

**FIRST AMENDMENT TO  
EMPLOYMENT AGREEMENT  
FOR  
OFFICE OF INDEPENDENT REVIEW**

This First Amendment (“FIRST AMENDMENT”) to the Employment Agreement (“AGREEMENT”) for the Office of Independent Review is made by and between the County of Orange (“COUNTY”) and SERGIO PEREZ (hereinafter “PEREZ”). The COUNTY and PEREZ shall collectively be referred to herein as the “Parties.”

**ARTICLE I. RECITALS**

- 1.1 **WHEREAS**, by minute order dated March 24, 2020, the Orange County Board of Supervisors (“BOARD”) approved the Employment Agreement for the Office of Independent Review (“AGREEMENT”);
- 1.2 **WHEREAS**, the BOARD has determined PEREZ’S terms and conditions of employment should be amended and has delegated the authority to do so to the County’s Chief Executive Officer. PEREZ has agreed to the amendment and delegation of authority.

**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 FIRST AMENDMENT, all terms of the AGREEMENT shall remain in full force and effect; and
- 2.2 With respect to Section 5; as the Board has determined that PEREZ has performed satisfactorily during the first year of his contract; therefore, the term of the AGREEMENT shall be extended by an additional two years and end on May 3, 2024.
- 2.3 With respect to Section 6, paragraph 1 of the AGREEMENT , PEREZ shall receive a3.5% salary adjustment effective July 13, 2021; therefore, from that date PEREZ shall be compensated on a salary basis in the annual amount of two hundred and forty-three thousand nine hundred and ninety-nine dollars (\$243,998). PEREZ shall receive salary payments in the same manner, and at the same times, as other COUNTY Executive Management (Group II) employees generally. PEREZ shall additionally be entitled to receive the same salary adjustments generally provided to the members of the Orange County Attorney’s Association. As the position of OFFICE OF INDEPENDET REVIEW is overtime-exempt executive position, PEREZ shall not be entitled to overtime pay under either Fair Labor Standards Act or California Law

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**ARTICLE III. ACKNOWLEDGEMENT AND CONSENT**

By signing below, PEREZ and Chief Executive Officer, Frank Kim, 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:

DocuSigned by:  
Frank Kim, CEO 7/16/2021  
7794678497CE44E  
Frank Kim, Chief Executive Officer Date  
County of Orange

DS  
TH 7/15/2021

DocuSigned by:  
Sergio Perez 7/15/2021  
A945026C39EE404...  
Sergio Perez Date  
Executive Director, OIR

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

DocuSigned by:  
Leon Page 7/16/2021  
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By  
Leon J. Page  
County Counsel