

City Manager Transition Plan

To provide for an orderly and effective end to the employment relationship, we propose the following transition plan.

First, it is recommended that the City Commission approve the attached amendment to Mr. Blackburn's employment agreement, which provides, in relevant part, for Mr. Blackburn to voluntarily resign from his employment with the City as City Manager effective November 6, 2015 at 5:00 p.m. and, in consideration for such, 20 weeks of severance pay and payment for any of Mr. Blackburn's unused and accrued PTO and PCLB.

Second, it is recommended that Mr. Blackburn continue to serve the City in an advisory capacity for a period of sixty (60) days following his resignation of employment as the City Manager to assist the Interim City Manager with the transition in leadership of General Government, provide the Interim City Manager with information and support as needed, and complete unfinished City business, such as employee performance evaluations and contract negotiations involving the City's Lot 10. In this advisory position, Mr. Blackburn would be a temporary City employee, receive the same rate of compensation he currently receives as City Manager, and telecommute from home but be available for City meetings as needed.

Ed Braddy
Mayor



Russ Blackburn
City Manager