

Sikes, Audrey

From: Thomas Thomas <thomasedwinthomas@yahoo.com>
Sent: Wednesday, February 2, 2022 12:42 PM
To: Fred Koberlein
Cc: S. Renee Narloch; Sikes, Audrey; Dyal, Paul
Subject: Re: City Manager Position - Term Sheet

Fred,

- Employment Date: SAME
- Base Salary: \$140,000 annual salary
- Relocation Expenses: The City will pay for a one-way airline ticket or car rental for your travel to Lake City to begin employment.
- Employment Benefits: SAME
- Additional Benefits: SAME
- Performance Evaluation: SAME
- Residency: SAME

Please email me dates and times we can talk on the phone.

Thomas Thomas

On Monday, January 31, 2022, 01:07:30 PM CST, Fred Koberlein <fred@klolaw.com> wrote:

Good afternoon,

This correspondence is intended as a follow-up to my correspondence sent on Saturday (Jan. 29th) as well as a summarization of the city council's most recent responses. You can hear the reasoning as well as the formal motion of the City Council through the City's YouTube channel, which is available at: <https://youtu.be/yFtE7zGijss>. The city council, in a unanimous vote, responded with the following:

- Employment Date: Mar. 1st, 2022
- Base Salary: \$130,000 annual salary
- Relocation Expenses:
 - You would provide three (3) bids by the first day of employment, and the City would pay the amount of the lowest bid; and
 - The City could pay for a one-way airline ticket for your travel to Lake City to begin employment.
- Employment Benefits: All standard benefits accrue and are available on the first day of employment (plus, see "Additional Benefits")
- Additional Benefits:
 - In addition to the standard employment benefits, two (2) weeks of annual leave that is accrued and available on the first day of employment; and
 - The City will pay for and provide a life insurance policy with a payout equal to the annual salary.

- Performance Evaluation: An annual performance evaluation based on goals previously established during a public meeting.
- Residency: You will strive to find a residence within the municipal limits. You would be permitted to reside within the Columbia county should a residence within the municipal limits be unavailable.

The city council has asked that you respond by Wednesday, Feb. 2nd, 2022. Additionally, the city council has asked that you attend a virtual meeting through Zoom at 6:00 PM on Monday, Feb. 7th, 2022, to discuss your response and potentially finalize the terms and conditions of an employment agreement. Once you have had an opportunity to review this correspondence and the recording of the meeting then please call me to discuss the formatting of an employment agreement.

Best wishes,

Fred

Fred Koberlein, Jr.

[Board Certified Attorney - City, County & Local Government](#)

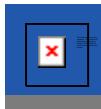


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From: Thomas Thomas <thomasedwinthomas@yahoo.com>
Sent: Wednesday, January 26, 2022 2:02 PM
To: Fred Koberlein <Fred@klolaw.com>
Cc: S. Renee Narloch <reneen@srnsearch.com>; sikesa <sikesa@lcfla.com>; Dyal, Paul (Other) <dyalp@lcfla.com>
Subject: Re: City Manager Position - Term Sheet

Mr. Koberlein,

My initial responses to the terms of employment:

Employment Date: On or before March 31, 2022

Base Salary: \$140,000 annually

Relocation Expenses: Get 3 bids and go with lowest bid

Reimbursed one way airline ticket to begin work until family relocates

Employment Benefits: Benefits all begin on the first day of employment

Additional Benefits: Two weeks annual leave up front. Life insurance equal to annual salary

Performance Evaluation: Annual evaluation based on goals set during 2 day retreat with consultant

Thomas Thomas

On Sunday, January 23, 2022, 06:32:04 PM CST, Fred Koberlein <fred@klolaw.com> wrote:

Mr. Thomas,

Thank you, again, for your time this afternoon for our phone call, as well as your time late last week with Renee Narloch. Attached, you should find the written correspondence containing the conceptual terms of employment that I referenced during our conversation. Out of an abundance of caution for Florida's Sunshine laws, I will e-mail the attachment to the city councilmembers separately.

Tomorrow evening I will advise the city council that you have made contact with Renee and me. Additionally, I will advise the city council that you intend to provide your response to the conceptual terms by 5:00 PM (EST) this Wednesday (1/26/2022). I will encourage the city council to be ready to provide a prompt response to you.

Last, and as a reminder, please do not hesitate to call me as needed.

Best wishes,

Fred

Fred Koberlein, Jr.

Board Certified Attorney - City, County & Local Government



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