RESOLUTION NO. 2026-_____

A RESOLUTION OF THE CITY COMMISSION OF THE CITY OF KEY WEST, FLORIDA, PROVIDING WRITTEN NOTICE TO THE CITY MANAGER, PURSUANT TO PARAGRAPH 4.A. OF THE EMPLOYMENT AGREEMENT BETWEEN THE CITY AND THE CITY MANAGER, OF THE CITY'S INTENT TO RESERVE ITS RIGHT TO MODIFY AND/OR TERMINATE THE AGREEMENT PRIOR TO THE AUTOMATIC RENEWAL OF THE CURRENT TERM; DIRECTING TRANSMITTAL OF THIS RESOLUTION TO THE CITY MANAGER AS FORMAL WRITTEN NOTICE; PROVIDING FOR AN EFFECTIVE DATE.

WHEREAS, the City of Key West, Florida (the "City") and Brian L. Barroso (the "City Manager") are parties to that certain Employment Agreement dated January 7, 2025, as amended (the "Agreement"); and

WHEREAS, Paragraph 4.A. of the Agreement, as amended, provides that the term of the Agreement began on January 8, 2025, following confirmation of the City Manager by the City Commission pursuant to Resolution #25-003, and continues for an initial period of two (2) years, terminating at close of business (COB) on January 7, 2027; and

WHEREAS, Paragraph 4.A. further provides that, after the initial term, the Agreement will automatically renew for successive periods of two (2) years unless either the City or the City Manager gives the other written notice of its or his intent to modify or terminate the Agreement, and that any such written notice must be

given not less than one hundred twenty (120) days prior to the expiration of the then-existing term; and

WHEREAS, the current term of the Agreement is scheduled to expire on January 7, 2027, such that written notice pursuant to Paragraph 4.A. must be given on or before September 9, 2026, in order to preserve the City's right to modify or terminate the Agreement in connection with the automatic renewal; and

WHEREAS, the City Commission desires to provide timely written notice to the City Manager, in accordance with Paragraph 4.A. of the Agreement, of the City's intent to reserve its right to modify and/or terminate the Agreement, without at this time specifying particular modifications or electing termination, so as to preserve the City's options with respect to the Agreement pending further deliberation by the City Commission;

NOW, THEREFORE, BE IT RESOLVED BY THE CITY COMMISSION OF THE CITY OF KEY WEST, FLORIDA, AS FOLLOWS:

Section 1. The foregoing recitals are true and correct and are hereby incorporated into this Resolution by reference.

Section 2. The City Commission hereby provides formal written notice to the City Manager, pursuant to and in accordance with Paragraph 4.A. of the Agreement, that the City intends to reserve its right to modify and/or terminate the Agreement in connection

with the expiration of the current term on January 7, 2027. This notice is given solely to satisfy the one hundred twenty (120) day written notice requirement of Paragraph 4.A. and to preserve the City's rights thereunder. This Resolution does not, in and of itself, terminate the Agreement or specify the terms of any modification; any decision to actually terminate the Agreement, to modify specific terms, or to allow the Agreement to renew unmodified shall be made by separate subsequent action of the City Commission, in accordance with the Agreement and applicable law.

Section 3. The City Clerk is hereby directed to transmit a certified copy of this Resolution to the City Manager promptly following its adoption, which transmittal shall constitute the written notice required under Paragraph 4.A. of the Agreement.

Section 4. That this Resolution shall go into effect immediately upon its passage and adoption and authentication by the signature of the Presiding Officer and the Clerk of the Commission.

Passed and adopted by the City Commission at a meeting held this _____ day of _____, 2026.

Authenticated by the Presiding Officer and Clerk of the Commission on the _____ day of _____, 2026.

Filed with the Clerk on _____, 2026.

Mayor Sam Kaufman	_____
Vice Mayor Donald “Donie” Lee	_____
Commissioner Lissette Carey	_____
Commissioner Aaron Castillo	_____
Commissioner Monica Haskell	_____
Commissioner Christopher Massicotte	_____
Commissioner Mark Rossi	_____

_____
SAM KAUFMAN, MAYOR

ATTEST:

_____
KERI O’BRIEN, CITY CLERK