

**FIRST AMENDMENT TO
EMPLOYMENT AGREEMENT
FOR
AIRPORT DIRECTOR**

This First Amendment (“FIRST AMENDMENT”) to the Employment Agreement (“AGREEMENT”) for the Airport Director is made by and between the County of Orange (“COUNTY”) and Charlene Reynolds (hereinafter “REYNOLDS”). The COUNTY and REYNOLDS shall collectively be referred to herein as the “Parties.”

ARTICLE I. RECITALS

- 1.1 **WHEREAS**, by minute order dated May 24, 2022, the Orange County Board of Supervisors (“BOARD”) approved the Employment Agreement for the Airport Director (“AGREEMENT”);
- 1.2 **WHEREAS**, the AGREEMENT approved by the BOARD delegated to the County Executive Officer (“CEO”) the authority to execute amendments to the AGREEMENT, as necessary, to extend the term of the AGREEMENT, provide salary adjustments, and make other changes;
- 1.3 **WHEREAS**, the CEO has determined that REYNOLDS has performed satisfactorily and that amendments to the AGREEMENT are now needed to extend the term of AGREEMENT and adjust REYNOLDS’ salary.

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 by this FIRST AMENDMENT, all terms of the AGREEMENT shall remain in full force and effect; and
- 2.2 With respect to Section 1 of the AGREEMENT, the term of the AGREEMENT shall be extended by an additional three years commencing on June 6, 2025, and ending on Thursday, June 8, 2028.
- 2.3 With respect to Section 5 of the AGREEMENT, for services rendered to the COUNTY as Airport Director, REYNOLDS shall be compensated on a salary basis in the annual amount \$333,070.40 (or \$160.13/hour).

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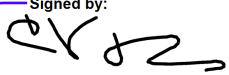
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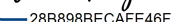
ARTICLE III. ACKNOWLEDGEMENT AND CONSENT

By signing below, REYNOLDS and Interim CEO Michelle Aguirre, acting on behalf of the COUNTY, acknowledge that they each have read and fully understand the terms and conditions of this FIRST AMENDMENT, and that they consent and agree to each and every term and condition contained herein.

FOR THE COUNTY OF ORANGE:

Signed by:	
 8F1CF015A3E44A1...	6/8/2025
Michelle Aguirre	Date
Interim Chief Executive Officer	
County of Orange	
Signed by:	
 B56E05E1319A47C...	6/8/2025
Charlene Reynolds	Date
Airport Director, JWA	

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

DocuSigned by:

By 
28B898BECAFE46F...

Leon J. Page
County Counsel