

**MINUTES OF THE
SOUTH FLORIDA REGIONAL PLANNING COUNCIL
EXECUTIVE COMMITTEE MEETING
September 22, 2025**

The South Florida Regional Planning Council met virtually and in person on this date at the Miami-Dade Transportation Planning Organization, 150 West Flagler Street, Suite 1900, Miami, FL 33130. Chair Lincoln welcomed everyone, both in person and virtually, and called the meeting to order at 10:02 a.m. Executive Director Isabel Cosio Carballo led the Pledge of Allegiance. The recording of this meeting can be found here: <https://youtu.be/UeqLOWrreKw?si=vqMlyt9hLi676fmy>

I. Pledge of Allegiance and Roll Call

Chair Michelle Lincoln (VP)
Councilmember Frank Caplan
Councilmember René García *
Councilmember Steve Geller
Councilmember Cary Goldberg
Councilmember Denise Horland *

A = Absent

D = Designee

* = Excused Absence

VP = Virtually Present

Councilmember Udine was virtually present at the executive committee meeting. SFRPC Executive Director Isabel Cosio Carballo and Legal Counsel Paul Hernandez, attending on behalf of Sam Goren, were present.

The meeting was held as an Executive Committee meeting.

II. Action Items

A. General Counsel Annual Review

Chair Lincoln asked Ms. Kathe Lerch of Council staff to read the ratings and comments from the review forms that were distributed in advance of the meeting. All Councilmembers rated General Counsel "5/Excellent" ratings. Councilmembers' comments praised the legal expertise, responsiveness, professionalism, and integrity of Mr. Sam Goren. Councilmember Geller asked if the rate has stayed the same. Mr. Hernandez stated the contract remains the same except for an hourly rate adjustment.

Councilmember Goldberg motioned to approve the General Counsel contract. Councilmember Geller seconded the motion, which was adopted by unanimous vote. Motion to approve contract renewal passed unanimously.

B. Executive Director Annual Review

Chair Lincoln asked Ms. Kathe Lerch of Council staff to read the ratings and comments from the review forms that were distributed in advance of the meeting. Mrs. Cosio Carballo received “5/Excellent” ratings from Executive Committee Members. Councilmember feedback highlighted professionalism, dedication, and collaborative leadership. Mrs. Cosio Carballo discussed her contract, which expires in 2027, and mentioned that the contract needs to be updated each year by the Board to address any COLA and/or merit-based increase. Mrs. Cosio Carballo offered that she would be comfortable with no merit increase this year, given the financial challenges faced by the member counties, if that is the desire of the Board. She inquired as to what approach is being taken by the counties with respect to COLA and/or merit increases, as she uses the counties as a benchmark for her decisions on COLA and merit pay for Council staff.

Councilmember Geller moved to approve the Executive Director contract with a 2.5% COLA increase, the midpoint between Broward and Monroe counties' COLA increases, and no merit-based increase at this time. The Executive Director will contact the individual counties to ascertain COLA and merit increases per county. Chair Lincoln motioned to approve the motion. Councilmember Caplan seconded the motion, which was adopted unanimously.

Public Hearing

Chair Lincoln opened the Public Hearing and asked if there were any comments or questions.

Public Comments

There were no comments or questions from the public in person or virtually.

VII. Adjourn

Chair Lincoln adjourned the meeting at 10:20 a.m.

This signature is to attest that the undersigned is the Secretary of the SOUTH FLORIDA REGIONAL PLANNING COUNCIL and that the information provided herein is the true and correct minutes for September 22, 2025, of the SOUTH FLORIDA REGIONAL PLANNING COUNCIL adopted on the 20th day of October 2025.

Frank Caplan, Secretary
Councilmember, Village of Key Biscayne

Date