



Fred Spencer Deno IV
Mayor

Gabriel Fernandez
President

Council Members
Jorge Arce
Debra Conover
Elizabeth Taylor-Martinez
Michael Tur

Special Council Meeting
Minutes
August 27, 2026
5:30 p.m.

1. Call to Order

Council President Gabriel Fernandez called the meeting to order at 5:43 p.m.

2. Invocation

Council Member Taylor-Martinez led the Invocation.

3. Pledge of Allegiance

Council Member Elizabeth Taylor-Martinez led the Pledge of Allegiance.

4. Roll Call

Mayor Fred Spencer Deno, IV, Council President Gabriel Fernandez, Council Member Jorge Arce, Council Member Debra Conover, Council Member Elizabeth Taylor-Martinez, Council Member Tur and attorney Guillermo Cuadra were in attendance.

5. Meeting Notices

- Any person who decides to appeal any decision of the Village Council with respect to any matter considered at this meeting 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.
- Pursuant to the provisions of the **Americans with Disabilities Act**, any person requiring special accommodations to participate in this proceeding is asked to advise the Village at least 2 days before the proceeding by contacting the Village Clerk's office at **305-871-6104**.

6. Citizens Comments.

7. Discussion Regarding Changes to Police Contract (2026-2029)

The following summarizes the key changes to the proposed Police Contract for the period 2026-2029. These revisions have been reviewed, with some receiving approval, others being countered, and some requiring further clarification by the Council.

Page 23, ARTICLE 19, Section 19.1:

The sentence should be corrected to reflect an effective date of October 1, 2026. Consideration is being given to removing this sentence altogether, as it no longer applies from the initial execution of this agreement.

Action: Deletion of Section 19.1 and subsequent renumbering of the remaining sections.

Page 23, ARTICLE 19, Section 19.2:

The Council approved a 4% salary increase across the board based on the base pay.

Page 23, ARTICLE 19, Section 19.3:

The Council approved a 4% salary increase in perpetuity, with a maximum of 6% for longevity, at the sole discretion of the Council members and the Mayor's recommendation.

Page 23, ARTICLE 19, Section 19.4:

Salary increases will be effective on the officer's anniversary date each year, as approved by the Council.

Page 25, ARTICLE 21, Section 21.2:

The Council did not approve the proposed change; further clarification is required.

Page 26, ARTICLE 22, Section 22.1:

Officers shall receive a maximum of 3 hours of pay for specific circumstances, with changes approved by the Council members and the Mayor.

Page 26, ARTICLE 22, Section 22.2:

Officers shall receive a maximum of 4 hours for in-person appearances, with changes approved by the Council members and the Mayor.

Page 26, ARTICLE 22, Section 22.8:

The maximum hours per fiscal year have been increased from 160 to 300 hours, with verbiage approved by the Council members and the Mayor.

Page 28, ARTICLE 24, Section 24.5:

The provision regarding plain clothes allowance and the amount of \$800 has been deleted, with verbiage approved by the Council members and the Mayor.

Page 31, ARTICLE 26, Section 26.1:

The Council is countering with the following proposal: Officers wishing to take the Friday after Thanksgiving off must relinquish 2 personal leave days; otherwise, they may retain 3 personal leave days.

Page 31, ARTICLE 26, Sections 26.2 and 26.3:

The Council did not approve these proposed changes and further clarification is needed.

Page 33, ARTICLE 28, Section 28.1:

The Council has approved the proposed changes.

Page 35, ARTICLE 29, Section 29.3:

The Council approved a provision of 30 working days per year.

- 1. Good & Welfare**
- 2. Motion to Adjourn**

A motion to adjourn the meeting at 6:46 P.M. was made by Council Member Taylor-Martinez and was seconded by Council Member Conover. The motion passed 5-0.