



TO: Mayor John Gunter and Council Members

FROM: Michael Ilczyszyn, City Manager

DATE: October 21, 2026

SUBJECT: Florida DOGE Recommendations (Letter and Summary Report)

On May 26, 2026 the City received a request for information from Florida Department of Government Efficiency (DOGE). On October 16, the City received the Florida DOGE report and recommendations. From the initial DOGE letter through their completed review, the City provided DOGE with every document requested. This included: 14 categories of records covering FY 2024 through FY 2026; 339 posted documents; and, "read-only" access to the City's financial and personnel systems.

The full DOGE document and report is attached. Within their overall findings, DOGE provided a short list of recommendations, mostly related to organizational structure and procurement controls. It is important to note there were no findings of fraud, waste, over spending, illegal spending, or financial distress.

Several of DOGE's findings support City management's goal of providing cost-effective services while also making some recommendations for improvements:

- I. DOGE found Cape Coral's overall staffing "lean" and below the median of its dataset in FTEs per 1,000 residents across many functions.
- II. DOGE estimates \$3.8 million to \$6.5 million in potential annual personnel savings, which is about 3.8% to 6.6% of the \$99.1 million civilian base payroll reviewed. DOGE provided a handful of positions, which could create some savings, and suggests a "detailed review" to further confirm their estimate.
- III. The City already reduced staffing before DOGE's letter arrived as part of the FY 2027 budget adjustments presented at the final budget hearing on September 10, 2026. Six vacant positions totaling \$849,680 were removed.

After receiving the DOGE letter, City staff requested a meeting with the DOGE team to discuss and clarify some questions regarding the recommendations. The DOGE team was very helpful, and we appreciated the opportunity to get more information. We have been able to resolve some confusion with a couple of the recommendations.

While DOGE described its recommendations as a starting point for the City to further assess some areas, we see the report as a useful outside look at our organization. As such, we are taking each recommendation seriously and will be providing a detailed response on each to City Council as well as posting the responses on the DOGE page of the City's website. We expect to complete this task by the end of the month.

Please let me know if you have any questions.

