

EXHIBIT B

CITY MANAGER EVALUATION FORM

CITY OF MARCO ISLAND CITY MANAGER PERFORMANCE EVALUATION - FY 2023/24

RATING:

1. Unsatisfactory
2. Needs Strengthening
3. Satisfactory Performance
4. Good Performance
5. Outstanding Performance

TOTAL COMPILED RATING:

Organizational Management Compiled Rating: __	RATING				
	1	2	3	4	5
1. Provides that the organization does not violate the agreement or appropriate established board procedures.				X	
2. Plans and organizes ongoing programs and services to the City Council.			X		
3. Plans and organizes areas of concern brought to the attention of the City Manager by the City Council or responses to public requests.				X	
4. Evaluates new and innovative technology as it may relate to areas of concern in the improvement of the City.				X	
COMMENTS/SUGGESTIONS (Indicate if additional pages are attached): Board policies and procedures fall to the City Council to define and enforce, with the advice of the City Attorney. The AI Task Force was an example of how we're working to leverage technology using the skills of our existing employees. Four different AI platforms to enhance our services and aid efficiency were proposed by staff and cut during the budget process.					

Planning ahead for what City Council wants collectively this year has been difficult, I believe staff has been very responsive to the requirements of individual Councilors as well as to the priorities that have been identified.

It is recognized that one amendment to a vendor contract beyond the City Manager's spending authority required after-the fact City Council approval. This has now happened once in 6-plus years, it was brought immediately to City Council's attention, and it will not happen again.

Fiscal Management Compiled Rating: __	RATING				
	1	2	3	4	5
1. Includes the City Council in preparations of the annual budget.				X	
2. Plans and prepares the annual budget with the input of the City Council with documentation and full explanation of the annual budget.			X		
3. Administers the adopted budget within the framework of the approved revenues and expenditures.					X
4. Plans and provides for a system of reports, as requested, for the City Council to evaluate expenses and revenues.		X			
5. Prepares and presents to the City Council appropriate budgetary transfers, as necessary.					X
6. Plans and provides necessary information for the City Council which requires bonding or borrowing of funds for long term projects.				X	
7. Plans for, organizes and supervises the most economical utilizations of manpower, materials and equipment for City services.				X	
8. Plans and provides for future economic growth in relationship to projected revenues and expenditures.			X		

COMMENTS/SUGGESTIONS (Indicate if additional pages are attached):

First and foremost, I recognize City Council's desire for more extensive financial reporting and forecasting, and that process is already well under way, in fact I pressed City Council just this week to start the long-term capital funding workshop process. Our budget workshops this year were quite extensive (overall thirteen City Council meetings were held to discuss the budget), as were the options presented to Council as to how they could accomplish their objectives through the budget, even as those objectives changed.

We manage completely within the adopted budget and have done so consistently even through the many years of the application of rollback, including the appropriate City Council approval of amendments requiring that approval. What has been done within the organization would have been impossible if the resources we have had not been not managed efficiently and effectively.

Intermediate and Long-Range Planning Compiled Rating: ____	RATING				
	1	2	3	4	5
1. Plans and organizes a process of program planning in anticipating the future of the City.			X		
2. Plans and organizes maximum utilization and maintenance of City owned equipment.				X	
3. Plans and organizes a program of addressing the current needs and requirements of infrastructure and infrastructure needs of the future.				X	
4. Has a vision of the future for the city of Marco Island and shares that vision with the City Council and the public.				X	
5. Keeps the City Council aware of new or impending legislation, potential grants and developments in the public policy, which may have an impact on the city.				X	
6. Maintains knowledge of new technologies, systems and methods that may enhance the City's economics.			X		
7. Carries out intermediate and long-range planning concerns approved by the City Council.			X		
COMMENTS/SUGGESTIONS (Indicate if additional pages attached) From the day following the last municipal election I have been recommending to members of the City Council that a refresh of the now-obsolete Strategic Plan was in order. In the eleven months since the Council hasn't invested one minute of its collective effort into the process of establishing some mutually agreed upon priorities for governance or operations. There was broad consensus as the budget workshops began on a number of issues, but even that rapidly dissolved. I have always said that my vision is about building an effective organization, and that long-term vision for the City as a whole is for those who were elected to office to determine. I continue to recommend that we get to that process. Plans for future growth and development, i.e. the Old Marco Master Plan and the Parks and Recreation Master Plan have been conceived and completed, with no action taken by City Council to advance their recommendations. All of the funded infrastructure workplan has been executed.					

Intergovernmental Relationships	RATING				
Compiled Rating: ____	1	2	3	4	5
1. Maintains awareness of developments and plans in other jurisdictions, which may impact the City.				X	
2. Maintains communication with governmental jurisdictions in area of service that improves or enhances City programs				X	
3. Initiates communication with other governmental entities or outside parties, which the City may be involved with or become involved.				X	
4. Attends and relays appropriate information from current intergovernmental agreement meetings to the City Council.			X		
5. Willingness to participate with other governmental entities in sharing resources or equipment.					X
COMMENTS/SUGGESTIONS (Indicate if additional pages are attached): I have been the initiator of numerous conversations with our neighbor governments related to emergency response, the most critical area of interface. We are a cooperative and collaborative partner with other agencies. I have initiated conversation with the County Manager on a number of other subjects I believe will benefit Marco Island in the future. We also hosted a Base Commander from Ft. Sill, Oklahoma in an exchange program in cooperation with the Department of Defense.					
Relationship with the Public	RATING				
Compiled Rating: ____	1	2	3	4	5
1. Ensures that an attitude and feeling of helpfulness, courtesy and sensitivity to perception exist in employees coming in contact with the public.				X	
2. Establishes and maintains an image of the City of Marco Island to the community that represents service, enthusiasm and professionalism.				X	
3. Establishes and maintains a liaison with private organizations, service groups or individuals involved in areas of concern that relate to the service or activities of the City.				X	
4. Promote and provide information to public inquiries regarding activities, services or potential employment development with the City.				X	

COMMENTS/SUGGESTIONS (Indicate if additional pages attached):

I believe this community values the level of service provided to them by City employees, as I hear this routinely.

I also hear on a daily basis from members of this community that my professionalism, stability, accessibility and commitment to serving this organization are highly valued. I speak regularly to local organizations and with their leaders, from whom I hear the same thing. What I hear most often is “thank you for not leaving”.

Management of Employees and Relationship Compiled Rating: __	RATING				
	1	2	3	4	5
1. Plans, organizes and maintains training of employees through in-house training or outside training.				X	
2. Maintains regular staff meetings.					X
3. Maintains contact and professional interaction with subordinates at all levels of the organization.			X		
4. Ability to appropriately motivate and discipline employees for peak performance.		X			
5. Equitably handles problem of grievances among subordinate employees.				X	
6. Maintains an organization that is efficient, helpful and courteous to the public and to the employees.				X	
7. Provides for annual evaluation of all employees.				X	

COMMENTS/SUGGESTIONS (Indicate if additional pages are attached):

I remain committed to providing access to training and professional development across the organization using the available resources, and a large number of employees benefit from that training each year. Our executive team meets every week. I believe our grievance resolution processes are both open and most importantly fair. In recent months I have been focused almost entirely “up”, with only occasional contact at staff meetings in other levels of the organization, a balance that needs to be adjusted but which has been required.

Clearly I should have acted more aggressively and sooner in dealing with issues related the city’s Finance Director, hence the “Needs Strengthening” in that category. On the other hand, the level of performance in many other departments is high and is recognized as such.

From a morale standpoint, the “gotcha” environment and the constant negative drumbeat against city staff continues to take a toll. In the last six months two high quality, dedicated employees took other jobs rather than continue to work in our current environment, and I fear they will not be the last. The City Manager cannot fix that by himself – he needs help from City Council. I have supervised someone nearly continuously since 1977, and this atmosphere promotes errors and self-protection at the expense efficiency and service, and is the death of .risk-taking required for innovation.

Relationship with City Council Compiled Rating: __	RATING				
	1	2	3	4	5
1. Maintains effective communication, both verbal and written with the City Council.			X		
2. Maintains availability to the City Council.					X
3. Provides information needed for City Council action in a timely manner.				X	
4. Establishes a system of reporting to the City Council on the current plans and activities of the City.				X	
5. Provides for clear presentations to the City Council in the most concise, clear and comprehensive manner possible.				X	
6. Provides the City Council with all perspectives of an issue and provides a recommendation and reason to support that recommendation.				X	
7. Always prepared to answer questions of the City Council.				X	

COMMENTS/SUGGESTIONS (Indicate if additional pages are attached):

The effectiveness of my direct communication with council members is a direct function of each councilmember’s availability for such communication. It has been suggested this year that such conversation may be improperly “out of the sunshine”, a notion with which I strongly disagree. I am always immediately available to council members, even the vast majority of the time when I’m on vacation or otherwise out of the office. The quality of the monthly departmental reporting to City Council has been improved considerably, and I believe action items for council consideration are well prepared. Council is kept well informed of breaking events as they take place. The communication with City Council over issues related to the FY 2024 financial audit clearly stands out as marked deficiency.

Professional Development Compiled Rating: __	RATING				
	1	2	3	4	5
1. Is the City Manager viewed with respect as compared to others in Public Administration?					X
2. Does the City Manager enthusiastically seek and support professional improvement through pertinent seminars and conferences?					X
3. Does the City Manager deal effectively with other governmental managers?					X
4. Is the City Manager always interested in learning new techniques or envisioning new ways to conduct business?				X	
COMMENTS/SUGGESTIONS (Indicate if additional pages are attached): I approach each day as an opportunity to find a way to do things better than we did yesterday. I am active with professional development opportunities through both the state and national professional organizations, and am serving the final year of my fourth term on the Board of Directors of the Florida City/County Management Association. I have also been a participant for more than three years in a "Municipal Practitioners" group organized by the Florida League of Cities to analyze the effects of proposed legislation on municipal government. It may be immodest to say it, but I can fairly say that I am highly respected in those circles, and by managers across the state.					
Personal Characteristics Compiled Rating: __	RATING				
	1	2	3	4	5
1. Imagination: Does the City Manager show originality in approaching problems? Able to visualize the implications of various approaches?				X	
2. Objectivity: Is the City Manager unemotional and unbiased? Take a rational viewpoint based on facts and qualified opinions?					X
3. Drive: Is the City Manager energetic, willing to spend whatever time is necessary to do a good job?					X
4. Decisiveness: Is the City Manager able to reach timely decisions and initiate action?		X			
5. Attitude: Is the City Manager enthusiastic, cooperative and willing to adapt?				X	

COMMENTS/SUGGESTIONS (Indicate if additional pages are attached):

I am not one to continue trying the same solution over and over. I look for other angles, other options, and new ways to approach or define the problem. I believe one of the stronger tools I bring to the table is awareness of potential second or third order consequences to a particular course of action, along with a willingness to play “devil’s advocate” and question consensus that comes too easily without proper analysis.

Referring back to an earlier comment, I grade myself down this year for acting too slowly regarding issues with our former Director of Finance.

I do not work excessively long hours, on the other hand when required, as in the event of a severe weather event, I will be right beside the last man standing. Finally I believe I have maintained a high level of professionalism and composure and a steady hand this year in some of the most difficult environments I have ever seen in the public sector.

**OTHER COMMENTS THAT MAY BE RELEVANT TO THIS EVALUATION
(Indicate if additional pages are attached):**

It has been a challenging and sometimes difficult year for me as City Manager. First and foremost, I recognize that issues related to the FY 2024 audit and the Finance Department took place on my watch. I have addressed it in this evaluation, and faced a five-hour public trial following which the City Council chose to retain my services. I am appreciative of that, and want to add here, where there is less noise, that those problems, and the fact that they occurred on my watch, were highly distressing *to me as well*, and unprecedented in my career. I committed to rectifying issues across the board, and large steps in that regard have been taken, both in advancing the formal Corrective Action Plan for the audit comments, and in recruiting and placing a highly qualified Director of Finance. It is my responsibility to put those functions back on the rails, and I appreciate having the opportunity to do just that. In fairness however I’ll quote from an email received from our friend Dennis Bartolucci, an acknowledged authority in the field, as to what the severity of the actual issues that triggered the audit comments was, italics mine:

1. A grant or two that could have been recorded in 2023 not 2024. *Okay, no big deal, it happens. There was a basis for the City’s treatment of this accounting, and the auditor thought otherwise. Not a big deal, although “restatement” sounds terrible. Keep in mind*

that another auditor agreed with the City's accounting treatment in fiscal 2023. This is a technical issue, not a "we messed up" issue.

- 2. Several control weaknesses were said to be common in small municipal audits by the auditor. The same with some accounting missteps. What has been actually reported I did not take as a "house on fire".*

As the audit process played out a theme developed, with encouragement from among my own council, that I could not be trusted, that manipulations were taking place and some hypothetical misdeeds were being hidden or covered up by me. I want to be crystal clear: at no time has any evidence whatsoever been presented to support those allegations, and there are repeated statements from the external auditor that "no evidence of fraud, waste, or abuse" was found in their examination. My integrity is intact, and such baseless and unsupported allegations have no place in any conversation about my status as City Manager.

More recently the allegation has surfaced that city operations are somehow in turmoil or "disarray". I challenge this assertion also as false. Issues we had have been addressed, where we had vacant positions, those have been filled with high quality professionals, and we continue to provide quality services to our community. If things were even remotely close to as bad as has been suggested there would be far more than the same few people we typically see at City Council meetings, as we know our residents aren't shy.

The most difficult thing to address is a factor that has made serving as City Manager this year markedly more difficult, that being direct efforts to discredit me or otherwise undermine my ability to be effective.

Multiple newly elected council members in November of 2024 told me that attempts had been made through a middle-man to recruit them to join an effort to have me replaced, though no majority could be assembled. Marco Island being as it is, continuing reports came back to me regarding the continuance of that effort and even came to include who the favored replacements were for the seats they wished to have vacated. I believe the level of outrage expressed over the audit findings was driven more by the opportunity to discredit me than by the actual severity of the findings as evaluated by every accounting professional with whom I've spoken. News columns calling my integrity into question were published, going so far that apologies were tendered. On occasions, rather than information being shared with me, that information was held close in order to be brought forward at a City Council meeting later to discredit me or staff process. Had I known billings for the City's external audit engagement had reached the level others were aware of, things would have happened much differently. As I stated earlier, my trial for that has been held, but clearly The Committee continues its secret work. Managers always say that they serve at the pleasure of the City Council, and that is 100% correct. I will also say that it is no pleasure to work in good faith for more than a year with this type of cloud looming. I even offered to resign when asked in order "to end the controversy", and was asked to remain by a majority of the City Council.

I have played on and been on teams of all types and levels of quality my entire life. I've been on a Little League team that didn't win a game, and a track team that won a major conference collegiate championship. I even took Team USA to the World Athletics Championships where they were a dominant force. I've worked with City Councils with huge divides in philosophy and temperament who made great teams, including here on Marco Island. I've also seen councils that struggle to reconcile personal disagreement or constituent conflicts into effective group process and acceptance of majority rule.

I am here to carry my weight as part of the team. I believe that public service carried out in the light of day is an honorable calling. In any event I'm about to run my last lap for the City of Marco Island and stand ready to work with *this* City Council to advance the agenda of long-term priority setting that's been set in motion. That, as always, remains at your pleasure.

Signature: Michael A.

McNees

Print Name: Michael A. McNees

Date: October 22, 2025