

**COUNTY OF ORANGE AND ORANGE COUNTY MANAGERS ASSOCIATION  
P4P AGREEMENT POINTS  
January 25, 2010**

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OCMA and the County agree to the following terms regarding the October 8, 2010 P4P processing and performance increases:

1. The P4P Timeline for the evaluation process to be completed for the January 1, 2009 through December 31, 2009 evaluation period will be extended to February 26, 2010.
2. Managers will be notified of their performance ratings and applicable performance rewards during the week of March 1 through March 5, 2010.
3. Managers who have received notification of their performance reward will receive the performance reward provided they are an active (full-time or part-time regular or limited-term) employee in a classification represented by OCMA as of October 8, 2010.
4. Managers will not receive the performance reward if they are no longer an active (full-time or part-time regular or limited-term) employee in a classification represented by OCMA as of October 8, 2010.
5. All reward payment options, such as base pay increase, lump sum or annual leave hours, will be available to eligible managers.

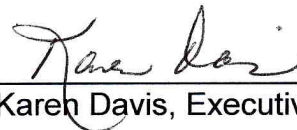
**County of Orange**



Carl H. Crown, Human Resources  
Director

1/29/10  
Date

**OCMA**



Karen Davis, Executive Director

1-25-10  
Date