

**SIDE LETTER AGREEMENT TO THE
2019-2023 SUPERVISORY MANAGEMENT UNIT
MEMORANDUM OF UNDERSTANDING BETWEEN
THE COUNTY OF ORANGE AND THE ORANGE COUNTY EMPLOYEES ASSOCIATION**

The County of Orange (County) and the Orange County Employees Association (OCEA) have met and conferred in good faith and reached an agreement on wages and other terms and conditions of employment for certain employees in classifications represented by the OCEA. The PARTIES agree to amend the provisions in Article I, Section 5 as set forth in the 2019-2023 Memorandum of Understanding (MOU) for the Supervisory Management Unit to include *Board Certification Pay* as provided below. This Side Letter is subject to approval by the County Board of Supervisors and shall be effective on the first day of the first pay period after adoption by the Board of Supervisors.

The County and OCEA agree that Article I, Section 5. of the 2019-2023 OCEA Supervisory Management Unit MOU will be modified to add Subsection S. entitled, "Board Certification Pay." The section shall read as follows:

Section 5. Premium Pay

S. Board Certification Pay

1. *For the purposes of this section, Board Certification shall mean those Board Certifications designated by a State of California or National Board.*
2. *Employees in pay status and assigned on a regular, full-time basis in the classifications of Supervising Therapist, California Children Services and Therapy Consultant, California Children Services, who are Board Certified in a Pediatric Specialty, shall receive, in addition to their salary, the equivalent of three hundred fourteen dollars (\$314) monthly (approximately one hundred forty-five dollars (\$145) bi-weekly.)*
3. *Employees in part-time regular or part-time limited-term positions shall receive pro-rata Board Certification pay in bi-weekly segments.*

All other terms and conditions contained in the 2019-2023 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.

FOR OCEA

Charles Barfield Date
General Manager

Aaron Peardon Date
Sr. Labor Relations Representative

FOR THE COUNTY OF ORANGE:

Tom Hatch Date
Chief Human Resources Officer

Colette Farnes Date
Director, Employee & Labor Relations

Susie Baker Date
Manager, Classification & Compensation