

City of Marco Island Florida

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



Meeting Minutes

Monday, November 3, 2025

5:30 PM

Community Meeting Room

City Council

Chair: Erik Brechnitz

Vice-Chair: Stephen Gray

***City Council: Rene Champagne,
Tamara Goehler, Deb Henry,
Darrin Palumbo, Bonita Schwan***

City Manager: Mike McNees

Assistant City Manager: Casey Lucius

City Attorney: Alan L. Gabriel

City Clerk: Joan Taylor

1. Call to Order

Chair Brechnitz called the meeting to order at 5:30 P.M.

2. Roll Call

Present: 7 - Councilor Champagne, Councilor Goehler, Vice-Chair Gray, Councilor Henry, Councilor Palumbo, Councilor Schwan and Chair Brechnitz

Also Present

*Michael McNees, City Manager
Casey Lucius, Assistant City Manager
Joan Taylor, City Clerk
Alan L. Gabriel, City Attorney
Tracy Frazzano, Police Chief
Chris Byrne, Fire Chief
Carol McDermott, Finance Director
Daniel J. Smith, Community Affairs Director
Justin Martin, Public Works Director
Jose Duran, Information Technology Director
Jeff Poteet, Water & Sewer General Manager
Diana Snover, Human Resources Director
Jim Kornas, Recording Specialist
Citizens and Visitors*

3. Invocation

Offered by the Reverend Ed Brandt of the United Church of Marco Island.

4. Pledge of Allegiance

[ID 25-4336](#) Pledge of Allegiance - Led by Hadley Portu of Marco Island Charter Middle School

Miss Hadley Portu led the meeting's attendees in the Pledge of Allegiance.

Approval of the Agenda

Councilor Palumbo requested that a discussion of his dialogue with City Manager McNees regarding Mr. McNee's resignation as City Manager be added to the Agenda immediately after the City Manager's Report (Agenda Item 10).

Councilor Schwan reminded the Council of its responsibility to provide notice of City Council agenda topics so that public input can be received on topics coming before the Council. Chair Brechnitz assured Councilor Schwan that he will solicit public comment during the course of the meeting.

MOTION by Councilor Palumbo, seconded by Vice-Chair Gray, that the Agenda be Approved as Amended. MOTION CARRIED BY THE FOLLOWING VOICE VOTE:

Yes: 6 - Councilor Champagne, Councilor Goehler, Vice-Chair Gray, Councilor Henry, Councilor Palumbo and Chair Brechnitz

No: 1 - Councilor Schwan

6. Approval of the Minutes

[ID 25-4210](#) Approval of the City Council Meeting Minutes of October 20, 2025

Attachments: [City Council Meeting Minutes of October 20, 2025](#)

MOTION by Vice-Chair Gray, seconded by Councilor Goehler, that the City Council Meeting Minutes of October 20, 2025, be Approved. MOTION CARRIED BY THE FOLLOWING VOICE VOTE:

Yes: 7 - Councilor Champagne, Councilor Goehler, Vice-Chair Gray, Councilor Henry, Councilor Palumbo, Councilor Schwan and Chair Brechnitz

7. Approval of Consent Agenda

Councilor Goehler requested that Agenda Item 7a (Resolution - Amending Resolution Regarding Collection of Convenience Fees on Electronic Payment Transactions) be removed from the Consent Agenda.

Vice-Chair Gray requested that Agenda Item 7b (Authorize the City Manager to Issue a Purchase Order to SHI for CrowdStrike) be removed from the Consent Agenda.

[Editorial Note: the record of the Council's decisions on these items are now reflected in these Minutes under Agenda Item 16 (Items Removed from the Consent Agenda)]

MOTION by Councilor Palumbo, seconded by Vice-Chair Gray that the Consent Agenda be Approved as Amended. MOTION CARRIED BY THE FOLLOWING VOICE VOTE:

Yes: 7 - Councilor Champagne, Councilor Goehler, Vice-Chair Gray, Councilor Henry, Councilor Palumbo, Councilor Schwan and Chair Brechnitz

[Approval of the Consent Agenda Passed the Routine Items Listed Below]

- c. [ID 25-4838](#) Authorize the City Manager to Issue a Purchase Order to Summit Broadband for the Dark Fiber and Network Connectivity Service Annual Agreement in the Amount of \$69,000 - Jose Doran, Director, Information Technology

Attachments: [Summit Broadband Service Agreement](#)

- d. [ID 25-4839](#) Authorize the City Manager to enter into a Non-Exclusive License Agreement with Senet, Inc., for the installation of AMI equipment at Fire Station 50 Communication Tower for the Water Meter AMI Network Service - Jeffrey E. Poteet, General Manager, Water and Sewer Department - Jeffrey E. Poteet, General Manager, Water & Sewer

Attachments: [Senet Site License Marco Island Agreement - Fire Station 50 Tower](#)

8. Proclamations and Presentations

- a. [ID 25-4197](#) Employee Service Awards:
Munier Gattas - 20 Years
Richard McElroy- 5 Years

City Manager Mike McNees recognized and called forward City Employees Richard McElroy (Police Department) and Munier Gattas (Fire Rescue Department) to receive their service recognition certificate and pin as presented by City Council Chair Erik Brechnitz.

- b. [ID 25-4825](#) Proclamation - National Epilepsy Awareness Month

Attachments: [Proclamation](#)

At Chair Brechnitz's request, City Clerk Joan Taylor proclaimed November, 2025 as National Epilepsy Awareness Month. No representative from the Epilepsy Alliance of Florida was present to receive the Proclamation.

- c. [ID 25-4835](#) Presentation - Florida Trail Town Designation for the City of Marco Island, Councilor Bonita Schwan

Attachments: [What is a Florida Trail Town](#)
[Trail Town Photo](#)

Councilor Bonita Schwan announced Marco Island's recognition as the 22nd city in the State of Florida to be designated as a Florida Trail Town by the Florida Environmental Protection Agency's Office of Greenways and Trails Department.

Outlining the benefits accruing to the City of Marco Island under this designation, Councilor Schwan also called forward representatives from the Marco Island Volunteer Bike Path Committee, thanking them and other public and private community leaders, business and non-profit establishments, and volunteer committee representatives, who worked collaboratively to earn this designation for the City.

9. Citizens' Comments on Items Not Scheduled for Public Hearing and Items Other Than Those Appearing on the Agenda

No members of the public came forward to offer comment during this portion of the Agenda.

10. City Manager's Report

City Manager McNees recalled the Council's rejection of his Mutual Separation Agreement on July 14, 2025 and his pledge at that meeting to bring forward his offer to resign in 30 days if "... we can't find a way to move forward together, collegially ..". Mr. McNees redistributed the Mutual Separation Agreement to Council, with a revision to reflect his intention to conclude his employment with the City of Marco Island effective November 14, 2025.

The signature page of Mr. McNees' Mutual Separation Agreement may be found under the "Meeting Details" record for this City Council Meeting at www.cityofmarcoisland.com > Menu > Agenda and Minutes > City Council > 11/3/25 > Meeting Details, and indicates:

- Resignation effective end of the current pay period (November 14, 2025)
- 20 weeks severance pay pursuant to current contract payable this current pay period
- Includes all benefits as contained in employee contract through end of current pay period
- Reimbursement of attorney's fees and costs of \$3,000.

Councilor Palumbo proposed a revision to the Mutual Separation Agreement as follows, and offered it as part of his Motion to accept Mr. McNees' resignation:

- Mr. McNees' spouse to receive continuing City of Marco Island health care insurance to March 1, 2026

MOTION by Councilor Palumbo, seconded by Councilor Henry, that acceptance of City Manager McNees' resignation effective November 14, 2025, with a continuation of City of Marco Island health care insurance for his spouse until March 1, 2026, be Approved. MOTION CARRIED BY THE FOLLOWING COUNCIL VOTE:

- Yes:** 7 - Councilor Champagne, Councilor Goehler, Vice-Chair Gray, Councilor Henry, Councilor Palumbo, Councilor Schwan and Chair Brechnitz

Following the Council's acceptance of City Manager McNees' resignation, a Motion was brought forward for the Council's consideration.

MOTION by Councilor Champagne, seconded by Councilor Schwan, that Assistant City Manager Casey Lucius be appointed as Marco Island City Manager effective November 14, 2025. MOTION WITHDRAWN.

Following Assistant City Manager Lucius' indication that she would not accept immediate appointment as Marco Island City Manager, but would be honored to serve as Interim City Manager and be considered among the candidates that might come forward for the Council's consideration, a Motion was brought forward to confirm Ms. Lucius as Interim City Manager.

The following members of the public came forward to offer comment for the Council's consideration:

- 1) Ms. Victoria Myers (Bluebonnet Ct.)
- 2) Ms. Julia Brenner (Wayne Ave.)
- 3) Mr. Greg Folley (Cape Marco Dr.)
- 4) Mr. Steve Stefanides (Collier Ct.)
- 5) Mr. John Martini (Nassau Ct.)
- 6) Ms. Barbara Edwards (S. Barfield Dr.)
- 7) Mr. Anthony Oliverio (Olds Ct.)
- 8) Mr. Mario Curiale (Eubanks Ct.)

MOTION by Councilor Schwan, seconded by Councilor Champagne, that Ms. Casey Lucius be appointed as Interim City Manager for the City of Marco Island effective November 14, 2025. MOTION CARRIED BY THE FOLLOWING COUNCIL VOTE:

Yes: 7 - Councilor Champagne, Councilor Goehler, Vice-Chair Gray, Councilor Henry, Councilor Palumbo, Councilor Schwan and Chair Brechnitz

11. City Attorney's Report

No report from City Attorney Gabriel was provided at this meeting.

12. Departmental Reports

[ID 25-4212](#) Monthly Departmental Reports

Attachments: [Internal Services](#)
[City Clerk's Office](#)
[Public Works](#)
[Water & Sewer](#)
[Police](#)

Councilor Palumbo commented on the quality and detail exhibited in the Monthly Department Reports, and he encouraged all members of the public to review these reports regularly.

13. Quasi-Judicial Public Hearing

None.

14. Ordinances

None.

15. Resolutions & City Council Items

- a. [ID 25-4738](#) Approval of the Proposed 2026 Schedule of Regular City Council Meetings
- Joan Taylor, City Clerk

Attachments: [2026 Proposed Schedule of Council Meeting Dates](#)

City Clerk Joan Taylor reviewed the proposed 2026 City Council calendar of 23 regular meetings and 3 Workshops, and she highlighted certain 2026 religious holidays for the Council's consideration.

Chair Brechnitz requested that a firm date be placed on the 2026 City Council calendar for review of the City's annual financial audit results prior to those results being submitted to the State of Florida's Office of the Auditor General.

Councilor Henry proposed the addition of five (5) monthly Workshops through mid-May, 2026.

No members of the public came forward to offer comment.

MOTION by Councilor Palumbo, seconded by Councilor Henry, that City Council Workshops be placed on the 2026 City Council calendar for the 2nd Monday of each month through May, 2026, and that the proposed Monday, September 21, 2026 City Council Meeting date be moved to Tuesday, September 22, 2026, be Approved. MOTION CARRIED BY THE FOLLOWING COUNCIL VOTE:

Yes: 7 - Councilor Champagne, Councilor Goehler, Vice-Chair Gray, Councilor Henry, Councilor Palumbo, Councilor Schwan and Chair Brechnitz

- b. [ID 25-4806](#) Resolution - Updating the City of Marco Island's Signature Authority - Casey Lucius, Ph.D., Assistant City Manager

Attachments: [Resolution 25-54](#)
[Resolution 22-03](#)

City Clerk Joan Taylor read Resolution 25-54 into the record by title only.

Assistant City Manager Casey Lucius reviewed the history of the City's signature authorization levels and updates since 2022.

No members of the public came forward to offer comment.

MOTION by Councilor Schwan, seconded by Councilor Palumbo, that Resolution 25-54 - updating the City of Marco Island's Signature Authority, be Approved. MOTION CARRIED BY THE FOLLOWING COUNCIL VOTE:

Yes: 7 - Councilor Champagne, Councilor Goehler, Vice-Chair Gray, Councilor Henry, Councilor Palumbo, Councilor Schwan and Chair Brechnitz

- c. [ID 25-4834](#) Authorize the City Manager to Issue a Purchase Order to CDWG for PureStorage Array in the Amount of \$183,749.04, using Sourcewell Contract 121923-CDWG - Jose Duran, Director, Information Technology

Attachments: [City of Marco Island-Pure Storage 297TB-CDW Quote PQND635-Sourcewell Contract](#)
[CDW Contract RFP #121923](#)

City of Marco Island Information Technology Director Jose Duran outlined this third phase of the City's three part data center modernization project, and he addressed several questions from members of the Council.

No members of the public came forward to offer comment.

MOTION by Councilor Champagne, seconded by Councilor Henry, that authorization of the City Manager to issue a purchase order to CDWG for PureStorage Array in the amount of \$183,749.04 using SourceWell Contract 12923-CDWG, be Approved. MOTION CARRIED BY THE FOLLOWING COUNCIL VOTE:

Yes: 7 - Councilor Champagne, Councilor Goehler, Vice-Chair Gray, Councilor Henry, Councilor Palumbo, Councilor Schwan and Chair Brechnitz

- d. [ID 24-3757](#) FY 2024/2025 City Manager Evaluation, Process - Joan Taylor, City Clerk

Attachments: [Exhibit B Evaluation](#)
[City Manager FY 24/25 Goals description](#)
[City Manager's Goals FY24-25 2025 \(bespoke goals\)](#)
[FY 24/25 City Manager Self Evaluation \(Exhibit B\)](#)

In light of the Council's acceptance of City Manager Mike McNees' resignation during Agenda Item 10 (City Manager's Report), Chair Brechnitz declared this agenda item to be no longer necessary for the Council's consideration.

Councilor Champagne requested that the Council re-address the structure and content of the City Manager's annual performance evaluation document in favor of including more objective measures of performance for future candidate selections and reviews.

16. Items Removed from the Consent Agenda

- 7a. [ID 25-4830](#) Resolution - Amending Resolution Regarding Collection of Convenience Fees on Electronic Payment Transactions - Casey Lucius, Ph.D., Assistant City Manager

Attachments: [Resolution 25-55](#)
[FAQ for Utility Bills 10-22-25](#)

City Clerk Joan Taylor read Resolution 25-55 into the record by title only.

Councilor Goehler, in removing this items from the Consent Agenda, sought clarification from City Finance Director Carol McDermott on the details of this Resolution. Finance Director McDermott outlined the advantages and benefits of the new payment platform for the City and its residents.

Assistant City Manager Casey Lucius noted that the Council's action on Resolution 25-55 will formally document its direction to the City Staff at the October 20, 2025 City Council Meeting (see the Minutes of Agenda Item 10 of the October 20, 2025 Minutes).

No members of the public came forward to offer comment.

MOTION by Councilor Goehler seconded by Councilor Palumbo, that Resolution 25-55 - removing the convenience fee on e-checks used for electronic payment transactions, be Approved. MOTION CARRIED BY THE FOLLOWING COUNCIL VOTE:

Yes: 7 - Councilor Champagne, Councilor Goehler, Vice-Chair Gray, Councilor Henry, Councilor Palumbo, Councilor Schwan and Chair Brechnitz

- 7b. [ID 25-4833](#) Authorize the City Manager to Issue a Purchase Order to SHI for CrowdStrike in the Amount of \$59,117.39, using Sourcewell Technology Contract 121923-SHI - Jose Duran, Director, Information Technology

Attachments: [Crowdstrike SHI Quote #26403730](#)
[SHI Contract #121923](#)

Vice-Chair Gray posed his questions to City of Marco Island Information Technology Director Jose Duran regarding this purchase order approval request.

No members of the public came forward to offer comment.

MOTION by Vice-Chair Gray, seconded by Councilor Champagne, that authorization of the City Manager to issue a purchase order to SHI for CrowdStrike in the amount of \$59,117.39 using Sourcewell Technology Contract 121923-SHI, be Approved. MOTION CARRIED BY THE FOLLOWING COUNCIL VOTE:

Yes: 7 - Councilor Champagne, Councilor Goehler, Vice-Chair Gray, Councilor Henry, Councilor Palumbo, Councilor Schwan and Chair Brechnitz

17. Council Communications & Future Agenda

Councilor Henry thanked Beautification Advisory Committee Vice-Chair Linda Scherzinger on her success in securing donations to fund the installation and removal of Christmas lights on City lightpoles along Collier Boulevard south of the Judge SS Jolley Bridge this Holiday Season.

Councilor Henry complimented Audit Advisory Committee Vice-Chair Elena McFann and the Audit Advisory Committee on its recent meeting and progress in defining its proposed role in working with the City's Finance Director.

Councilor Henry recalled the absence of bicycle racks along the side entrance to the Farmer's Market last year, and she asked the City Staff if portable bicycle racks could be moved into place at that location when the Market opens this year on Wednesday, November 12th.

Councilor Henry noted that more than 1,500 children engaged in the City's annual Halloween door-to-door "trick or treat" activities in the neighborhoods around the City's public elementary and charter middle schools.

Councilor Henry recognized the success of the Annual Chili Cook-Off event on Saturday, November 1st, and she encouraged residents to register soon to participate in the Meals of Hope Volunteer Food Packaging Event on Saturday, November 8th.

Councilor Henry concluded by thanking City Manager McNees for his service to the citizens of Marco Island, and she requested that all parties engaged with the City Staff refrain from spreading rumors and unsubstantiated accusations.

Vice-Chair Gray expressed his belief that much of the community's concern regarding the state of the City can be best addressed by objective third-party analytics. He noted that consultants specializing in municipal governance analysis are available to assist in this effort, and he cited examples of how this could apply to the City's organization structure and the assigned roles and responsibilities of the City's personnel.

Vice-Chair Gray requested that a reconsideration of the Council's vote at the October 20, 2025 meeting on Agenda Items 17a (Discussion - Senate Bill 180 Legal Challenge), and 17b (Discussion - Draft Letter to Governor DeSantis - Exemption from Live Local Act) be proposed by a Councilor from the prevailing side on both Motions. [Editorial Note: both Motions failed at the October 20th meeting].

After Council discussion and insight from City Attorney Alan Gabriel, no Councilors on the prevailing side of either item made a Motion to reconsider Agenda Items 17a and 17b.

Councilor Schwan requested that two items be placed on the Council's Future Agenda (see Future Agenda Items on Page 9). Later, during Councilor Palumbo's comments, Councilor Schwan noted Waterways Advisory Committee (WAC) member Daniel High's forthcoming White Paper presentation to the WAC on The Big Marco Pass.

Councilor Goehler conveyed her thanks to City Manager McNees for his service, and she expressed her appreciation to City Finance Director Carol McDermott for the positive outcome of her recent meeting with her.

Councilor Goehler requested that the City remove the outdoor rodenticide boxes from all municipal building locations to reduce their effect on burrowing owls and other desirable wildlife. Assistant City Manager Casey Lucius outlined the recommended approach that Fleet & Facilities Manager Joe Parrilli communicated to the Council in a recent email on this subject. Councilor Goehler requested that this topic be placed on the Council's Future Agenda, and Councilors Palumbo and Schwan provided support in

coordinating with the Beach & Coastal Advisory Committee's Workshop timetable for bringing this topic forward for Council review.

Councilor Palumbo relayed the contents of an email that he received from Waterways Advisory Committee member Daniel High regarding recent private citizen and business community action to remove a large underwater obstruction near Kewaydin Island.

Councilor Palumbo recalled the Council's discussion at its October 20, 2025 meeting regarding the Chair's process for the solicitation and recognition of consensus agreement at City Council meetings. He proposed that the Council Chair adopt a more visually apparent procedure for identifying Council consensus. City Attorney Gabriel recommended that members of the Council speak up if they feel that their agreement with the consensus direction is misunderstood.

Councilor Champagne queried City of Marco Island Finance Director Carol McDermott on her timetable for reviewing the City's Fiscal Year End results with the Council. He indicated his intention to engage with Ms. McDermott to deliver on this request during the month of November.

Councilor Champagne requested that the City do more to promote events like the free "A Tribute to Veterans - History with Humor" event at Veterans Community Park on Friday, November 7th.

Councilor Champagne reminded all citizens of the Tuesday, November 11th Veterans Day Remembrance Ceremony at Veterans Community Park beginning at 11:00 A.M.

Chair Brechnitz questioned City of Marco Island Public Works Director Justin Martin regarding the scope of work in the agreement between the City and its landscape contractor for the maintenance of the swales along Collier Boulevard. He requested that the reduction in cost for the elimination of this ongoing maintenance element in the contractor's agreement with the City be identified. Director Martin committed to provide this detail by the next City Council meeting.

[ID 25-4211](#) Future Agenda Items

Attachments: [Future Agenda](#)

Councilor Schwan requested that a discussion of the Council's procedure and plan for identifying City Manager candidates be placed on the Council's Future Agenda (proposed during the Council's discussion of Agenda Item 10 (City Manager's Report)).

Councilor Schwan requested that a review of the Audit Advisory Committee's recommended modifications to its objectives, roles, and responsibilities be placed on the Council's Future Agenda.

Councilor Schwan requested that a review of the City Charter's provisions for filling a vacancy on the Marco Island City Council be placed on the Council's Future Agenda.

Councilor Goehler requested that a review of the City's plan to reduce/eliminate the use of outdoor rodenticide boxes on the grounds of City buildings be placed on the Council's Future Agenda.

18. Council Reports

[ID 25-4837](#) Discussion - Ordinance 04-12 - "Parking in Swales" Whitepaper -
Councilor Deb Henry

Attachments: [Parking in Swales Whitepaper](#)

Councilor Henry reviewed the details of her recommended modifications to Section 30-57(3)(a) of the City's Code of Ordinances regarding parking in the swales of residential neighborhoods.

Seeking to allow homeowners with a valid Florida ID living in residential neighborhoods to register and receive a permit to park one registered vehicle in the swale in front of the registered property address, Councilor Henry outlined her rationale for the proposed change, and she responded to a number of questions from members of the Council. Police Chief Tracy Frazzano and City Attorney Alan Gabriel provided insight as well.

The following members of the public came forward to offer comment:

- 1) Ms. Cindy Sheppelman (Treasure Ct.)*
- 2) Mr. Michael Josephs (Wintergreen Ct.)*

Chair Brechnitz received Council consensus to direct City Attorney Gabriel to prepare an updated draft ordinance for the Council's review.

19. Citizens' Comments

Outgoing City Manager Mike McNees offered several observations and recommendations for the Council and the public's consideration:

- 1) before challenging the competence, credibility, and/or the intentions of the City Staff, become familiar with, and read, the Monthly Department Reports (Agenda Item 12) that are attached to the Agenda for each regular City Council Meeting;*
- 2) consider and recognize the burden to the City Staff to respond to excessive Public Records Requests and other requests for information, and;*
- 3) recognize, as Councilors, that it is proper and encouraged to regularly engage in one-on-one dialogue with the City Manager outside of City Council meetings on issues related to the City's business without incurring a Sunshine Law violation.*

20. Adjournment

There being no further business before the Council, Chair Brechnitz adjourned the meeting at 8:53 P.M.

Erik Brechnitz, Council Chair

ATTEST:

Joan Taylor, City Clerk

PREPARED BY:

Jim Kornas, Recording Specialist