City of Na	ples	City Council Workshop Meeting City Council 735 Eighth Str Naples, Flor		ng11/2	11/21/89		
	-SUBJECT-	28			Pag		
REVIEW OF THE CITY	MANAGER'S SALARY.				1		
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CITY	COUNCIL MINUTES
MO	rkshop Minutes
Time	1:30 p.m.
	11/21/89

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City Council Chambers 735 Eighth Street South Naples, Florida 33940

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Date

Mayor Putzell called the meeting to order and presided as Chairman:							
	vin J. Putzell, Jr.,				VO	TE	
riesence. Daw	Mayor						
	nayor		M	S			A
			0	E	1.4		в
	a Anderson-McDonald		T	c			S
Wil	liam E. Barnett		I		v		
Ald	len R. Crawford, Jr.		_		Y		E
	n T. Graver	COUNCIL	0	N	E	N	N
	11 W. Muenzer	MEMBERS .	N	D	S	0	Т
	le S. Richardson,		-		-		-
гүт							
	Councilmen		1.91	325		1	
		Not the state of the		18			
Also Present:		e de la complete de la complete					
. Fra	inklin C. Jones, City Manager						1
	vid W. Rynders, City Attorney						
	ck W. Wiltsie, Asst. City Manager						
	ristopher L. Holley, Com. Svc. Dir.						
	n C. Staiger, Natural Resources Mgr.						
Jam	nes L. Chaffee, Utilities Director						
Ger	ald L. Gronvold, City Engineer				1		
	"Missy" McKim, Com. Dev. Dir.						
	ank "Bill" Hanley, Finance Director						
	ldon Reed, Fire Marshal						-
	n Smith, Asst. Fire Chief				1		
Gle	en Chesebrough, Fire Captain			1	1.		1
Jod	lie O'Driscoll, Recording Secretary						1
	orge Henderson, Sergeant-At-Arms				1	1	1
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See Supplemen	tal Attendance List - Attachment #1.					ŀ	
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REVIEW C	OF THE CITY MANAGER'S SALARY.				1	· ·	
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Mayor Putzel	l noted that one individual had					1	
registered t		· · · · · · · · · · · · · · · · · · ·		1			1
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	icy regarding speakers at informal		1		1		
sessions such	as this workshop.			1		1	
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Mr. Aurel F.	Sarosdy, 1021 Spyglass Lane, said		1			1	
	ot believe the City Manager deserved			1		1	
a raise beca	use of his past performance. He			1		1	
reviewed othe	er staff members' performance relative					1	
to the more	ad Cabal Day Maning annousting			1		1	
	ed Sabal Bay Marina annexation and						
	was not handled in an appropriate		1	1		1	
manner. Staf	f did not thoroughly research the						
	영상 그는 것 같은 것 같아요. 이렇게 집에 집에 있는 것 같아요. 것 같아요.		1	1		1	
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CITY OF NAPLES, FLORIDA Date 11/21/89	BÖARD MEMBERS	SECOND	Y E	N O	A B S E N T	
feasibility of such an annexation prior to recommending approval by the Planning Advisory Board and Council, he contended.						_
Councilman Richardson recommended that the two issues, employment contract and salary increase, be discussed separately. He further said that he would recommend approval of the proposed contract and be willing to give Mr. Jones a 5% salary increase.						
Mrs. Anderson-McDonald said she believed an employment contract for the City Manager to be appropriate as it would permit Council to review his salary increase requests in a more timely fashion. She pointed out that Mr. Jones' position was very similar to that of a CEO to many private organizations which routinely utilize such contracts. The City Manager is deserving of some guarantees relative to his employment with the City, she said.						
Mayor Putzell referred to a copy of the proposed employment contract (a copy of which can be reviewed from the City Manager's Office) and said he believed Section 3(a) needed some clarification. This section provides for a lump sum payment to the City Manager in the event he is terminated by Council when he is still willing and able to perform his duties. Mayor Putzell expressed concern regarding this clause and said if Council had just cause for his firing that no lump sum payment should be required.						
Discussion then ensued relative to Section 3(a) and whether moral turpitude or a conviction adequately addressed all the reasons Council could fire the City Manager with just cause.						
Referring again to the six month severance pay provision, Mayor Putzell asked Council to determine whether this time period was appropriate. He pointed out that if Council fired the City Manager for just cause relating to nonperformance of his duties, this contract allowed six month's severance pay to be awarded. This could set a dangerous precedent for future						
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VOTE CITY OF NAPLES, FLORIDA M S A B 0 Ε Date 11/21/89 S С Т E 0 Ι Y 0 N Ε N N BOARD D S 0 т N MEMBERS Council's if they have to consider hiring a new Manager. City Attorney Rynders pointed out that this employment contract was between the City and Jones; a new contract would have to Mr. be negotiated with a future City Manager in the event that need should arise. City Manager Jones advised that he understood Council's concern and would be willing to work with the City Attorney in drafting appropriate language to assuage the same. It was the consensus of Council that staff should amend the language relative to severance pay and dismissal for just cause prior to Council's approval. Councilman Crawford noted that under Section 2(a) that clause states "Employee", and he suggested it be replaced with Mr. Jones' name. Referring then to Section 4(a) wherein the City Manager's base salary was stated, Mr. Crawford asked if the contract would be negotiated each year with the salary increase review. City Attorney Rynders advised that clause was standard in all employment contracts and further that the contract would not have to be renegotiated each time the City Manager's salary was reviewed. Mayor Putzell asked about the City Manager's unrestricted use of a City vehicle and whether was acceptable such use to Council. Mrs. Anderson-McDonald pointed out that the Manager was essentially "on-call" 24 hours per day, and it would be difficult to factor out personal and City use. Councilman Crawford suggested the vehicle be only for City use. Mr. Jones said that it would be easier for him if a car allowance was provided in the event that vehicle's use is restricted. Discussion continued on this subject until it was the consensus of Council that no limitation should be placed on the City Manager's use of said vehicle. In response to Mayor Putzell, City Attorney · Rynders advised he would feel more comfortable if the language in Section 3(a), relative to termination for just cause, was amended, it include a provision to provide for public hearings so that due process of law has been observed. -3-

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CITY OF NAPLES, FLORIDA Date 11/21/89	BÖARD MEMBERS	M O T I O N	S E C O N D	Y E S	N O	A B S E N T	
Councilman Muenzer suggested that approximately six months prior to the City Manager's salary review, Council evaluate his performance. This would provide him the opportunity to address any problems that member(s) of Council might have relative to his actions. It was the consensus of Council that each year during the month of May, City Manager Jones and City Attorney Rynders would be subject to a formal evaluation procedure on a one-to-one basis with each member of Council and the Mayor. Mr. Jones agreed to such an evaluation and said that it would provide him with excellent input relative to his performance and duties. Discussion then ensued relative to the City Manager's salary increase. It was the consensus of Council, excepting Messrs. Richardson and Muenzer, that the City Manager should receive a 7.5% increase in salary. *** ADJOURN: JODIE O'DRISCOLL RECORDING SECRETARY These minutes of the Naples City Council were approved on <u>Muenter 6 (989</u>)							
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ATTACHMENT #1

SUPPLEMENTAL ATTENDANCE LIST

Fred Hardt	Bernon Young	Paul Pillar
Fred Sullivan	J. Sandy Scatena	John Bean
Jack Miller	Charles Andrews	Gilbert Weil
Mary Morgan	Aurel F. Sarosdy	Mike Volpe
J. Dudley Goodlette	Alan Korest	C.A. Reinbolt
Dan Spina	Ron Pennington	Joe Herms

Other interested citizens and visitors.

NEWS MEDIA

Dave Bristow, WNOG Gina Binole, Naples Daily News Michelle Mendleson, Ft. Myers News-Press