



CITY OF Boca Raton

Resolution No. 140-2026

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 20, 2026

TO: Mayor and City Council

FROM: Mark Sohaney 
City Manager

SUBJECT: Resolution No. 140-2026 – Appointment of James L. Zervis as Interim City Manager

RECOMMENDATION

I recommend adoption of Resolution No.140-2026, appointing Deputy City Manager/Chief Financial Officer James L. Zervis to serve as Interim City Manager effective October 28, 2026, and providing for related transition matters following my resignation as City Manager.

BACKGROUND

On October 15, 2026, I submitted formal written notice of my resignation as City Manager pursuant to Section 3.B of my Employment Agreement. As outlined in the attached resignation letter, my resignation is effective November 11, 2026; however, if the City Council adopts the proposed resolution appointing an Interim City Manager at its October 27, 2026 meeting, my resignation will instead become effective October 28, 2026.

To provide for an orderly transition and continuity in the administration and operation of City government, Resolution No. 140-2026 provides for the appointment of James L. Zervis to serve as Interim City Manager commencing October 28, 2026.

Mr. Zervis currently serves as Deputy City Manager/Chief Financial Officer and is familiar with the City's operations, finances, personnel, policies, programs, and ongoing matters. The resolution authorizes Mr. Zervis, during his service as Interim City Manager, to 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, City Council resolutions, and other applicable law.

The resolution provides that Mr. Zervis will remain employed in his underlying position as Deputy City Manager/Chief Financial Officer while temporarily assuming the full duties and responsibilities of the City Manager. Consistent with the concept recognized in the City's Personnel Rules and Regulations for employees temporarily assigned higher-level responsibilities, the resolution provides for a temporary 20% increase in Mr. Zervis's base salary during his service as Interim City Manager, recognizing his assumption of the full responsibilities of the Charter office while continuing in his underlying position. Except for this temporary compensation adjustment, his compensation and benefits will continue to be governed by the terms otherwise applicable to his underlying position.

The appointment is intended solely as a temporary measure to maintain continuity in the administration of City government. It is separate and distinct from the City Council's subsequent determination regarding the selection and appointment of a City Manager. The resolution expressly preserves the City Council's

authority to determine the timing, manner, criteria, and process for that subsequent selection, as well as the persons who may be considered.

Mr. Zervis's service as Interim City Manager will continue until a City Manager subsequently selected and appointed by the City Council assumes the powers and duties of the office, or until his interim service is earlier concluded by the City Council. Adoption of Resolution No. 140-2026 will permit the transition from the current City Manager to the Interim City Manager to occur without a gap in executive authority.

FISCAL IMPACT

The resolution provides for a temporary 20% increase in Mr. Zervis's base salary during his service as Interim City Manager. Because the City will not concurrently incur the salary and benefit costs of a separate City Manager during the interim period, the arrangement is expected to result in a net reduction in executive personnel expenditures compared with maintaining both positions at their respective compensation levels.

STRATEGIC IMPACT

This Resolution supports the following Strategic Focus Area: World-Class Services.

ATTACHMENTS

1. Resolution No. 140-2026 – Appointment of James L. Zervis as Interim City Manager
2. City Manager Resignation Letter – October 15, 2026

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



RESOLUTION

140-2026

1
2 A RESOLUTION OF THE CITY OF BOCA RATON
3 APPOINTING JAMES L. ZERVIS TO SERVE AS INTERIM
4 CITY MANAGER; PROVIDING FOR RELATED TRANSITION
5 MATTERS; PROVIDING FOR SEVERABILITY; PROVIDING
6 FOR REPEALER; PROVIDING AN EFFECTIVE DATE
7

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

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

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

16 WHEREAS, Mr. Sohaney has timely tendered written notice of his resignation from
17 employment with the City in accordance with Section 3.B of his Employment Agreement; and

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

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

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

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

11 WHEREAS, the City's Personnel Rules and Regulations recognize the concept of a
12 temporary compensation adjustment when an employee is assigned to perform the duties of a
13 higher classification, and, in recognition of Mr. Zervis's temporary assumption of the full duties
14 and responsibilities of the Charter office of City Manager while continuing in his underlying
15 position as Deputy City Manager/Chief Financial Officer, the City Council desires to provide
16 Mr. Zervis with a temporary compensation adjustment during his service as Interim City Manager;
17 and

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

22 WHEREAS, the City Council retains its authority to determine the timing, manner,
23 criteria, and process for the subsequent selection and appointment of a City Manager, including
24 the persons who may be considered for such appointment; now therefore
25

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

1
2 Section 1. Appointment of Interim City Manager. The City Council hereby appoints
3 James L. Zervis to serve as Interim City Manager of the City of Boca Raton, commencing at
4 12:00 a.m. on October 28, 2026. Mr. Zervis's appointment is made in an interim capacity for the
5 purpose of providing continuity in the administration and operation of City government pending
6 the City Council's subsequent determination regarding the selection and appointment of a City
7 Manager.

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

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

17 Section 4. Temporary Compensation Adjustment. In recognition of Mr. Zervis's
18 temporary assumption of the full duties and responsibilities of the City Manager while continuing
19 in his underlying position as Deputy City Manager/Chief Financial Officer, his base salary shall be
20 temporarily increased by twenty percent (20%) above the base salary otherwise payable to him
21 in his underlying position. This temporary compensation adjustment shall commence when
22 Mr. Zervis begins serving as Interim City Manager and shall remain in effect only for the duration
23 of such service. Except for the temporary compensation adjustment provided herein, Mr. Zervis's
24 compensation and benefits shall continue to be governed by the terms otherwise applicable to his
25 employment as Deputy City Manager/Chief Financial Officer.
26

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

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

10 Section 7. Acceptance of Resignation; Waiver of Notice Period. The City Council
11 hereby accepts the resignation of Mark D. Sohaney as City Manager, effective at 12:00 a.m. on
12 October 28, 2026. The City Council hereby waives the remaining portion of the fourteen (14)-day
13 written notice period contained in Section 3.B of Mr. Sohaney's Employment Agreement.

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

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

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

1
2 PASSED AND ADOPTED by the City Council of the City of Boca Raton this ____day
3 of October, 2026.

4 CITY OF BOCA RATON, FLORIDA

5
6 ATTEST:

7
8
9 _____
10 Andy Thomson, Mayor

11 _____
12 Mary Siddons, City Clerk

13 gpk

14

15

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			

16

October 15, 2026

Mayor Andy Thomson and Members of the City Council
City of Boca Raton
201 West Palmetto Park Road
Boca Raton, Florida 33432

Re: Resignation as City Manager

Dear Mayor and Council Members:

Please accept this letter as my written notice of resignation as City Manager of the City of Boca Raton pursuant to Section 3.B of my Employment Agreement.

It has been an honor to serve the City of Boca Raton. I am sincerely grateful for the opportunity to work alongside the Mayor, City Council, and dedicated City employees. I am proud of the progress we have made together, and the foundation established for the City's continued success.

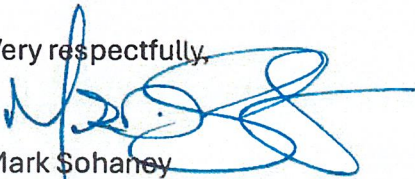
I have accepted a senior executive leadership opportunity that aligns closely with my military background and longstanding commitment to serving servicemembers, veterans, and their families.

I remain fully committed to my responsibilities through my departure and to working with the City Council and executive leadership team to ensure an orderly transition. As part of that transition, I intend to place on the City Council's October 27, 2026 agenda a resolution for the Council's consideration appointing James L. Zervis to serve as Interim City Manager. The interim appointment is intended to maintain continuity in the administration of City government while leaving to the City Council the timing and process for the subsequent selection and appointment of a City Manager.

My resignation shall be effective November 11, 2026; provided, however, that if the City Council adopts the contemplated resolution appointing an Interim City Manager at its October 27, 2026 meeting, my resignation shall instead be effective October 28, 2026.

Thank you for the confidence and support you have extended to me. I wish the City, its employees, and its residents continued success.

Very respectfully,



Mark Sohaney
City Manager