

**MINUTES FOR THE SPECIAL MEETING OF THE  
CAPE CORAL CITY COUNCIL**

September 18, 2024

Conference Room 220A

3:00 p.m.

Meeting called to order by Mayor Gunter at 3:02 p.m.

**PLEDGE OF ALLEGIANCE**

**Roll Call:** Mayor Gunter, Councilmembers Carr, Hayden, Sheppard, and Steinke were present. Councilmember Long arrived after roll call at 3:03 p.m. Councilmember Cosden and Councilmember Welsh were excused.

**CITIZENS INPUT TIME**

No speakers

**NEW BUSINESS**

City Manager's Evaluation

Mayor Gunter reviewed evaluation results that displayed an overall average score of 4.6.

1. Individual Characteristics – 4.6
2. Professional Skills and Status – 4.3
3. Relationship with Elected Members of the Governing Body – 4.2
4. Policy Execution – 4.2
5. Reporting – 4.2
6. Citizen Relations – 4.7
7. Staffing – 4
8. Supervision – 4.3
9. Fiscal Management – 4.5
10. Community – 4.4

Mayor Gunter explained evaluations with recommendations, and the overall evaluation scoring was forwarded to Human Resources. He read from Page 2, Section 4, Compensation regarding the City Manager's Contract. *After 12 months from the date of this agreement and every 12 months thereafter, the City Council shall review the employee's performance. The employee will be entitled to receive an increase, if any, which the City Council authorizes for other non-bargaining employees of the City in the same manner and at the same time as any general non-bargaining employee of the City.*

City Manager Ilczyszyn explained the non-bargaining unit employees are budgeted for FY2025 at 6.25%. He commented on the phenomenal year. His working relationships with Council and Staff have allowed us all to accomplish things that prior administrations and Councils have talked about for decades. Having open lines of communication, setting clear goals, and working towards accomplishing that has delivered. Calendar Year 24 will be one of the most impactful and historic years of the City's history. He acknowledged the roughly 1,800 employees that helped him deliver the vision and goals set by Council.

Mayor Gunter stated \$285,000 is the current salary with \$600 monthly car allowance, and phone allowance as well.

Councilmember Carr thanked the City Manager for his enthusiasm and energy that is contagious for Staff and him.

Councilmember Steinke commended the experience brought to this role is an incredible asset that most cities do not get to enjoy. He agreed that FY23-24 stood out.

Councilmember Hayden added the excitement has been contagious. The City Manager's knowledge and passion for the City has set a new standard. He will miss the relationship working with him.

Discussion regarding paragraph under Section 4: *employee will be entitled to receive a retroactive base salary amount within 30 days after the commencement date.*

Councilmember Long agreed on the successes over the past year. He commended the job being done by City Manager Ilczyszyn. He shared that he works with other City Managers all over the State of Florida and interactions encountered. He asked if there were any requests and/or expectations. He discussed the decision placing Mike in the position.

City Manager Ilczyszyn responded that he had none.

Councilmember Sheppard acknowledged the City Manager's passion for his community, knowledge of our City with working in so many different areas and has the skill of earning respect. Bringing in a person with the same skills sets would not come with the skill to earn respect of his Staff. He wanted to make sure we are giving the City Manager what he is looking for, does not want him to leave.

Mayor Gunter explained the outstanding job done and commended all that he has accomplished – you make us as a Council look better. He thanked him and his Staff for the hard work ethic, enthusiasm, and dedication. City Manager Ilczyszyn has the respect of Staff, City Council, and the community. The percentage for the non-bargaining employees is 6.25%. Based on the \$285,000, it is an additional \$17,812.50 which almost gets to the 75<sup>th</sup> percentile. He recommended mimicking what the generals (general bargaining employees) are getting at 9.25%. He mentioned that the City Manager is out in the field constantly and suggested raising the car allowance to \$1,000.00

Discussion regarding assigning a City vehicle; preference for a car allowance.

Councilmember Long was in favor of 9.25% to get him to the \$305,000 figure above the 75<sup>th</sup> percentile.

Mayor Gunter noted the increase at 9.25% would be \$26,362.50 for a new proposed salary at \$311,362.50.

Councilmember Sheppard added as a Councilmember for four years and a citizen, the entire time he lived in the City we have never had a City Manager that was respected by developers, investors, those that come to our City and must work with our City – never had the rapport level that we have today. He has the skill set to sit down and work things out.

***Councilmember Hayden moved, seconded by Councilmember Carr, to set the base salary at \$285,000 with a 9.25% increase and increase to \$1,000 for car allowance.***

***Council polled as follows: Gunter, Hayden, Long, Sheppard, Steinke, and Carr voted "aye." Six "ayes." Motion carried 6-0.***

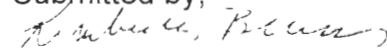
#### **TIME AND PLACE OF FUTURE MEETINGS**

A Regular Meeting of the Cape Coral City Council was scheduled for Wednesday, September 18, 2024, beginning at 4:30 p.m. in Council Chambers.

#### **MOTION TO ADJOURN**

There being no further business, the meeting adjourned at 3:37 p.m.

Submitted by,

  
Kimberly Bruns, CMC  
City Clerk