

# Attachment A – Side Letter Agreement between the County and OCMA

## County of Orange/Orange County Managers Association (OCMA) Side Letter Agreement

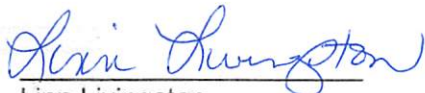
The County of Orange (County) and Orange County Managers Association (OCMA) agree to the following terms to provide for equity salary increases in addition to the current equity process contained in Article XX, Section 3 of the 2014-2017 Administrative Management Memorandum of Understanding (MOU). This Agreement is effective as of the first day of the first full pay period following approval by the Board of Supervisors.

1. An Agency/Department Head may request approval from the Chief Human Resources Officer (CHRO) and the County Executive Officer (CEO), or his/her designee, to provide additional individual salary increases for regular or limited term employees which shall not exceed twelve (12) percent in any twelve (12) month period; however, no such increase shall cause an employee's salary to exceed the advertised maximum rate of the applicable salary range. In determining the amount of the salary increase, the Agency/Department Head shall consider factors such as: internal salary relationships, position responsibilities, length of service in current assignment, external market data and sound management principles.
2. Nothing in this Agreement shall limit or prohibit the CHRO from requesting approval from the CEO to implement a salary increase when an adjustment is required to ensure compliance with applicable law related to legally protected characteristics including gender, race or ethnicity.
3. This agreement shall apply to the following classifications in the Administrative Management Unit: Administrative Manager I (including Probation Management), Administrative Manager II (including Probation Management), Administrative Manager III (including Probation Management), Administrative Manager III (Specialty).
4. This Agreement may be executed on separate signature pages. Signature pages served by facsimile or electronic mail will be considered validly executed.

County of Orange:



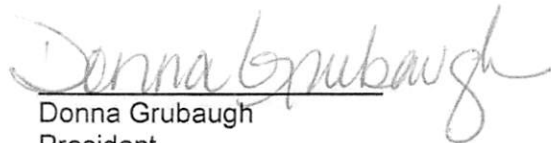
Brenda Diederichs  
Chief Human Resources Officer



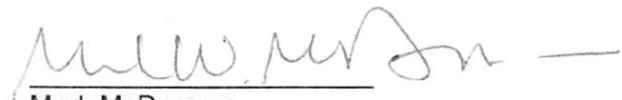
Linn Livingston  
Assistant HRS Director (Interim)

1/24/2017  
Date

OCMA:



Donna Grubaugh  
President



Mark McDorman  
OCMA Executive Director

1-19-2017  
Date