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THE CITY OF KEY WEST

1300 WHITE STREET
KEY WEST, FLORIDA 33040

March 24, 2023

Mayor and City Commissioners
City of Key West
1300 White St.
Key West, FL 33040

RE: City Attorney Employment Contract

Dear Mayor and City Commissioners:

I want to thank you again from the bottom of my heart for the opportunity to not only serve you as your next City Attorney, but for the opportunity to serve in my hometown community in this new capacity. From the time that I moved away from Key West to attend college and then again for law school, it had always been my dream to return home and serve my community as a local government attorney. I was given that chance 15 years ago with the city, and I have appreciated every day since. I am especially humbled by this new appointment, and I pledge to do my best to give you, your employees and boards the best possible legal counsel and service.

Regarding my proposed contract, to prevent inconsistencies in drafting it I reviewed my predecessor's contract that had been in place for 16 years, as well as Greg's, Patti's, and Al's contracts. The highlights of my proposed contract are as follows:

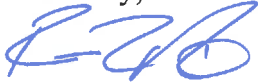
- **TERM-** My predecessor's first contract was for 5 years (4 years plus a 1-year automatic renewal), and he had 4-year extensions ever since (2010, 2014, 2018). I am proposing a 4-year contract with a 1-year extension in large measure because that will take me to my 20-year anniversary with the city.
- **BENEFITS-** The proposed contract calls for car and cell phone allowances which are in the aforementioned contracts (\$500 and \$150 requested).
- **SALARY-** The salary proposed is \$215k, (previously requested \$230k based on parity with recent and current city executive salaries) with a provision that allows for salary negotiations after the successful completion of a 6-month period.
- **TERMINATION-** There are 3 categories of termination besides the natural expiration of the contract: for cause, without cause, and breach. I used the same for-cause definitions, procedures, and due process clauses that my predecessor had in his agreement.

Termination without cause is the same as the previous City Attorney and Managers' contracts with the statutory 20-week severance.

Please do not hesitate to contact me directly, or your negotiation team (Greg Oropeza/Patti) if you would like to discuss the terms further. I hope to have an agreement in principle for your ratification at the April 4th Commission meeting.

Thank you again for the opportunity.

Sincerely,

A handwritten signature in blue ink, appearing to be "RUB", written in a cursive style.