

**ADDENDUM TO DEPUTY COUNTY ATTORNEY
EMPLOYMENT AGREEMENT FOR
SUSAN J. PRADO**

THIS ADDENDUM made and entered into as of _____, 2024 by and between William K. DeBraul as the County Attorney of Indian River County, Florida, a political subdivision of the State of Florida, (hereinafter “County Attorney”) and Susan J. Prado, (hereinafter “Deputy County Attorney”).

WITNESSETH:

WHEREAS, the County Attorney and the Deputy County Attorney entered into an Employment Agreement dated August 15, 2023 (hereinafter “Agreement”); and

WHEREAS, due to additional services rendered to Indian River County, Florida (hereinafter “County”) by the Deputy County Attorney that were not previously bargained for nor provided; and

WHEREAS, the Deputy County Attorney will be the last remaining attorney in the office with a working knowledge of the flow of the office and County with responsibilities 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; and

WHEREAS, the Deputy County Attorney is seeking Board Certification in the area of City, County, and Local government with the Florida Bar, which will provide a further benefit to the County in having a Board Certified Attorney under their employment, and

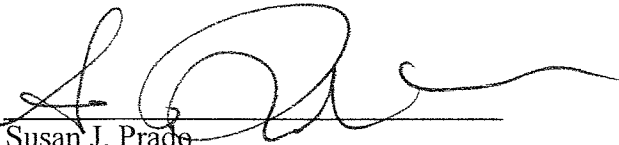
WHEREAS, the Board of County Commissioners adopted an at will policy on June 18, 2024 which was not referenced in the Agreement that will need to be addressed in the addendum.

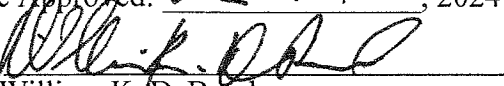
NOW, THEREFORE, in consideration of the mutual covenants herein contained, the parties agree as follows:

1. In consideration of Deputy County Attorney’s additional benefits/services conferred/rendered unto the County the Deputy County Attorney shall receive payment for said benefits/services provided as follows:
 - A. A one-time payment increase in the amount of 10% for training of the new incoming Assistant County Attorney and assisting the newly hired County Attorney to acclimate to the processes and procedures of Indian River County effective as of the date of the execution of this Addendum.
 - B. A one-time payment increase in the amount of 10% for the rendering of Board Specialized Services to the County effective as of the first full pay period following receipt of Board Certification from the Florida Bar Association.

2. Due to the change in administrative policy manual by the addition of Section 202.4, the Agreement shall be amended to state in Section 5. that the Policy Manual AM-202.4 does not apply to the Deputy County Attorney as the Deputy County Attorney is a contracted employee who is already at will via the terms of the contract.
3. To achieve consistency in hiring and retention change the sentence in Section 4 regarding anniversary pay progression increase from what is provided in the Indian River County Administrative Policy Manual section AM – 304.1(5) to a pay progression increase of up to 10% on each annual anniversary.
4. All other provisions of the Employment Agreement dated August 15, 2023 shall remain in full force and effect.

IN WITNESS WHEREOF, the parties have caused this Addendum to be duly executed at Vero Beach on the date set forth above.

By: 
Susan J. Prado
Deputy County Attorney

Date Approved: 8-2-24, 2024
By: 
William K. DeBraal
County Attorney



Office of

Consent 08/15/2023

INDIAN RIVER COUNTY ATTORNEY

William K. DeBaal, County Attorney
Susan J. Prado, Deputy County Attorney

MEMORANDUM

TO: Board of County Commissioners

THROUGH: John A. Titkanich, Jr., County Administrator

FROM: William K. DeBaal, County Attorney

DATE: August 7, 2023

SUBJECT: Contract for Deputy County Attorney Susan Prado

BACKGROUND: At its meeting of July 11, 2023 the Board of County Commissioners (Board) approved the appointment of Susan Prado to the position of Deputy County. Ms. Prado has served as Assistant County Attorney since February of 2018 and has been practicing law for ten years. The Indian River County Administrative Policy Manual calls for the Board to approve any contract for employment in excess of one year. Ms. Prado has asked for a three-year contract and therefore her contract must be approved by the Board.

DISCUSSION: The proposed Employment Agreement is attached and is very similar to the employment contracts with the County Attorney, County Administrator and Deputy County Administrator.

RECOMMENDATION: The County Attorney recommends that the Board of County Commissioners approve the attached Employment Agreement with the Deputy County Attorney and authorize the County Attorney to sign the Agreement.

ATTACHMENT: Deputy County Attorney's Employment Agreement