

DRAFT
MEETING MINUTES
BROWARD METROPOLITAN PLANNING ORGANIZATION
EXECUTIVE COMMITTEE

Thursday, April 10, 2025, 8:30 a.m.
100 West Cypress Creek Road
Fort Lauderdale, Florida 33309

Chair:	Board Member Yvette Colbourne
Vice Chair:	Board Member Joy Cooper
Deputy Vice Chair:	Board Member Byron Jaffe
Committee Members:	Board Member Beam Furr
	Board Member Tim Fadgen
	Board Member Thomas Good, Jr.
	Board Member Rich Walker

MPO Staff

Greg Stuart, MPO Executive Director
Alan Gabriel, MPO General Counsel
Chris Bross, Paul Calvaresi, James Cromar, William Cross, Renee Cross, Carl Ema, Peter Gies, Vilma Hurtado, Adrian Neil, Oscar Nelson, Miguel Perez, Paula Prusinski, Rebecca Schultz, Jennipher Tucy

REGULAR ITEMS

(All Items Open for Public Comment)

1. Call to Order and Roll Call

Chair Colbourne called the meeting to order at 8:31 a.m. Roll was called and it was noted a quorum was present.

2. Approval of Minutes – April 10, 2025

Motion made by Board Member Good, seconded by Deputy Vice Chair Jaffe, to approve. In a voice vote, the **motion** passed unanimously.

3. Approval of Agenda

MPO General Counsel Alan Gabriel addressed an Item on the June 12, 2025 MPO Board Agenda relating to waiver of the MPO Board rules. He explained that the rules act similarly to a County or municipal Ordinance by requiring official modification and revision. He suggested that the Executive Committee remove this Item from the MPO Board Agenda, to be brought back at a subsequent Board meeting.

Motion made by Vice Chair Cooper, seconded by Board Member Furr, to remove Agenda Item #5 off of the Board Agenda today. In a voice vote, the **motion** passed unanimously.

Motion made by Deputy Vice Chair Jaffe, seconded by Board Member Furr, to approve the Agenda. In a voice vote, the **motion** passed unanimously.

4. Public Comments

None.

ACTION ITEMS

1. MOTION TO AUTHORIZE the Executive Director to Execute a Purchase Order Between the Broward Metropolitan Planning Organization and OnesourcePCS, LLC for Information Technology Services in an Amount Not to Exceed \$250,000

Peter Gies of Broward MPO Staff explained that this Item is a proposal to continue the MPO's Information Technology (IT) services with OnesourcePCS. On July 11, 2024, the Executive Committee approved a one-year authorization to purchase these services using a General Services Administration (GSA) contract between OnesourcePCS and the federal government. Advantages of using a GSA contract include use of pre-negotiated rates and built-in escalators, which improve consistency.

At the time, the MPO proposed a one-year purchase order for IT services, as they were transitioning away from a previous vendor. The one year served as a test period for OnesourcePCS. Now that the transition is complete, services are greatly improved and are provided at a lower rate. Services cost approximately \$10,000/month, down from the previous cost of \$14,500/month.

This Item would provide the MPO Executive Director with delegated authority to purchase services using the GSA. This means a standalone contract is not required. Services and quantities are itemized as part of this Item's attachment.

It was noted that this expense can be approved by the Executive Committee rather than the full MPO Board, as the amount is below the \$250,000 threshold that requires Board approval.

Motion made by Vice Chair Cooper, seconded by Deputy Vice Chair Jaffe, to approve. In a voice vote, the **motion** passed unanimously.

2. DISCUSSION AND MOTION(S) Regarding General Counsel's Annual Evaluation Ratings

Chair Colbourne advised that any Executive Committee members who have not yet turned in their evaluations for the General Counsel and Executive Director should do so at this time. She recognized and thanked Executive Director Greg Stuart and Attorney Gabriel for their work on behalf of the Broward MPO.

3. DISCUSSION AND MOTION(S) Regarding Executive Director's Annual Evaluation Ratings

Mr. Stuart noted that the amount of grant funding awarded to the Broward MPO significantly exceeds expectations, and has been used to leverage the Infrastructure Investment and Jobs Act (IIJA), also known as the Bipartisan Infrastructure Bill, to its fullest capacity. He emphasized that he and Attorney Gabriel work together in partnership to accomplish the MPO's goals.

Bryan Caletka of MPO Staff provided documents comparing the Miami-Dade Transportation Planning Organization (TPO) to the Broward MPO, as well as a listing of Miami-Dade TPO salaries in comparison to Broward. Mr. Stuart also noted the two organizations' budgets. The MPO does significantly more work due to its achievements, many of which are tied into discretionary grants. The MPO currently administers 14 grants and anticipates another \$31 million in pending grants.

Mr. Stuart concluded that he would like his salary to be competitive in comparison with that of the TPO's Executive Director, pointing out that the TPO provides less than one-third of the funding and opportunities brought in by the MPO.

The Committee members discussed the evaluation, with Vice Chair Cooper noting that general employees typically receive both merit-based increases and Cost of Living Adjustments (COLAs) totaling approximately 10% annually. She estimated that an 18% increase would be needed to bring Mr. Stuart's salary into the same range as the TPO Executive Director's salary.

Board Member Furr advised that his personal policy is not to give a greater increase to an executive than he would to general employees themselves. He explained that he did not know what types of increases were being offered to general employees. Mr. Stuart replied that a detailed salary survey would be included in the Consent Agenda at the July 2025 MPO Board meeting.

Mr. Stuart clarified that he would be willing to accept a bonus rather than an increase which would add to his base salary, as a bonus would recognize his work.

Chair Colbourne addressed the documentation comparing Broward and Miami-Dade Counties, also pointing out the positive impact of the Executive Director's and General Counsel's consistency with the Broward MPO.

Attorney Gabriel noted that Mr. Stuart was responsible for the creation of the Metro Transportation Engineering and Construction Collective (MTECC), which works closely with the Broward MPO and participating Broward municipalities. He also observed that he himself has not received an actual salary increase, but has consistently received increases related to the Consumer Price Index (CPI), as his firm serves in a consulting capacity based on billable hours. He suggested raising the firm's rate to the minimum for governmental municipal clients, which is \$325/hour in comparison to the current rate of \$284/hour.

Chair Colbourne commented that it is important to value employees, and that the Executive Director and General Counsel do not serve in a similar capacity to general employees. She felt the comparison of Broward's achievements to those of other counties was an appropriate measurement, and urged the Committee members to take this into consideration. She was also in favor of considering a one-time bonus.

Deputy Vice Chair Jaffe noted that Mr. Stuart has served as Executive Director for 16 years, and also acknowledged the differences between the MPO's and TPO's achievements. He suggested consideration of a retention bonus to secure Mr. Stuart's services for another two years. Mr. Stuart indicated that this would be an acceptable option.

It was also noted that Mr. Stuart participates in Florida's Deferred Retirement Option Program (DROP), which makes it easier to consider a bonus that could be conferred over his remaining two years. There was discussion among the members to consider proceeding with a blended 7% salary increase and a bonus for the Executive Director.

Motion made by Board Member Good that starting July 1, 2025, the Executive Director be given a \$57,000 bonus for the next fiscal year. The **motion** died for lack of second.

Motion made by Vice Chair Cooper to include the 7% increase and add a \$40,000 annual bonus. The **motion** died for lack of second.

It was noted that this **motion** would defer the proposed increase by six months, as it would take effect on January 1, 2026. The bonus would be payable on July 1, 2025.

Board Member Furr requested that any **motions** on this Item be bifurcated between discussion of the 7% increase and discussion of the proposed bonus. Chair Colbourne pointed out, however, that the Committee does not need to vote upon the 7% increase, which will be automatically applied to the entire Staff in January 2026.

Board Member Fadgen advised that if the goal is to bring the Executive Director's salary to an equal level with the Miami-Dade TPO's Executive Director, there must be

consideration of the 7% raise, which would equal \$20,000 over 12 months. He concluded that the bonus should be \$47,000.

Motion made by Board Member Walker for a bonus payment of \$47,000 payable to the Executive Director on July 1.

It was confirmed that because the \$47,000 bonus is a retention bonus, the MPO would be able to claw it back in the event the Executive Director left the organization earlier than expected. Mr. Stuart confirmed that this was consistent with his commitment to the MPO.

Board Member Walker **amended** his **motion** as follows: **motion** to make \$47,000 payable to the Executive Director on July 1; should the Executive Director leave early, the MPO would claw back the pro-rated amount of the retention bonus.

Deputy Vice Chair Jaffe **seconded** the **motion**.

Deputy Vice Chair Jaffe also noted that in a global sense, it is not entirely accurate to compare the Broward MPO and Miami-Dade TPO.

Attorney Gabriel clarified that the MPO's fiscal year begins on July 1. He added that he would review the process to ensure that it is legally acceptable, and pointed out that the Committee's recommendation would not go before the MPO Board until that body's July meeting. There will be another Executive Committee meeting in July at which any issues could be addressed before the recommendation goes before the full Board.

In a voice vote, the **motion** passed 5-2 (Board Members Fadgen and Furr dissenting).

Motion made by Vice Chair Cooper, seconded by Board Member Furr, to move the annual billable hours to \$325/hour for legal services. In a voice vote, the **motion** passed 6-1 (Board Member Good dissenting).

At this time the Committee members' recommendations for both evaluations were presented and confirmed.

DISCUSSION ITEMS

1. Legislative Update

None.

2. Discussion of June 12, 2025 MPO Agenda Items

None.

3. Review and Discussion of Future MPO Agendas

None.

4. Non-Agenda

There being no further business to come before the Committee at this time, the meeting was adjourned at 9:32 a.m.