



City of Eustis

P.O. Drawer 68 • Eustis, Florida 32727-0068 • (352) 483-5430

TO: EUSTIS CITY COMMISSION

FROM: Tom Carrino, City Manager

DATE: February 19, 2026

RE: Resolution Number 26-27: City Manager's Employment Agreement

Introduction:

The purpose of this report is to present information regarding a proposed City Manager employment agreement between Rick Gierok and the City of Eustis.

Background:

On February 5, 2026, the City Commission discussed offering the position of City Manager to Mr. Rick Gierok and directed City Attorney Sasha Garcia, city staff, and the Human Resources Director Karen Crouch to negotiate an employment agreement.

The attached employment agreement presented to the City Commission for approval is consistent with Florida Statutes and the City Charter provisions. Compensation includes an annual salary of \$220,437.21, the use of a city vehicle, and a city-provided cell phone. Other provisions include the following:

Severance compensation equal to and, pursuant to Section 215.425 Florida Statutes (2025), not to exceed 20 weeks of compensation, and Employer also agrees to pay Employee the following:

1. For 20 weeks after termination, health insurance premiums for the employee and all dependents as provided in Section 12 of the Employment Agreement,
2. For 20 weeks after termination, life insurance premiums as provided in Section 12 of the Employment Agreement,
3. Up to 480 hours of accrued sick leave; up to 200 hours of accrued vacation time, as per City policies for all employees, which are from time to time subject to change.

Recommended Action:

Based on recent City Commission input, staff recommends approval of the agreement.

Policy Implications:

N/A

Alternatives:

1. Approve Resolution Number 26-27
2. Deny Resolution Number 26-27 and provide further direction to staff

Budget/Staff Impact:

Funds are available in the current budget to cover the salary of the City Manager.

Business Impact Estimate:

N/A

Prepared By:

Karen Crouch, Human Resources Director

Reviewed By:

Miranda Burrowes, Deputy City Manager