

COUNTY ATTORNEY MATTERS

INDIAN RIVER COUNTY
MEMORANDUM

TO: Honorable Board of County Commissioners
THRU: John A. Titkanich, Jr., County Administrator
FROM: Suzanne Boyll, Human Resources Director *hrb*
DATE: August 15, 2024
SUBJECT: Addendum to Deputy County Attorney Employment Agreement

BACKGROUND:

At the August 15, 2023, Board of County Commissioners' meeting, the Board a three year employment agreement for Deputy County Attorney Susan Prado. Human Resources received the attached signed addendum to this agreement entered into as of August 2, 2024. Ms. Prado's currently annual salary is \$137,455.50.

The amendment provides for an 10% increase in pay effective August 2, 2024 for training the new incoming Assistant County Attorney and assisting the newly hired County Attorney to acclimate to the processes and procedures of Indian River County, another 10% increase in pay upon attainment of Board Certification from the Florida Bar, and provides for an additional 7.5% anniversary pay increase beyond the annual anniversary increase that is currently provided and budgeted at 2.5% for all eligible County employees.

Staff is seeking direction from the Board regarding the requested addendum to the August 15, 2023, Deputy County Attorney Employment Agreement.

FUNDING:

The greatest total cost of the addendum over the 3-year contract is an additional \$221,459.41 based on current benefits rates and assumes attainment of the Board Certification in FY24/25 and the maximum possible 10% anniversary increase each year.

Estimated 3-Year Cost of Current Contract	\$ 571,108.79
Estimated 3-Year Cost of Proposed Contract	\$ 792,568.20
Additional Cost of Proposed Contract	\$ 221,459.41

Below is the breakdown of the maximum cost per year. Sufficient funding does not currently exist in the Fiscal Year 2024/2025 budget.

	Current Year	FY 2024/2025*	FY 2025/2026**	FY 2026/2027**
Annual Salary	\$ 137,455.50	\$ 182,953.27	\$ 201,248.60	\$ 221,373.46
Total Benefits	\$ 48,233.20	\$ 58,191.26	\$ 62,198.31	\$ 66,603.31
Total Salary & Benefits	\$ 185,688.70	\$ 241,144.53	\$ 263,446.90	\$ 287,976.77

* Fiscal Year 2024/2025 assumes Board Certification from the Florida Bar Association & the maximum anniversary increase (10%)

** Fiscal Year 2025/2026 and 2026/2027 assumes the maximum anniversary increase (10%)

RECOMMENDATION:

Staff respectfully requests the BOCC provide direction to staff.

ATTACHMENT:

Amendment to Deputy County Attorney Employment Agreement

Deputy County Attorney Employment Agreement