



DEPARTMENT OF HUMAN RESOURCES

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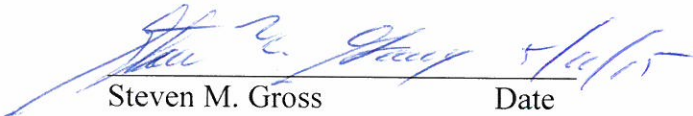
May 11, 2015

Re: CSEA Agreement, Article 29, Disciplinary Procedure

This letter serves to confirm the parties' understanding of the above subject.

Effective upon ratification by CSEA and the Orange County Legislature, the CSEA Memorandum of Agreement for 2012 through 2018, Article Twenty-Nine, Disciplinary Procedure, Section 2: that discipline will consist of only one of the penalties listed in that section.

This is acknowledged by signature on behalf of Orange County Government and CSEA by signing below.



Steven M. Gross Date
Commissioner of Human Resources



Colleen Davies Date
CSEA Labor Relations Specialist