Resolution No. 140-2026

CITY OF
Boca Raton

CITY HALL
201 WEST PALMETTO PARK ROAD • BOCA RATON, FL 33432
PHONE (561) 393-7700
(FOR HEARING IMPAIRED) TDD (561) 367-7043
www.myboca.us

October 23, 2026

TO: Mayor and City Council

FROM: Mark Sohaney
City Manager

SUBJECT: **Supplemental Memorandum – Resolution No. 140-2026 – City Manager Transition**

This memorandum supplements the materials presently published for the October 27, 2026 City Council meeting regarding Resolution No. 140-2026.

Upon further consideration of the transition, I am proposing a limited refinement that preserves the contemplated October 28 transfer of operational responsibility to Deputy City Manager/Chief Financial Officer James L. Zervis while allowing for a short period of continued transition assistance through the effective date of my resignation on November 11, 2026.

Beginning at 12:00 a.m. on October 28, 2026, I will be temporarily absent from active service as City Manager. Pursuant to Section 4.03 of the City Charter, I hereby designate Mr. Zervis to exercise the powers and perform the duties of the City Manager during my temporary absence. Mr. Zervis will therefore assume responsibility for the administration and operation of City government beginning October 28th.

During this short transition period, I will remain available to Mr. Zervis, at his request, to assist with the transfer of institutional knowledge, provide historical and operational context concerning pending City matters, and assist with preparation for the November 9-10, 2026 City Council meetings. My role during this period will be advisory and consultative; Mr. Zervis will exercise the powers and perform the duties of the City Manager.

Upon my resignation becoming effective at 12:00 a.m. on November 11, 2026, Mr. Zervis's service under Section 4.03 will conclude and his appointment as Interim City Manager under revised Resolution No. 140-2026 will immediately become effective.

ATTACHMENTS

1. Proposed Revised Resolution No. 140-2026 – Clean Version
2. Proposed Revised Resolution No. 140-2026 – Strike-Through/Underline Version

cc: Mary Siddons, City Clerk
Andrew Lukasik, Deputy City Manager
Joshua Pariente Koehler, City Attorney

REVISED

RESOLUTION

140-2026

A RESOLUTION OF THE CITY OF BOCA RATON APPOINTING JAMES L. ZERVIS TO SERVE AS INTERIM CITY MANAGER; PROVIDING FOR RELATED TRANSITION MATTERS; PROVIDING FOR SEVERABILITY; PROVIDING FOR REPEALER; PROVIDING AN EFFECTIVE DATE

WHEREAS, Section 4.01 of the City Charter provides that the City Manager shall be the chief administrative officer of the City and shall be responsible to the City Council for the administration of all City affairs placed in the City Manager's charge by the Charter or by ordinance; and

WHEREAS, Section 4.02(a) of the City Charter provides that the City Council shall appoint a City Manager by a majority vote of all Council Members; and

WHEREAS, Mark D. Sohaney presently serves as City Manager pursuant to an Employment Agreement approved by Resolution No. 136-2025 on September 9, 2025; and

WHEREAS, Mr. Sohaney has timely tendered written notice of his resignation from employment with the City in accordance with Section 3.B of his Employment Agreement, effective at 12:00 a.m. on November 11, 2026; and

WHEREAS, pursuant to Section 4.03 of the City Charter, Mr. Sohaney has designated

James L. Zervis to exercise the powers and perform the duties of the City Manager during Mr. Sohaney's absence from active service commencing at 12:00 a.m. on October 28, 2026; and

WHEREAS, the City Council desires to ensure continuity in the administration and operation of City government following Mr. Sohaney's resignation; and

WHEREAS, James L. Zervis presently serves as Deputy City Manager/Chief Financial Officer and is familiar with the City's operations, finances, personnel, policies, programs, and ongoing matters; and

WHEREAS, the City Council finds it appropriate and in the best interests of the City to appoint Mr. Zervis to serve temporarily as Interim City Manager following Mr. Sohaney's resignation; and

WHEREAS, during his service as Interim City Manager, Mr. Zervis will remain employed by the City in his underlying position as Deputy City Manager/Chief Financial Officer while temporarily exercising the powers and performing the duties and responsibilities of the City Manager; and

WHEREAS, the City's Personnel Rules and Regulations recognize the concept of a temporary compensation adjustment when an employee is assigned to perform the duties of a higher classification, and, in recognition of Mr. Zervis's temporary assumption of the full duties and responsibilities of the Charter office of City Manager while continuing in his underlying position as Deputy City Manager/Chief Financial Officer, the City Council desires to provide Mr. Zervis with a temporary compensation adjustment commencing when he begins exercising the powers and performing the duties of the City Manager on October 28, 2026, and continuing during his subsequent service as Interim City Manager; and

WHEREAS, the appointment of an Interim City Manager is intended solely as a temporary measure to provide continuity in the administration of City government and is separate and distinct from the City Council's future determination regarding the selection and appointment of a City Manager; and

WHEREAS, the City Council retains its authority to determine the timing, manner, criteria, and process for the subsequent selection and appointment of a City Manager, including the persons who may be considered for such appointment; now therefore

BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF BOCA RATON:

Section 1. *Appointment of Interim City Manager.* The City Council hereby appoints James L. Zervis to serve as Interim City Manager of the City of Boca Raton, commencing at 12:00 a.m. on November 11, 2026. Mr. Zervis's appointment is made in an interim capacity for the purpose of providing continuity in the administration and operation of City government pending the City Council's subsequent determination regarding the selection and appointment of a City Manager.

Section 2. *Authority of Interim City Manager.* During his service as Interim City Manager, Mr. Zervis shall exercise all powers and perform all duties, responsibilities, and functions vested in or assigned to the City Manager by the City Charter, Code of Ordinances, resolutions of the City Council, and other applicable law.

Section 3. *Continued Employment as Deputy City Manager/Chief Financial Officer.* Mr. Zervis shall remain employed by the City in his underlying position as Deputy City Manager/Chief Financial Officer during his service as Interim City Manager. His service as Interim City Manager shall constitute a temporary assignment to exercise the powers and perform the duties and responsibilities of the City Manager.

Section 4. *Temporary Compensation Adjustment.* In recognition of Mr. Zervis's temporary assumption of the full duties and responsibilities of the City Manager while continuing in his underlying position as Deputy City Manager/Chief Financial Officer, his base salary shall be temporarily increased by twenty percent (20%) above the base salary otherwise payable to him in his underlying position. This temporary compensation adjustment shall commence at 12:00

a.m. on October 28, 2026, when Mr. Zervis begins exercising the powers and performing the duties of the City Manager pursuant to Section 4.03 of the City Charter and shall remain in effect throughout his service as Acting City Manager and subsequent service as Interim City Manager. Except for the temporary compensation adjustment provided herein, Mr. Zervis's compensation and benefits shall continue to be governed by the terms otherwise applicable to his employment as Deputy City Manager/Chief Financial Officer.

Section 5. *Conclusion of Interim Service*. Mr. Zervis's service as Interim City Manager shall continue until a City Manager subsequently selected and appointed by the City Council assumes the powers and duties of the office, or until Mr. Zervis's interim service is earlier concluded.

Section 6. *Future Selection of City Manager*. Nothing in this Resolution shall determine or limit the City Council's authority to establish the timing, manner, criteria, or process for the subsequent selection and appointment of a City Manager, or the persons who may be considered for such appointment. The City Council may address the selection and appointment of a City Manager by separate action at such time as it deems appropriate.

Section 7. *Acceptance of Resignation.* The City Council hereby accepts the resignation of Mark D. Sohaney as City Manager, effective at 12:00 a.m. on November 11, 2026.

Section 8. *Severability*. If any provision of this Resolution, or the application thereof to any person or circumstance, is held invalid, such invalidity shall not affect other provisions or applications of this Resolution that can be given effect without the invalid provision or application, and to this end the provisions of this Resolution are declared severable.

Section 9. *Repealer*. All resolutions or parts of resolutions in conflict herewith are hereby repealed to the extent of such conflict.

Section 10. *Effective Date*. This Resolution shall take effect immediately upon adoption.

PASSED AND ADOPTED by the City Council of the City of Boca Raton this ____day of October, 2026.

CITY OF BOCA RATON, FLORIDA

ATTEST:

_____
Andy Thomson, Mayor

_____
Mary Siddons, City Clerk

qpk

COUNCIL MEMBERS	YES	NO	ABSTAINED
MAYOR ANDY THOMSON			
DEPUTY MAYOR MICHELLE GRAU			
COUNCIL MEMBER YVETTE DRUCKER			
COUNCIL MEMBER JON PEARLMAN			
COUNCIL MEMBER STACY L. SIPPLE			