



LEGISLATIVE MEMORANDUM

TO: Honorable Mayor and Members of the City Council

FROM: Patricia Smith, City Attorney and Scott Morgan, Interim City Manager

THRU: City Attorney and Interim City Manager Offices

DATE: April 17, 2025

RE: Consideration of an employment agreement with Matthew Thomas Morton to serve as City Manager.

SUMMARY:

At the Special City Council Meeting of Saturday March 29, 2025, after interviewing six finalist candidates for City Manager, the City Council voted to select Matt Morton as City Manager. The City Council directed the City Attorney and Interim City Manager to negotiate a proposed employment agreement.

The City Attorney and Interim City Manager have negotiated an employment agreement based upon the International City/County Management Association standard agreement and in conformity with Florida law. This proposed employment agreement has been prepared for City Council consideration. Mr. Morton has agreed to the proposed employment contract.

Essential terms are as follows:

Term – 30 months from May 1, 2025, through November 1, 2027. Term may be extended by mutual consent.

Duties, Authority and Ethical Commitment – Faithful performance of duties as set forth in the Charter and code of ordinances, and obligation to adhere to the International City/County Management Association Code of Ethics.

Base Salary - \$240,000 per year. Future salary increases at the same time and in the same amount as other Group 1 employees. City Council may consider, in its discretion, increasing the City Manager's base salary concurrent with each performance review.

Employee Benefits – Family medical and dental, and disability and term life premiums at City expense. Equivalent to Group 1 employees for other benefits.

Leave – Initial leave bank and accruals of leave time same as Group 1 employees.

Automobile allowance – At same rate as Group 1 employees.

Retirement contributions – City contributions the same as other Group 1 employees to 401(a) plan. City contributions of 7% into 457 deferred compensation plan.

Expense allowance - \$250 per month.

Residency – Requirement to establish a residence inside the Palm Bay city limits within six months. One-time moving allowance of \$10,000 to do so.

Performance Reviews – Initial City Council review in six months and annual review thereafter on or near employment anniversary.

Termination – The City Manager may terminate the Agreement upon 30 days' notice. The City Council may terminate with or without cause. Council termination provides City Manager with ten weeks salary as severance, or 20 weeks salary if terminated within three months of seating of two or more members of the City Council.

Indemnification – Standard City defense and indemnification for any alleged act or omission during the scope of employment and surviving the termination of the Agreement.

REQUESTING DEPARTMENTS:

City Attorney and City Manager's Office

FISCAL IMPACT:

The total first year cost of the position is \$336,000.

STAFF RECOMMENDATION:

Motion to approve the proposed employment agreement with Matthew Thomas Morton to serve as Palm Bay's City Manager.

ATTACHMENT:

1. Proposed employment agreement.