

**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

An employee in any of the below listed classes assigned to work in an adult or juvenile correctional or institutional facility shall, in addition to his or her regular pay, be paid ~~seventy-five (75) cents~~ one dollar and fifty (1.50) cents per hour for all hours paid.

Comprehensive Care Licensed Vocational Nurse  
 Comprehensive Care Nurse I  
 Comprehensive Care Nurse II  
 Comprehensive Care Nurse Practitioner I  
 Comprehensive Care Nurse Practitioner II

- 3. Jail Salary Supplement and Comprehensive Care Nurse Jail Incentive shall not apply to workers' compensation supplement pay or be used as a base rate for overtime, other premium pay, etc., unless otherwise.

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

ORANGE COUNTY EMPLOYEES ASSOCIATION:

COUNTY OF ORANGE:

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

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

\_\_\_\_\_  
 Aaron Peardon Date  
 Sr. Labor Relations Representative

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

\_\_\_\_\_  
 Veronica Rodarte Date  
 Sr. Labor Relations Representative

\_\_\_\_\_  
 Susie Baker Date  
 Manager, Classification & Compensation

\_\_\_\_\_  
 Dr. Clayton Chau Date  
 Director, Health Care Agency

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