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

This side-letter agreement between OCEA and the County memorializes the intent and agreement of both parties regarding provisions of the County Healthcare Professional (HP) Unit Memorandum of Understanding ("MOU") described herein.

Effective on the first day of the first pay period after adoption by the Board of Supervisors all regular and limited term employees in pay status and assigned on a regular, full-time basis in the classification of Behavioral Health Nurse, who voluntarily reduce to Public Health Nurse Trainee, will not be required to take a reduction in pay. When an employee transitions from the classification of Behavioral Health Nurse to the classification of Public Health Nurse Trainee, formerly known as Public Health Nurse I, the salary shall be treated as a reassignment. The newly transitioned Public Health Nurse Trainee shall remain on the Behavioral Health Nurse salary schedule and remain at the same salary step.

A new merit increase eligibility date shall be established which shall be the first day of the pay period following completion of the first twenty-six (26) weeks of service in the new class. Any merit increases granted as a Public Health Nurse Trainee shall not exceed the top-step of the Behavioral Health Nurse salary scale. The reassigned employee shall serve a promotional probation period in accordance with Article III, Section B.

If the Public Health Nurse Trainee promotes to Public Health Nurse or any other classification with a higher salary range than Behavioral Health Nurse, the promotion will be subject to Article II Section 4. of the MOU titled *Salary on Promotion*.

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

FOR OCEA:		FOR THE COUNTY OF ORANGE:		
 Charles Barfield	Date	Colette Farnes	 Date	
General Manager		Chief Human Resource	Chief Human Resources Officer	
 Aaron Peardon	 Date	Susan Rohde	 Date	
Sr. Labor Relations Representative		Interim Director, Employee & Labor Relations		
		Susie Baker	Date	
		Manager, Classification	er, Classification & Compensation	