

ADDENDUM TO DEPUTY COUNTY ADMINISTRATOR
EMPLOYMENT AGREEMENT

THIS ADDENDUM made and entered into this ___ day of January 2025 by and between John A. Titkanich, in his capacity as the County Administrator for Indian River County, Florida, (hereinafter "ADMINISTRATOR") and Michael C. Zito, (hereinafter "DEPUTY").

WITNESSETH:

WHEREAS, the ADMINISTRATOR and the DEPUTY entered into an Employment Agreement dated June 20, 2023 (hereinafter "Agreement"); and

WHEREAS, the parties desire to amend the Agreement to provide additional compensation to the DEPUTY in the form of an annual contribution to his 457 deferred compensation plan.

NOW, THEREFORE, in consideration of the mutual covenants herein contained, Section 6 of the Agreement entitled "Additional Benefits" is hereby amended to add this additional language:

County agrees to make an annual contribution into the DEPUTY'S County 457 deferred compensation plan equal to 50 percent of the normal annual contribution limit and the catch-up contribution limit (for those aged 50 and older). However, the County does not agree to participate or contribute toward contributions made by DEPUTY related to special catch up or double limit provisions. The contributions will be made on a biweekly basis based on the number of pay periods by year. These contributions shall cease when this Agreement terminates.

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

COUNTY ADMINISTRATOR

John A. Titkanich

Date approved: January ____, 2025

DEPUTY COUNTY ADMINISTRATOR

Michael C. Zito