

**SUBMITTAL TO THE BOARD OF SUPERVISORS  
COUNTY OF RIVERSIDE, STATE OF CALIFORNIA**

728



**FROM:** Human Resources Department

**SUBMITTAL DATE:**  
March 13, 2014

**SUBJECT:** Second Amendment to the Employment Agreement between Roger Shintaku, Salton Sea Authority and the County of Riverside effective January 1, 2014 - January 1, 2016 [District- All] [Total Cost - \$0]

**RECOMMENDED MOTION:** That the Board of Supervisors:

1. Ratify and approve the Second Amendment to the Employment Agreement between Roger Shintaku, Salton Sea Authority and the County of Riverside effective January 1, 2014 - January 1, 2016.

**BACKGROUND:**

**Summary**

The Salton Sea Authority (SSA) is a joint powers agency that was chartered by the State of California by a Joint Powers Agreement on June 2, 1993, for the purpose of ensuring the beneficial uses of the Salton Sea. The SSA is governed by a Board of Directors and employs an Executive Director to manage the day-to-day operations of the organization.

Michael T. Stock  
Asst. County Executive Officer/  
Human Resources Director

FORM APPROVED COUNTY COUNSEL  
BY: PAMELA J. WALLS  
DATE: 3/13/14  
Departmental Concurrence

FINANCIAL DATA	Current Fiscal Year:	Next Fiscal Year:	Total Cost:	Ongoing Cost:	POLICY/CONSENT (per Exec. Office)
COST	\$ N/A	\$ N/A	\$ N/A	\$ N/A	Consent <input type="checkbox"/> Policy <input checked="" type="checkbox"/>
NET COUNTY COST	\$ N/A	\$ N/A	\$ N/A	\$ N/A	

SOURCE OF FUNDS:	Budget Adjustment:	No
	For Fiscal Year:	2013/2014
		2014/2015 2015/2016

**C.E.O. RECOMMENDATION:**

APPROVE

BY:

Karen L. Johnson

County Executive Office Signature

**MINUTES OF THE BOARD OF SUPERVISORS**

On motion of Supervisor Benoit, seconded by Supervisor Ashley and duly carried, IT WAS ORDERED that the above matter is approved as recommended.

Ayes: Jeffries, Stone, Benoit and Ashley  
Nays: None  
Absent: Tavaglione  
Date: March 25, 2014  
xc: H.R.

Kecia Harper-Ihern  
Clerk of the Board  
By: Deputy

- A-30
- Positions Added
- 4/5 Vote
- Change Order

Prev. Agn. Ref.: 3.29 12/18/12  
3-50 08/20/13

District: All

Agenda Number:

3-6

**SUBMITTAL TO THE BOARD OF SUPERVISORS, COUNTY OF RIVERSIDE, STATE OF CALIFORNIA  
FORM 11: Second Amendment to the Employment Agreement between Roger Shintaku, Salton  
Sea Authority and the County of Riverside effective January 1, 2014 - January 1, 2016 [District- All]  
[Total Cost - \$0] [Salton Sea Authority]**

**DATE: March 13, 2014**

**PAGE: 2 of 2**

**BACKGROUND:**

**Summary (continued)**

Historically, the SSA Executive Director held a County of Riverside job classification and received County salary and benefits. Under this arrangement, the County paid the salary and benefits, and the SSA reimbursed the County for all costs. After the last incumbent resigned in March 2012, the SSA initiated an internal recruitment process, and selected Roger Shintaku to fill the Executive Director position. The SSA, in cooperation with the County Executive Office and Human Resources Department, negotiated Mr. Shintaku's compensation, benefits, and other terms and conditions of employment. On December 18, 2012, 3.29 was approved as recommended, and the Agreement officially commenced on January 1, 2013.

The Agreement was then amended on August 20, 2013, 3-50, in order to adjust the annual salary of the incumbent. The terms and conditions of employment are now being amended in order to provide medical flex benefits for the incumbent (Attachment A). All costs associated with this amendment will be paid by the SSA, and there is no net County cost associated with this request.

**Impact on Residents and Businesses**

There is no impact on residents and businesses.

**ATTACHMENTS**

- A. Second Amendment to Employment Agreement between Roger Shintaku Salton Sea Authority and County of Riverside.

CLERK'S COPY

to Riverside County Clerk of the Board, Stop 1010

Post Office Box 1147, Riverside, Ca 92502-1147

Thank you.

Attachment A

**SECOND AMENDMENT TO EMPLOYMENT AGREEMENT  
BETWEEN  
ROGER SHINTAKU  
SALTON SEA AUTHORITY  
AND  
COUNTY OF RIVERSIDE**

This Second Amendment ("Second Amendment") to the Employment Agreement between Roger Shintaku ("Shintaku"), Salton Sea Authority ("SSA"), and County of Riverside ("County") dated December 18, 2012 ("Agreement") and subsequent First Amendment dated August 20, 2013 ("First Amendment") is made and effective as of January 1, 2014, between Shintaku, SSA, and County. In consideration of the mutual covenants and conditions set forth herein, the parties agree to as follows:

**1. Term.**

This Second Amendment shall be effective as of January 1, 2014, and shall remain and continue in effect during the term of the Agreement, or until further amended by the Parties.

**2. Compensation.**

Section 3(d) of the Agreement ("Compensation and Work Schedule") is hereby amended to provide that Shintaku shall receive a flexible benefit plan of \$823 per month (\$9,876 per annum).

**3. All Other Terms to Remain the Same.**

Except as expressly modified by this Second Amendment, all terms of the other provisions of the Agreement and First Amendment shall remain in full force and effect.

MAR 25 2014

3-6

IN WITNESS WHEREOF, the parties hereto have caused the Second Amendment to be executed as the day and year first above written.

SHINTAKU:

By: \_\_\_\_\_  
Roger Shintaku

SALTON SEA AUTHORITY:

By: \_\_\_\_\_  
James C. Hanks, Board President

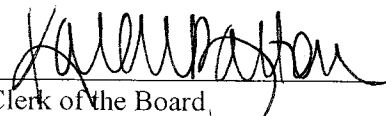
ATTEST:

By: \_\_\_\_\_  
Ryan Kelley, Secretary

COUNTY OF RIVERSIDE


By:  \_\_\_\_\_  
Chairman, Board of Supervisors  
**JEFF STONE**

ATTEST:

By:  \_\_\_\_\_  
Clerk of the Board

**KECIA HARPER-IHEM**

APPROVED:

By:  \_\_\_\_\_  
County Counsel