

SIDE LETTER AGREEMENT TO THE 2023-2026 SUPERVISORY MANAGEMENT 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 2023-2026 Memoranda of Understanding (MOU) between the County of Orange (County) and the Orange County Employees Association (OCEA) for the Supervisory Management (SM) 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 modification to the Jail Salary Supplement Premium Pay.

E. Jail Salary Supplement

1. An office services supervisor who is permanently assigned to the Central Jail/Intake/Release Center (including Correctional Medical Services), Headquarters Records, James A. Musick Facility, Theo Lacy Branch Jail, or Warrant Bureau shall, in addition to his or her biweekly salary, be paid an additional seventeen (\$0.17) cents per hour (approximately thirty dollars [\$30] per month) for all paid hours until the new rate provided below is effective.

Effective as soon as practicable following adoption by the Board of Supervisors on or after June 30, 2023, and to be implemented following completion of an audit within 90 days to confirm only qualifying positions within eligible classifications and assigned to work in a correctional setting are receiving the premium pay, eligible employees will be paid an additional seventy-five cents (\$0.75) per hour (approximately one hundred thirty dollars [\$130] per month) for all hours paid.

2. An HCA Service Chief I or II who is permanently assigned to the Central Jail/Intake/Release Center (including Correctional Medical Services), Headquarters Records, James A. Musick Facility, Theo Lacy Branch Jail, or Warrant Bureau shall, in addition to his or her biweekly salary, be paid an additional seventy-five (\$0.75) cents per hour (approximately one-hundred and thirty dollars [\$130] per month) for all paid hours until the new rate provided below is effective.

Effective as soon as practicable following adoption by the Board of Supervisors on or after June 30, 2023, and to be implemented following completion of an audit within 90 days to confirm only qualifying positions within eligible classifications and assigned to work in a correctional setting are receiving the premium pay, eligible employees will be paid an additional one dollar and fifty-cents (\$1.50) per hour (approximately two hundred sixty dollars [\$260] per month) for all hours paid.

3. An employee in the classification of Craft Supervisor I/Electrical, Mechanical, Craft Supervisor I/Structural and Craft Supervisor II who is permanently assigned to the Central Jail/Intake/Release Center, Theo Lacy Branch Jail or James Musick Facility shall receive, in addition to biweekly salary, an additional seventy-five (\$0.75) cents per hour for all hours paid until the new rate provided below is effective.

