

City of Marco Island Florida

*51 Bald Eagle Drive
Marco Island, Florida
cityofmarcoisland.com*



Meeting Minutes - Draft

Monday, September 16, 2024

1:00 PM

Workshop - City Manager's 2025 Goals

Community Meeting Room

City Council

Chair: Jared Grifoni

Vice-Chair: Erik Brechnitz

*City Council: Rich Blonna,
Greg Folley, Becky Irwin,
Darrin Palumbo, Joe Rola*

City Manager: Mike McNeas

Assistant City Manager: Casey Lucius

City Attorney: Alan L. Gabriel

City Clerk: Joan Taylor

1. Call to Order

Chair Grifoni called the Workshop to order at 1:00 P.M.

2. Roll Call

Present: 5 - Councilor Blonna, Vice-Chair Brechnitz, Councilor Irwin, Councilor Rola and Chair Grifoni

Not Present: 1 - Councilor Palumbo

Absent: 1 - Councilor Folley

(Councilor Palumbo joined the Workshop at 1:02 P.M. remotely via Zoom teleconference connection)

Also Present

Michael McNees, City Manager

Casey Lucius, Assistant City Manager

Joan Taylor, City Clerk

Tracy Frazzano, Police Chief

Chris Byrne, Fire Chief

Jeff Poteet, Water & Sewer General Manager

Jose Duran, Information Technology Director

Angela Johenning, Purchasing & Risk Manager (arrived at 1:04 P.M.)

Martin Luna, Video/Broadcast Technician

Jim Kornas, Recording Specialist

Motion to Allow for Remote Participation by Councilor Palumbo

MOTION by Vice-Chair Brechnitz, seconded by Councilor Irwin, to allow Councilor Palumbo to participate in all matters coming before the Council at this Workshop. MOTION CARRIED BY THE FOLLOWING VOICE VOTE:

Yes: 5 - Councilor Blonna, Vice-Chair Brechnitz, Councilor Irwin, Councilor Rola and Chair Grifoni

3. Presentation

[ID 24-3806](#) Employee of the Quarter

Recognition of the City's Employee of the Quarter was deferred to another arrangement.

4. Business - Developing the FY 2025 City Manager Goals

a. [ID 24-3757](#) Developing the FY 2025 City Manager Goals

At the request of City Council Chair Jared Grifoni, City Manager Mike McNees reviewed his outline of proposed goals for 2024 - 2025 for the Council's consideration. All members of the Council shared comments and perspective on the various projects and initiatives proposed for the City Manager's 2024 - 2025 goals, and Chair Grifoni led the Council through a line-by-line review of each proposed element to obtain consensus for the execution of the final draft for Council's review and adoption at a future meeting of the Council.

The five primary goal categories remained in place as drafted, and the category weighting percentages were unchanged as follows:

Fiscal Management - 25%
Water Quality - 20%
Leadership/HR - 25%
Immediate & Long-Term Planning - 15%
Community Engagement - 15%

The following additions/modifications were applied to the proposed draft of the City Manager Goals 2024 - 2025:

Under FISCAL MANAGEMENT:

Work with Council to enact a balanced FY 2025/2026 budget at the calculated roll-back millage rate

Under WATER QUALITY:

Continue efforts to remove Marco Island from the Florida Department of Environmental Protection (FDEP) water quality impaired list

Under LEADERSHIP/HR:

Conduct an in-house salary survey and develop a proposal for adjusting wages to ensure that Marco Island wages are market competitive

Under IMMEDIATE AND LONG-TERM PLANNING:

Develop a long-term plan for managing the structural repair and funding of the City's bridges

Expand utilization of Veterans Community Park and the Unity bandshell
- pursue additional programming and more diverse event offerings
- investigate and recommend options to improve shade within the Park

Under COMMUNITY ENGAGEMENT:

(No additions or modifications to the proposed draft)

b. [ID 24-3849](#) Contract Terms and Evaluation Method Update

As proposed at the Council's September 9, 2024 meeting during Agenda Item 13i. (City Manager's Performance Evaluation), the Council discussed alternatives to enhance the City Manager Performance Evaluation Tool to better assess, record, and communicate its assessment of the City Manager's performance.

Chair Grifoni summarized the Council's dialogue on this topic as clearly indicating a desire to achieve greater simplification, but no specific changes to the City Manager Performance Evaluation Tool were directed.

The Council next discussed adjusting the City Manager's annual compensation to reflect his performance on behalf of the City over the past year. Council consensus to 'fold-in' the City Manager's monthly housing stipend into his base salary for the upcoming year was attained. In addition, the Council approved a 3% increase to the City Manager's previous base salary, consistent with the 3% base salary increase budgeted for non-bargaining City employees for the 2025 Fiscal Year.

5. Public Comment

No members of the public came forward to offer comment.

6. Adjournment

There being no further business before the Council, Chair Grifoni adjourned the Workshop at 2:46 P.M.

Jared Grifoni, Council Chair

ATTEST:

Joan Taylor, City Clerk

PREPARED BY:

Jim Kornas, Recording Specialist