Fred Spencer Deno IV
Mayor

Gabriel Fernandez
Council President

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

Special Council Meeting
Agenda
November 16, 2026
5:30 p.m.

1. **Call to Order**

2. **Invocation**

3. **Pledge of Allegiance**

4. **Roll Call**

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, Review, and Approval of the Revised Employee Handbook.**

   The revised handbook incorporates updates and modifications to existing personnel policies, procedures, employee responsibilities, workplace expectations, and guidelines to ensure consistency, accountability, and compliance with applicable employment laws and regulations.

8. **Good & Welfare**

9. **Motion to Adjourn**