

September 29, 2014

To: Flagler Beach City Commission and Mayor

Subject: City Manager Employment Contract

From: Bruce C. Campbell, City Manager



Dear Commissioners and Mayor:

I am writing in regard to my employment contract as City Manager. As you may recall, the current three (3) year employment contract expires on November 9, 2014. As I look beyond the completion date of my contract, I wish to share with you:

1. I have decided not to request that we negotiate a renewed contract as your City Manager.
2. I am offering to remain your City Manager beyond November 9, 2014 and continue to fulfill the responsibilities of City Manager until the Commission hires my replacement.
3. If you desire me to remain as City Manager until the new hire process concludes, I will willingly fulfill the City Manager responsibilities on a month-to-month arrangement – at the current contract salary / benefit amounts.

Obviously, my decision not to renew my employment contract was only reached after much thoughtful consideration. As difficult as it has been to contemplate, it is even more difficult to write about or say out loud. However, for me personally it is the correct outcome.

I hope that you also feel together we have accomplished much across numerous fronts during the past four (4) years that I served as either Acting or City Manager. I sincerely thank each of you, ex-commissioner John Feind and past Mayor Alice Baker for the opportunity to serve our City, its residents and all our visitors during these past years. I certainly have learned a great deal about Public Government and can truly admit the experience has been rewarding.

Last, but perhaps most important, please never lose sight of what a talented City staff that remains following my departure. I wish all of you, staff and our wonderful City the best going forward.