

## FIRST AMENDMENT TO EMPLOYMENT AGREEMENT

THIS FIRST AMENDMENT TO EMPLOYMENT AGREEMENT (“First Amendment”) effective the 24<sup>th</sup> day of February, 2025, (the “Effective Date”) by and between the CITY OF PORT ST. LUCIE (the “City”), acting through the CITY COUNCIL (the “Council”), by the authority set forth in Section 9.04 of the City Charter, and RICHARD BERRIOS (the “City Attorney”), amends the City Attorney’s Employment Agreement (the “Employment Agreement”) which was effective on July 8, 2024.

WHEREAS, on or about July 8, 2024, City, by and through the Council, entered into an Employment Agreement with Richard Berrios, wherein City agreed to appoint, and Mr. Berrios agreed to accept appointment, as the City Attorney; and

WHEREAS, it is the desire of the Parties to amend the Employment Agreement at Section VI. SICK, ANNUAL, COMPENSATORY, PERSONAL, BEREAVEMENT, MILITARY LEAVE AND OTHER AUTHORIZED ABSENCES.

NOW, THEREFORE, in consideration of the mutual covenants herein contained and other good and valuable consideration, the receipt and sufficiency of which is hereby acknowledged, the City Council and the City Attorney agree to amend the Employment Agreement as follows:

I. Section VI. SICK, ANNUAL, COMPENSATORY, PERSONAL, BEREAVEMENT, MILITARY LEAVE AND OTHER AUTHORIZED ABSENCES of the Employment Agreement is hereby amended by as follows (deletions appear as ~~striketrough~~, additions as underline):

VI. SICK, ANNUAL, COMPENSATORY, PERSONAL, BEREAVEMENT, MILITARY LEAVE AND OTHER AUTHROIZED ABSENCES.

EMPLOYEE shall be entitled to the accrual, use, pay-out and/or forfeiture of sick leave, annual leave, personal leave, compensatory time, holidays, and other leaves of absence, the same as other exempt, managerial/professional employees, as set forth in the City’s Personnel Rules & Regulations, based upon his original start date with the City of March 20, 2023. Additionally, EMPLOYEE shall receive an additional five (5) days of annual leave effective upon the signing of this Agreement until February 23, 2025 ~~and upon every year thereafter.~~ Effective February 24, 2025, and upon every year thereafter, EMPLOYEE shall receive an additional ten (10) days of annual leave.

FIRST AMENDMENT TO EMPLOYMENT AGREEMENT

II. All other terms and conditions of the Employment Agreement, effective July 8, 2024, shall remain in full force and effect except as specifically modified by the terms of this First Amendment.

III. This First Amendment shall be attached to, and become a part of, the Employment Agreement.

IV. No change or modification of this First Amendment shall be valid unless reduced to writing, approved by Council, and signed by all parties.

IN WITNESS WHEREOF, the parties hereunto have set their hands to this instrument this 31<sup>st</sup> day of March, 2025.

  
\_\_\_\_\_  
RICHARD BERRIOS  
City Attorney

  
\_\_\_\_\_  
SHANNON M. MARTIN  
Mayor

APPROVED AS TO FORM:

  
\_\_\_\_\_  
MILTON R. COLLINS, ESQ., Labor Counsel  
Weiss, Serota, Helfman, Cole & Bierman, P.L.