



City of Naples

City Council Chamber
735 Eighth Street South
Naples, Florida 34102

City Council Special Meeting – June 15, 2026 – 8:31 a.m.

It is noted for the record that all: 1) documentation electronically appended hereto is also contained in the file for this meeting with the City Clerk's Office; 2) added items are referenced in red as "Added Item"; and 3) added attachments are referenced in red as "Added Attachment".

1) CALL TO ORDER AND ROLL CALL

City Council Members Present

Teresa Heitmann, Mayor
Ted Blankenship, Vice Mayor

Berne Barton
Bill Kramer
John Krol
Linda Penniman
Scott Schultz (arrived 8:37)

Staff Present:

Gary Young, City Manager
Patricia Rambosk, City Clerk
Erica Martin, Planning Director
Charlotte Loewel, Dir. of Human Resources
Ciro Dominguez, Police Chief
Ashley Simek, Talent Acquisition Manager

Matthew McConnell, City Attorney
Stefan Massol, Finance Director
Lisa Douglass, Billing and Collection Manager
Chad Merritt, Community Services Director
Phillip Pennington, Fire Chief
Jessica Rosenberg, Deputy City Clerk

Others Present:

Lisa Hurley
Meg Stepanian
Christopher Shucart
Geerhard Jos Schaap
Gregory Jarrett

Garey Cooper
Nancy Walkenhorst
Jenna Heiderman
Mary Tigen
Joe Blomker

2) INVOCATION AND PLEDGE OF ALLEGIANCE

Mayor Heitmann gave an invocation. She subsequently led in the Pledge of Allegiance.

3) SET AGENDA (add or remove items)

MOTION by Penniman to SET THE AGENDA; seconded by Blankenship and unanimously carried, all members present and voting (Barton-yes, Blankenship-yes, Kramer-yes, Krol-yes, Penniman-yes, Schultz-yes, Heitmann-yes).

4) ANNOUNCEMENTS AND PRESENTATIONS

4.A) Summary of the 2026 State of Florida Legislative Session by Ms. Lisa Hurley, Esq. of SBM Partners, City of Naples Lobbyist.

City Lobbyist Lisa Hurley, Esq., of SBM Partners provided a summary of the 2026 State of Florida Legislative Session and its implications for the City of Naples. Ms. Hurley noted that Senator Kathleen Passidomo would be leaving office due to term limits. She stated that Representative Lauren Melo is expected to succeed Senator Passidomo and that a strong working relationship has already been established. Ms. Hurley also recognized Representative Yvette Benarroch for her efforts in securing legislative funding for the City.

Ms. Hurley reported that property tax reduction was a primary focus of the Legislative Session, driven largely by Governor DeSantis' sustained public advocacy. She stated that legislators heard more constituent concerns about property insurance costs than property taxes, but noted that the Governor's emphasis on property tax relief drove the legislative agenda. Council Member Krol questioned that focus given the burden of insurance costs on homeowners and condominium associations.

Council Member Barton requested continued updates on emerging legislation affecting Home Rule and property rights/takings issues and encouraged proactive efforts to identify legislative sponsors for bills supporting local authority. Ms. Hurley agreed and stated that the volume of preemption legislation was the highest she had seen in her career.

Council Member Kramer emphasized the importance of meeting with legislators before and during legislative sessions and expressed concern that pending property tax proposals could significantly affect local government revenues and authority. Ms. Hurley agreed, and Mayor Heitmann requested advance notice of future sessions to support the City's advocacy efforts.

[Agenda Memorandum](#) 

[2026 Legislative Priorities - Appropriation Requests and Budget at a Glance](#) 

4.B) Presentation of the Fifth Avenue South Business Improvement District, Inc. (FASBID) 2024-25 Annual Report.

Meg Stepanian, Executive Director of the Fifth Avenue South Business Improvement District (FASBID), presented the 2024-25 Annual Report. She utilized an electronic presentation to report that 5th Avenue South remained the top shopping and dining destination in Collier County and ranked sixth in Florida. She noted that 38 percent of the FASBID's \$888,000 budget was devoted to marketing and promotions, 34 percent for events, and 16 percent for beautification, and streetscape, for a total of 89 percent of the budget supporting outward facing programs.

Executive Director Stepanian highlighted marketing efforts that generated more than 2.1 million digital impressions, strong website and social media engagement, and significant earned media exposure from events including Flavors of Fifth, Evenings on Fifth, Cars on Fifth, and the Christmas Walk and Tree Lighting. She reported that 4.1 million visits occurred on the Avenue in 2025 and that businesses generated approximately \$550 million in annual taxable sales, supporting 6,000 to 7,000 jobs. She also noted that at least 12 new businesses opened during the year.

Executive Director Stepanian outlined 2026 priorities, including infrastructure improvements, wi-fi installation, event enhancements, and support for the City's pending Economic Development Administration Grant Application related to streetscape improvements.

Council Member Barton asked whether the FASBID intended to comment on the upcoming Cars on Fifth agenda item. Executive Director Stepanian stated that the FASBID recognized the event's success but supported City staff's role in determining appropriate event size and operational parameters. She noted that while the event benefits restaurants and attracts visitors, it can also negatively impact some businesses, and emphasized the FASBID's goal of supporting well-managed community events that balance economic benefits with operational considerations.

Mayor Heitmann asked about efforts to maintain a balance between retail and restaurant uses on 5th Avenue South. Executive Director Stepanian explained that the FASBID does not control leasing decisions but serves as a resource and advisory partner to property owners when requested.

Discussion followed regarding parking. Council Member Krol cited data indicating that a majority of visitors originate from outside the City and questioned future parking capacity. In response, Police Chief Ciro Dominguez confirmed that City data indicates that approximately 60 to 70 percent of visitors to 5th Avenue South originate from outside the City, reflecting the Avenue's

role as a regional destination. Executive Director Stepanian stated that the FASBID was working with the City to identify additional parking opportunities and reduce employee parking on the Avenue. City Manager Gary Young advised that a paid parking report would be presented in the future. In response to Council Member Barton's suggestion to explore the acquisition of the 4th Avenue South parking lot, FASBID President Christopher Shucart noted that the site had long been identified as a potential location for a future parking garage. He also commented on the potential role of paid parking in improving turnover and increasing parking availability for customers.

In response to City Council questions regarding hawker-style vendors on 5th Avenue South, Executive Director Stepanian acknowledged the issue and stated that efforts were underway to address it. Mayor Heitmann asked about identifying FASBID-sponsored street performers, and Executive Director Stepanian agreed to work with City staff and the Police Department to improve communication regarding permitted entertainment. City Manager Young noted that the Annual FASBID Assessment would return to City Council in August for approval.

[Agenda Memorandum](#)  [2025 Annual Report](#) 

[December 31, 2025 Financial Statements](#)  [Annual Report 2025 Presentation](#) 

4.C) Hurricane Preparedness Presentation.

Fire Chief Phillip Pennington utilized an electronic presentation to provide an overview of the City's hurricane preparedness in recognition of the current Hurricane Season. Chief Pennington noted that forecasting currently indicated a below-normal season, but strongly cautioned against complacency, citing Hurricane Andrew as an example of a major storm that occurred during an El Niño year. Chief Pennington reviewed preparedness steps for residents before, during, and after a storm.

Mayor Heitmann reminded the public that the City's parking garages do not permit electric vehicles, boats, trailers, or golf carts during storm events. City Manager Gary Young stated that the City's Interlocal Agreement with Collier County for debris removal is one of the City's most important emergency management agreements. He noted that without the agreement, the City would need to maintain approximately \$20 million in reserves to fund debris removal independently, compared to its current emergency reserve of approximately \$6.6 million.

[Agenda Memorandum](#)  [Presentation](#) 

5) PUBLIC COMMENTS

Mary Tatigian, a registered nurse and founder of Quiet Florida, spoke in support of permanent noise detection cameras on 5th Avenue South and 3rd Street South. She cited survey results showing strong public support for reducing vehicle noise, stated that the technology had proven effective during a prior pilot program, and referenced national health organizations that recognize noise pollution as a public health concern. **Joe Blomker** stated that the Homeowners (HOA) Coalition had requested meetings with City staff regarding the Comprehensive Plan update and noted that City Attorney Matthew McConnell had previously advised there was no legal impediment to such discussions.

Recess: 10:30 a.m. to 10:40 a.m. It is noted for the record that the same Council Members were present when the meeting reconvened.

APPROVAL OF CONSENT AGENDA

MOTION by Blankenship to APPROVE THE CONSENT AGENDA;
seconded by Penniman and unanimously carried, all members present
and voting (Barton-yes, Blankenship-yes, Kramer-yes, Krol-yes,
Penniman-yes, Schultz-yes, Heitmann-yes).

6) **MINUTES**

None.

7) **RESOLUTIONS**

- 7.A) **Resolution 2026-15891 - A Resolution Waiving The Competitive Bidding Process; Approving A Piggyback Agreement Between The City Of Naples And Playcore Wisconsin Inc. D/B/A Gametime, A Wisconsin Corporation Authorized To Do Business In Florida, For Playground And Outdoor Fitness Equipment, Site Accessories, Surfacing And Related Products And Services Pursuant To The City Of Charlotte, North Carolina Agreement No. 2017001134; Authorizing The City Manager To Execute The Piggyback Agreement; And Providing An Effective Date.**

[Agenda Memorandum](#) [Resolution](#) [Piggyback Agreement - Gametime](#)

[City of Charlotte, North Carolina - Agreement No. 2017001134](#)

8) **OTHER**

END OF CONSENT AGENDA

9) **PUBLIC HEARINGS**

None.

REGULAR AGENDA

10) **ITEMS PULLED FROM THE CONSENT AGENDA (If Needed)**

None.

11) **BOARDS AND COMMITTEES**

11.A) **Interview Three Applicants for the Code Enforcement Board and One Applicant for the Community Services Advisory Board.**

Deputy City Clerk Jessica Rosenberg introduced Garey Cooper and Gregory Jarrett, who were interviewed by the City Council for appointment to the Code Enforcement Board. She reported that applicant George Ryan had withdrawn his application to the Board. Subsequently, Geerhard Jos Schaap was interviewed for appointment to the Community Services Advisory Board. Upon completion of the interviews, Deputy City Clerk Rosenberg announced that appointments were scheduled during the Regular City Council Meeting on Wednesday, June 17, 2026.

Following the interviews, City Attorney Matthew McConnell suggested revising the application process to include additional disclosure questions regarding affiliations, business relationships, or other circumstances that could create recurring conflicts of interest or require frequent recusals. Mayor Heitmann agreed that any such disclosures should be clearly identified on the application form. Council Members expressed support for reviewing and potentially expanding the application to provide greater transparency regarding potential conflicts.

[Agenda Memorandum](#) [Code Enforcement - Gary Cooper Application](#)

[Code Enforcement - Gregory Jarrett Application](#)

[Code Enforcement - George Ryan Application](#) [162.05 Fla. Stat.](#)

[CSAB - Geerhard Jos Schaap Application](#) [CSAB Code](#)

12) **LAND USE MATTERS**

None.

13) **OLD BUSINESS**

13.A) **Discussion Related to Revising the City of Naples Comprehensive Plan Amendment Project Schedule (Supplement 1/Updated Item).**

Planning Director Erica Martin presented the updated project schedule for the City of Naples Comprehensive Plan Amendment. She recapped that at the May 13, 2026, Planning Advisory Board (PAB) meeting, the PAB unanimously recommended denial of the Plan as presented and requested an eight-month extension to allow additional public review, which would bring the Plan back before the PAB in November 2026. Planning Director Martin reported that at the June 3, 2026, City Council Meeting, Council Members had instead directed a six-month extension returning the item to the PAB in September 2026, but asked staff to take that direction back to the PAB for reconsideration. She further reported that at its June 10, 2026, meeting, the PAB reaffirmed its request for an eight-month extension, citing the summer season, the seasonal

absence of many residents, the volume and complexity of the draft Plan, and the need for organized neighborhood-level reviews.

Planning Director Martin noted that the draft Plan had been publicly available since May 6, 2026, and that no additional public engagement meetings were proposed. Instead, she said the extension period was intended for the public and Homeowners' Associations (HOA) to review the published draft and submit written feedback to staff. She outlined that the amended schedule would include four additional public hearings beyond those originally planned: a PAB workshop on November 13th to discuss public input, a City Council discussion of that input in December, a second PAB hearing on the revised draft Ordinance, and a First Reading of the Ordinance by City Council, targeted for March 2027. Planning Director Martin presented the consultant's estimated additional cost for a six-month extension at \$145,600 and for an eight-month extension at \$159,600.

Planning Director Martin also noted that following publication of the agenda, the City had received two letters urging the November timeline, one from the HOA Coalition and one from the Pavese Law Firm representing three local developers and property owners. She further noted that she had a meeting scheduled with Coalition representative David Feight for Friday, June 20, 2026.

PUBLIC COMMENT: Jenna Heiderman, speaking on behalf of the Port Royal Property Owners Association and the HOA Coalition comprised of the Aqualane Shores, Coquina Sands, Gulf Shore Association of Condominiums, The Moorings, Park Shore, Port Royal, and Royal Harbor Homeowners Associations, read a letter into the record requesting that the City Council approve the November timeline. She stated that the Coalition was organizing its review on a neighborhood-by-neighborhood basis, that the scope and complexity of the draft Plan required careful analysis, and that a November timeline was both timely and appropriate while preserving a more transparent and inclusive process. Ms. Heiderman confirmed that the Coalition's designated point of contact going forward would be herself or Mr. Feight, following a prior instance in which one of the Coalition's member associations had sent a separate letter that caused confusion. **Nancy Walkenhorst**, President of the Park Shore Homeowners' Association, confirmed that no HOAs had been excluded from the Coalition and that the Coalition's door remained open to others who wished to join.

Vice Mayor Blankenship confirmed he spoke with Mr. Feight the previous day, and he explained he was conducting an organized process by coordinating regular video conferences with all Coalition HOA representatives to work through sections of the Comprehensive Plan, seek staff input, and facilitate broader member engagement throughout the summer. Vice Mayor Blankenship expressed support for the eight-month extension on the basis that it would produce a better final document with greater community input.

Council Member Barton expressed support for the extension, stating that it was more important to avoid a scenario in which residents felt unheard than to adhere to a tighter timeline, particularly given that no statutory deadline required faster action.

Council Member Kramer noted that the additional cost difference between the six-month and eight-month options was approximately \$13,895 and stated that, given the relatively modest increase, he supported the November timeline because it would provide additional time for public review and input.

Council Member Schultz expressed support for the extension, stating that the Comprehensive Plan was the most foundational document Council Members would address during his term and that it was essential to get it right with residents.

Mayor Heitmann raised a question about the rationale for the November extension rather than an October return, given that email-based engagement could occur throughout the summer.

Planning Director Martin responded that the Coalition's feedback indicated meaningful input could not be compiled before September given the seasonal population and the complexity of the document, and that the schedules needed to be sequenced accordingly.

Planning Director Martin encouraged stakeholders to submit comments early to allow sufficient time for review by staff, the PAB, and the City Council. She stated that all comments would be compiled and published with the agenda packet in advance of the meeting and that the PAB would focus its discussion on the submitted feedback and proposed revisions to the draft Comprehensive Plan. City Attorney Matthew McConnell emphasized that public comments should be submitted by mid-October to allow sufficient time for review by staff, legal counsel, the PAB, and City Council before the November meeting. However, he clarified that, while the City Council could request that public comments be submitted by a certain date, it could not legally exclude late submissions from the record.

After discussion, the following consensus was reached.

Consensus reached to direct staff to proceed with the November schedule and facilitate additional public review and comment before further Planning Advisory Board and City Council consideration.

City Manager Gary Young raised the need to amend the Consultant Contract and noted that the item was already scheduled on the June 17, 2026, Regular Meeting agenda. City Attorney McConnell clarified that a formal Resolution was not strictly required and that a motion authorizing the City Manager to execute the amendment would be legally sufficient.

MOTION by Blankenship to APPROVE an eight month extension to the Comprehensive Plan Amendment Project Schedule recommendation, with the Planning Advisory Board to consider all public input at its November 13, 2026, meeting, the City Council to consider that input in December, and with a request that all public input be submitted to staff by October 23, 2026; seconded by Barton and unanimously carried, all members present and voting (Blankenship-yes, Barton-yes, Kramer-yes, Krol-yes, Penniman-yes, Schultz-yes, Heitmann-yes).

[Agenda Memorandum](#) 

[Current Project Schedule](#) 

[Proposed 6m Extended Schedule](#) 

[Proposed 8m Extended Schedule](#) 

[REVISED Agenda Memorandum \(Supplement 1/Updated Attachment\)](#) 

[Letter read into record \(ADDED ATTACHMENT / J. Heiderman for HOA Coalition\)](#) 

[Handout regarding Proposed Tasks \(ADDED ATTACHMENT / Staff\)](#) 

14) NEW BUSINESS

14.A) Discussion Related to Rooftop Dining Regulations in the 5th Avenue South Special Overlay District Established by Ordinance 2021-14663 and Consideration of Extending the Expiration of the Five-Year Pilot Program.

Planning Director Erica Martin presented background on the rooftop dining regulations established by Ordinance 2021-14663, which created a five-year pilot program permitting rooftop restaurants in the 800 block of 5th Avenue South. She reported that the Ordinance was set to expire on June 16, 2026, the day following that day's meeting, and that the item had come before the City Council after a property owner's representative, Stephen Hruby, appeared at a prior City Council meeting requesting consideration of an extension to allow his client to pursue a new rooftop restaurant project at a building in the 800 block.

Planning Director Martin clarified that the only restaurant to utilize the pilot program to date was Prime Social Reserve. She noted that any new application under the program would require both a Conditional Use approval and an Outdoor Dining approval before the City Council.

Mayor Heitmann expressed concern about several provisions of the existing Ordinance, including the outdoor dining classification, which removes parking requirements; the proximity of residential uses; and the precedent of allowing a project-specific regulatory structure that could create spot

zoning concerns. She expressed concern that the proposed restaurant concept referenced by Mr. Hruby differed from the rooftop restaurant use authorized under the existing Code.

Council Member Krol expressed concern that the outdoor dining parking exemption could allow rooftop spaces to be occupied by private clubs rather than publicly accessible restaurants, which he believed would be inconsistent with the public purpose of the exemption.

Council Member Kramer noted that any extension would not be a rubber stamp for any individual project, as each application would need to proceed through full Conditional Use and Outdoor Dining Approvals. He expressed interest in rooftop dining generally, noting that if Prime Social Reserve already operates under the pilot program, extending it for another year would allow other property owners the same opportunity to apply.

Vice Mayor Blankenship noted that Hurricane Ian and subsequent storms had disrupted the original five-year timeline and expressed openness to a limited extension on that basis alone.

City Attorney Matthew McConnell clarified that because the Ordinance was expiring the following day, any City Council action would technically constitute a reinstitution of a new pilot program rather than a true extension, and that Prime Social Reserve would become a legal nonconformity during any gap between expiration and adoption of a new Ordinance, which could take until October at the earliest given required public notice and two readings of an Ordinance.

Public Comment: None.

After discussion, the following consensus was reached.

Consensus reached to schedule a Workshop discussion in October 2026, to consider a proposed Ordinance extending the expiration of the Five-Year Pilot Program for rooftop dining regulations in the Fifth Avenue South Special Overlay District.

[Agenda Memorandum](#)  [Ordinance 2021-14663](#) 

14.F) Executive Session regarding Naples Pride v. City of Naples, et al, Case No. 2025-CV-00291-JES-KCD, United States District Court, Middle District of Florida, Fort Myers Division. (12:30 P.M. Time Certain)

City Attorney Matthew McConnell read the public notice of Executive Session associated with litigation styled Naples Pride v. City of Naples, et al, Case No. 2025-CV-00291-JES-KCD, United States District Court, Middle District of Florida, Fort Myers Division. The following individuals were in attendance during the Executive Session: Mayor Heitmann, Vice Mayor Blankenship, Council Members Kramer, Penniman, Barton, Krol, and Schultz, City Manager Gary Young, City Attorney McConnell, Attorney Nicole Moss, Attorney Nicholas Verone, Attorney Pete Patterson, and Charissa Dines from Dines Court Reporting.

Executive Session from 12:31 p.m. to 1:57 p.m. It is noted for the record that the same Council Members were present when the meeting reconvened.

No action announced.

[Agenda Memorandum](#)  [Public Notice](#) 

14.B) Resolution 2026-15892 - A Resolution Amending Resolution 2024-15390, Which Waived the Competitive Bidding Process and Approved a Three-Year Agreement with Tyler Technologies utilizing their Munis Cloud-Based/Software as a Service (SAAS) Solution, for the Purpose of increasing the Year Three Costs from the not-to-exceed Amount of \$399,347 to \$475,000 for Necessary Training, Implementation of Inventory and Assets Solutions, Enhancements of Payroll Customizations and Software; Authorizing the City Manager to Execute a Purchase Order; and providing an Effective Date.

City Attorney Matthew McConnell read the title of the Resolution. Lisa Douglass, Billing and Collection Manager, utilized an electronic presentation to provide an overview of the City's Tyler Technologies Enterprise ERP software, known as Munis, which has been in use by the City since 2016. Manager Douglass explained that a review of departmental usage revealed that many staff

members were underutilizing the system due to a lack of training and institutional knowledge. In response, staff developed a plan to invest in the following enhancements in year three of the existing Agreement: a Planned Annual Continuing Education (PACE) training program at \$17,850 providing 15 days of training across all modules; an asset and inventory mobile solution allowing handheld barcode scanning of City assets, previously purchased by the City Manager under his spending authority; payroll and human capital enhancements to automate the Union Step Plan calculations currently performed manually by the Human Resources Director; position control quality improvements; and a contingency allowance. Finance Director Stefan Massol confirmed that the current software version was fully up to date under the Software as a Service (SaaS) subscription.

City Manager Gary Young explained that the request also encompassed all City departments currently using Tyler Technologies products, including the Fire Department's Mobile Eyes application, and noted that consolidating all such services under one agreement was intended to improve accountability and coordination. City Manager Young further described plans to designate Manager Douglass as the City's property officer with citywide responsibility for asset management and internal controls by establishing a new internal control position within the Public Works Department. The goal, he said, was to achieve full accountability for all City assets through systematic scanning and annual review.

Manager Douglass noted that the requested increase in the Agreement was from the current not-to-exceed amount of \$399,347 to \$475,000 for Year Three. Council Member Kramer asked about Tyler Technologies' long-term stability as a vendor and whether the City had contractual support protections. In response, Manager Douglass confirmed that Tyler Technologies had remained consistent as a company over the 12 years the City had used its system and that the City had direct access to a responsive account representative. Vice Mayor Blankenship asked whether ongoing features would require additional payments beyond those proposed, to which Manager Douglass confirmed that the recurring costs were the PACE program, the asset mobile subscription, and the fire prevention module, while the payroll and human capital enhancements and the contingency were one-time costs.

Public Comment: None.

MOTION by Krol to APPROVE RESOLUTION 2026-15892; seconded by Kramer and unanimously carried, all members present and voting (Schultz-yes, Penniman-yes, Blankenship-yes, Barton-yes, Kramer-yes, Krol-yes, Heitmann-yes).

[Agenda Memorandum](#)  [Resolution](#)  [2024-15390 Resolution](#)  [Agreement](#) 
[Presentation \(ADDED ATTACHMENT / Staff\)](#) 

14.C) Resolution 2026-15893 - A Resolution waiving the Competitive Bidding Requirements; approving a Piggyback Agreement between the City of Naples and Precision Task Group, INC., a Texas Corporation Lawfully Doing Business in Florida, to Procure Workday Human Capital Management Software and Human Resources Information System Platform as a Solution to Centralize, Manage, Automate, and Streamline Human Resources Functions and Workflows, Utilizing Sourcewell Contract No. 060624-PRT as a Cooperative Purchase in an Amount not to Exceed \$1,471,430; Authorizing the City Manager to Execute the Piggyback Agreement; Amending the Fiscal Year 2025-2026 Budget Adopted by Resolution 2025-15701 to Increase Appropriation from the Unappropriated Balances of the 001 General Fund in the Amount Of \$397,656, the 110 Building Fund in the Amount of \$47,009, the 420 Water/Sewer Fund in the Amount of \$145,791, the 430 Beach Fund in the Amount Of \$24,394, The 450 Solid Waste Fund In The Amount Of \$36,845, the 460 Dock Fund in the Amount Of \$4,129, the 470 Stormwater Fund in the Amount of \$28,269, and the 480 Tennis Center Fund in the Amount Of \$5,716 For The Purpose of this Expense; and Providing an Effective Date.

City Attorney Matthew McConnell read the title of the Resolution. Human Resources Director Charlotte Loewel utilized an electronic presentation to present the request to procure Workday Human Capital Management software through Precision Task Group (PTG) utilizing Sourcewell Contract No. 060624-PRT. She explained that the City's current NeoGov contract was set to expire in November 2026 and covered only applicant tracking, onboarding, and performance management. She described the existing Human Resources (HR) environment as fragmented and reliant on manual workflows, duplicate data entry, paper records, and multiple systems that did not communicate with one another.

Director Loewel reported that a cross-functional Evaluation Committee was formed with representatives from Human Resources, Fire, Police, Public Works, Information Technology, and Purchasing. She noted that the Committee evaluated three vendors based on functionality, usability, implementation approach, long-term value, and public sector experience, with Workday emerging as the top-ranked vendor. Director Loewel shared that 99 organizations in Florida currently use Workday, including 39 public sector entities serving more than 1.3 million employees, and that reference checks with Sarasota County were particularly favorable.

Director Loewel described the Workday platform as a unified system covering recruitment, onboarding, performance management, electronic personnel files, succession planning, workforce analytics, and position control, and confirmed that Workday integrates with Tyler Munis, which was a critical requirement. She stated that the platform would reduce paperwork by over 80 percent and provide 24-hour employee self-service access.

Regarding PTG as the implementation partner, Director Loewel noted that PTG had significant public sector Workday experience and a strong record of accomplishment integrating Workday with Tyler Munis. She said the implementation timeline was described as aggressive but achievable, with planning and discovery beginning in July 2026, recruitment and onboarding functionality going live before the NeoGov contract expiration in November, and a full go-live targeted for December 1, 2026. Talent Acquisition Manager Ashley Simek confirmed that the \$450,000 implementation fee was a fixed-price contract, placing performance risk on PTG rather than the City.

Director Loewel stated that the total five-year cost was \$1,471,430, compared to an estimated \$748,000 for expanding the existing NeoGov platform, though she noted the NeoGov estimate excluded implementation and training costs. The annual difference, she said, was approximately \$54,600, for which the City would receive a fully integrated platform rather than disconnected modules. She added that annual subscription costs following implementation would be allocated through the technology services fund based on employee headcount across all departments.

Council Member Barton noted his familiarity with Workday from his private sector work with a large statewide insurance agency and stated that the software was highly capable. In response to Vice Mayor Blankenship, Manager Simek explained that the \$450,000 implementation fee is fixed and not contingent upon meeting the December 1st go-live date. She stated that any schedule delays would not result in additional costs to the City, with the consultant assuming the risk of completing the project within the agreed fee.

MOTION by Kramer to APPROVE RESOLUTION 2026-15893; seconded by Blankenship and unanimously carried, all members present and voting (Blankenship-yes, Krol-yes, Barton-yes, Kramer-yes, Schultz-yes, Penniman-yes, Heitmann-yes).

[Agenda Memorandum](#)  [Resolution](#)  [Agreement](#) 
[Presentation \(ADDED ATTACHMENT / Staff\)](#) 

14.D) Discussion and Confirmation of the Maximum Millage Rates for the General Fund, East Naples Bay Taxing District (ENB) and Moorings Bay (MB) Taxing District (Supplement 1/Updated Item).

City Manager Gary Young introduced the Maximum Millage Rate discussion, noting that the annual review provides an opportunity to consider future service levels, including previously discussed public safety staffing needs. Finance Director Stefan Massol reported that preliminary taxable values increased 1.41 percent, the lowest growth rate since 2011, and noted that net new construction was the primary factor preventing a decline in overall taxable value. He explained that the rollback rate was calculated above the current millage rate because of the effect of new construction on the formula.

Director Massol advised that pending State legislation would likely eliminate the per-capita personal income adjustment from the rollback rate calculation, lowering the voting thresholds required to adopt millage rates above rollback. He also reviewed long-range financial projections which indicated that, under moderate growth assumptions, maintaining the current millage rate could result in fund balances falling below the City's policy minimum within several years. He noted that the projections did not account for proposed homestead exemption increases or other property tax reforms under consideration by the State.

Director Massol reviewed the budget calendar, the purpose of establishing a maximum millage rate, and the City's reserve policies. He noted that property taxes remain the City's primary discretionary revenue source and that future budget discussions would need to consider public safety needs, infrastructure funding, and other City priorities.

Police Chief Ciro Dominguez presented the Naples Police Department's public safety enhancement request. He reported that department vacancies had been reduced from 16 to one since October 2023 and that previously approved staffing additions had been completed. Chief Dominguez requested an additional eight officers and two dispatchers to address increasing calls for service, special events, traffic enforcement, investigations, cybercrime activity, beach patrol needs, and the anticipated reopening of the Naples Pier. When asked to prioritize the request, he identified patrol and traffic positions as the department's highest needs.

Fire Chief Phillip Pennington reported that the department had successfully added six firefighters and two battalion chiefs during the prior two fiscal years, but stated that several positions identified in the department's staffing plan remained unfunded, including additional firefighters, operational leadership, fire prevention, and public education personnel. He also noted that ocean rescue capabilities and potential Emergency Medical Services transport responsibilities remain future considerations.

Recess: 3:47 p.m. to 4:11 p.m. It is noted for the record that the same Council Members were present when the meeting reconvened.

City Manager Young emphasized that the maximum millage rate established by the City Council would serve as a budgetary constraint and should reflect a realistic target rather than an open ceiling. He noted that pending State legislation could alter the voting thresholds required for future millage decisions and urged Council Members to remain mindful of those requirements. City Manager Young stated that, given the strain on the existing tax base, he could not recommend adding requested police and fire positions or further drawing down reserves without corresponding revenue support. He advised that the City Council must first determine whether it wished to consider a millage increase to support additional public safety resources or maintain current staffing levels, after which staff could develop an appropriate budget proposal.

Council Members engaged in discussion regarding the appropriate maximum millage rate. Vice Mayor Blankenship expressed the view that Police and Fire needs were the top priority but acknowledged fiscal uncertainty, including pending constitutional changes and unknown litigation costs. Council Member Kramer argued in favor of setting the rate at 1.33, which he noted would generate approximately \$3.72 million in additional revenue and remained below the millage rate that would require a two-thirds vote of the City Council for approval. Council Member Krol proposed a 1.29 millage rate as a measured increase that would generate additional revenue for phased public safety staffing enhancements while preserving a reserve buffer, and stated that he

would defer to City Manager Young's judgment regarding allocation of the available resources. Council Member Schultz noted that potential litigation expenses could create significant unforeseen financial obligations and emphasized the need to account for such risks when evaluating future budget and millage decisions. To close the discussion, Council Members asked City Manager Young to develop a budget incorporating Police and Fire staffing enhancements consistent with available revenues and to present a full proposal at the August Budget Workshop.

Public Comment: None.

MOTION by Barton to SET the maximum General Fund Millage Rate for FY-2026-27 at 1.29; seconded by Penniman and carried 6-1, all members present and voting (Penniman-yes, Schultz-no, Krol-yes, Barton-yes, Blankenship-yes, Kramer-yes, Heitmann-yes).

For the East Naples Bay and the Moorings Bay Taxing Districts, Director Massol recommended no change to the current rates of 0.5 and 0.0125, respectively, noting that the East Naples Bay District was still repaying an interfund loan for prior dredging activities, and that the Moorings Bay district had minimal annual expenditures but should be maintained to preserve the district's legal standing.

MOTION by Blankenship to SET the maximum millage rate for the East Naples Bay Taxing District at 0.50 and the Moorings Bay Taxing District at 0.0125; seconded by Kramer and unanimously carried, all members present and voting (Krol-yes, Schultz-yes, Blankenship-yes, Barton-yes, Kramer-yes, Penniman-yes, Heitmann-yes).

[Agenda Memorandum](#)  [Presentation](#) 
[Revised Presentation \(ADDED ATTACHMENT / Staff\)](#)  [2026-27 NPD Public Safety](#) 
[Chief Pennington Plan Update](#)  [2026-27 Taxable Value History and Trends](#) 
[Maximum Millage General Information](#) 
[DR420 Prelim - City of Naples and TIF 5-29-26](#) 
[DR420 MMP Prelim - City of Naples](#) 
[2026-27 State Max Millage Compliance Prior Year](#) 
[REVISED Agenda Memorandum \(Supplement 1/Updated Attachment\)](#) 
[REVISED Presentation \(Supplement 1/Updated Attachment\)](#) 
[REVISED DR420 Prelim - City of Naples and TIF 5-29-26 \(Supplement 1/Updated Attachment\)](#) 
[REVISED DR420 MMP Prelim - City of Naples \(Supplement 1/Updated Attachment\)](#) 

14.E) A Discussion and Direction on the Naples “Boats on the Beach” program and Converting the Program to Naples “Boats in the Park” Program.

Community Services Director Chad Merritt presented a proposal to replace the former Boats on the Beach program with a modified Boats in the Park program at two City parks. He explained that the beach program was discontinued following Hurricane Ian due to Florida Department of Environmental Protection requirements prohibiting boat storage near sea turtle habitat.

Director Merritt described two proposed storage areas: a northern sand area at Lowdermilk Park, which could accommodate approximately 10 to 15 sailboats secured to posts and shielded by a hedge line, and an expanded area at Baker Park adjacent to the existing kayak launch ramp, which could accommodate kayak and canoe racks and potentially support a rental program. Director Merritt noted that draft program guidelines required participants to be full-time City residents to ensure active use of stored vessels. He acknowledged that relevant considerations at the Lowdermilk Park site include a narrow walking-path easement serving the adjacent Coquina Sands property owner, emergency vehicle access, and the proximity of the development under construction to the north.

Mayor Heitmann expressed concern about placing 10 to 15 sailboats at Lowdermilk Park, noting that the park was already crowded during season and that the adjacent beach access pathway situation needed clarification. Vice Mayor Blankenship echoed concerns about Lowdermilk Park's

capacity and suggested that a separate sailboat launch at Naples Landing might be a preferable alternative, while acknowledging the limitations of that site given the existing boat ramp and sailing center activity. Council Member Barton suggested proceeding with a smaller pilot of seven to eight sailboats at Lowdermilk Park on a one-year trial basis, with a review at the end of the season. He also suggested that if more applicants than spaces were available, the City could consider a lottery or auction for spaces. Council Member Kramer noted that of the approximately 15 participants in the former program at Lowdermilk Park, usage had been uneven, with some boats going unmoored for extended periods. He expressed support for the Baker Park location because it would provide broader public access and increase utilization of the program.

City Manager Gary Young recommended that the item be brought back for a more detailed presentation at the September City Council Workshop, including a layout rendering of the proposed storage area at Lowdermilk Park, an operational plan, and consideration of alternative locations.

After discussion, the following consensus was reached.

Consensus reached to accept the City Manager's recommendation that the item be brought back for a more detailed presentation during the September 14, 2026 City Council Workshop Meeting, including a layout rendering of the proposed storage area, an operational plan, and consideration of alternative locations.

[Agenda Memorandum](#)  [Boats in the Park Program Guidelines - Draft](#) 

[Baker Park Storage Area](#)  [Lowdermilk Park Storage Area](#) 

14.G) Announcement of an Executive Session regarding City of Naples v. City of Naples Airport Authority, et al; Case No. 2026-CA-001094, 20th Judicial Circuit, in and for Collier County, Florida (Supplement 1/Added Item).

City Attorney Matthew McConnell read the public notice of Executive Session associated with litigation styled City of Naples v. City of Naples Airport Authority, et al; Case No. 2026-CA-001094, 20th Judicial Circuit, in and for Collier County, Florida on June 17, 2026, at approximately 12:30 p.m. The following individuals will be in attendance during the Executive Session: Mayor Heitmann, Council Members Kramer, Penniman, Barton, Blankenship, Krol, and Schultz, City Manager Gary Young, City Attorney Matthew McConnell, Attorney Jamie Cole and a representative from Dines Court Reporting.

[Agenda Memorandum \(Supplement 1/Added Attachment\)](#) 

[Public Notice \(Supplement 1/Added Attachment\)](#) 

14.H) Discussion regarding proposed Ordinance Changes Provided by the Naples Airport Authority (Supplement 1/Added Item).

City Attorney Matthew McConnell introduced the item, noting that the Naples Airport Authority (NAA) had distributed proposed Ordinance language at the June 9th Joint Meeting between the City Council and the NAA. City Attorney McConnell explained that he had not received formal direction on how to respond to the proposed Ordinances, and that the item was added to the agenda to allow Council Members to provide guidance.

City Attorney McConnell summarized the primary issue in the NAA's proposed Ordinance as a provision requiring the City Council to acknowledge that it "lacks land use jurisdiction and regulatory authority with respect to land uses of aeronautical property" at the Airport. He noted that while the Federal Aviation Administration (FAA) has final authority over aeronautical safety matters, the FAA does not affirmatively state that municipalities cannot participate in the review process. He emphasized the distinction between required approvals and participation in the process, stating that the more important question was not whether the City could deny an aeronautical use outright, but rather what the NAA has discretion to approve and whether the City has a role in those discretionary decisions.

Council Member Barton stated that the proposed Ordinance reflected the core of the Naples Airport Authority's complaint filed pursuant to the Chapter 164 dispute resolution process, which seeks the City's acknowledgment that it has no regulatory authority over aeronautical uses. He characterized it as an attempt to codify the NAA's litigation position. Vice Mayor Blankenship agreed, stating that he wanted to hear from the City's Airport Counsel on what the City can and cannot do, rather than relying on the NAA's characterization. Mayor Heitmann stated that the definitions provided in the NAA's Ordinance did not match FAA definitions and that the City's Airport Counsel needed to provide an opinion on the accuracy of those definitions and the validity of the NAA's claims.

Council Member Krol noted that two members of the NAA Board had expressed openness to a new governance structure, such as a dependent Special District, which he described as the more productive path forward. He stated that the lease and Ordinance discussions were secondary to the question of governance structure.

After discussion, the following consensus was reached.

Consensus reached to direct City Attorney McConnell to obtain a formal opinion from the City's Airport counsel regarding the validity of the NAA's proposed Ordinance language, the accuracy of the definitions presented, and what the NAA is required versus has discretion to approve as the Airport sponsor, with particular attention to whether the City retains a role in discretionary aeronautical land use decisions.

Regarding a property appraisal of the Airport property, City Attorney McConnell informed the City Council that he had identified an appraiser recommended by the City's Airport expert, and requested authorization to proceed. He noted that the engagement would include a Tier One verbal assessment, providing preliminary findings within 10 to 18 days, followed by a more comprehensive Tier Two written report within three to four weeks. He stated that the goal was to have at least preliminary information available before the July 6, 2026 Joint Meeting. City Manager Young noted that if the cost exceeded his spending authority, a budget amendment would be required and could be ratified by the City Council afterward.

MOTION by Blankenship to APPROVE the Airport property valuation proposal at the tier two level and authorize the City Manager to execute the agreement; seconded by Kramer and carried 6-1 (Barton-yes, Penniman-yes, Blankenship-yes, Krol-yes, Kramer-yes, Schultz-no, Heitmann-yes).

[Agenda Memorandum \(Supplement 1/Added Attachment\)](#) 
[Federal Register - Policy Regarding Processing Land Use Changes \(Supplement 1/Added Attachment\)](#) 

15) PUBLIC COMMENTS

None.

16) COMMUNICATIONS FROM THE MAYOR, CITY COUNCIL, AND STAFF

Council Member Krol commented on the level of community engagement surrounding the Comprehensive Plan update and expressed hope that the participation would be broad-based and not dominated by a single interest group. Additionally, he acknowledged the difficulty of the millage rate decision, stating that it was the responsible course of action given the City's fiscal obligations, litigation exposure, and public safety needs.

Mayor Heitmann expressed support for extending the Comprehensive Plan schedule to allow additional review and public input, while cautioning against allowing a single issue or stakeholder group to disproportionately influence the process. She also asked staff to review the permitting and operational requirements applicable to commercial boat rental activities operating from the Boathouse Restaurant area. City Manager Young agreed to investigate the matter and report back.

17) ADJOURNMENT

5:59 p.m.

Teresa Lee Heitmann, Mayor

Patricia L. Rambosk, City Clerk

Meeting clerked by:

Jessica R. Rosenberg, Deputy City Clerk

Minutes prepared by:
David Horton, Executive Assistant

Minutes Approved: 8/19/2026.