

CITY MANAGER EVALUATION AND COMPENSATION SURVEY - FEBRUARY 2026												
CITY	CITY MANAGER NAME	DATE OF HIRE/ APPOINTMENT TO CITY MANAGER	CURRENT SALARY	DATE OF MOST RECENT EVALUATION	MOST RECENT EVALUATION PERFORMANCE PAY INCREASE	BONUSES PAID IN PREVIOUS FISCAL YEAR (TYPE/AMOUNT)	MONTHLY HOUSING ALLOWANCE	MONTHLY CAR ALLOWANCE	MONTHLY TRAVEL/ COMMUTING ALLOWANCE	CELL PHONE ALLOWANCE (STIPEND/ PURCHASE)	NOTES	NAME, TITLE AND EMAIL ADDRESS OF INDIVIDUAL PROVIDING INFORMATION
City of Cape Coral	Michael Ilczyszyn	2/17/2023	\$336,980.80	9/20/2025	\$22,776/yr	None	None	\$1000/Month	None	\$100/Month	None	Megan Cray, Classification/Compensation Specialist, mcray@capecoral.gov
City of Naples	Gary Young	3/1/16 / 2/1/25	\$312,000.00	Review scheduled for March 2026 (Current City Manager began on 2/1/2025)	Scheduled for March 2026	\$350/holiday bonus	\$1,500/month City Residency, or \$500/month if Collier County	\$800/month	N/A	\$100/month stipend or City issued phone		Charlotte Loewel, HR Director, cloewel@naplesgov.com
City of Fort Myers	Marty Lawing	6/7/2021	\$282,609.60	6/7/2024	City Council Approved on 08.04.2025 City Council Meeting for a 5% performance increase. (Same increase as the general employees) CM also agreed to not have the cost of living increase for this year per his contract.			750.00/mthly	\$400.00/mthly	Phone provided	\$500 a year for wellness. See attached agreement for detailed information.	Marvlyn Scott, Director of HR marscott@fortmyers.gov
City of Sanibel	Dana A. Souza	11/14/2021	\$250,985.95	2/3/2025	6%	None	None	\$550/Month	\$800/Monthly Commuting	\$100/Month	None	Crystal Mansell, HR Director crystal.mansell@mysanibel.com
City of Bonita Springs	Aleen Hunter	Hire 9/26/2005/ Appointed 9/5/2018	\$250,000.00	10/1/2025	3%*	None	None	None	None	None	*3% annual increase in 2025 contract.	Lisa Roth, Dir of Fin & Adm. lisa.roth@cityofbonitasprings.org
City of Marco Island	Casey Lucius, PHD (Interim)	11/17/2025	\$228,744.00	N/A - next one is 5/2026 (6mos)	N/A	None	None	N/A for Interim - Previous received \$400/month	None	City issued phone	None	Diana Snover, HR Director dsnover@cityofmarcoisland.com
Town of Ft. Myers Beach	William McKannay	5/19/2025	\$205,199.80	N/A	N/A	N/A	None	None	None	None	None	Shelby Arment, Human Resources Generalist sarment@fmbgov.com
Village of Estero	Steven Sarkozy	11/1/2015	\$272,037.00	3/1/2023	8%	None	None	\$667/Month	None	None	None	Lindsey McNeal, Accounting Supervisor mcneal@estero-fl.gov