



## Legislation Text

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File #: 20-586, Version: 1

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### **CITY COUNCIL AGENDA ITEM**

Memo Date: September 1, 2020  
Agenda Date: September 9, 2020  
Prepared By: Carie Shealy, City Clerk  
Through: Anthony Garganese, City Attorney  
Requested Action:  
Consider approving a City Manager Employment Agreement with Stockton Whitten, effective October 9, 2020.

#### **BACKGROUND:**

On August 14, 2020, at a Special City Council meeting, City Council unanimously voted to appoint and negotiate an employment agreement with Mr. Stockton Whitten as the City of Cocoa's new City Manager. At that meeting, the City Attorney and Interim City Manager were further authorized to move forward with a contract and complete a final background check on Mr. Whitten.

The agreement is legally sufficient and in proper form. The general terms and conditions are an updated version of the previous city manager agreements used by the City. With respect to term, compensation and benefits, the agreement reflects terms which are proposed by Mr. Whitten and similar to the previous City Manager's compensation package as follows:

1. Term = 5 years subject to termination and unlimited 3 year renewals.
2. Compensation = \$184,953 annually, subject to annual COLA adjustments and merit increases given to all City employees. Performance bonuses may be given at Council's discretion.
3. Retirement = 7.5% of annual salary into 457 plan.
4. Flexible benefit spending account - \$25.00 per week above City's standard contribution.
5. Auto Allowance = \$600 per month.
6. Lifetime Health Benefit under Resolution No. 2009-150 = 100% of premiums upon 10 consecutive years of service as City Manager and at least 55 years of age. Generally, the actual insurance premium benefit for health insurance depends on whether the employee/retiree is or becomes eligible for Medicare. Those eligible for Medicare receive a Medicare supplement versus a City group health premium benefit.

Mr. Whitten has also agreed to reside in the City of Cocoa during his tenure as City Manager pursuant to Article IV, Section 1(b) of the City Charter.

#### **STRATEGIC PLAN CONNECTION:**

NA

**BUDGETARY IMPACT:**

Salary and Benefits are stated above and more specifically set forth in the attached Agreement.

**PREVIOUS ACTION:**

NA

**RECOMMENDED MOTION:**

Consider approving a City Manager Employment Agreement with Stockton Whitten, effective October 9, 2020.