



City Council Chamber  
735 Eighth Street South  
Naples, Florida 34102

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**City Council Workshop Meeting - December 16, 1996 - 8:30 a.m.**

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Mayor Barnett called the meeting to order and presided.

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**ROLL CALL**

**ITEM 2**

**Present:** Bill Barnett, Mayor  
Marjorie Prolman, Vice Mayor

Council Members:  
Bonnie R. MacKenzie  
John R. Nocera  
Fred L. Sullivan  
Fred Tarrant  
Peter H. Van Arsdale

**Also Present:**

Dr. Richard L. Woodruff, City Manager  
Maria J. Chiaro, City Attorney  
Missy McKim, Planning Director  
Kevin Rambosk, Chief of  
Police & Emergency Services  
Don Wirth, Community Services Director  
Terry Fedelem,  
Construction Project Coordinator  
Dr. Jon Staiger, Natural Resources Mgr.  
Susan Wiesing, Human Resources Director  
Virginia A. Neet, Deputy City Clerk  
Shirley Moore, Administrative Assistant II  
George Henderson, Sergeant-at-Arms  
Noah Standifer, Planning & Research Supr.  
Thomas Vogel, Battalion Chief

Sheldon Reed, Fire Commander  
Phil Buck, Parks & Parkways Supt.  
Mary Gruszka, Recreation Supervisor II  
Louanne Melone-Fischer,  
Tennis Supervisor

**Community Services Advisory Board:**

David Rice  
Henry Watkins  
Robert Iamurri  
Jill Stevens

**Media:**

Frank Kinsman, WNOG  
FOX News

**ITEMS TO BE ADDED .....ITEM 2**

None. (8:30 a.m.)

**OPEN PUBLIC INPUT (registered to speak at the 12/4/96 Regular Meeting).....**

Mayor Barnett recognized Collier County citizen Gene Van Gemert who had registered but was not called to speak during the December 4, 1996 Regular Meeting. Mr. Van Gemert stated that he was speaking on behalf of the Florida State Shuffleboard Association and requested that the City not only retain the 12 Cambier Park shuffleboard courts but also construct additional courts which could accommodate tournament play. He then distributed information regarding State-wide shuffleboard tournaments and shuffleboard court construction noting that the necessary 20 to 24 shuffleboard courts would only occupy the approximate area of two tennis courts. (A copy of this material is contained in the file for this meeting in the City Clerk's Office.) Vice Mayor Prolman commended the concept of bringing State shuffleboard tournaments to the area but suggested that a County park would offer more space. Council Member Van Arsdale expressed concern about the increasing demands on Cambier Park and recommended the use of other City parks such as Fleischmann Park. Further Council discussion then focused on approximate construction costs for shuffleboard courts (\$4,000.00 each) and potential fundraising by the shuffleboard association.

***Staff was directed to research the feasibility of expanded shuffleboard facilities at Fleischmann Park and to contact the Collier County Parks & Recreation Department regarding possible use of County parks for this purpose.***

**.....ITEM 3**  
**APPEARANCE BY COLLIER COUNTY COMMISSIONER PAM MAC'KIE (8:41 a.m.)**

Collier County Commissioner Pam Mac'Kie reported on the following issues currently before the Collier County Commission:

- Establishment of another hospital within Collier County - Commissioner Mac'Kie stated that she would request clarification regarding the Commission's official position as it relates to a State Certificate of Need. She also stressed that any new hospital should be required by the State to participate in charity care.
- Collier County Landfill - Commissioner Mac'Kie relayed her efforts to prevent the closure of the current landfill noting its approximately 20 to 30 years of remaining useful life.
- Status of Tourist Development Tax Funds - Commissioner Mac'Kie commented on the past Intellinet Challenge Golf Tournament and relayed difficulties in obtaining an audit. She further indicated that the PGA (Professional Golfers Association) was unresponsive regarding Intellinet's funding for the tournament.

Further Council discussion focused on potential use of TDC funds to rebuild the outer portion of the Naples Fishing Pier and Commissioner MacKie indicated that the TDC funds used for the Intellinet Golf Tournament may be better applied for pier reconstruction.

.....**ITEM 4**  
**DISCUSSION OF CULTURAL FESTIVAL CO-SPONSORSHIP - COLLIER COUNTY**  
**AND CITY OF NAPLES (9:01 a.m.)**

Herb Luntz, representing Collier County Government, provided background information regarding efforts to establish a County-wide cultural festival and parade as recently approved by the County Commission. Mr. Luntz informed Council that the event would be held Cambier Park on Saturday, April 26, 1997 and asked for Council's support and co-sponsorship. Mayor Barnett referred to the City Manager's December 4, 1996 memorandum, which contained additional information regarding the event, and expressed his support. (A copy of this material is contained in the file for this meeting in the City Clerk's Office.) Vice Mayor Prolman concurred but reiterated her concern regarding overuse of Cambier Park. In response to Council, Mr Luntz provided details regarding anticipated attendance and parade units to which Council Member MacKenzie suggested the use of perimeter parking and shuttle buses.

*It was the consensus of Council to support Collier County Government's efforts to create a cultural festival/parade to be held in Cambier Park on 4/26/97.*

.....**ITEM 5**  
**PRESENTATION BY CONSULTANT REGARDING CITY ATTORNEY SERVICES. (9:10**  
**a.m.)**

Vice Chairman Jack Kaufman provided information regarding the Hildebrandt Company, a legal management consulting firm, and noted major issues relating to both private and public legal departments. Mr. Kaufman explained that Hildebrandt's consultant study would include a review of available information from the City's law department, such as expenditures for in-house and outside counsel, along with descriptions of the various legal staff positions. He further noted that confidential interviews would be conducted with the Mayor, Council Members, and City Attorney staff along with principal outside City counsel. Upon completion of this investigation and interview process, Hildebrandt Company would make a recommendation, in report form, as to whether the City should: 1) maintain an in-house legal department; 2) strictly use an outside law firm; or 3) a combination of both. Mr. Kaufman also stressed that this study would not judge the quality of past legal work. Fees and expenses for this complete study, he explained, would be capped at \$8,500.00 and would begin within three weeks. Although Mr. Kaufman indicated that a less investigative report would cost between \$6,500.00 to \$7,000.00, he pointed out the benefits of a complete study.

Council Member Van Arsdale commented on the need to define the relationship between the City Attorney, Council and City staff and Council Member MacKenzie suggested a review of the

computer assisted research tools available to the City Attorney. In response to Council Member Tarrant, Mr. Kaufman indicated that there was no set pattern regarding a municipality's use of outside legal firms and suggested that Council Members submit recommendations regarding issues to be included in the study. Vice Mayor Prolman stated that she supported a complete study since hiring a City Attorney was an important issue requiring as much information as possible. After further discussion, it was confirmed that the study would also include job descriptions for the City Attorney and legal staff.

**Public Input:** None. (9:29 a.m.)

***MOTION by Sullivan to APPROVE Resolution 96-7875 to proceed to engage the Hildebrandt Management Consulting Service to prepare a complete report, as outlined by Mr. Kaufman, at a cost not to exceed \$8,500.00; seconded by Van Arsdale and carried 6-1, all members present and voting. (MacKenzie-yes, Nocera-yes, Prolman-yes, Sullivan-yes, Tarrant-no, Van Arsdale-yes, Barnett-yes)*** During the vote, Council Member Tarrant stated that the City was already too dependent upon consultants.

.....**ITEM 6**  
**OVERVIEW OF TECHNICAL, FIRE, OPERATIONS, AND EMERGENCY SERVICES.**  
(9:10 a.m.)

Chief of Police & Emergency Services Kevin Rambosk used a computer slide presentation to review PESD incidents and outline recent legislative mandates regarding personnel training. (A copy of this material is contained in the file for this meeting in the City Clerk's Office.) Battalion Chief Thomas Vogel also made a presentation to review components of the Fire and Emergency Services Bureau of the PESD, including special rescue teams, and detailed the specialized training curriculum. (A copy of the back-up material referenced by Battalion Chief Vogel is contained in the file for this meeting in the City Clerk's Office.) Plans for additional special rescue training were reviewed and Council was invited to tour the PESD trailer which houses the rescue equipment referenced in the presentation. In response to Council Member Tarrant, City Manager Richard Woodruff confirmed that the City currently stores chlorine at the Goodlette Road wastewater plant and the Fleischmann Boulevard water plant. Further Council discussion focused on the use of a volunteer response team for major events and alternate sites for firearm practice.

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**Break 10:03 a.m. to 10:19 a.m. It is noted for the record that the same Council Members were present when the meeting reconvened.**

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When the meeting reconvened, Chief Rambosk provided information and responded to Council inquiries relating to the proposed purchase authorization for a Voice/Fax Notification System (Item 30 on the December 18, 1996 Regular Meeting Agenda.) (A copy of this material is contained in the December 18, 1996 Regular Meeting file.)

.....ITEM 7  
**PRESENTATION BY CONSULTANT FOR COMPENSATION AND CLASSIFICATION STUDY. (10:35 a.m.)**

Human Resources Director Susan Wiesing explained that the proposed study would update the present classification plan and compensation program which organizes, describes, and defines the jobs performed by City government. In addition to assisting the City in establishing proper compensation levels, the study would provide for: 1) a review of internal relationships between jobs; 2) an effective comparison with other organizations; 3) more effective selection decisions; and, 4) proper performance assessments. The last classification review of City government personnel, she added, was conducted seven years ago and does not incorporate the recent reorganizations and staff changes. Mrs. Wiesing then outlined areas of employee involvement in the proposed study and noted that although FOP (police) or IAFF (fire) contracts would not be addressed in the project, the study would assist in upcoming AFSCME (general employees) negotiations. Referring to the staff report, Mrs. Wiesing then reviewed the Request for Proposal and subsequent interview process, which resulted in staff's recommendation to utilize the services of David M. Griffith & Associates, Ltd. (DMG) in this study. She further stated that the study should take no longer than 120 days from its commencement date.

In response to Council Member Tarrant, Mrs. Wiesing provide rationale for utilizing a consultant for this study rather than City staff noting that such studies are common practice in the private sector. After further Council discussion, it was determined that the study would not affect an individual employee's salary; however, modifications to the salary range for that particular position may be recommended. City Manager Richard Woodruff then explained that although staff is capable of conducting this study, it is important to have a periodic independent personnel audit.

DMG representatives Carolyn Long and Luis Diaz then used overhead transparencies to provide additional information regarding their company and to outline project objectives of the proposed study. (A copy of this material is contained in the file for this meeting in the City Clerk's Office.) In her presentation Ms. Long listed advantages of utilizing a consultant for this study noting that it would be difficult for City staff to complete the study in a timely manner due to the scope of work and related work-hours. She also noted that DMG would turn over the computer software used in the compensation and classification process (Archer Matrix-Point-Factor Job Evaluation System) and train City staff in its use. Later in the discussion, it was determined that the fee for the software was included in the \$41,425.00 cost. Without such a structure, Ms. Long added, it would be difficult to obtain a true system for internal equity where jobs are based on fairness and equally weighted. In response to Council, Ms. Long explained that the review would also place the City in compliance readiness for the Americans with Disabilities Act (ADA) and would address compliance with the Fair Labor Standards Act. Upon completion of the study, DMG will make a report to Council outlining their findings and proposals.

Council Member Tarrant took the position that this study would be used as a "fire wall" between unions and those responsible for setting the compensation scale. Council Member Sullivan noted necessary corrections to the contract regarding billing and payment while City Attorney Chiaro recommended the proposed agreement also specify those DMG representatives assigned to this project and include attorney's fees and arbitration clauses. In response to Council Member Nocera, Mrs. Wiesing indicated that the City could conduct an overall review of all non-bargaining and AFSCME positions using the existing system; however, such an analysis would not be completed to coincide with upcoming AFSCME negotiations. Additionally, the existing job-evaluation system is not as defined or as objective as the system used by DMG. Ms. Long also indicated that the study could be structured to include the City Manager and City Clerk positions as part of the salary survey. Dr. Woodruff then reiterated that this study was not an employee performance evaluation, but, Council Member Van Arsdale stated that he was unclear as to why this study was necessary.

***Corrections to Article 5 (5.2.4) were confirmed. It was also determined that the contract would specify the consultant's project representatives and include attorneys fees and arbitration clauses.***

.....ITEM 10  
**INTERVIEWS WITH CANDIDATES FOR BEACH RENOURISHMENT/MAINTENANCE COMMITTEE.** (11:17 a.m.)

Interviews were conducted with candidates Robert Sitta and Ronald Lavine.

***It was the consensus of Council to defer appointment to the Beach Renourishment/Maintenance to the December 18, 1996 Regular Meeting.***

.....ITEM 8  
**PRESENTATION BY INSURANCE BROKER OF PROPOSED CITY OF NAPLES EMPLOYEE DENTAL PLAN.** (11:34 a.m.)

Human Resources Director Susan Wiesing provided background information regarding the current dental plan offered to City employees which is not funded by the City. She attributed low participation in the present plan to the high costs and limited benefits and pointed out how a good overall benefits package could further the City's goal to attract and retain good employees. The proposed dental plan, which would be offered to individual employees at no cost, would increase the annual benefits to a maximum of \$2,000.00 and reduce dependant premiums by approximately 50%.

Insurance broker Robert Shamberger of International Insurance and Investments, Inc. provided Council with background information regarding his work as the City's appointed insurance agent since 1983. Criteria in selecting a dental plan, Mr. Shamberger explained, were high value for the maximum benefit with a deductible under \$100.00. Additional factors such as non-scheduled benefits, the ability to choose one's own dentist, and the ability to insure groups in excess of 500

were also considered. Mr. Shamberger then reviewed the bid process and stated that Allied Dental would provide the best benefits for the best price. Details of the plan were also reviewed. (A copy of this material is contained in the file for this meeting in the City Clerk's Office.)

In response to Council, City Attorney Chiaro clarified that the application, which is contained in the file for this meeting, is not the contract for this program, but rather a contract between the City and the agent to act as the City's representative for the dental contract. Mr. Shamberger further clarified that the document was a trust contract between the administrator and the program. Further Council discussion focused on the potential of the City self-insuring in this area; however, City Manager Richard Woodruff noted potential expense and financial exposure.

In response to Council Member Tarrant, cumulative annual costs were projected as follows: \$78,000.00 to \$80,000.00 (first year), \$95,000.00 to \$98,000.00 (second year), and \$110,000.00 (third year). Additionally, Vice Mayor Prolman requested information regarding the Risk Management Fund balance. In response to further Council inquiries, Mr. Shamberger confirmed that there would be no restrictions regarding the choice of providers or pre-existing conditions.

.....ITEM 9  
**REVIEW OF ITEMS ON 12/18/96 REGULAR MEETING AGENDA. (11:50 a.m.)**

**Item 5 (Voluntary Annexation/Development Agreement for parcel located in Wilderness PUD)** -Council Member MacKenzie noted inconsistencies in the proposed resolution regarding the amount of acreage. Planning Director Missy McKim further noted that the revised resolution would also contain conditions for the Development Agreement. **Item 16 (Wage Adjustment for City of Naples Non-bargaining Employees)** Vice Mayor Prolman requested clarification regarding the number of eligible employees for the bonus pool. **Item 18 (Acceptance of the Donation of Land from John Pulling)** Council Member Tarrant indicated that he would make a motion to table this item and Council Member MacKenzie recommended language "another Gordon River Bridge" in place of "second Gordon River Bridge" in the proposed resolution. **Item 19 (Donation of an Easement to Collier County)** Council Member Sullivan requested clarification regarding the easement's location. **Item 20 (Authorize Collier County to Collect Non-Ad Valorem Assessments in the City for Interim Governmental Service Fees)** Vice Mayor Prolman suggested that this authorization should take place in January, 1996. **Item 22 (Update and Clarify Procedures and Provisions for 5th Avenue South Development)** Vice Mayor Prolman requested information regarding the specific rationale for the proposed changes to the Comprehensive Development Code. **Item 23 (Appointment of a City Attorney for Interim Services)** City Attorney Chiaro noted that the City Charter does not provided for an interim City Attorney and advised that Council would be entering into an agreement with a City Attorney for a specific term. She further suggested that Council establish the terms with the applicants. **Item 24 (Variances for Robb & Stucky Furniture Store)** Vice Mayor Prolman requested information regarding the type of pine trees referenced in the back-up material. **Item 27 (Naples Landing Boat Ramp**

**Reconstruction)** Council Member Van Arsdale requested a plan of this project, historical information regarding commercial activity, and specific data regarding the use of Naples Landing as a staging area for different projects. Council Member Sullivan then requested a clear statement of measures taken to avoid construction delays and Council Member Tarrant suggested that the contractor be prohibited from requesting additional funds for delays. **Item 29 (Special Events Approval)** Council Member Sullivan requested information regarding the number, location, and length of display for the Cool Cruisers Cars in Lowdermilk Park. **Item 31 (Memorandum of Understanding with Collier County)** Vice Mayor Prolman requested clarification regarding the cost referenced in the staff report and the account balance.

**OPEN PUBLIC INPUT (12:10 p.m.)** .....

In response to a request from the audience to speak regarding airport noise, Council agreed to take public input at this time. **John De Baun of 1300 Curlew Avenue** stated that he was a retired airline pilot and distributed literature regarding what he described as the dangers of airport noise abatement procedures. Mr. De Baun noted advantages of an airport within the City and said that it is just as noisy to live on Naples Bay or on a golf course.

**CAMBIER PARK - TENNIS PROJECT** ..... **ITEM 11**

Ginger Corliss of Herbert/Halback, Inc., referred to prior Workshop discussions/presentations wherein Council directed staff to revise the Cambier Park 60% design plans. Council concerns at that time related to: 1) pedestrian access/circulation throughout Phase I reconstruction; 2) the tennis pro shop design; 3) shade shelters design; 4) lighting; and 5) landscaping. A subsequent workshop meeting was conducted on December 11, 1996 with representatives from Herbert/Halback, Inc., along with members of the Community Service Department, the Community Services Advisory Board, and Council which resulted in revised design options for Council's consideration. Ms. Corliss then used aerial renderings to compare the modified access plan with the original Cambier Park Master Plan, as approved by Council, and noted areas of cross-access and the added sidewalks. Council Member Van Arsdale stressed that access is a key ingredient of this plan and suggested that the plan include the south promenade which extends from City Hall to Park Street. Council Members MacKenzie and Van Arsdale also commented that the proposed 10-foot wide sidewalks with diamond shaped intersections should be narrowed in order to allow more greenspace; however, Ms. Corliss stated that large walkways (promenades) were necessary to allow for pedestrian and maintenance equipment traffic. It was also noted that the sidewalks would be concrete with decorative paving at the intersections.

***It was the consensus of Council to accept the modifications to the access plan as presented. (MacKenzie dissenting)***

Council discussion then focused on the tennis pro shop design options. Ms. Corliss used architectural renderings to review the design options previously presented to Council which



included: Option 1 - a two-story structure with a finished floor elevation at 9.4 feet with the pro shop located on the second floor and the ground floor used for maintenance storage, and Option 2 - a single story design with a finished floor elevation of 5 feet. Ms. Corliss cited advantages of the two-story design which, she said, would eliminate a maintenance storage building in the park and provide for optimum spectator viewing. Ms. Corliss then presented modified tennis pro shop design options which, she said, addressed Council's concerns. Option 3 is also a two-story design with a finished floor elevation of approximately 8.4 feet which would bring the entire building height to under 30 feet. Design aspects for Option 3 relating to seating and viewing areas were highlighted and Ms. Corliss noted aesthetic changes intended to soften the institutional appearance of the original design. Option 4 was then presented which, Ms. Corliss explained, was the same plan as Option 3; however, the finished floor elevation was dropped to five feet. This design would provide crawl space storage under the pro shop; however, it would be necessary to construct an additional maintenance building for the tennis maintenance/activity equipment. She also pointed out that the lower building elevation would hinder a spectator's viewing of the surrounding tennis courts. Additionally, Ms. Corliss described efforts to correlate the pro shop design with the proposed 40-foot arts center proposed for Cambier Park. Although full cost estimates were unavailable during this presentation, Ms. Corliss provided rough cost estimates.

Community Service Advisory Board (CSAB) Member Henry Watkins stressed the importance of multiple court spectator viewing noting that only two courts would be visible from a ground level building. Mayor Barnett concurred and stated that Option 3 would provide optimum viewing and storage facilities. CSAB Member David Rice also commented that more tournaments would be held at this public facility as compared to a private tennis club. Council Member Van Arsdale, however, referred to other area tennis facilities, specifically the Vineyards Country Club, and stated that although a two-story structure would provide better viewing, tennis players may not want to climb stairs to a second floor pro shop. Ms. Corliss responded by pointing out that Option 3's ground floor elevation was lower than the Vineyards tennis pro shop.

***Mayor Barnett reiterated his preference for design Option 3 and Council Members Nocera and Tarrant concurred. Council Members MacKenzie, Prolman, Sullivan, and Van Arsdale, however, stated their preference for the single story design Option 4.***

CSAB Members Rice and Watkins then relayed their Board's preference for Option 3 and again stressed the advantages of an elevated spectator viewing area. Council Member Tarrant concurred with the CSAB's position and asked Council Members who had voted for Option 4 to reconsider. Council Member Van Arsdale, however, contended that the tennis players, not the spectators, would be the primary users of the pro shop and stated that the lower building design would stay within the proportion of Cambier Park. CSAB Member Robert Iamurri responded by reminding Council that the Option 3 design would increase greenspace and further commented that the design was not a true full two-story building. Council Member Tarrant further noted that it was important for the tennis pro shop staff to see as many courts as possible and requested a new vote of Council regarding the design options.

Cost differentials between the design options were discussed and CSAB Member Watkins noted those costs associated with an additional storage building. Ms. Corliss then reviewed estimated costs for all design options and City Manager Richard Woodruff cautioned that Options 3 and 4 exceed that originally budgeted for the project. He further noted that costs associated with Americans with Disabilities Act (ADA) accessibility issues could be supplemented through the Handicap Fund. After further Council discussion, Council Member Sullivan reasoned that although the proposed Option 3 height may be out of scale with Cambier Park as it exists today, it may fall into scale after completion of the Arts Center and the Norris Center. Council Member MacKenzie indicated that she could favor either Option 3 or 4 but expressed concerns regarding the increased costs.

*It was the determination of Council to proceed with Tennis Pro Shop design Option 3 (MacKenzie, Prolman, and Van Arsdale dissenting)*

*A determination regarding the shade structures and lighting was deferred to a future Workshop Meeting or possibly a Special Workshop Meeting.*

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**Break 1:06 p.m. to 2:04 p.m. It is noted for the record that Council Member Nocera was absent when the meeting reconvened.**

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.....ITEM 12  
**INTERVIEWS WITH CANDIDATES FOR INTERIM CITY ATTORNEY SERVICES (2:04 p.m.)**

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**It is noted for the record that Council Member Nocera returned to the meeting at 2:07 p.m.**

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Interviews were conducted with the following candidates: Kenneth Cuyler, Anthony P. Pires, Jr., Donald Pickworth, and David Bruner. (Copies the candidates' letters of interest and resumes are contained in the file for this meeting in the City Clerk's Office.)

During the interviews, Council reviewed each candidate's letter of interest. The interview process also included the following areas of discussion:

- Estimated hours per week allocated for the position (on-site and off-site)
- Litigation experience and scope of representation
- Conflict of interest matters
- Eligibility for appointment as City Attorney on a permanent basis
- Anticipated duties of the City Attorney such as procedures for drafting resolutions/ordinances and the review of City-related contracts
- Knowledge of Public Records and Government in the Sunshine legislation.
- Fee/Billing schedules for legal services

- Available research and legal staff resources
- Working relationships between the City Attorney, staff, and Council

**Candidate interviews concluded at 4:04 p.m.**

Mayor Barnett and Council Members Tarrant and Sullivan indicated their initial preference for Attorney Bruner as City Attorney citing his legal background, competitive rates, and the limited potential for conflicts of interest. Vice Mayor Prolman then commented on Mr. Pires level of expertise; however, Council Member Nocera indicated his initial preference for Attorney Pickworth. Reiterating conflict of interest concerns, Council Member MacKenzie and Van Arsdale then recommended Attorney Cuyler for the position, and after further discussion, it was the consensus of the Council to appoint Attorney Kenneth B. Cuyler as City Attorney for interim services. Vice Mayor Prolman then asked for Council's confirmation that Attorney Cuyler's appointment was interim only and Council Member Sullivan suggested that Council make their appointment by way of a unanimous vote. Council concurred with both recommendations. Council Member MacKenzie further recommended that the City's labor attorney be involved in negotiations with Attorney Cuyler.

Prior to the consensus, Council Member Van Arsdale commented that the City Manager should be involved in the City Attorney selection process due the close working relationship which needs to exist between staff and the City Attorney. He also stated that it was important to clarify the City Attorney's role as it relates to staff and to establish a mechanism to deal with conflicts. Other Council Members, however, noted that the City Attorney works for the Council, not the City Manager, and Vice Mayor Prolman stressed that duties and responsibilities of the City Manager and City Attorney should remain separate. Mayor Barnett responded by suggesting more frequent evaluations regarding City Attorney performance. It was further noted that the City Manager did not wish to be involved in the City Attorney selection process.

*It was the consensus of Council to engage Kenneth Cuyler for interim City Attorney services. Formal Council appointment to take place during the December 18, 1996 Regular Meeting.*

**CORRESPONDENCE/COMMUNICATIONS**.....

None. (4:20 p.m.)

**ADJOURN**.....

4:20 p.m.

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Bill Barnett, Mayor

Tara A. Norman  
City Clerk

Prepared by:

Virginia A. Neet  
Deputy City Clerk

Minutes approved: 1/15/97

Attachment 1  
12/16/96 Workshop Meeting  
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### **Supplemental Attendance List**

Pam Mac'Kie,  
Collier County Commissioner  
Werner Haardt  
J. Dudley Goodlette  
Ginger Corliss  
Gene Van Gemert  
Herb Luntz  
Carolyn Long  
Luis Diaz  
Robert Shamberger  
Kim Patrick Kobza  
Robert Sitta  
Ronald Lavine  
Jack Kaufman  
Kenneth Cuyler  
Anthony Pires, Jr.  
Donald Pickworth  
Daivd Bruner

Other interested citizens and visitors