

**THIRD AMENDMENT TO  
EMPLOYMENT AGREEMENT  
FOR  
COUNTY EXECUTIVE OFFICER**

This Third Amendment ("THIRD AMENDMENT") to the Employment Agreement ("AGREEMENT") for the County Executive Officer is made by and between the County of Orange ("COUNTY") and FRANK KIM (hereinafter "KIM"). The COUNTY and KIM shall collectively be referred to herein as the "Parties."

**ARTICLE I. RECITALS**

- 1.1 **WHEREAS**, by minute order dated May 12, 2015 the Orange County Board of Supervisors ("BOARD") approved the Employment Agreement for County Executive Officer ("AGREEMENT");
- 1.2 **WHEREAS**, by minute order dated May 8, 2018 the BOARD approved the First Amendment to the AGREEMENT to extend the term and modify the compensation, benefits, and annual leave under the AGREEMENT;
- 1.3 **WHEREAS**, by minute order dated April 18, 2020 the BOARD approved the Second Amendment to the AGREEMENT amending the benefit terms under the AGREEMENT;
- 1.4 **WHEREAS**, the BOARD has determined that KIM'S terms and conditions of employment should be amended as follows;

**ARTICLE II. TERMS**

NOW THEREFORE, in consideration of the mutual covenants, representations, and promises set forth herein, the parties agree as follows:

- 2.1 Except as modified in this THIRD AMENDMENT, all terms of the AGREEMENT shall remain in full force and effect; and
- 2.2 With respect to Section 2 of the AGREEMENT, the EXPIRATION DATE of this AGREEMENT is hereby extended to May 9, 2025.
- 2.3 With respect to Section 6 of the AGREEMENT, as of August 9, 2022, KIM shall be compensated by the COUNTY on a salary basis through the EXPIRATION DATE of the AGREEMENT, as amended, in the annual amount of \$376,000, and shall additionally be entitled to receive the same salary adjustment and benefits generally provided to other Executive Management (Group II) employees, except as otherwise provided herein or in other acts of the BOARD. KIM shall be a member of the Orange County Employees Retirement System and shall

be required to contribute toward pension benefits under the same terms as other COUNTY Executive Management (Group II) employees.

**ARTICLE III. ACKNOWLEDGEMENT AND CONSENT**

By signing below, KIM and Supervisor Doug Chaffee, Chairman of the Board of Supervisors, acting on behalf of the COUNTY, acknowledge that they each have read and fully understand the terms and conditions of this THIRD AMENDMENT, and that they consent and agree to each and every term and condition contained herein.

FOR THE COUNTY OF ORANGE:

*Doug Chaffee*  
Doug Chaffee  
Chair of the Board of Supervisors  
County of Orange

8/9/22  
Date

DocuSigned by:  
Frank Kim  
Frank Kim

8/11/2022  
Date

Signed and certified that copy of this document has been delivered to the Chair of the Board per G.C. Sec. 25103, Reso 79-1535



Attest:  
*Robin Stieler*

Robin Stieler  
Clerk of the Board of Supervisors  
Orange County California

APPROVED AS TO FORM:  
Office of the County Counsel  
Orange County, California

By Leon J. Page  
Leon J. Page  
County Counsel