



MEETING MINUTES
SESSION OF THE SPECIAL MEETING:
CITY MANAGER EVALUATION AND EMPLOYMENT CONTRACTS
CITY OF KISSIMMEE
CITY HALL, COMMISSION CHAMBERS
101 CHURCH STREET, KISSIMMEE, FLORIDA 34741-5054
TUESDAY, JULY 21, 2026 AT 5:00 PM

1. MEETING CALLED TO ORDER

Members Present: Mayor Jackie Espinosa, Commissioners Noel Ortiz, Angela Eady, Janette Martinez

Staff Present: City Manager Mike Steigerwald, City Attorney Kalanit Oded, City Clerk Tameara Crespo

Members Absent: Carlos Alvarez, III

Mayor Espinosa called the meeting to order at 5:01 PM.

2. DISCUSSION ITEMS

City Manager Steigerwald reviewed a handout (Exhibit "A") summarizing target actions, Commission priorities, management's agenda, and recent accomplishments. He provided updates on the border patrol project at the airport, the Azure Downtown Hotel development, and the Berlinsky House renovations, and discussed Tourist Development Tax (TDT) appropriations, including the potential for a joint meeting with the County. He thanked City staff for their efforts in advancing the Commission's priorities.

The Commission reviewed the Seventh Amendment to the City Manager's Employment Agreement (Exhibit "B"), extending the term for an additional five years. City Manager Steigerwald noted that his compensation remains within range of comparable municipalities. Commissioners expressed strong support for the City Manager's performance, citing his leadership, fairness, commitment to the City's vision, and successful management of major and unprecedented initiatives. The Commission also emphasized the importance of continued collaboration between the City Manager and new City Attorney to ensure timely legal reviews and coordination on contracts affecting significant city projects.

Commissioner Martinez made a motion to approve the seventh amendment to the City Manager's employment agreement. Commissioner Eady seconded the motion.

Motion carried 4 - 0.

City Manager Steigerwald requested commission approval on a previously discussed retirement and release for the Deputy Police Chief. Mayor Espinosa abstained from the vote. City Attorney Oded confirmed that a Form 8B was not needed.

Commissioner Eady made a motion to approve the retirement and release agreement. Commissioner Martinez seconded the motion.

Motion carried 3 - 0 - 1.

Abstain: Mayor Espinosa

3. ADJOURNMENT

Commissioner Eady made a motion to adjourn. Commissioner Martinez seconded the motion.

Motion carried 4 - 0.

There being no further business to come before the Commission, Mayor Espinosa adjourned the meeting at 5:51 PM.



7/21/2026

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MAYOR-COMMISSIONER

ATTEST:

Tameara Crespo

CITY CLERK

FY2025-26 Commission Targets for Action

Top Priority

Funding for U.S. Customs at Kissimmee Gateway Airport

Identify Funding; Obtain Federal Approval

Status: CBP approved; In process of reviewing proposal from Velocity FBO to construct and host facility.

K-Mart Site Redevelopment

Secure Partner; Development Agreement, Demolition & Property Sale

Status: Partner secured; MDA in negotiations

Direction for Downtown Hotel Development

Secure Development Partners, Development Agreements

Status: Azure in permit review; Skyview MDA in negotiations

Fire Funding and Staffing – 24/72 Schedule

Develop Funding Approach; Implement Staffing

Status: Complete

Tourist Development Tax

Secure Funding Revenue from Osceola County

Status: County funding committed, then withdrawn.

High Priority

Downtown Supermarket & Mixed Use Development

Facilitate Development Agreement with Development Team

Status: County cancelled purchase contract; Project on hold.

Code Enforcement Enhanced Performance

Expand Enforcement Coverage on Weekends and Evenings

Status: Weekend code officer budgeted, position frozen; Currently using OT to achieve additional coverage

SunRail Service Expansion

Advocacy for Regional Efforts to Expand Service to Weekends

Status: Issue being monitored

Collaboration Strategy with Osceola County

Develop Partnerships to Further Economic Development

Status: Secured county commitment to fund CBP operations

Arts & Culture Expansion Downtown

Develop Plan and Funding Sources to Expand Events & Programs

Status: Issue on hold pending budget decisions surrounding Amendment 3

FY2026-2027 Commission Targets for Action

Top Priority

K-Mart Site Redevelopment

Master Development Agreement, Demolition & Property Sale

Status: Partner secured; MDA in negotiations

Fieldhouse Development at Lancaster Ranch Park

Funding Plan, Secure P3 Partner

Status: Site location study underway

Kissimmee Marketing Program

Promoting City as Quality Destination for Business Investment

Status: Planned for Fall of 2026

Toho Square Skyview Hotel & Condo Development

Master Development Agreement and Construction Commencement

Status: Staff and developer in negotiations on MDA

High Priority

Economic Development Program Enhancement

Devise Strategies to Expand and Enhance Efforts

Status: Issue on hold pending budget decisions surrounding Amendment 3

Library Complex Plan

Develop Plan for Future Use of the Library Site

Status: Not Started; Awaiting commencement of Azure project

Performing Arts Theater Development

Market Analysis and Direction for a Future Theater Venue Downtown

Status: Pending Outcome of Future Library Status

Festival of Lights Expansion

Adoption of Comprehensive Plan for Expanded Holiday Celebration

Status: Expanded Event Plan completed and planned for implementation this holiday

Youth Programs and Activities Expansion

Develop Recommendations and Funding Approach

Status: Issue on hold pending budget decisions surrounding Amendment 3

FY2026-2027 Management Agenda

Top Priority

Foreign Trade Zone at Kissimmee Gateway Airport

Status: Will pursue once CBP Office construction is secured

Kissimmee Gateway Airport Control Tower

Status: FAA and FDOT Funding secured; Identification of additional funding in progress

Charter Amendments – Term Limits, Background Checks

Status: Complete. On ballot.

Azure Downtown Hotel Development

Status: In permitting; Negotiating MDA Amendment for environmental and utilities.

Connect Kissimmee Streetscape

Status: In final design; Construction to start Q3 2027

High Priority

Kissimmee Airport Hotel

Status: In permitting; Construction set to start in August.

Airport Leases Update: Minimum Standards

Status: On agenda for adoption tonight.

Mayor-City Commission Salaries Amendment

Status: Voted down by the Commission

New Fire Stations: Award Contract and Construction

Status: Station 2 under construction; Station 5 in final design, construction in Fall.

5-Year Capital Improvement Plan Update

Status: Complete; To be reviewed by Commission on July 27.

Other Accomplishments

Hiring of New Police Chief

Completion of New Bike Trail (Lancaster)

Street Resurfacing – 42 lane miles

Opening of Lancaster Park – Phase 1A (petting zoo)

Haven on Vine – Phase 2 Renovations Started

Public Works - Engineering Staffing

Downtown Initiatives – Noise & Alcohol Regs; Policing

New Development Services Center Opening

SEVENTH AMENDMENT TO AGREEMENT
BETWEEN CITY OF KISSIMMEE AND
CITY MANAGER

This Seventh Amendment made and entered into this 21st day of July, 2026, by and between the CITY OF KISSIMMEE, FLORIDA, a municipal corporation, (hereinafter referred to as COK), and MICHAEL H. STEIGERWALD. (hereinafter referred to as MHS), and each recite and declare as follows:

WHEREAS, The City has a current contract with MHS to be employed as the City Manager through September 30, 2026; and

WHEREAS, The Commission desires to amend the Agreement; and

NOW THEREFORE, in consideration of the mutual premises set forth in this Agreement, COK and MHS agree as follows:

1. This contract adds an additional Five (5) years to extend from October 1, 2026 to September 30, 2031.
2. Pay-out for vacation accrual shall be for three (3) years to be paid at separation which includes retirement.
3. All of the other terms of the Agreement shall remain in full force and effect.

IN WITNESS WHEREOF, the Parties have made and executed this Agreement on the respective dates under which each signature appears below.

CITY OF KISSIMMEE, a municipal corporation

By: _____

Jackie Espinosa
Mayor-Commissioner

By: _____

Michael H. Steigerwald