidates. A formal background check will be done with the results are narrowed down and the candidates are narrowed down.

Commissioner Curran asked if missing one Commissioner will affect the tabulations.

Mr. Slavin said he could submit his choices.

Mayor Ross asked why the Commission is tabulating. He can rank individuals when he does not have information on them.

Mr. Slavin answered if the Commission tabulates he can see who they are interested in pursuing.

Mayor Ross said he could not rank the candidates when he is not fully informed. He can chose five in which he is interested in.

Mr. Slavin said the ranking is a process he has used in the past but the Commission can use any practice they choose.

Mayor Ross asked how a Finance Director, an individual who had filed bankruptcy as well as individuals with ethics concerns are being considered.

Commissioner Curran also spoke on concerns about the candidate choices.

Mr. Slavin said that he can go back out to look into more candidates if that's the direction of the Commission.

Commissioner Green said that the requirements are based on the Charter and asked the City Attorney to confirm.

City Attorney Horowitz read the requirements as stated in the City Charter: The city manager shall have a combination of a Bachelor's degree in Public Administration, Business Administration, or other related fields from an accredited college or university and three years' public administration experience; or ten years' experience in public administration, with at least three years' experience in a city manager or assistant city manager position, which is certified by the International City Management Association.

Mayor Ross said that the results produced could have been in house.

Mr. Slavin said that 21 resumes were received by the City and 18 to Slavin Consultants.

Mayor Ross has concerns with candidates presented that may have ethic issues.

Mayor Ross asked Mr. Slavin who he networked with.

Mr. Slavin answered members of IMCA, GFOA and other City Managers.

Mayor Ross asked if he went to the Broward League of Cities.

Mr. Slavin answered no; he went to the Florida League of Cities. He said the job was seen by many and the individuals who said no was based on personal needs or not a step up and a challenge.

Mayor Ross said that he believes he was not looking on behalf of the Cooper City.

Commissioner Green asked the other 31 applicants, pursuant to the language in the Charter did not qualify.

Mr. Slavin said he used the criteria in a latter half of the need qualifications. Ten years' experience in public administration, with at least three years' experience in a city manager or assistant city manager position. The issue with using the Public Administration category is it does not include management experience.

Commissioner Green asked how many candidates that are not in the booklet that meet the beginning criteria.

Mr. Slavin answered 10 or so.

Mr. Slavin asked if there are any individuals on the list the Commission is interested in. If the Commission wants him to go back and review the administration criteria and apply it to the group he can see what that produces. He also advised there were applicants who did not respond to the questionnaire. He also said that he had issue with the google results he found on some applicants as well.

Mayor Ross asked Mr. Slavin if he had concerns with applicants why were they sent to the Commission.

Mr. Slavin answered the accusations were investigated and they were not proven. He said that no City Manager will have no baggage.

Commissioner Green said that just because allegations arise it does not mean those allegations are true. He said that anyone can be accused of something but that does not mean those are true. Allegations are often said that can be damaging to someone's reputation.

Commissioner Meltzer said that he is spending the money on the firm to find a candidate without baggage.

Mr. Slavin said that most candidates have allegations. The challenge is to sort it out.

Commissioner Meltzer said that the internet is not reliable the best way to determine information is to speak to them. He asked if any of the total 43 candidates could meet the other half of the criteria.

Mr. Slavin said he could rescan the candidates.

Commissioner Green asked Mr. Slavin if the other 10 additional applicants that were not brought forward had manager experience?

Mr. Slavin answered yes or they did not have local government experience.

Commissioner Green said then there are 10 names not in the report they may have had manager experience but not at the local level.

Mr. Slavin said using the public administration qualifications some would qualify.

Commissioner Green asked if some of the applicants not in the report are not in because they do not qualify.

Mr. Slavin said that with the qualifications not including manager experience he could add names.

Mr. Slavin would like direction to use the 3-year Public Administration qualifications with manger experiences.

Commissioner Curran would not like to consider out of state applicants.

Mayor Ross asked Mr. Slavin if he spoke to the ten applicants.

Mr. Slavin answered yes he believes so.

Mayor Ross would like to see other 10 candidates that were not in the report.

Mr. Slavin asked if its Commission preference that the applicant have manager experience. He said that the first set of requirements will have a large amount of candidates that he will have trouble screening.

Commissioner Meltzer asked Mr. Slavin if any other the other 10 candidates would qualify under the first criteria.

Mr. Slavin answered he can apply that criteria to those individuals.

Commissioner Curran said the 10 in the report should have been the best of the best.

MOTION: To give Mr. Slavin direction to vet the other resumes based on the criteria in the charter and bring them back to the Commission on Monday July 8, 2019. **Moved by Commissioner Meltzer. Seconded by Commissioner Green. All aye on roll call vote. Motion passed.**

5. Commission Discussion

6. Additional Public Comments (each member of the public is allowed to speak for an additional two (2) minutes)

Bob Sands, 10582 Grove Place, spoke on his concerns with the direction given to Mr. Slavin.

Nicole Hanna, 4801 S University Dr, Davie, spoke on her support of the Interim City Manager Kathryn Sims.

Commissioner Curran thanked the Interim City Manager Sims for sitting through the meeting and her positivity and he appreciates her hard work the past months and sees staff support in the audience.

Commissioner Green said he agrees with Commissioner Curran and thanked Mrs. Sims for all her hard work.

Commissioner Meltzer thanked Mrs. Sims for handling the situation with dignity and class.

David Nall, 3620 NW 89th Way, said we can very easily make a motion to make the Interim City Manager the permanent City Manager.

Jim Federici, 3751 Ottawa Lane, said that the Interim City Manager is a very professional individual and is familiar with the staff. He also believes residents should have input.

Mayor Ross said that the reason they voted to hire Mr. Slavin was to remove the bias.

Brenda Kezar, 4979 SW 90 Way, said that process needs to be followed. The Commission should not be delaying the obvious choice. She said the City is in good shape and we should stay that way.

Commissioner Curran said that you need 4 out of 5 to hire.

City Attorney Horowitz read the Charter that reads the appointment of a City Manager requires 3 things, a resolution, a 4/5ths vote and the whole Commission present.

Commissioner Green agrees with Commissioner Meltzer and the search was expanded to remove any bias to place the search in the hands of a firm to bring forth the best selection of candidates.

Mayor Ross said that 80% was from the state of Florida.

Commissioner Meltzer said that he would like the first criteria to be applied to the other candidates and see what that yields.

Mr. Slavin said he can go through the list and rescan the candidates using the A criteria with manager level experience. He also said it his helpful to him to rank the canidates.

Mayor Ross said he can rank an individual without having significant information on them. He suggested listing the top four candidates, we are interested in interviewing.

Commissioner Meltzer said he did rank the candidates.

Mr Slavin said he will go through all the resumes again using the criteria of the education requirement and management experience and move forward with the questionnaire.

Mayor Ross said that he does not want to rank individuals but to list individuals he is interested in.

Commissioner Meltzer said there was no backup included on the agenda.

Interim City Manager Sims advised the City Clerk's Office was not provided any backup the packet was only provided to the Commission.

MOTION: To allow Mr. Slavin an opportunity to bring back the candidates that meet the criteria pursuant to the Charter. Moved by Commissioner Green

Mr. Slavin said he needs to find out when he delivers the information of those who qualify after where we go from there.

Motion withdrew.

MOTION: Provide Mr. Slavin with the top 5 rankings and allow him to add 5 additional to see if there are any of interest. Moved by Commissioner Green. Seconded by Commissioner Curran.

Motion withdrew.

Commissioner Meltzer believes we should rank before we have the list of new candidates.

Commissioner Curran said the previous City Manager was fired November 20, 2018. There was no reason that the search didn't start after he was fired. He said he brought up the issue to start the search 4 or 5 times previously.

Mr. Nall said that if the previous City Manger's contract wasn't extended this process would of started sooner.

Commissioner Curran said that he wanted to start the search after November 20, 2019.

Commissioner Green said that he 6 month extension was voted on by 3 Commissioners. He said that they discussed having the previous City Manager help with hiring a new City Manager then the plan changed. The previous City Manager was fired on November 20 and he had said then that the process should begin. He said that Cooper City is considered one of the best places to live and that Mr. Loucks and the staff was a part of that. He said that in November, he asked to hire a company to start the search but the majority of the Commission voted to bring on the then Finance Director which delayed the process. He said he told Mr. Slavin that we need someone with managerial experience. He wants to focus on the process now.

Mayor Ross said the Commission needs to decide what process they will now follow. He said there is a number of options. Option A is to move ahead with what they have now and have Commissioner Pulcini submit his choices. Option B is to have Mr. Slavin go back and bring forth more candidates that meet either of the criteria's listed. Option C is to part ways with Mr. Slavin and continue the process in house.

Commissioner Curran asked if we can look at the resumes the city received.

Mr. Slavin said they had received them all.

Commissioner Curran would like to remove the out of state applicants due to travel costs.

Commissioner Meltzer said they expanded the search initially to gather more candidates.

Mayor Ross said the difficulty he has with the candidate that was received is he will be retiring soon.

Commissioner Meltzer said that if the out of state applicants are removed we may received candidates that are less qualified.

He advised of his concerns with the report and that Mr. Slavin did not recommend any candidates.

Mr. Slavin said that the 10 are those who are qualified and answered the questionnaire. The recommendations will be made later in the process.

Commissioner Curran asked how long it would take to include new candidates.

Mr. Slavin answered it will not take long after he reviews the other candidates with the beginning criteria.

Commissioner Curran said that the burden of the budget and BSO contract will be on the current Interim City Manager and he is disappointed in the entire process.

Commissioner Green said that he hears the concerns of his constituents but we need continue the process. He said a number of the individuals listed in the report have experience and he has ranked his choices. He said he understands that the individual coming in will maintain the process we have in place and will improve where necessary. He asked Mr. Slavin how many additional applications do we have.

Mr. Slavin said that he can look at the list placed on the Public Administration criteria.

Commissioner Meltzer said that he wants to move this process forward.

Mr. Slavin said that he will look at the other candidates who meet the public administration requirement with management experience.

Mayor Ross opened up for public comment.

Bob Sands, 10582 Grove Place said he is disappointed in what he's hearing. He would suggest as a resident not to send Mr. Slavin back but to take the ten and make a decision. He believes we have a remarkable staff and that we as a City need stability.

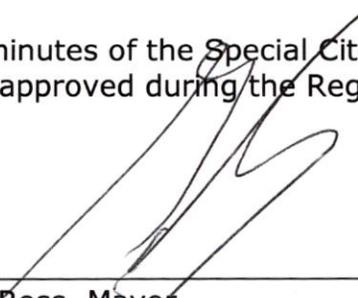
Jim Federicci, 3751 Ottawa Lane, said that he doesn't understand why we haven't received any current Assistant City Manager applicants.

David Nall, 3620 NW 89th Way, said that he agrees with eliminating individuals with accusations but be cautious of false allegations. He believes that the criteria needs to be clear when given to Mr. Slavin. There also needs to be responsibility taken for the timeline we are now at because of the extension given to the previous City Manager.

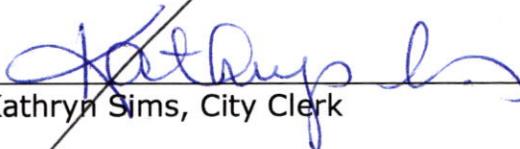
7. Adjournment

The meeting adjourned at 8:38 PM.

The minutes of the Special City Commission Workshop Meeting of June 19, 2019 were approved during the Regular City Commission Meeting of September 24, 2019.



Greg Ross, Mayor



Kathryn Sims, City Clerk

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.coopercityfl.org or at the Office of the City Clerk, City of Cooper City, 9090 SW 50 Place, Cooper City, Florida, 33328, 954-434-4300.