

**SIDE LETTER AGREEMENT TO THE
2019-2023 MEMORANDUM OF UNDERSTANDING
BETWEEN THE COUNTY OF ORANGE AND THE
ORANGE COUNTY MANAGERS ASSOCIATION**

The County of Orange (County) and the Orange County Managers Association (OCMA) agree to revise the provisions in Article III, Section 1.B. as set forth in the 2019-2023 Memorandum of Understanding as provided below. This Agreement is effective as of the first day of the first full pay period following approval by the Board of Supervisors.

ARTICLE III LEAVE PROVISIONS

Section 1. Sick Leave

B. Permitted Uses of Sick Leave

Sick leave may be applied to:

- 9. An absence due to an air pollution alert which prevents the employee from traveling to his or her work location.

10. After exhaustion of annual leave balances (as required in Art. V, Sec.4.B.) up to eight (8) hours of sick leave per fiscal year may be donated as a part of the County's Catastrophic Leave Donation plan.

County of Orange:

OCMA:

Tom Hatch
Chief Human Resources Officer

Greg Boston
President

Colette Farnes
Director, Employee & Labor Relations

Mark McDorman
OCMA Executive Director

Date

Date