

ADDENDUM TO COUNTY ADMINISTRATOR  
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 John Titkanich in his capacity as the County Administrator for Indian River County, Florida, (hereinafter "County Administrator").

WITNESSETH:

WHEREAS, the Board and the County Administrator entered into an Employment Agreement dated March 21, 2023 (hereinafter "Agreement"); and

WHEREAS, the Board and the County Administrator desire to amend the Agreement to clarify that County Administrator shall receive an annual progression pay increase retroactive to April 17, 2024 and annually thereafter upon approval of the Board.

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

**Section 5.** "Annual Compensation" is amended to add this additional language:

County Administrator shall receive a progression pay increase annually as provided in Indian River County Administrative Policy Manual section AM – 304.1(5) beginning on April 17, 2024, and every year thereafter upon approval by the Board of County Commissioners.

**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 ADMINISTRATOR**

\_\_\_\_\_  
John Titkanich

**ATTEST:**

Ryan L. Butler, Clerk of Court and Comptroller

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