Keri O'Brien

From: Loretta DiTocco <lorettamdt@outlook.com>
Sent: Saturday, February 7, 2026 10:55 AM
To: Mayor E-Mail; City Clerk External E-Mail
Subject: [EXTERNAL] Concerns Regarding Proposed Amendment to City Manager Employment Agreeme

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Dear Mayor Henriquez,

I am writing to share concerns regarding the proposed resolution and First Amendment to the City Manager's employment agreement.

My comments are offered with respect for your office and with an understanding of the desire for stability in City leadership. At the same time, I believe the scale and structure of the proposed amendment raise issues that warrant closer review before approval.

The proposed base salary of $295,000 places Key West among the highest-paying cities in Florida for a city manager, including cities significantly larger than ours. At that level, the public reasonably expects to see a clear market comparison and a transparent explanation. I have not seen that analysis presented publicly.

The extension of the contract to four years with automatic renewals, combined with severance protections and added allowances, also limits the flexibility of future commissions and commits public funds well beyond the current Commission's term. Even when lawful, those long-term commitments deserve careful consideration in a small city like Key West.

I am also concerned about the provision granting the Mayor authority to suspend the City Manager upon arrest. While I understand the intent, this approach is unusual in city manager contracts and risks politicizing both the Mayor's office and the City Manager's position. Clear standards tied to misconduct or conviction are generally more appropriate and less vulnerable to misinterpretation.

My request is not to derail the agreement, but to slow the process long enough to allow for a public compensation comparison, clearer justification for the added provisions, and a discussion of alternatives that better protect public confidence.

Thank you for your time, your service, and your consideration of these concerns.

Respectfully,

Loretta M. DiTocco