



AGENDA MEMORANDUM

City Manager

City Council Regular Meeting Date: July 15, 2025

To: City Council
From: Dana A. Souza, City Manager
Date: July 3, 2025

SUBJECT:

1. Resolution 25-019 approving an Employment Agreement with William Dalton to serve as Police Chief and authorizing the City Manager to execute the agreement.
2. Resolution 25-020 approving an Employment Agreement with Dr. Anthony Thompson to serve as Deputy Police Chief and authorizing the City Manager to execute the agreement.

BACKGROUND: Police Chief William Dalton and Deputy Police Chief Dr. Anthony Thompson, who have each served the Sanibel community for more than 30 years, are scheduled to retire on December 31, 2025. They each started with the Sanibel Police Department as patrol officers and worked their way through the ranks to their current positions of Chief and Deputy. They have served Sanibel with distinction and been leaders in the organization, particularly following Hurricane Ian in 2022.

With the City of Sanibel still in the midst of a long-term recovery and important projects and initiatives on the near horizon, such as achieving agency accreditation through the Commission for Florida Law Enforcement Accreditation (CFA), the construction of a new Police Station, and the development of a department succession plan, I am proposing that the City enter into an Employment Agreement with Chief Dalton and Deputy Chief Thompson so their service to Sanibel may continue as contract employees after their retirement in December.

Employment Agreements have been executed in the past with some of Sanibel's retiring Police Chiefs, Finance Director, and the Administrative Services Director. Such agreements have also been used by other municipalities to retain the services of key personnel in the same position they are retiring from.

If the Employment Agreements are approved by the City Council, Chief Dalton and Deputy Chief Thompson will retire as planned on December 31, 2025. On January 1, 2026, both would begin serving the City in the same position they retired from; however, as contracted

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employees. As contracted employees, they would be eligible for the salary and benefits defined in the employment agreement; however, the City will not contribute to the pension fund or any other retirement account on their behalf. As contract employees, both will be eligible to collect their pension from the Police Officers' Retirement Trust Fund.

As contract employees, Chief Dalton will continue to report to the City Manager and all direction provided to the Chief will be from the City Manager. Likewise, Deputy Chief Thompson will continue to report to the Police Chief and all direction provided to the Deputy Chief will be from the Police Chief or the City Manager.

City Council is asked to approve this agreement as the expense related to each agreement exceeds the City Manager's spending authority of \$50,000.

FUNDING SOURCE: N/A

RECOMMENDED ACTION:

Two separate motions are required.

1. Approve Resolution 25-019 and authorize the City Manager to execute the Agreement.
2. Approve Resolution 35-020 and authorize the City Manager to execute the Agreement.