

SECOND AMENDMENT TO
EMPLOYMENT AGREEMENT

THIS SECOND AMENDMENT TO EMPLOYMENT AGREEMENT (“Second Amendment”) effective the 18th day of May, 2026, (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 4.02(a) of the City Charter, and JESUS A. MEREJO (the “City Manager” or “Jesus Merejo”), supplements the City Manager’s Employment Agreement (the “Employment Agreement”), which was effective on February 18, 2023, and the City Manager’s First Amendment to Employment Agreement (the “First Amendment”), which was effective on February 25, 2025.

WHEREAS, on or about February 18, 2023, City, by and through the Council, entered into an Employment Agreement with Jesus Merejo, wherein City agreed to appoint, and Jesus Merejo agreed to accept appointment, as the City Manager; and

WHEREAS, on or about February 25, 2025, City, by and through the Council, entered into a First Amendment to Employment Agreement with the City Manager, wherein City agreed to amend certain terms and conditions of the City Manager’s employment; and

WHEREAS, certain terms and conditions of the City Manager’s employment shall be governed by this Second Amendment during his tenure as City Manager; and

WHEREAS, it is the desire of the Parties to amend the Employment Agreement at Section II. SALARY & BENEFITS, subsection (I).

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 Manager agree as follows:

I. Section II. SALARY & BENEFITS, subsection (I), of the Employment Agreement is hereby amended as follows (deletions appear as ~~strikethrough~~; additions as underline):

- a. Subsection (I): The on-call nature of the City Manager's job duties and responsibilities requires that he have exclusive and unrestricted use of an automobile at all times during his employment with the City. In lieu of an automobile allowance, the City Manager shall be Mr. Merejo shall be entitled to an automobile allowance in the amount of \$600.00 per month, which shall be disbursed as taxable income on the City Manager's regular paycheck assigned a take-home vehicle subject to City Code Chapter 36, Article II. – Use of City Vehicles, as amended, the completion of the City's Vehicle Use Form (attached hereto as Exhibit “A”), and shall be responsible for any employee payroll taxes imposed upon this vehicle in accordance with applicable law. The City will pay the costs of insurance, maintenance, and repairs for the assigned

vehicle. For any City business conducted outside of St. Lucie County, for which the City Manager utilizes his personal vehicle, the City Manager shall be reimbursed for automobile expenses as provided for in the City’s Rules and Regulations.

II. All other terms and conditions of the Employment Agreement, effective February 18, 2023, shall remain in full force and effect except as specifically modified by the terms of this Second Amendment.

III. All other terms and conditions of the First Amendment to Employment Agreement, effective February 25, 2025, shall remain in full force and effect.

IV. The First Amendment to Employment Agreement and this Second Amendment to Employment Agreement shall be attached to, and become a part of, the Employment Agreement.

V. No change or modification of this Second 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 _____ day of May, 2026.

JESUS A. MEREJO
City Manager

SHANNON M. MARTIN
Mayor

APPROVED AS TO FORM:

RICHARD BERRIOS
City Attorney