

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

This document shall serve as a Side Letter Agreement to modify the 2019-2023 Memoranda of Understanding (MOUs) between the County of Orange (County) and the Orange County Employees Association (OCEA) for the Healthcare Professional (HP) unit. This Side Letter shall be effective on the first day of the first full pay period after adoption by the Board of Supervisors.

The parties agree to the following modifications to the Jail Salary Supplement and Comprehensive Care Nurse Jail Incentive.

Article I, Section 4.E. Jail Salary Supplement

1. An employee classified in one of the classes listed below who is permanently assigned to the Central Jail/Intake/Release Center (including Correctional Medical Services), Theo Lacy Branch Jail or James Musick Facility shall, in addition to biweekly salary, be paid an additional ~~seventy five (75) cents~~ **one dollar and fifty (1.50) cents** per hour for all paid hours:

~~Behavioral Health Clinician I~~  
~~Behavioral Health Clinician II~~  
Clinical Psychologist I  
Clinical Psychologist II  
~~Clinical Social Worker I~~  
~~Clinical Social Worker II~~  
~~Comprehensive Care Physician Assistant I~~  
~~Comprehensive Care Physician Assistant II~~  
Dental Assistant I  
Dental Assistant II  
Dental Hygienist  
Dentist  
~~Marriage Family Therapist I~~  
~~Marriage Family Therapist II~~  
~~Medical Assistant~~  
Pharmacist  
Physician I – Correctional  
Physician II – Correctional  
Physician III – Correctional  
~~Physician Assistant I~~  
~~Physician Assistant II~~  
~~Physician Specialist~~  
Psychiatrist  
~~Psychologist I~~  
~~Public Health Medical Officer I~~

2. Comprehensive Care Nurse Jail Incentive



**Side Letter Agreement**  
**Between the County of Orange (“County”),**  
**the County of Orange Social Services Agency (“Department”), and**  
**the Orange County Employees Association (“OCEA”) Community Services Unit**  
**November 30, 2022**

The County, Department, and OCEA have conferred, and in good faith, reached an agreement pertaining to a **limited-time, State grant funded premium pay** for eligible Senior Social Workers and Senior Social Services Supervisors assigned to Children & Family Services Emergency Response Programs. The following terms will be effective as of the first day of the first full pay period following approval by the Board of Supervisors. This limited-time premium pay will **cease at the end of the grant term**, which is **June 30, 2025**:

1. Emergency Response Assignment Pay – Sr. Social Workers

A. Eligibility:

Senior Social Workers must meet the following criteria to be eligible for Emergency Response Assignment Pay:

1. Employee is assigned to an Emergency Response Program.
2. Employee must be on active full rotation for immediate and 10-day response child abuse investigations. Full rotation is defined as receiving at least nine (9) referrals per month.
3. Employee is in active status. Employees in a transitional work assignment are not eligible for Emergency Response Assignment pay.

B. Compensation:

1. Eligible Senior Social Workers shall be paid, in addition to their regular salary, the equivalent of one hundred six dollars and fifteen cents (\$106.15) biweekly (approximately two hundred thirty [230] dollars per month).
2. In the event an eligible employee is not in active status for a portion of a pay period, Emergency Response Assignment pay shall be based on the ratio of hours actually worked to hours in a pay period (eighty [80] hours).

2. Emergency Response Assignment Pay – Sr. Social Services Supervisors

- A. Senior Social Services Supervisors who are assigned to an Emergency Response Program, shall be paid, in addition to their regular salary, the

equivalent of one hundred six dollars and fifteen cents (\$106.15) biweekly (approximately two hundred thirty [230] dollars per month).

- B. Senior Social Services Supervisors must be in active status to be eligible for Emergency Response Assignment pay. Employees in a transitional work assignment are not eligible for Emergency Response Assignment pay.
- C. In the event an eligible employee is not in active status for a portion of a pay period, Emergency Response Assignment pay shall be based on the ratio of hours actually worked to hours in a pay period (eighty [80] hours).

County of Orange:

OCEA:

\_\_\_\_\_  
Colette Farnes  
Chief Human Resources Officer

\_\_\_\_\_  
Charles G. Barfield  
General Manager

\_\_\_\_\_  
Jamie Newton  
Director, Employee & Labor Relations

\_\_\_\_\_  
Tia Grasso  
Associate General Counsel

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An Tran  
Director, Social Services Agency

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Hilda Juarez  
Human Resources Manager, SSA

\_\_\_\_\_  
Date

\_\_\_\_\_  
Date

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

