



Office of

Consent Agenda 12/3/2024

**INDIAN RIVER COUNTY
ATTORNEY**

Jennifer W. Shuler, County Attorney
Susan J. Prado, Deputy County Attorney
Christopher A. Hicks, Assistant County Attorney

MEMORANDUM

TO: Board of County Commissioners

THROUGH: John Titkanich, Jr., County Administrator

FROM: Jennifer W. Shuler, County Attorney

DATE: November 21, 2024

SUBJECT: Employment Contract for the Deputy County Attorney

Background: Susan J. Prado is currently under contract and serves as the Deputy County Attorney. She was hired in 2019 and she first served as the Assistant County Attorney until she was promoted to Deputy County Attorney in July, 2023. Indian River County recently conducted a salary study for most of its employees. The attorneys under contract in our office were not included in that study. However, with the help of Human Resources, I have pulled salary data for Deputy County Attorneys in several counties that were identified as “market peers” in the Evergreen solutions study. Based on this research, I have concluded that Ms. Prado’s current salary is well below the mid-range average for Deputy County Attorneys in comparable counties. I am recommending that Ms. Prado’s salary be raised to \$165,000 per year. I am attaching a new proposed 3 year contract for Ms. Prado, which includes this salary increase. All of the other terms in the Deputy County Attorney agreement remain unchanged.

Funding: Additional funding in the amount of \$26,774.77 is necessary to cover this increase in expenses. This funding will be made available through a future budget amendment from General Fund/Reserve for Contingency. In the event that Ms. Prado becomes Board certified in City, County, Local Government Law, additional funds would need to be made available to cover a 5% incentive increase.

Recommendation: The County Attorney recommends the Board of County Commissioners approve the attached employment contract for Deputy County Attorney Susan Prado.

Attachment(s): Employment Contract for Susan Prado