

## Keri O'Brien

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**From:** Brandon Jones <bjones@altavistaresources.com>  
**Sent:** Thursday, April 24, 2025 9:12 AM  
**To:** Mayor E-Mail; District I; District II; District III; District IV; District V; District VI  
**Cc:** City Clerk External E-Mail  
**Subject:** [EXTERNAL] Concern Regarding Inaction at Recent Special Meeting

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Dear Mayor and Commissioners,

I am writing to express my concern and disappointment following the recent special meeting on April 21 in which the City Commission was unable to reach an agreement on the termination of City Attorney Ron Ramsingh for cause.

The failure to take decisive action in the face of clear and troubling evidence reflects a concerning lack of leadership and experience on the dais. This is not just about one decision — it speaks to the Commission's ability to manage senior personnel and uphold public trust moving forward.

As you are well aware, the text messages released to the public show clear misconduct. There is no ambiguity, no need to "wait and see" what happens with Mr. Ramsingh's legal woes. Mr. Ramsingh's behavior in the public text messages was unprofessional and improper; this is a fact. More importantly, because of the content and context of the text messages, Mr. Ramsingh has eroded public confidence in the office of the City Attorney, making it impossible for him to effectively carry out his duties. These are solid reasons for termination with cause.

Some have suggested terminating without cause to minimize liability. As a former HR executive, I strongly disagree with that rationale. There is inherent risk in any termination, as we saw with former City Manager Al Childress. Even a "without cause" dismissal brought significant financial and legal consequences to the City, and it's very possible we haven't seen the end of that fallout.

More to the point: inconsistent application of policy opens the City up to even greater risk. If other employees have been terminated for similar conduct, or if they had been terminated for less serious conduct, and Mr. Ramsingh is treated differently, the City could be exposed to claims of unfair treatment or discrimination.

Ultimately, your duty is not to protect Mr. Ramsingh — it is to serve the citizens of Key West. I urge you to reflect on that responsibility. The public deserves transparency, integrity, and accountability from its leaders. What I saw at the meeting was a lack of courage to make the difficult but necessary decision.

I hope to see stronger leadership from the Commission in the future, and I urge you to approve the resolution to terminate Mr. Ramsingh with cause. To do anything less would imply your approval and support of the unprofessional, inappropriate behavior demonstrated by Mr. Ramsingh in his text messages.

Sincerely,  
Brandon Jones  
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Key West, FL 33040