



City of Marco Island

To: Marco Island City Council
From: Casey Lucius, Ph.D., Interim City Manager
Date: November 17, 2025
Subject: Interim City Manager Agreement

Background

On November 3, 2025, City Council accepted the resignation of City Manager Mike McNees effective November 14, 2025. The Council voted 7-0 to appoint me as Interim City Manager as of 5:00pm on November 14, 2025. I informed the Council that I would be presenting a contract for their review and approval on the November 17, 2025 agenda. It is customary for City Managers to enter into a contract with the Council, whether in an interim or full-time capacity.

Terms for Consideration

The attached contract sets compensation at the current City Manager's salary of \$228,744. It is my intention to keep the Assistant City Manager position vacant while I serve in this role, which will save the City \$160,929. Additionally, I do not receive City health insurance saving the City \$26,936 per year. The previous City Manager had a car allowance of \$4,800 per year which is not included in the proposed contract. The salary is presented as such given the workload of both Assistant City Manager and City Manager.

Attached is additional data from the May 2025 Compensation Study that was conducted to include pay rates for City Managers and Assistant City Managers in Southwest Florida. You will see that the pay being requested is fair, but continues to be below the market for both positions.

As allowed under Florida Statutes, if the City Council terminates my employment without cause, the contract includes a severance payment.

Recommendation:

It is recommended that City Council approve the attached contract.