



City Council Chamber  
735 Eighth Street South  
Naples, Florida 34102

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**Blue Ribbon Committee – September 17, 2025 – 10:00 a.m.**

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**It is noted for the record that all documents electronically appended hereto are also contained in the file for this meeting in the City Clerk's Office.**

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**1) Call to Order**

City Clerk Deputy Jessica Hernandez opened the meeting explaining that the City Charter requires an independent Blue Ribbon Committee consisting of seven residents be appointed at least once every four years to study compensation for the Mayor and City Council members. The Committee's recommendations will be presented to Council on October 15, 2025.

**2) Oath of Office**

Deputy City Clerk Jessica Rosenberg administered the Oath of Office to the members.

**3) Roll Call**

**Committee Members Present:**

Mike Assaad  
Joseph Burke  
Peter Gough

Lois Selfon Chair  
Karen Hanlon  
Maarten Heybroek  
Stan Karpf

**Staff Present:**

Matthew McConnell, City Attorney  
Jessica Rosenberg, Deputy City Clerk

Jessica Hernandez, Deputy City Clerk  
Stephanie McMillion, Administrative Coordinator

**4) Appointment of Chair**

Deputy City Clerk Hernandez explained the nomination process. Following a nomination for Member Lois Selfon to serve as chair, no further nominations were received.

***MOTION by Burke to appoint Member Selfon as Chair; seconded by Hanlon and unanimously carried, all members present and voting (Assaad-yes, Burke-yes, Gough-yes, Hanlon-yes, Heybroek-yes, Karpf-yes, Selfon-yes).***

**5) Sunshine Law Presentation**

City Attorney Matthew McConnell provided an overview of Florida's Sunshine Law. He emphasized that all meetings must be open to the public when two or more members discuss matters that may foreseeably come before the Committee. He explained that reasonable notice must be provided, minutes must be taken and made available to the public, and that all records related to the Committee's work are considered public records, even if received on private devices. He also stated that staff members may not be used as conduits for communication among Committee members. Attorney McConnell cautioned that the Sunshine Law applies until the Committee's work is completed and the Committee is formally dissolved by City Council, and he advised members to avoid any communications outside of noticed meetings to ensure compliance.

**6) Public Comment**

None.

**7) Items to be Added**

None.

**8) Review and discussion studying the level of compensation and benefits for the Mayor and Council Members.**

**8A.) Review and discussion studying the level of compensation and benefits for the Mayor and Council Members, including salary history, current benefit information, survey data, and cost of living statistics**

The Committee reviewed and discussed the level of compensation and benefits for the Mayor and City Council Members. Chair Selfon noted that the Committee's role is to review compensation and benefits carefully and present clear recommendations to Council. She said data shows Council Members spend many hours on meetings and preparation, making the position more demanding than often assumed. She emphasized that compensation should be fair enough to encourage broader participation beyond retirees, and reminded the Committee that recommendations must be reasonable and fact-based so that they are accepted by both Council and the public. She stressed the need to balance fairness with fiscal responsibility and to base any decision on solid data.

Member Karpf stated that current pay may discourage individuals who are not retired or financially independent from seeking candidacy. While acknowledging that Naples is often compared to peer municipalities, he emphasized that the City faces unique challenges requiring consideration beyond benchmarks. He suggested that cost-of-living adjustments could be a fair approach and urged the Committee to balance fiscal responsibility with the need to ensure accessibility for a diverse range of candidates.

Member Assaad cautioned that compensation, while important, should not overshadow the voluntary nature of public service and the commitment to community that motivates candidates to run for office.

Member Burke urged the Committee to carefully weigh fiscal prudence with the practical realities of the demands placed on elected officials.

Member Gough emphasized the need to balance fairness to officials with responsibility to taxpayers. He added that comparisons with other cities and cost-of-living data would help guide the decision and concluded that any adjustment should be reasonable and easy to explain to the public.

Member Heybroek stated that pay should reflect the workload and cost of living in Naples but also cautioned that any increase must be reasonable for taxpayers. He concluded that a fair, balanced adjustment would help attract strong candidates while maintaining public trust.

Member Hanlon explained that the current pay makes it difficult for those who work full-time or support families to serve, leaving the role mostly to retirees. She stated that fair compensation would open the door to a wider range of candidates and concluded that the Committee should aim for an adjustment that respects both the workload of officials and the City's finances. However, Member Hanlon suggested that any proposed increase take effect in February 2026, except for the position of Mayor which she suggested should take effect in 2028.

During discussion, committee members agreed that the current workload is substantial and that compensation should not exclude non-retired or working residents from serving. Members further agreed that any adjustment should be fiscally responsible, supported by peer comparisons and cost-of-living data, and easily explained to the public. The Committee also acknowledged Member Assaad's emphasis that service is primarily a civic duty and compensation should not become the principal motivation for candidacy.

In response to Member Karpf, Deputy City Clerk Hernandez stated that in 2017 the stipend was raised from \$200 to \$300 for City Council Members while the Mayor's stipend remained unchanged. She also confirmed that they may participate in the 457 deferred compensation plan but not in the 401 employer-sponsored retirement savings plan. The current stipend for expenses is \$400 per month for the Mayor and \$300 per month for Council Members.

Chair Selfon proposed a retroactive 25 percent salary increase, raising the Mayor's salary from \$54,100 to \$66,100 and Council Members' salaries from \$43,300 to \$52,800. She further proposed an additional five percent increase, totaling \$69,300 for the Mayor and \$55,500 for Council Members. She also recommended increasing stipends separately: Mayor from \$400 to \$500 and Council Members from \$300 to \$400. Ensuing discussion, the following motions were proffered:

**MOTION by Karpf to RECOMMEND a salary increase of 22 percent for the Mayor and City Council Members and to increase the current monthly stipend for City Council Members from \$300 to \$400 and for the Mayor from \$400 to \$500; seconded by Gough and carried 6-1, all Members present and voting (Assaad-yes, Burke-yes, Gough-yes, Hanlon-yes, Heybroek-yes, Karpf-yes, Selfon-no).**

**MOTION by Karpf that there be no pension provision for either the Mayor or City Council Members; seconded by Gough and unanimously carried, all members present and voting (Assaad-yes, Burke-yes, Gough-yes, Hanlon-yes, Heybroek-yes, Karpf-yes, Selfon-yes).**

[Agenda Memorandum](#)

[Sec. 2.5. Salary of mayor and council](#)

[2025 PEPIE Elected Official Data](#)

[Council and CRA Total Meetings and Meeting Hours Aug 2024 to Aug 2025](#)

[2021 Ethics Opinion - INQ21-003 BRC 1976-2022 History of Mayor and City](#)

[Council Salary Increases](#)

[2021-2025 History of Staff Salary Increases](#)

**9) Public Comment**

None.

**10) Other matters of Committee Members**

Chair Selfon stated she believed an ordinance requiring the Committee to meet every two years had been discussed in 2021 but was never enacted. Deputy City Clerk Hernandez explained that such a change would likely require a Charter amendment. Members generally suggested retaining the four-year schedule.

**11) Future Meetings**

Chair Selfon concluded by confirming that future meetings will be held on a four-year basis.

**12) Adjournment**

11:20 a.m.