

**Letter of Agreement
Between the County of Orange (“County”)
and
the Orange County Employees Association (“OCEA”)**

The County and OCEA agree to the following modifications to be incorporated into the 2019-2023 Memoranda of Understanding (“MOU”) for all OCEA bargaining units effective on the first day of the first pay period after adoption by the Board of Supervisors. The modifications are set forth below.

This Letter of Agreement does not impact or change any current classifications receiving Safety Work Boots as outlined in the respective MOUs between OCEA and the County of Orange.

ARTICLE VIII REIMBURSEMENT PROGRAMS

Section 4. Boots (Section 3. for the Office Services Unit and Section 5. for the Supervisory Management Unit)

- E. A Department Head in conjunction with Risk Management and/or the Department Safety Manager may authorize provision of safety work boots through a boot-mobile, voucher, or a reimbursement of a maximum of \$150 per fiscal year for the term of this MOU for additional classifications/employees per the following parameters:
- As a result of their duties, the employees are required to wear safety compliant work boots.
 - There is written documentation on file of the Risk Management and/or the Department Safety Manager assessment and the justified business need for the employees to wear safety compliant work boots.
 - There is written documentation on file detailing the classifications that qualify for safety work boots. The documentation shall be based on classifications within the department or specific division/s - unit/s.
 - If the safety work boots are not required to be worn frequently (e.g., twice weekly, the Department Head may authorize provision of safety work boots on a less frequent basis).
 - The department is able to absorb any increased costs within its existing budget.
 - If a department implements a program to provide safety work boots through a boot mobile and/or voucher system, the employees will no longer be entitled to the safety work boot reimbursement.
- F. Each department has the option to implement specific safety work boot policies for employees in the designated and/or approved classifications who are required to wear compliant protective footwear.

ORANGE COUNTY
EMPLOYEES ASSOCIATION

COUNTY OF ORANGE

Charles Barfield
General Manager

Tom Hatch
Chief Human Resources Officer

Aaron Peardon
Senior Labor Relations Representative

Colette Farnes
Director, Employee & Labor Relations

Marc Gallonio
Senior Employee & Labor Relations
Manager