ADDENDUM TO EMPLOYMENT AGREEMENT LETTER DATED FEBRUARY 8, 2018

Mr. Owen Kohler
600 Cleveland St, 6th Floor
Clearwater, FL 33755

Dear Mr. Kohler:

The Clearwater City Council has appointed you to serve as Interim City Attorney commencing on February 10, 2026. This appointment will continue through August 7, 2026, or until a permanent City Attorney begins serving in that role, whichever occurs first.

During your tenure as Interim City Attorney, you shall perform all of the functions expected of the City Attorney as written in the City of Clearwater's job description for the position of City Attorney.

In addition, you shall abide by the following rules:
- The Interim City Attorney shall remain in the exclusive employ of the City and shall not engage in any other employment or business activity without specific prior approval of the City Council.
- The Interim City Attorney agrees to continually provide his best efforts to efficiently and effectively perform his duties in a professional manner, uphold the City regulations and policies, support the council/manager form of government as expressed in the City Charter, advance the mission statement, the values and principles of operation as adopted by the City Council, and abide by ethical standards of conduct including State law, City Code, the State Code of Ethics, and the Florida Bar's Rules of Professional Conduct.

While serving as Interim City Attorney, your salary and benefits shall be as follows:
a. Your salary shall be increased by twenty percent (20%), beginning with the pay period inclusive of February 10, 2026. This new amount shall be described as your "interim salary."
b. The City's 401(a) contributions to your retirement account shall be calculated based on your interim salary.
c. All other benefits shall remain consistent with the benefits you currently receive as Lead Assistant City Attorney.

Selection of a different Interim City Attorney:
- Because the Interim City Attorney is employed directly by the City Council, the City Council reserves the right to appoint a different Interim City Attorney at any time, with or without cause.

- In the event the City Council appoints a different Interim City Attorney while you are serving as Interim City Attorney, you shall immediately resume your role as Lead Assistant City Attorney. In such instance, your salary, benefits, and job responsibilities shall revert to those that were in effect on February 9, 2026.

Selection of a permanent City Attorney:
- In the event the City Council selects a permanent City Attorney (other than yourself) while you are serving as Interim City Attorney, you shall immediately resume your role as Lead Assistant City Attorney. In such instance, your salary, benefits, and job responsibilities shall revert to those that were in effect on February 9, 2026.

Optional extensions of this addendum:
- The previous sections of this addendum govern the time period between February 10, 2026, through August 7, 2026.
- If a permanent City Attorney has not begun serving by August 8, 2026, the City Council may, at its option and following a supermajority vote, reappoint you to continue serving as Interim City Attorney. In such instance, the City Council shall specify a new date on which your service as Interim City Attorney shall conclude.
- If you remain the Interim City Attorney through October 1, 2026, the City Council agrees to consider a salary increase, and may award any increase it deems appropriate at that time.

Limitations regarding this addendum:
- All terms and conditions of your Employment Agreement Letter dated February 8, 2018, shall remain in effect except as provided in this addendum.

If this Addendum to your Employment Agreement Letter confirming your appointment as Interim City Attorney is satisfactory to you, please sign and date below.

INTERIM CITY ATTORNEY ACKNOWLEDGEMENT AND ACCEPTANCE:

_____   _____
Owen Kohler   Date signed

CITY OF CLEARWATER, FLORIDA

By:_____
Bruce Rector, Mayor

Approved as to form: Attest:

_____   _____
David Margolis, B.C.S.   Rosemarie Call
City Attorney   City Clerk