

**FIFTH AMENDMENT TO
EMPLOYMENT AGREEMENT
FOR
EXECUTIVE DIRECTOR OF THE
CAMPAIGN FINANCE AND ETHICS COMMISSION**

This FIFTH Amendment (“FIFTH AMENDMENT”) to the Employment Agreement (“AGREEMENT”) for the Executive Director of the Campaign Finance and Ethics Commission is made by and between the County of Orange (“COUNTY”) and Denah Hoard (hereinafter “Hoard”). The COUNTY and HOARD shall collectively be referred to herein as the “Parties.”

ARTICLE I. RECITALS

- 1.1 **WHEREAS**, by minute order dated March 14, 2017 the, Orange County Board of Supervisors (“BOARD”) approved the Employment Agreement for Executive Director of the Campaign Finance and Ethics Commission (“AGREEMENT”);
- 1.2 **WHEREAS**, by minute order dated September 11, 2018, the BOARD approved the First Amendment to the AGREEMENT to modify the compensation, benefits, and annual leave under the AGREEMENT;
- 1.3 **WHEREAS**, by minute order dated April 28, 2020, the BOARD approved the Second Amendment to the AGREEMENT to modify the benefits under the AGREEMENT;
- 1.4 **WHEREAS**, by minute order dated March 23, 2021, the Board approved the Third Amendment to the AGREEMENT to modify the compensation and extend the term of the AGREEMENT;
- 1.5 **WHEREAS**, by minute order dated March 28, 2023, the BOARD approved the Fourth Amendment to the AGREEMENT to extend the term of the AGREEMENT.
- 1.6 **WHEREAS**, the BOARD has determined that effective March 10, 2026, the terms of the AGREEMENT should be modified 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 FIFTH AMENDMENT, all terms of the AGREEMENT shall remain in full force and effect;
- 2.2 With respect to Section 2 of the AGREEMENT the term is extended to April 7, 2028.

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ARTICLE III. ACKNOWLEDGEMENT AND CONSENT

By signing below, HOARD 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 FIFTH AMENDMENT, and that they consent and agree to each and every term and condition contained herein.

FOR THE COUNTY OF ORANGE:

Doug Chaffee 3/10/26
Chairman Doug Chaffee Date
Supervisor, 4th District
Orange County Board of Supervisors
County of Orange

Signed by: Denah Hoard 3/16/2026
DF97DC5DC255441... Date
Denah Hoard

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

DocuSigned by: Leon Page
By 20B090BEGAF46F...

Leon J. Page
County Counsel