

SIDE LETTER AGREEMENT TO THE 2014-2017 ADMINISTRATIVE MANAGEMENT UNIT MEMORANDUM OF UNDERSTANDING BETWEEN THE COUNTY OF ORANGE AND THE ORANGE COUNTY MANAGERS ASSOCIATION

The County of Orange ("County"), together with the Health Care Agency ("HCA"), and Orange County Managers Association ("OCMA" or "the union") agree as follows to resolve a salary compaction issue for the Medical Directors in the Administrative Manager III – Specialty (8014MA) classification resulting from market salary increases approved by the Board of Supervisors on August 9, 2016 for physicians in the Health Care Agency, Correctional Health Services Division.

Article I, Section 2 (C) (General Salary Provisions), of the 2014 -2017 Administrative Management Unit Memorandum of Understanding (MOU) between the County and OCMA currently restricts placement of salaries in the outstanding performance component of the Administrative Manager salary ranges as follows:

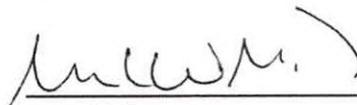
Article I, Section 2. General Salary Provisions

C. The outstanding performance component of the Administrative Manager salary ranges shall not be used for the purpose of recruiting, market adjustment or other non-performance related reasons. Under no circumstances shall the outstanding performance component of the Administrative Management salary ranges be utilized for salary adjustments outside of a Board adopted and funded performance management program.

Effective beginning with the first full pay period following approval and adoption of this Side Letter Agreement by the County's Board of Supervisors, incumbents in the Administrative Manager III Specialty classification who are licensed physicians assigned to supervise employees in the Correctional Physician classification series may be placed at any rate within the salary range, including the outstanding performance area, in order to maintain at least a 5.5% salary differential above their highest paid subordinate.

All other terms and conditions contained in the 2014-2017 Administrative Management Unit MOU executed between the County and OCMA not specifically addressed in this Side Letter Agreement shall remain unchanged and be unaffected by this Side Letter Agreement.

OCMA:



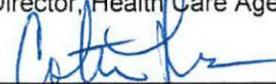
Mark McDorman
OCMA Executive Director

10-28-16
Date

County of Orange:

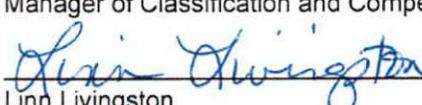


Mark Refowitz
Director, Health Care Agency



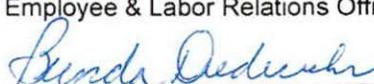
Colette Farnes
Manager of Classification and Compensation

10/28/16
Date



Linn Livingston
Employee & Labor Relations Officer

10/28/16
Date



Brenda Diederichs
Chief Human Resources Officer

10/31/16
Date