



**MINUTES OF THE SPECIAL SESSION OF THE CITY COMMISSION
HELD TUESDAY, OCTOBER 1, 2019, AT 5:00 PM AT THE CITY OF
KISSIMMEE, CITY HALL, INTERNATIONAL CONFERENCE ROOM
LOCATED AT 101 CHURCH STREET, KISSIMMEE, FLORIDA**

MEETING CALLED TO ORDER

Members Present: Mayor Jose Alvarez, Commissioners Olga Gonzalez, Felix Ortiz, Angela Eady, Jim Fisher

Staff Present: City Manager Mike Steigerwald, Assistant City Manager Austin Blake, City Clerk Linda Hansell

Mayor Alvarez called the meeting to order at 5:04 p.m.

1. ANNUAL EVALUATION – CITY MANAGER MIKE STEIGERWALD

City Manager Steigerwald reviewed the evaluation process with Commissioner Ortiz since this will be his first time going through the process.

City Manager Steigerwald distributed a hand-out titled “City Commission Goals 2018-2019 – Year in Review” (Exhibit “A”) which is an overview of accomplishments from 2018 to 2019. These goals were set by the Commission in January of 2018, which was prior to Commissioner Ortiz being on the Board. City Manager Steigerwald stated the majority of the projects are either complete or in progress. He stated additional accomplishments have been provided at the bottom of the Exhibit “A”, these items were also part of the Planning Retreat and Management Goals. He stated other staff members work on these projects, but he is the facilitator.

Mayor Alvarez asked the Commission for comments or feedback.

Commissioner Gonzalez stated she felt the City Manager has been doing a great job up until now.

Commissioner Ortiz stated in the time he has been on the Commission he feels City Manager Steigerwald has been doing a great job. He felt the City Manager listens to the Commission and we need to stay focused on what needs to be accomplished and getting the job done.

Commissioner Fisher would like to propose a 10% raise for the City Manager and asked if he was going to remain adamant that he not receive more than the City employees?

City Manager Steigerwald stated he proposed at his last evaluation that he would yield to the results of a salary study if it showed the City Manager’s pay was lower than the 70th percentile. A goal of the Commission has been to have our workforce in the 70th percentile. City Manager Steigerwald stated since the study showed he is currently below the range, he would accept the

two (2) 5% increases for a total of 10% increase. He stated he will only accept it because we are providing the same increase to employees who are not in the 70th Percentile.

Commissioner Eady stated she said it in 2016, 2017, and 2018, that we cannot afford to pay you what you are worth to the City. You do a wonderful job and she is honored to be part of the team. Keep doing what you are doing.

Mayor Alvarez stated since 2012 it has been a fight to get you to take an increase, we have always known you were under paid for the work you do. The Commission has given you hefty goals and you have continued to exceed our expectations. You have great staff around you, but you are also a great leader and that is important. Mayor Alvarez stated he would like to see you at an acceptable pay level.

City Manager Steigerwald explained to Commissioner Ortiz that he wrote his contract with the Commission so that he would not receive more than the employees received in annual increases. Because the salary study shows that his pay is below market average, he will, for the record, accept the increase based on that fact only.

Mayor Alvarez made a motion to increase the City Manager's salary by 10% using the same method as applied to the City employees. Commissioner Eady seconded the motion.

Motion carried 5 – 0.

City Manager Steigerwald thanked the Commission.

ADJOURNMENT

There being no further business to come before the Commission, Mayor Alvarez adjourned the meeting at 5:12 pm.


ATTEST

CITY CLERK

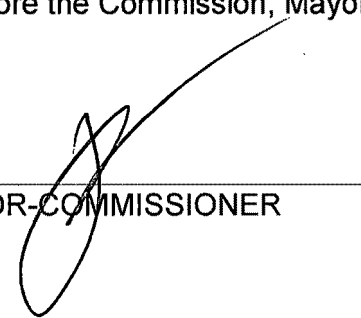

MAYOR-COMMISSIONER

Exhibit "A"
City Commission Goals 2018-2019 – YEAR IN REVIEW
Item 1.

CITY COMMISSION GOALS 2018-2019 – YEAR IN REVIEW

TOP PRIORITIES

Civic Center Architectural Assessment/Cost Analysis – **COMPLETE**

Airport Tower: Direction, Actions – **WORKING W/LOBBYIST ON FUNDING REQUEST**

Federal Lobbying – **COMPLETE, CONTRACT IN PLACE**

Affordable Housing Project – **TWA PARCEL ENVIRONMENTAL STUDY UNDERWAY**

H.O.M.E. Project: Bridge Housing – **ON HOLD, PROPERTY OWNER UNDECIDED**

Mental Health Services Advocacy – **LEGISLATIVE PRIORITY**

HIGH PRIORITIES

General Pension Plan: COLA – **COMPLETE, PENSION INCREASE FUNDED**

Annexation Policy: Strategy & Actions – **COMPLETE, ENCLAVES ANNEXED**

Central Avenue Corridor Study – **COMPLETE, IN LINE FOR METROPLAN FUNDING**

Airport Economic Strategy: Implementation – **COMPLETE, NOW MARKETING SITES**

Department of Defense Presence at Airport – **DOD CONTRACTOR NOW ON SITE**

Annual Street Resurfacing Program - **COMPLETE**

OTHER ACCOMPLISHMENTS:

- **Maintained low tax rate, strong finances and budget that accomplishes your goals.**
- **Workforce Compensation Study – COMPLETE, RAISED WAGES TO 70%TILE**
- **Community Outreach and Communications Plan: Social Services - OCTOBER**
- **Enhanced Services:**
 - Funding Plan to Add 18 Police Officers over next 5 years - COMPLETE**
 - Funding Plan to Add 18 Firefighters over next 5 years – COMPLETE**
 - Funding Plan to Build Fire Station 15; Add Engine 15, Rescue 16 - COMPLETE**
 - Funding Plan to Build Lancaster Ph1, Lakeside Community Center - COMPLETE**
 - Kissimmee Connector Bus Circulator for Downtown – STARTED SERVICE**
- **Major Capital Projects:**
 - Lakefront Phase IV – UNDER CONSTRUCTION, 12/19 COMPLETION**
 - Police Training Facility – UNDER CONSTRUCTION, 5/20 COMPLETION**
 - Carroll Street Widening – UNDER CONSTRUCTION, 10/19 COMPLETION**
 - Connect Kissimmee Streetscapes – DESIGN FUNDING, METROPLAN LIST**
 - Mill Slough Restoration – UNDER CONSTRUCTION, 11/19 COMPLETION**
 - Shingle Creek Trail Bike Paths:**
 - North Phase 2A – COMPLETE**
 - South Phase 1A – UNDER CONSTRUCTION, 5/20 COMPLETION**
 - South Phase 1B – UNDER CONSTRUCTION, 11/19 COMPLETION**

Exhibit "B"
City Manager Salary Survey – June 2019
Item 1.

City Manager Salary
Survey
June 2019

5% RAISE + 5%
MARKET ADJ.

City	2017 Population	Current Salary	10/1 Salary	Comments	Years in Job
Altamonte Springs	44,277	\$ 175,000	\$ 175,000		9
Apopka	51,564	\$ 145,000	\$ 145,000	Serves a F/T Mayor	5
Clermont	35,211	\$ 189,862	\$ 189,862		7
Daytona Beach	68,055	\$ 232,136	\$ 232,136		15
Kissimmee	72,369	\$ 176,420	\$ 194,062	10% increase 10/1	9
Lakeland	108,054	\$ 204,946	\$ 209,246		4
Maitland	17,554	\$ 169,000	\$ 169,000		3
Melbourne	82,011	\$ 185,000	\$ 189,625	2.5% increase 10/1	1
Ocala	59,110	\$ 220,000	\$ 220,000		5
Ocoee	46,402	\$ 182,650	\$ 188,130	3% increase 10/1	15
Orange Co	1,349,000	\$ 265,387	\$ 276,002	4% increase 10/1	1
Orlando	285,099	\$ 216,320	\$ 216,320	Serves F/T Mayor	1
Osceola Co	352,180	\$ 220,000	\$ 220,000		9
Oviedo	40,785	\$ 170,000	\$ 175,100	3% increase 10/1	6
Palm Bay	111,657	\$ 165,000	\$ 165,000		1
Sanford	59,317	\$ 172,124	\$ 177,288	3% increase 10/1	8
St. Cloud	51,282	\$ 147,899	\$ 152,336	3% increase 10/1	1
Titusville	46,263	\$ 152,277	\$ 155,322	2% increase 10/1	5
Winter Park	30,879	\$ 221,013	\$ 228,748	3.5% increase 10/1	11
Average:		\$ 190,002	\$ 193,588	Average Tenure:	6
70th Percentile:		\$ 211,770	\$ 213,490		

TWA Executive Director: \$ 180,000 \$ 187,200 4% increase 10/1
KUA President & CEO: 3% increase 10/1