

SECOND AMENDMENT TO EMPLOYMENT AGREEMENT

This Amendment, made and entered into this 17th day of May, 2013, by and between the City of Madeira Beach, a municipal corporation, organized and existing under the laws of the State of Florida, hereinafter referred to as "City" and SHANE B. CRAWFORD, hereinafter called "Manager," both of whom understand and agree as follows:

WITNESSETH:

WHEREAS, the City and Manager have mutually negotiated and agreed to enter into the terms of an Employment Agreement dated December 15, 2011 (hereinafter "Employment Agreement"); and

WHEREAS, Subsection A. of Section 3 of the Employment Agreement reads:

A. City agrees to pay Manager an annual base salary of One Hundred Seventeen Thousand Dollars (\$117,000.00), payable in accordance with the City's payroll procedures.

WHEREAS, Subsection B. of Section 4 of the Employment Agreement reads:

B. Manager shall be provided annual vacation leave equal to twenty (20) workdays per calendar year, accrued on the date of employment. Accrual of vacation leave shall be in accordance with City Personnel Policies and Procedures, Article VI, Section 602.

NOW THEREFORE, in consideration of the promises, mutual covenants, conditions, provisions and undertakings herein contained, and for other good and valuable considerations, the parties do mutually covenant and agree with each other to amend the Employment Agreement as follows:

1. That Subsection A. of Section 3 of the Employment Agreement shall read:

A. City agrees to pay Manager an annual base salary of One Hundred Twenty Thousand Five Hundred Ten Dollars (\$120,510.00), payable in accordance with the City's payroll procedures, retroactive to January 17, 2013.

2. That Subsection B. of Section 4 of the Employment Agreement shall read:

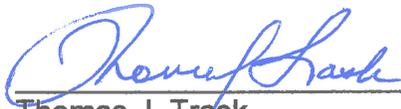
B. Manager shall be provided annual vacation leave equal to thirty (30) workdays per calendar year, accrued on the date of employment. Accrual of vacation leave shall not be capped and the Manager shall be entitled to sell back, annually, any unused vacation leave on the anniversary date of his employment.

3. All other provisions of the Employment Agreement shall remain in full force and effect.

IN WITNESS WHEREOF, the City of Madeira Beach has caused this Amendment to be signed and executed on its behalf by its Mayor and duly attested by the City Clerk, and Manager has signed and executed this Agreement, both in duplicate, the effective day and year first written above.

EMPLOYMENT AGREEMENT BY AND BETWEEN THE CITY OF MADEIRA BEACH, FLORIDA AND SHANE B. CRAWFORD, AS CITY MANAGER:

APPROVED AS TO LEGAL FORM:



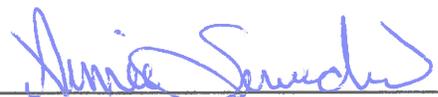
Thomas J. Trask
City Attorney

CITY OF MADEIRA BEACH



Travis Palladeno 5-17-13
Mayor

ATTEST:



Aimee Servedio
City Clerk

CITY MANAGER



SHANE B. CRAWFORD
5-17-13

SECOND AMENDMENT TO EMPLOYMENT AGREEMENT

This Amendment, made and entered into this 17th day of May, 2013, by and between the City of Madeira Beach, a municipal corporation, organized and existing under the laws of the State of Florida, hereinafter referred to as "City" and SHANE B. CRAWFORD, hereinafter called "Manager," both of whom understand and agree as follows:

WITNESSETH:

WHEREAS, the City and Manager have mutually negotiated and agreed to enter into the terms of an Employment Agreement dated December 15, 2011 (hereinafter "Employment Agreement"); and

WHEREAS, Subsection A. of Section 3 of the Employment Agreement reads:

A. City agrees to pay Manager an annual base salary of One Hundred Seventeen Thousand Dollars (\$117,000.00), payable in accordance with the City's payroll procedures.

WHEREAS, Subsection B. of Section 4 of the Employment Agreement reads:

B. Manager shall be provided annual vacation leave equal to twenty (20) workdays per calendar year, accrued on the date of employment. Accrual of vacation leave shall be in accordance with City Personnel Policies and Procedures, Article VI, Section 602.

NOW THEREFORE, in consideration of the promises, mutual covenants, conditions, provisions and undertakings herein contained, and for other good and valuable considerations, the parties do mutually covenant and agree with each other to amend the Employment Agreement as follows:

1. That Subsection A. of Section 3 of the Employment Agreement shall read:

A. City agrees to pay Manager an annual base salary of One Hundred Twenty Thousand Five Hundred Ten Dollars (\$120,510.00), payable in accordance with the City's payroll procedures, retroactive to January 17, 2013.

2. That Subsection B. of Section 4 of the Employment Agreement shall read:

B. Manager shall be provided annual vacation leave equal to thirty (30) workdays per calendar year, accrued on the date of employment. Accrual of vacation leave shall not be capped and the Manager shall be entitled to sell back, annually, any unused vacation leave on the anniversary date of his employment.

3. All other provisions of the Employment Agreement shall remain in full force and effect.

IN WITNESS WHEREOF, the City of Madeira Beach has caused this Amendment to be signed and executed on its behalf by its Mayor and duly attested by the City Clerk, and Manager has signed and executed this Agreement, both in duplicate, the effective day and year first written above.

EMPLOYMENT AGREEMENT BY AND BETWEEN THE CITY OF MADEIRA BEACH, FLORIDA AND SHANE B. CRAWFORD, AS CITY MANAGER:

APPROVED AS TO LEGAL FORM:



Thomas J. Trask
City Attorney

CITY OF MADEIRA BEACH



Travis Palladeno *5-17-13*
Mayor

ATTEST:



Aimee Servedio
City Clerk

CITY MANAGER



SHANE B. CRAWFORD
5-17-13