STAFF REPORT
REGULAR MEETING

AGENDA DATE: October 27, 2026 **DEPARTMENT:** City Attorney

TITLE:

Employment Agreement with Troy Perry, City Manager

SUMMARY:

Approval of Employment Agreement with Troy Perry, City Manager

BACKGROUND AND JUSTIFICATION:

The Commission has selected Troy Perry to serve as the City Manager for the City of Lake Worth Beach. Attached is a proposed Employment Agreement with Mr. Perry. The proposed salary is $289,000, with total annual salary and benefits of $341,220. Benefits include a $500 monthly car allowance, a City-issued cell phone, 40 hours of paid administrative leave per fiscal year, and 200 hours (25 days) of vacation leave per fiscal year. This is a two-year contract with a provision for an annual performance evaluation and renewal unless notice is given to terminate. If terminated by the City without cause during a contract period, Mr. Perry would be eligible to receive twenty (20) weeks of Severance Pay. Mr. Perry will commence employment on October 21, 2026.

MOTION:

Move to approve/disapprove the Employment Agreement with Troy Perry.

ATTACHMENT(S):

Fiscal Impact Analysis
Employment Agreement
Resume

FISCAL IMPACT ANALYSIS

Five Year Summary of Fiscal Impact:

Fiscal Years	**2027**	**2028**	**2029**	**2030**	**2031**
Inflows/Revenues					
Appropriated (Budgeted)	0	0	0	0	0
Program Income	0	0	0	0	0
Grants	0	0	0	0	0
In Kind	0	0	0	0	0
Outflows/Expenditures					
Appropriated (Budgeted)	$341,220	0	0	0	0
Operating	0	0	0	0	0
Capital	0	0	0	0	0
Net Fiscal Impact *(If not budgeted)*	0	0	0	0	0
No. of Addn'l Full-Time Employee Positions	0	0	0	0	0

Existing Appropriation (Budgeted) Fiscal Impact:	
Department	City Manager
Division	Executive
GL Description	Salaries & Benefits
GL Account Number	Various
Project Number	N/A
Requested Funds	$341,220
Revenue Source	Current Revenues/ Paygo