



*City of Naples*

City Council Minutes

Workshop Meeting 11/21/89

City Council Chamber  
735 Eighth Street South  
Naples, Florida 339

-SUBJECT-

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REVIEW OF THE CITY MANAGER'S SALARY.

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City Council Chambers  
735 Eighth Street South  
Naples, Florida 33940



CITY COUNCIL MINUTES

Workshop Minutes

Time 1:30 p.m.

Date 11/21/89

Mayor Putzell called the meeting to order and presided as Chairman:

Present: Edwin J. Putzell, Jr.,  
Mayor

Kim Anderson-McDonald  
William E. Barnett  
Alden R. Crawford, Jr.  
John T. Graver  
Paul W. Muenzer  
Lyle S. Richardson,  
Councilmen

Also Present:

Franklin C. Jones, City Manager  
David W. Rynders, City Attorney  
Mark W. Wiltsie, Asst. City Manager  
Christopher L. Holley, Com. Svc. Dir.  
Jon C. Staiger, Natural Resources Mgr.  
James L. Chaffee, Utilities Director  
Gerald L. Gronvold, City Engineer  
Ann "Missy" McKim, Com. Dev. Dir.  
Frank "Bill" Hanley, Finance Director  
Sheldon Reed, Fire Marshal  
Tom Smith, Asst. Fire Chief  
Glen Chesebrough, Fire Captain  
Jodie O'Driscoll, Recording Secretary  
George Henderson, Sergeant-At-Arms

See Supplemental Attendance List - Attachment #1.

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REVIEW OF THE CITY MANAGER'S SALARY.

Mayor Putzell noted that one individual had registered to address Council. He reiterated Council's policy regarding speakers at informal sessions such as this workshop.

Mr. Aurel F. Sarosdy, 1021 Spyglass Lane, said that he did not believe the City Manager deserved a raise because of his past performance. He reviewed other staff members' performance relative to the proposed Sabal Bay Marina annexation and said that it was not handled in an appropriate manner. Staff did not thoroughly research the

COUNCIL MEMBERS	M O T I O N	S E C O N D	VOTE		A B S E N T
			Y E S	N O	

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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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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 Mr. Jones; a new contract would have to 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 such use was acceptable 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.



ATTACHMENT #1

SUPPLEMENTAL ATTENDANCE LIST

Fred Hardt  
Fred Sullivan  
Jack Miller  
Mary Morgan  
J. Dudley Goodlette  
Dan Spina

Bernon Young  
J. Sandy Scatena  
Charles Andrews  
Aurel F. Sarosdy  
Alan Korest  
Ron Pennington

Paul Pillar  
John Bean  
Gilbert Weil  
Mike Volpe  
C.A. Reinbolt  
Joe Herms

Other interested citizens and visitors.

NEWS MEDIA

Dave Bristow, WNOG  
Michelle Mendleson, Ft. Myers News-Press

Gina Binole, Naples Daily News