

**SIDE LETTER AGREEMENT TO THE 2023-2026 COUNTY GENERAL UNIT  
MEMORANDUM OF UNDERSTANDING BETWEEN THE COUNTY OF ORANGE  
AND ORANGE COUNTY EMPLOYEES ASSOCIATION**

This document shall serve as a Side Letter Agreement modifying the 2023-2026 County General Unit Memorandum of Understanding (“MOU”) between the County of Orange (“County”) and the Orange County Employees Association (“OCEA”) as reflected below. This Side Letter Agreement shall be effective beginning on the first day of the first full pay period after it is adopted by the County’s Board of Supervisors.

The parties agree to add the class of Senior Public Health Investigator to the provision on exceptional bilingual premium pay as follows:

Article I. Section 5. Premium Pay

D. Bilingual Pay

1. Except as provided in 2. below, qualified employees who meet the following criteria shall receive an additional forty (40) cents per hour (approximately sixty-nine [69] dollars per month) for all hours actually paid.
  - a. An employee must be assigned by departmental management to speak or translate a language in addition to English. This includes such specialized communication skills as sign language.
  - b. Employees must regularly and frequently speak and/or translate a second language, i.e., once daily.
  - c. To become qualified, employees must be certified as qualified by the Chief Human Resources Officer.

2. Exceptional Bilingual Pay

Qualified employees in the following classes who, in addition to meeting the criteria in 1.a., b. and c. above, are assigned by department management to perform exceptional bilingual duties that are essential to the performance of their professional and/or technical duties and responsibilities shall receive an additional seventy (70) cents per hour (approximately one hundred and twenty-one (121) dollars per month) for all hours actually paid:

Collection Officer  
Correctional Programs Technician  
Defense Investigator I  
Defense Investigator II  
Defense Investigator III

Defense Investigator Trainee  
 Family Support Officer  
 Financial Counselor I  
 Financial Counselor II  
 Financial Counselor III  
 Health Education Associate  
 Investigative Assistant I  
 Investigative Assistant II  
 Investigative Assistant, Sheriff  
 Paralegal  
 Paralegal Trainee  
 Public Defender Interviewer I  
 Public Defender Interviewer II  
 Public Health Investigator  
 Public Health Investigator Trainee  
 Senior Family Support Officer  
 Senior Paralegal *(new class added by BOS eff. 1/26/2024)*  
Senior Public Health Investigator *(class added by BOS eff. 5/1/2026)*

All other terms and conditions contained in the 2023-2026 County General Unit MOU executed between the County and OCEA not specifically amended by this Side Letter Agreement shall remain unchanged and be unaffected by this Side Letter Agreement.

**FOR ORANGE COUNTY EMPLOYEES ASSOCIATION:**

**FOR COUNTY OF ORANGE:**

\_\_\_\_\_  
 Charles Barfield Date  
 General Manager

\_\_\_\_\_  
 Jamie Newton Date  
 Chief Human Resources Officer

\_\_\_\_\_  
 Veronica Rodarte Date  
 Operations Manager

\_\_\_\_\_  
 Hetal Patel Date  
 Director, Employee & Labor Relations

\_\_\_\_\_  
 Nicole Cove Date  
 Classification & Compensation Manager

\_\_\_\_\_  
 Kathryn Singh, Date  
 Human Resources Manager, HCA

\_\_\_\_\_  
 Board of Supervisors Approval Date