

SIDE LETTER AGREEMENT TO THE 2023-2026 SUPERVISORY MANAGEMENT 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 Supervisory Management 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 County of Orange (County) and Orange County Employees Association (OCEA) agree as follows:

Employees within the Outreach & Engagement unit at the Office of Care Coordination holding the title of HCA Program Supervisor II (Title Code 7118SM) as of the effective date of implementation of the new Community Outreach occupational series will maintain their current title until they vacate their current position, at which time the position will be reallocated to the appropriate class within the Community Outreach classification.

Employees grandfathered pursuant to this Side Letter Agreement shall remain eligible to progress through the salary range of their current classification up to the maximum step. The parties agree that when a Community Outreach Program Supervisor is providing supervision to a grandfathered incumbent(s) in the class of HCA Program Supervisor II, the provision contained in Article II, Section 5, Subsection F of the 2023-2026 Supervisory Management Unit Memorandum of Understanding shall not apply. Article II, Section 5, Subsection F states, “As soon as practicable following adoption by the Board of Supervisors on or after June 30, 2023, the supervisory employee shall be paid at least two (2) steps higher than the maximum step of the pay range of their highest paid subordinate staff member, but not to exceed the top step of the pay range for their classification.” For all other purposes, incumbents will be treated as Community Outreach Field Supervisor (Title Code 7127SM) in accordance with the applicable MOU.

The parties agree that this Side Letter Agreement shall not serve as precedent, binding or otherwise, to any other classification represented by OCEA, excepting the matter resolved by this agreement. All other terms and conditions contained in the 2023-2026 Supervisory Management 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.

