

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

An Tran
Director, Social Services Agency

Hilda Juarez
Human Resources Manager, SSA

Date

Date

Board of Supervisors Approval Date