

To: Marco Island City Council
From: Mike McNees, City Manager
Date: August, 2024



City Manager Annual Performance Evaluation

City Manager Goals and Self-Evaluation

Provided herein is my report of progress related to the goals assigned to me by the Marco Island City Council in 2023. I believe organizational progress toward these goals has been outstanding across the board. In areas where the assigned goals reflected pain points or specific areas of improvement, I believe meaningful measures have been taken in all regards.

City Manager Goals – 2023/2024

Major Capital Projects:

- Island-wide Traffic/Congestion Study
 - ✓ Present final report to City Council – [January 2024](#)
 - ✓ Go to bid this fiscal year on Collier/Barfield intersection improvements - [Engineer's report submitted to Council and approved January 2024](#)
- North Marco Utility Acquisition and Integration – [All acquisition steps completed](#)
 - ✓ Bring all documents to City Council for approval
 - ✓ Complete closing of transaction
 - ✓ Collapse existing company
 - ✓ Integrate NMU customers into City utility system
- Winterberry Bridge Replacement – [Council approved rehabilitation alternative - April 2024](#)
 - ✓ Identify appropriate funding sources
 - ✓ Design approved and project out to bid by first quarter, 2024
 - ✓ City Council award construction contract by second quarter, 2024

- Canal Water Quality Projects

✓ Aeration pilot project – design/cost estimate completed – [Site selection has been completed with three sites selected. Water sampling protocol for the canal water has been prepared. Design report currently under review.](#)

✓ Canal Interconnects – [Hydrodynamic study completed and presented to City Council January 2024](#)

✓ Continue advancement of DEP 4e Alternative Restoration Plan – [This plan has been approved by DEP and the process continues.](#)

Present City Council with FY 2024-25 City Budget applying Rollback Millage Rate for adoption – [July 2024](#)

Present completed Old Marco zoning certificate inventory to City Council – [Presented May, 2023](#)

Complete public process related to development of the Old Marco Redevelopment Master Plan – [Public process completed, staff review of consultant's finding August 2024](#)

Complete unwinding of the Vacation Rental Registration program with wrap-up accounting to City Council – [Close-out report presented to Council November 2023](#)

Identify and support island-wide beautification efforts – [Tourist Development funds secured for beach access beautification. Legislative appropriation for median improvements approved, but subsequently vetoed.](#)

Successfully complete Growth Management/Permitting “Community Engagement” process and related internal process review. – [This may have been the most successful city-wide endeavor of the year, starting with the “Builders Roundtable”, and followed by the in-depth outside analysis into optimizing our permitting process. This is a process that should never be completed, that should rather be perpetual.](#)

Complete “360 Evaluation” process - [Completed](#)

Implement expanded supervisory training, including appropriate certification for Purchasing/Risk Manager – [City-wide supervisory training has been executed, full certifications achieved](#)

Expand in-season utilization of Veterans Community Park and bandshell – [Between November 3, 2023 and May 2024, 2024 there were 74 days during which an event was scheduled in Veterans Community Park, and on multiples days more than one event. These were both public \(city and non-city\) and private events. A detailed schedule of these events is included in the following pages.](#)

Also of note: Successful negotiations with Fraternal Order of Police for new three-year contract. Scheduled for Council approval August, 2024.

Seasonal Events, Veterans Community Park

November 2023-May 2024

Event Date(s)	Organization	Seasonal 2023/2024 Event	Event Location
11/03/23	Blue Ribbon Events	Art in the Park at VCP	Veterans Community Park
11/04/23	Blue Ribbon Events	Art in the Park at VCP	Veterans Community Park
11/05/23	Blue Ribbon Events	Art in the Park at VCP	Veterans Community Park
11/11/23	City of Marco Island Parks & Rec	Veterans Day Ceremony	Veterans Community Park
11/14/23	MI Dance Company	Dress rehearsal for Tree Lighting	Veterans Community Park
11/15/23	City of Marco Island Parks & Rec	Farmers Market	Veterans Community Park
11/17/23	Marco Island Charter Middle School	Concert & Fundraiser	Veterans Community Park
11/18/23	Private Organizer	Family Gathering/Engagement Celebration	Veterans Community Park
11/20/23	Wesley United Methodist Church	Community Ecumenical Thanksgiving Service	Veterans Community Park
11/22/23	City of Marco Island Parks & Rec	Farmers Market	Veterans Community Park
11/27/23	City of Marco Island Parks & Rec	Game Night in the Park	Veterans Community Park
11/29/23	City of Marco Island Parks & Rec	Farmers Market	Veterans Community Park
11/29/23	MI Dance Company	Dress rehearsal for Tree Lighting	Veterans Community Park
11/30/23	Private Organizer	Roebert Wedding Ceremony	Veterans Community Park
12/02/23	Christmas Island Style	Annual Tree Lighting Community Celebration	Veterans Community Park
12/05/23	City of Marco Island Parks & Rec	Bingo Under the Lights	Veterans Community Park
12/06/23	City of Marco Island Parks & Rec	Farmers Market	Veterans Community Park
12/08/23	Blue Ribbon Events	Art in the Park at VCP	Veterans Community Park
12/09/23	Blue Ribbon Events	Art in the Park at VCP	Veterans Community Park
12/10/23	Blue Ribbon Events	Art in the Park at VCP	Veterans Community Park
12/13/23	City of Marco Island Parks & Rec	Farmers Market	Veterans Community Park
12/15/23	City of Marco Island Parks & Rec	Holiday Movie in the Park	Veterans Community Park
12/20/23	City of Marco Island Parks & Rec	Farmers Market	Veterans Community Park
12/27/23	City of Marco Island Parks & Rec	Farmers Market	Veterans Community Park

12/30/23	Chicagolands South Solutions	Extended Families Picnic at the Park	Veterans Community Park
01/03/24	City of Marco Island Parks & Rec	Farmers Market	Veterans Community Park
01/06/24	The Gold Lion Agency	Legends Concert Series	Veterans Community Park
01/07/24	City of Marco Island Parks & Rec	Winter Concert Series	Veterans Community Park
01/10/24	City of Marco Island Parks & Rec	Farmers Market	Veterans Community Park
01/14/24	City of Marco Island Parks & Rec	Winter Concert Series	Veterans Community Park
01/17/24	City of Marco Island Parks & Rec	Farmers Market	Veterans Community Park
01/20/24	City of Marco Island Parks & Rec	Island Rocks Concert	Veterans Community Park
01/21/24	City of Marco Island Parks & Rec	Winter Concert Series	Veterans Community Park
01/24/24	City of Marco Island Parks & Rec	Farmers Market	Veterans Community Park
01/26/24	Blue Ribbon Events	Art in the Park at VCP	Veterans Community Park
01/27/24	Blue Ribbon Events	Art in the Park at VCP	Veterans Community Park
01/28/24	Blue Ribbon Events	Art in the Park at VCP	Veterans Community Park
01/28/24	City of Marco Island Parks & Rec	Winter Concert Series	Veterans Community Park
01/29/24	City of Marco Island Parks & Rec	Family Game Night	Veterans Community Park
01/31/24	City of Marco Island Parks & Rec	Farmers Market	Veterans Community Park
02/02/24	Private Organizer	Private Celebration of Life	Veterans Community Park
02/07/24	City of Marco Island Parks & Rec	Farmers Market	Veterans Community Park
02/10/24	RemodelMarco.com	Music Festival	Veterans Community Park
02/11/24	City of Marco Island Parks & Rec	Winter Concert Series	Veterans Community Park
02/14/24	City of Marco Island Parks & Rec	Farmers Market	Veterans Community Park
02/15/24	City of Marco Island Parks & Rec	Comedy Night at the park with Gary Marino & Friends!	Veterans Community Park
02/16/24	Blue Ribbon Events	Art in the Park at VCP	Veterans Community Park
02/17/24	Blue Ribbon Events	Art in the Park at VCP	Veterans Community Park
02/18/24	Blue Ribbon Events	Art in the Park at VCP	Veterans Community Park
02/18/24	City of Marco Island Parks & Rec	Winter Concert Series	Veterans Community Park
02/21/24	City of Marco Island Parks & Rec	Farmers Market	Veterans Community Park
02/24/24	Kiwanis	Kiwanis Car Show	Veterans Community Park
02/25/24	Kiwanis	Kiwanis Craft Fair	Veterans Community Park
02/25/24	City of Marco Island Parks & Rec	Winter Concert Series	Veterans Community Park

02/28/24	City of Marco Island Parks & Rec	Farmers Market	Veterans Community Park
03/02/24	Greater Good Marco	Worship on the Rock	Veterans Community Park
03/03/24	City of Marco Island Parks & Rec	Winter Concert Series	Veterans Community Park
03/06/24	City of Marco Island Parks & Rec	Farmers Market	Veterans Community Park
03/08/24	Marco Island Center for the Arts	Outdoor Art Show	Veterans Community Park
03/09/24	Marco Island Center for the Arts	Outdoor Art Show	Veterans Community Park
03/10/24	City of Marco Island Parks & Rec	Winter Concert Series	Veterans Community Park
03/10/24	Marco Island Center for the Arts	Outdoor Art Show	Veterans Community Park
03/13/24	City of Marco Island Parks & Rec	Farmers Market	Veterans Community Park
03/16/24	City of Marco Island Parks & Rec	Island Rocks Concert	Veterans Community Park
03/20/24	City of Marco Island Parks & Rec	Farmers Market	Veterans Community Park
03/22/24	Blue Ribbon Events	Art in the Park at VCP	Veterans Community Park
03/23/24	Blue Ribbon Events	Art in the Park at VCP	Veterans Community Park
03/24/24	Blue Ribbon Events	Art in the Park at VCP	Veterans Community Park
03/24/24	City of Marco Island Parks & Rec	Winter Concert Series	Veterans Community Park
03/27/24	City of Marco Island Parks & Rec	Farmers Market	Veterans Community Park
03/29/24	MI Presbyterian Church	Good Friday Concert	Veterans Community Park
04/01/24	Marco Presbyterian Church	Music Concert Josh Kaufman	Veterans Community Park
04/03/24	City of Marco Island Parks & Rec	Farmers Market	Veterans Community Park
04/10/24	City of Marco Island Parks & Rec	Farmers Market	Veterans Community Park
04/17/24	City of Marco Island Parks & Rec	Game Night at VCP	Veterans Community Park
05/02/24	Crist Community Church	National Day of Prayer	Veterans Community Park
05/03/24	City of Marco Island Parks & Rec	Jammin' in the Park	Veterans Community Park
05/18/24	Mermaid Tails Dance	Dance Recital	Veterans Community Park
05/27/24	American Legion	Memorial Day Ceremony	Veterans Community Park