

ADDENDUM TO COUNTY ATTORNEY  
EMPLOYMENT AGREEMENT

THIS ADDENDUM made and entered into this 9<sup>th</sup> day of September 2025 by and between the Indian River County Board of County Commissioners (“BOARD”) and Jennifer W. Shuer, in her capacity as the County Attorney for Indian River County, Florida, (hereinafter “ATTORNEY”).

WITNESSETH:

WHEREAS, the BOARD and the ATTORNEY entered into an Employment Agreement dated August 20, 2025 (hereinafter "Agreement") and ATTORNEY began work for the County on September 16, 2025; and

WHEREAS, ATTORNEY is approaching her first anniversary of employment and the parties desire to amend the Agreement to clarify that ATTORNEY shall receive an annual progression pay increase upon approval of the BOARD.

NOW, THEREFORE, in consideration of the mutual covenants herein contained, the Agreement is hereby amended as follows:

**Section 4.** “Annual Compensation” is amended to read:

SECTION 4. ANNUAL COMPENSATION

Beginning September 16, 2024, for all services rendered by ATTORNEY, ATTORNEY shall be paid an annual salary of Two Hundred and Five Thousand Dollars (\$205,000.00) ("Salary"), payable in twenty-six (26) bi-weekly installments of \$7,884.62, as adjusted for required deductions. ATTORNEY's Salary shall be increased by any general or cost-of-living increases granted to other full-time, non-contract employees of the County commencing in October 2025. ATTORNEY shall be deemed to be an exempt employee for the purposes of the Fair Labor Standards Act. ATTORNEY shall receive a progression pay increase annually as provided in Indian River County Administrative Policy Manual section AM – 304.1(5) upon approval by the Board of County Commissioners. In addition to Salary, ATTORNEY shall be entitled to a car allowance in the standard amount for senior County employees receiving a car allowance.

**IN WITNESS WHEREOF**, the parties have caused this Agreement to be duly executed in Vero Beach, Florida on the date set forth above.

**BOARD OF COUNTY COMMISSIONERS  
OF INDIAN RIVER COUNTY, FL**

By: \_\_\_\_\_  
Joseph E. Flescher, Chair

**COUNTY ATTORNEY**

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Jennifer W. Shuler

**ATTEST:**

Ryan L. Butler, Clerk of Court and Comptroller

By: \_\_\_\_\_  
Deputy Clerk