



**CITY OF COOPER CITY  
CITY COMMISSION**

**SPECIAL MEETING MINUTES  
Friday August 23, 2019 at 6:30 PM**

1. Pledge of Allegiance  
Mayor Ross opened the meeting at 6:30 pm and led the assembly in the Pledge of Allegiance.
2. Roll Call  
Present were Commissioners Pulcini, Meltzer, Green, Curran and Mayor Ross.
3. Public Comments (each member of the public is allowed to speak for four (4) minutes)
4. Regular Agenda
  - a. Motion to approve an independent Contract with Lynn Professional Consulting, LLC for Public Safety Advisement Services - **Administration**
5. Bob Slavin from Slavin Management Consultants will provide a status update and process overview

Commissioner Meltzer said having someone manage the BSO contract is important.

Commissioner Pulcini said it will be helpful to the City Manager to have an expert helping review the contract.

Commissioner Curran said the addition of this item was added in a short time. He also said he knows nothing about this item besides what is in the backup.

Interim City Manager Sims explained she wanted to expedite the process as BSO negotiations are in process and his expertise will be needed.

Commissioner Curran said he will not be supporting the item.

Commissioner Green spoke on the Public Safety Advisory Board members 2 members joining negotiations with BSO. He said his concerns are 2 members of the Board functions in the negotiations realm with the Board not being yet sun setted.

Mayor Ross said the approval must be contingent on the resignation from the PSAB.

Mr. Lynn agreed.

Mayor Ross added that as a friendly amendment.

Commissioner Green asked the City attorney if we need written notification or if a verbal confirmation is significant.

City Attorney Horowitz advised a verbal confirmation is significant. He also added that he would need to resign as a matter of law and Mr. Lynn is aware of that information.

Mayor Ross said he reviewed the contract and particularly liked the oversight of the contract. He said Mr. Lynn is very qualified for the position.

**MOTION:** To approve Item 5. **Moved by Commissioner Meltzer. Seconded by Commissioner Pulcini. Commissioners Pulcini, Meltzer, Green and Mayor Ross, yes. Commissioner Curran, No. Motion passed.**

Mr. Lynn thanked the Commission for their support and looks forward to working with staff.

Mayor Ross advised Mr. Slavin gave his notice of termination of agreement in the form of a letter earlier tonight.

Mayor Ross read the letter into the record.

The Commission asked how much we have paid Mr. Slavin so far.

Mrs. Sims will look into that.

## 6. Collective Interviews with City Manager Candidates

### a. Michael Moore

Michael Moore gave a brief introduction. He thanked the Commission and advised he has worked in the government sector since the age of 19. He worked for Miami Dade for 26 years. He currently works for the City of Miramar.

Commissioner Pulcini asked if he has managed individuals if so how many, and what was his budget.

Mr. Moore answered he has managed before the amount would be close to 400. He said he has a broad range in managing different departments. He said the budgets varied from several hundreds of thousands to a 168 million general fund budget in the City of Miramar.

Commissioner Meltzer asked about his experience with public works and infrastructure.

Mr. Moore answered when in Miami he worked in the Aviation department he was over the public works section. He said he worked on resurfacing, tree issues and storm drainage.

Commissioner Meltzer asked how could you do more with less with our infrastructure issue.

Mr. Moore said we need to be efficient and allocate dollars to what we need most. Can we grind sidewalks instead of replacing them, look into ownership of trees with issues.

Commissioner Green asked Mr. Moore what is his vision for the city.

Mr. Moore said Cooper City is someplace special. He said there needs to be trust, trust between the residents and staff, elected officials and the staff and the commission and the residents. He said the greatest resource we have is staff.

Commissioner Curran asked his thoughts on the BSO contract.

Mr. Moore said he has the upmost respect for BSO but they are a contractor of the City. Managing the contract is key. He said controlling staff levels is crucial. He also said looking in capital expenses, are they necessary. If the City is looking to pay more for vehicles we need to look at that.

Mayor Ross said we had a report done by matrix that said we are in deed overstaffed. He asked if there any other conditions of the BSO contract he like to touch on.

Mr. Moore said yes, there are other things he would look at.

Mayor Ross said in their earlier one on one interview he mentioned some conditions.

Mr. Moore said code enforcement should be inhouse and also needs a decrease in personnel. He also said code is about compliance not revenue. He also recommended community service aids and a reduction in sworn officers.

Mayor Ross asked what sets him apart from the other applicants.

Mr. Moore responded he does not know the other applicants but he said he gives 110% and he expects others that he works with to bring the same. He said to him this is not a job it's a passion. He said he believes the individuals he works with are life long relationships.

Commissioner Meltzer asked Mr. Moore to speak on the bias lawsuit.

Mr. Moore said while working in Miami he worked with an individual who got progressively disciplined and ultimately demoted. A year later that individual decided to file a complaint. He said the sole purpose of the complaint was to disparage him. He said if he could do it, again he would do it the same.

Commissioner Curran asked him to speak on athletics and the leagues in the City.

Mr. Moore spoke on working with the leagues in Miramar and determine how much the leagues are collecting. He said the key is balance. He understands the value of the leagues but also understands expenses occur with use of fields.

Commissioner Curran asked how much money his City collects currently from the groups.

Mr. Moore answered none.

Mayor Ross asked Mr. Moore if he agrees with that.

Mr. Moore answered not at all.

Mayor Ross said because it's a partnership.

Mr. Moore answered yes it should be and some argued it is now but balance is needed.

Mayor Ross asked as an Chief Operations Officer do you have the same duties as City Manager.

Mr. Moore said no he is closer to an Assistant City Manager.

Mayor Ross asked would he view this position as a challenge or an opportunity and would he accept either one.

Mr. Moore answered if it was not a challenge he would not consider it an opportunity. He said he seeks out opportunities that other see as challenges.

Marty Sherwood, Forest Lake, asked Mr. Moore about his experience dealing with the public and his accessibility to the public.

Mr. Moore said he is very accessible he gives out his personal cell. He believes in following up and answering emails. He said he is the type to go out and look at complaints in person.

Bill Turner, 5611 SW 113<sup>th</sup> Ave, asked Mr. Moore how he would handle the strong 5 personalities on the dais.

Mr. Moore answered the relationship he expects to have is to guide them with professional guidance. To keep the Commission informed and strive to have all items passed at unanimous vote. You always need to be candid and transparent.

Brenda Kezar asked if you found inefficiency in operations what are some solutions you would consider.

Mr. Moore said he believes in trust but verify. He said that being a union steward for 7 years he worked with individuals who only did one thing and he heard in past meetings that employees here wear more than one hat and they should be compensated for that.

Ms. Kezar asked what his thoughts are on unionizing.

Mr. Moore said his personal believe is if employees want to form a union there's a reason. Concerns need to be addressed.

b. Thomas Jones

Mr. Jones introduced himself. He advised he is a Cooper City resident holds a Masters and Bachelor's degree. He is currently assistant agent in charge of the of FBI Miramar office.

Commissioner Curran asked Mr. Jones his input on the BSO contract.

Mr. Jones answered he has worked with many police agencies. He said he believes the contract can not be sustained as costs increase year by year. He said in order to move forward with BSO there needs to be an expert engaged to break down the contract. Also, alternatives are needed. He said he does know the Sheriff and many individuals at BSO. He believes we are paying for some services we don't need. He wants to look at 911 dispatch rates on officers.

Commissioner Green asked Mr. Jones what his vision for the City.

Mr. Jones said is to save more money. He said we cannot depend on FEMA. He would also like to see the City grow and some day in the future have a 3-

story City hall with a library. He also said he would like to look into sales of land. He wants to build up the City in the future.

Commissioner Green asked if he is beholding to anyone on the dais.

Mr. Jones answered no, he is not, he is very transparent.

Commissioner Meltzer asked how does he plan to fix the financial status of the City.

Mr. Jones answered he doesn't believe in raises and he believes only critical projects need to be funded. He also said we need to make cuts in the BSO contract. Also, we need to look at reorganization in the City.

Commissioner Meltzer asked how he will handle transparency compared to his current position.

Mr. Jones answered he believes in high ethics and integrity. He would much rather be open. Troubles arise from covering up situations. He said he is open 24/7.

Commissioner Pulcini asked about his thoughts on alternatives to the BSO contract.

Mr. Jones said he would seek out alternative law enforcement solutions. He also said we need to take a year and say we can not pay more for the contract. He would also focus on officer's use, could we cut numbers. Do we need the k-9 unit, and an IT tech when we have 2 in the City.

Mayor Pulcini asked how many individuals he manages now and what his budget is.

Mr. Jones answered he manages over 300 people, when he is acting SAC he is responsible for 1100. He advised it's a multimillion-dollar budget and tens of millions when he was at headquarters.

Mayor Ross asked what type of city municipal, county experience he has.

Mr. Jones answered he was a Sheriffs Deputy for 9.5 years. He started as a patrol deputy and took over community outreach. He was also an acting Sergeant, and worked in many disaster search and rescues. He has Federal experience but not County.

Mayor Ross said so if your chosen this would be the first time he would serve as a public servant in the government area.

Mr. Jones said yes in the City government area.

Mayor Ross asked if he sees that as a benefit or a hindrance.

Mr. Jones answered he sees it as a challenge. He likes to be challenged and a problem solver.

Mayor Ross asked what made him seek a position as City Manager and that this is not the only City Manager position, he has applied for in the County.

Mr. Jones answered this is the first he applied for. But he applied for Parkland, Margate, Doral, Weston, and Fort Lauderdale. He applied for private sector jobs as well. He said he leaves the FBI at age 57 and this gives him an opportunity for him to work the next 15 years. He applied for Cooper City because its in his house and it's a challenge. He believes the city needs leadership and he can do that.

Commissioner Pulcini asked if the Slavin contract details in regards to the City manager being hired and not working out are still relevant.

City Attorney Horowitz will review the agreement.

c. Brian Raducci

Mr. Raducci introduced himself and advised he is the Finance Director in the City of Aventura and just celebrated 12 years with the City. He said he oversees the City budget, capital, purchasing, payroll and the CAFR.

Commissioner Pulcini asked if Aventura prepares their own CAFR and if they do would he expect Cooper City to as well.

Mr. Raducci answered the CAFR is prepared by the auditors.

Commissioner Pulcini asked his plans concerning the BSO contract.

Mr. Raducci answered he worked with BSO in the City of North Lauderdale and he said if the service is good maybe its worth it. As contracts mature they become more expensive. Staffing levels need to be compared to other municipalities.

Commissioner Pulcini asked about fund balance and what plan he has to replenish the fund balance.

Mr. Raducci answered he doesn't want to exceed expenditures. Also, financing could be used. If you manage the City prudently and look into fees to recover costs.

Commissioner Meltzer asked what specific parts of his skill set will he bring that will benefit the City most.

Mr. Raducci answered the City needs a leader. He has the ability to communicate and build relationships.

Commissioner Meltzer asked his motivation for applying to this position.

Mr. Raducci answered he wants to grow in his personal development. He wants to utilize all his skills and he is up for the challenge. The person chosen must be a great fit.

Commissioner Green asked if you are selected what is your vision.

Mr. Raducci answered he wants to unify the community. He said with the right leadership the City can strive. He wants to bring a sense of calmness and consensus.

Commissioner Green asked how many employees he manages and what is his greatest resource.

Mr. Raducci answered he manages 6. He also assists other departments and his greatest resource is personnel. Moral and investing in personnel is key.

Commissioner Curran asked Mr. Raducci about his current position and his work with the City Manager.

Mr. Raducci said he does go to the Commission meetings and stood in for the City Manager at certain functions.

Commissioner Curran asked if he background with BSO.

Mr. Raducci said in North Lauderdale he worked with BSO. He worked with the City Manager during the transition and his opinion was valued.

Commissioner Curran asked if he can follow actuals for the BSO contract.

Mr. Raducci answered yes, those numbers need to be looked at and compared with neighborhood municipalities.

Mayor Ross asked what is the one question that has not been asked that he wants to answer.

Mr. Raducci was not sure.

Mayor Ross asked him what his worst enemies would give him as a recommendation.

Mr. Raducci answered he does not have any enemies but he believes it hard to say he's not qualified.

Mayor Ross asked if he is collaborative or goal oriented in his management style.

Mr. Raducci answered he is more collaborative. He believes that the community needs to be united with the Commission and the City Manager. He wants to have agenda preparation and have complete information available at all times.

Jennifer Goldfarb asked about his pros and cons on contracting out.

Mr. Raducci answered contracting out can be looked at, You need to go through the departments one by one. You don't want to lose character but at times you can contract out if its appropriate.

William Turner asked if Mr. Raducci if he was selected what is his 30, 60 and 90 day plan.

Mr. Raducci said working on the BSO contract and looking into every department to see what they are doing well or not doing well.

d. Mark Mason

Mr. Mason introduced himself. He advised he has been in the public sector for 22 years. He is currently with the City of Tamarac.

Commissioner Curran asked what his vision for the City in 3 years.

Mr. mason said the City has opportunities to come together from a government stand point. Costumer service will continue to be good.

Commissioner Curran asked where do you see us cutting costs to build up reserves.

Mr. Mason said having a stable fund balance threw good policies. Revisiting services and cutting service s may need to be done. He recommends not to use fund balance for expenditures.

Commissioner Curran asked how he feels about privatizing certain areas.

Mr. Mason said if that provides savings it may be needed.

Commissioner Green asked his objectives.

Mr. Mason said meeting with the Commission, Directors and the employees and find the direction we need to go in.

Commission Green asked what his ideas are on gaining additional revenues.

Mr. Mason answered he would look into the fire assessment.

Commissioner Green asked if the City of Tamarac do the nonprofits pay fees.

Mr. Mason answered no.

Commissioner Meltzer asked what he can bring to Cooper City for negotiations of the BSO contract.

Mr. Mason answered looking into per capita costs. He said he will do the analysis and have a conversation about what we expect.

Mr. Meltzer asked how many sworn officers he has in Tamarac.

Mr. Mason answered about 80 sworn.

Commissioner Pulcini asked Mr. Mason if he has a specific plan for BSO.

Mr. Mason said he has a number of contacts at BSO and to decrease cost we have to decrease deputies.

Commissioner Pulcini asked about our decreasing fund balance and his plan.

Mr. Mason said policies need to be put in place to restrict the use of fund balance. Policies work and you need to look into the fire assessment fees and holding off on capital projects.

Mayor Ross asked if we are headed into a recession.

Mr. Mason says he is planning for it.

Mayor Ross asked how many ride on the Tamarac rescue.

Mr. Mason answered 3.

Mayor Ross asked why he applied in the ladder part of the process.

Mr. Mason answered he need to make the decision of not being a Finance Director anymore.

Mr. Sherwood asked Mr. Mason about his management style as it relates to the public, and his accessibility to the public.

Mr. Mason answered he supports Advisory Boards and established the Budget Advisory Board in the City of Sebastian. His style is to take the information they provide and analysis it.

Jennifer Goldfarb asked how he would handle the Commission and restructure.

Mr. Mason said when it comes to the Commission it needs to be determined the level of the request. A consensus is needed for most requests. He said in regard to reconstruction if it is needed he will use it.

#### 7. Commission Discussion

City Attorney Horowitz advised the hiring of a City Manger requires all 5 commission members, a 4/5ths vote and a resolution. Direction would be to draft a resolution consistent with the Charter to employe the Manager.

Mayor Ross said we can circle choices of names listed on a sheet and take tallies an see where we stand.

Mayor Ross said 3 votes are needed to draft a resolution.

Marty Sherwood asked if there will be an alternative in case contract negotiations can not be made.

Mayor Ross said that can be addressed by tally's.

#### Round 1

Tom Jones - 2

Michael Moore - 1

Brian Raducci - 2

Commissioner Pulcini said if we put two names we have a better chance of one person having the votes.

Consensus was reached to vote again.

#### Round 2

Tom Jones - 2

Brian Raducci - 1

Mark Mason - 1

Michael Moore - 1

Commissioner Pulcini suggested adding two names.

Commissioner Meltzer suggested ranking a 1<sup>st</sup> choice and 2<sup>nd</sup> choice. 2 points for 1<sup>st</sup>, 1 point for 2<sup>nd</sup> choice.

City Attorney Horowitz said another option is have a discussion, ballots are not required.

Round 3

First Choice

Thomas Jones and Brian Raducci with 2 votes tied.

Second Choice

Mark Mason with 2 votes.

Commissioner Pulcini suggested voting on the top 2 choices.

Commissioner Curran said we should vote on the top two.

Commissioner Green said we should vote on the 2 tied at one.

Mayor Ross said an alternative is not having a consensus tonight.

Round 4

Thomas Jones - 3

Bryan Raducci -2

Commissioner Green made a motion to direct the City Attorney to draft a resolution to hire Tom Jones as the next City Manager.

Friendly Amendment to have Brian Raducci as a second.

**MOTION:** To direct the City Attorney to draft a resolution to hire Tom Jones as the next City Manager. **Moved by Commissioner Green. Seconded by Commissioner Curran. All aye on roll call vote. Motion passed.**

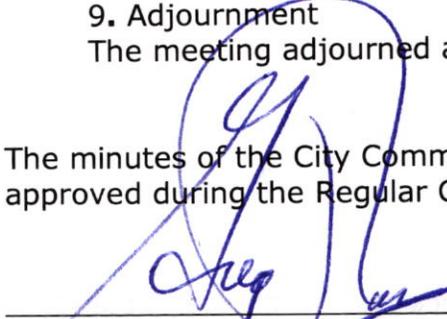
8. Additional Public Comments (each member of the public is allowed to speak for an additional two (2) minutes)

Thomas Jones asked for all the Commissions support and evoke all of their needs and requests.

9. Adjournment

The meeting adjourned at 9:11 PM.

The minutes of the City Commission Special Meeting of August 23, 2019 were approved during the Regular City Commission Meeting of November 5, 2019.

  
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Greg Ross, Mayor

  
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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](http://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.