

**RESOLUTION NO. 11460**

**A RESOLUTION OF THE CITY COUNCIL OF THE  
CITY OF ORANGE ESTABLISHING A LETTER OF  
UNDERSTANDING BETWEEN THE CITY OF ORANGE  
AND THE CITY OF ORANGE POLICE ASSOCIATION  
EFFECTIVE JULY 1, 2023, THROUGH JUNE 30, 2026**

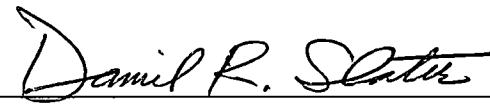
**WHEREAS**, the City of Orange (“City”) and the City of Orange Police Association (“Association”) have met and conferred in accordance with the requirements of the Meyers-Milias-Brown Act; and

**WHEREAS**, the City and the Association have reached agreement on wages, salaries, and other terms and conditions of employment effective July 1, 2023, through June 30, 2026; and

**WHEREAS**, the City Council of the City of Orange has consulted with the City Manager and Human Resources Director concerning the proposed employment terms contained in the attached Letter of Understanding.

**NOW, THEREFORE, BE IT RESOLVED** by the City Council of the City of Orange that the attached Letter of Understanding is approved and incorporated by reference as Exhibit “A.”

**ADOPTED** this 23rd day of May 2023.

  
\_\_\_\_\_  
Daniel R. Slater, Mayor, City of Orange

**ATTEST:**

  
\_\_\_\_\_  
Pamela Coleman, City Clerk, City of Orange

Attachment: Exhibit “A”

STATE OF CALIFORNIA )  
COUNTY OF ORANGE ) ss.  
CITY OF ORANGE )

I, PAMELA COLEMAN, City Clerk of the City of Orange, California, do hereby certify that the foregoing Resolution was duly and regularly adopted by the City Council of the City of Orange at a regular meeting thereof held on the 23rd day of May 2023, by the following vote:

AYES: COUNCILMEMBERS: Barrios, Dumitru, Tavoularis, Gyllenhammer, Bilodeau, and Slater

NOES: COUNCILMEMBERS: None

ABSENT: COUNCILMEMBERS: Gutierrez

ABSTAIN: COUNCILMEMBERS: None

Pamela Coleman, City Clerk, City of Orange

## EXHIBIT “A”

### A LETTER OF UNDERSTANDING BETWEEN THE CITY OF ORANGE AND THE CITY OF ORANGE POLICE MANAGEMENT ASSOCIATION EFFECTIVE JULY 1, 2023, THROUGH JUNE 30, 2026

This Letter of Understanding (“LOU”) is entered into by and between the City of Orange and the City of Orange Police Management Association.

#### Recitals

A. The City of Orange (“City”) and the City of Orange Police Association (“Association”) hereby enter into this LOU effective July 1, 2023.

B. The parties agree to incorporate the language addressed in this LOU into a new Memorandum of Understanding (“New MOU”), once both parties have the opportunity to review and concur on any and all language changes that will become part of the New MOU. A New MOU document will be presented to the City Council at a future meeting for its approval.

C. All references to the “MOU” in this LOU shall be to that Memorandum of Understanding by and between the City and Association adopted by the City Council by Resolution No. 11277 on November 10, 2020, and Resolution No. 11341 on June 8, 2021. Except as to those provisions which expressly expired and/or those provisions expressly addressed by this LOU, the terms and conditions of the MOU remain operative until the New MOU is approved and adopted.

#### AGREEMENT

##### **1. Term and Effective Date.**

The term of this LOU shall be from July 1, 2023, through June 30, 2026, and will become effective upon ratification by the Association membership and approval of the City Council.

##### **2. Salary (Appendix “A”).**

- Effective the pay periods beginning June 18, 2023 and June 30, 2024, a base salary increase of 5.0% shall be granted for sworn members.
- Effective the pay period beginning June 29, 2025, a base salary increase of 2.0% shall be granted for sworn members.
- Effective the pay periods beginning June 18, 2023, June 30, 2024, and June 29, 2025, a base salary increase of 3.0% shall be granted for non-sworn members.

### **3. Working Out of Classification.**

Modify Article IV to reflect that the City may work employees out of classification up to four (4) days within a work week. Working out of classification pay triggers at day five (5).

### **4. Health/Life Insurance.**

- Modify Article XVIII, Section 1(A) to reestablish the 2-Party tier medical plan effective January 1, 2024, and increase the City's monthly contribution as follows:

| Effective Dates | Single     | 2-Party    | Family     |
|-----------------|------------|------------|------------|
| January 1, 2023 | \$1,401.00 | N/A        | \$1,895.00 |
| January 1, 2024 | \$1,426.00 | \$1,620.00 | \$1,970.00 |
| January 1, 2025 | \$1,451.00 | \$1,670.00 | \$2,045.00 |
| January 1, 2026 | \$1,476.00 | \$1,720.00 | \$2,120.00 |

- Modify Article XVIII, Section 1(C) to state that the parties agree that the cash in lieu medical waiver will remain fixed indefinitely at \$1,295.00 for everyone hired before March 29, 2020. For all employees hired on or after March 29, 2020, and waive medical, the cash in lieu amount of \$400.00 still applies.
- Modify Article XVIII, Section 3 to increase life insurance benefit from \$40,000.00 to \$50,000.00.

### **5. Call Back Compensation.**

Modify Article VIII, Section 1 to increase call back compensation from a minimum of two (2) hours to a minimum of three (3) hours.

### **6. Special Assignment and Special Pay.**

- Modify Article X, Section 2(D) Training Premium provision to increase sworn personnel from \$275.00 per month to \$475.00 per month during the period of such assignment. Add non-sworn eligibility classification of Parking Control Officer II. Non-sworn personnel remain at \$275.00 per month during the period of such assignment.
- Modify Article X, Section 2(E) Bilingual Premium provision to increase from \$275.00 to \$300.00 per month.
- Modify Article X, Section 2(F) Canine Officer off-duty care provision to increase to \$17.00 per hour, or \$204.00 per month.
- Create Drug Recognition Expert Incentive Pay at \$250.00 per month.

- Expand Special Assignment definition pay to include Driving Under Influence (DUI) Team, Homeless Engagement and Resource Team (HEART), and Bike Team to receive rotator compensation at 5.0%.
- Modify Article X, Section 2(O), effective June 18, 2023, to establish 10-year tier and modify 15 and 20-year longevity pay as follows:

| Effective Date | 10 Years of Service | 15 Years of Service | 20 Years of Service | 25 Years of Service |
|----------------|---------------------|---------------------|---------------------|---------------------|
| Current        | --                  | \$150.00            | \$300.00            | \$500.00            |
| June 18, 2023  | \$200.00            | \$300.00            | \$400.00            | \$500.00            |

## **7. Educational Reimbursement & Professional Development.**

- Modify Article XI, Section 3 to increase educational reimbursement provision from \$1,250.00 to \$1,500.00 per fiscal year.
- Expand provision to allow for professional development for Peace Officer Standards and Training (POST) approved courses for registration fee only. Travel, per diem, or lodging are ineligible.

## **8. Holidays.**

Modify Article XIII, Section 1(B) to increase police holiday hours from 100 to 105 per calendar year effective January 1, 2024.

## **9. Establishment of Retirement Health Savings Plan (RHSP).**

Retirement Health Savings Plan (RHSP) to be established by City for all covered by Association to allow eligible sick leave payout upon retirement.

## **10. Sick Leave Payout.**

Modify Article XVI, Section 5(G)(2) to increase sick leave payout upon retirement from 352 hours to 450 hours.

## **11. Reclassification.**

Reclassify member from Police Management Association to Association as Forensic Services Specialist.

## **12. Residency Requirement.**

All personnel hired (after June 25, 2023, following approval and adoption of this Agreement) by the Orange Police Department shall be a permanent and full-time resident of the State of California and reside no further than one hundred (100) road miles from Police Headquarters. This presumes that a substantial portion of that distance will be traveled at freeway speed and that personnel can report to Police Headquarters within ninety (90) minutes of the request for call back. Employees hired before June 25, 2023, with continuous City of Orange employment (with no break in service) are exempt.

### **13. Limited Reopener.**

Incorporate new Article into MOU as follows:

The City may reopen Article III (Salaries) and/or Article XIV, Section 3 (Vacation Conversion) of the MOU for negotiations during the 2023/2024 or 2024/2025 fiscal years through a limited reopener subject to the requirements set forth in this Article. In order for the City to invoke this limited reopener:

- 1) There must be a fiscal year-over-year (from 2021/2022 to 2022/2023, or, from 2022/2023 to 2023/2024) decrease in net sales tax revenue received by the City greater than 10%; and
- 2) The City must provide written notice of its request and intent to reopen MOU negotiations for this limited purpose to the Association during the following dates: December 15, 2023 through January 15, 2024, or, December 15, 2024 through January 15, 2025.

Upon receipt of such timely request, the parties agree to meet and confer in good faith on the article(s) requested for reopening. Any changes to the MOU arising out of this limited reopeners shall be by mutual written agreement. It is the expressed intent of the parties that the language pertaining to this limited reopeners is included in the current MOU only and expires June 30, 2026. Any inclusion of a like or similar article in future MOUs will be subject to the meet and confer process.

### **14. Employer-Employee Labor Relations Resolution.**

Parties have met and discussed Employer-Employee Labor Relations Resolution which shall be brought forward to City Council at a future date once all City bargaining groups have had an opportunity to review.

### **15. Language Cleanup.**

Parties have agreed to incorporate several language changes into the New MOU to further clarify existing MOU provisions. There is no additional fiscal impact for these language changes.

### **16. Status of MOU.**

Except as specifically provided and amended herein, the terms and conditions of the MOU shall govern the provisions of wages, salaries, and other benefits for all covered employees. This LOU shall not be interpreted to extend and/or limit any other rights, benefits, or compensation of either party except as specifically provided herein, and both this LOU and the New MOU shall expire on June 30, 2026.

**City of Orange**

Dated:

06/05/2023

By:

Monica Espinoza

Monica Espinoza, Human Resources Director

**City of Orange Police Association**

Dated:

6/5/23

By:

Augusto C. Rocha

Augusto C. Rocha, President

APPROVED AS TO FORM:

Mary E. Binning

Mary E. Binning, City Attorney

## APPENDIX "A"

### CITY OF ORANGE POLICE ASSOCIATION MONTHLY SALARY RANGES

**EFFECTIVE JUNE 19, 2022**

**4.0% Increase for Non-Sworn Classifications**

**4.0% Increase for Sworn Classifications**

| CLASSIFICATION TITLE                   | RANGE | STEP A | STEP B | STEP C | STEP D | STEP E | STEP F | STEP G |
|--|-------|--------|--------|--------|--------|--------|--------|--------|
| Civilian Investigative Officer         | 527P  | 4940   | 5192   | 5457   | 5735   | 6028   | 6335   | 6588   |
| Court Liaison Officer                  | 517P  | 4700   | 4939   | 5191   | 5456   | 5734   | 6027   | 6268   |
| Crime Prevention Specialist            | 535P  | 5141   | 5403   | 5679   | 5969   | 6273   | 6593   | 6856   |
| Forensic Services Specialist           | 527P  | 4940   | 5192   | 5457   | 5735   | 6028   | 6335   | 6588   |
| Homeless Outreach Specialist           | 523P  | 4842   | 5089   | 5349   | 5622   | 5908   | 6210   | 6458   |
| Parking Control Officer II             | 494P  | 4191   | 4404   | 4629   | 4865   | 5112   | 5374   | 5588   |
| Police Administrative Assistant        | 507P  | 4471   | 4699   | 4939   | 5191   | 5455   | 5734   | 5963   |
| Police Armorer                         | 507P  | 4471   | 4699   | 4939   | 5191   | 5455   | 5734   | 5963   |
| Police Clerk                           | 486P  | 4026   | 4232   | 4448   | 4674   | 4913   | 5163   | 5370   |
| Police Code Enforcement Officer        | 560P  | 5824   | 6121   | 6433   | 6761   | 7106   | 7468   | 7767   |
| Police Dispatch Shift Supervisor       | 564P  | 5941   | 6244   | 6563   | 6897   | 7249   | 7619   | 7924   |
| Police Dispatcher                      | 546P  | 5431   | 5708   | 5999   | 6305   | 6627   | 6965   | 7243   |
| Police Jailer                          | 507P  | 4471   | 4699   | 4939   | 5191   | 5455   | 5734   | 5963   |
| Police Officer                         | 603P  | 7217   | 7586   | 7971   | 8378   | 8806   | 9254   | 9625   |
| Police Records Clerk                   | 486P  | 4026   | 4232   | 4448   | 4674   | 4913   | 5163   | 5370   |
| Police Records Shift Supervisor        | 546P  | 5431   | 5708   | 5999   | 6305   | 6627   | 6965   | 7243   |
| Police Services Officer                | 507P  | 4471   | 4699   | 4939   | 5191   | 5455   | 5734   | 5963   |
| Police Subpoenas & Warrants Specialist | 507P  | 4471   | 4699   | 4939   | 5191   | 5455   | 5734   | 5963   |
| Police Training Coordinator            | 517P  | 4700   | 4939   | 5191   | 5456   | 5734   | 6027   | 6268   |
| Police Volunteer Coordinator           | 535P  | 5141   | 5403   | 5679   | 5969   | 6273   | 6593   | 6856   |
| Property Officer                       | 521P  | 4794   | 5039   | 5296   | 5566   | 5850   | 6148   | 6394   |
| Senior Police Clerk                    | 506P  | 4449   | 4675   | 4914   | 5165   | 5428   | 5705   | 5933   |

## **APPENDIX "A" (CONTINUED)**

### **CITY OF ORANGE POLICE ASSOCIATION MONTHLY SALARY RANGES**

**EFFECTIVE JUNE 18, 2023**

**3.0% Increase for Non-Sworn Classifications**

**5.0% Increase for Sworn Classifications**

| <b>CLASSIFICATION TITLE</b>            | <b>RANGE</b> | <b>STEP</b> |
|--|--------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|
|  |              | <b>A</b>    | <b>B</b>    | <b>C</b>    | <b>D</b>    | <b>E</b>    | <b>F</b>    | <b>G</b>    |
| Civilian Investigative Officer         | 533P         | 5090        | 5350        | 5623        | 5909        | 6211        | 6527        | 6788        |
| Court Liaison Officer                  | 523P         | 4842        | 5089        | 5349        | 5622        | 5908        | 6210        | 6458        |
| Crime Prevention Specialist            | 541P         | 5297        | 5568        | 5851        | 6150        | 6463        | 6793        | 7065        |
| Forensic Services Specialist           | 533P         | 5090        | 5350        | 5623        | 5909        | 6211        | 6527        | 6788        |
| Homeless Outreach Specialist           | 529P         | 4990        | 5244        | 5512        | 5793        | 6088        | 6399        | 6654        |
| Parking Control Officer II             | 500P         | 4317        | 4538        | 4770        | 5013        | 5268        | 5537        | 5758        |
| Police Administrative Assistant        | 513P         | 4606        | 4842        | 5089        | 5348        | 5621        | 5908        | 6144        |
| Police Armorer                         | 513P         | 4606        | 4842        | 5089        | 5348        | 5621        | 5908        | 6144        |
| Police Clerk                           | 492P         | 4149        | 4360        | 4582        | 4817        | 5062        | 5320        | 5533        |
| Police Code Enforcement Officer        | 566P         | 6001        | 6307        | 6629        | 6966        | 7322        | 7695        | 8003        |
| Police Dispatch Shift Supervisor       | 570P         | 6121        | 6434        | 6762        | 7107        | 7469        | 7850        | 8164        |
| Police Dispatcher                      | 552P         | 5596        | 5882        | 6181        | 6497        | 6828        | 7176        | 7463        |
| Police Jailer                          | 513P         | 4606        | 4842        | 5089        | 5348        | 5621        | 5908        | 6144        |
| Police Officer                         | 613P         | 7586        | 7974        | 8379        | 8807        | 9256        | 9727        | 10117       |
| Police Records Clerk                   | 492P         | 4149        | 4360        | 4582        | 4817        | 5062        | 5320        | 5533        |
| Police Records Shift Supervisor        | 552P         | 5596        | 5882        | 6181        | 6497        | 6828        | 7176        | 7463        |
| Police Services Officer                | 513P         | 4606        | 4842        | 5089        | 5348        | 5621        | 5908        | 6144        |
| Police Subpoenas & Warrants Specialist | 513P         | 4606        | 4842        | 5089        | 5348        | 5621        | 5908        | 6144        |
| Police Training Coordinator            | 523P         | 4842        | 5089        | 5349        | 5622        | 5908        | 6210        | 6458        |
| Police Volunteer Coordinator           | 541P         | 5297        | 5568        | 5851        | 6150        | 6463        | 6793        | 7065        |
| Property Officer                       | 527P         | 4940        | 5192        | 5457        | 5735        | 6028        | 6335        | 6588        |
| Senior Police Clerk                    | 512P         | 4583        | 4818        | 5063        | 5322        | 5594        | 5878        | 6113        |

## **APPENDIX "A" (CONTINUED)**

### **CITY OF ORANGE POLICE ASSOCIATION MONTHLY SALARY RANGES**

**EFFECTIVE JUNE 30, 2024**

**3.0% Increase for Non-Sworn Classifications**

**5.0% Increase for Sworn Classifications**

| CLASSIFICATION TITLE                   | RANGE | STEP A | STEP B | STEP C | STEP D | STEP E | STEP F | STEP G |
|--|-------|--------|--------|--------|--------|--------|--------|--------|
| Civilian Investigative Officer         | 539P  | 5245   | 5512   | 5794   | 6089   | 6400   | 6725   | 6995   |
| Court Liaison Officer                  | 529P  | 4990   | 5244   | 5512   | 5793   | 6088   | 6399   | 6654   |
| Crime Prevention Specialist            | 547P  | 5458   | 5737   | 6029   | 6337   | 6660   | 7000   | 7279   |
| Forensic Services Specialist           | 539P  | 5245   | 5512   | 5794   | 6089   | 6400   | 6725   | 6995   |
| Homeless Outreach Specialist           | 535P  | 5141   | 5403   | 5679   | 5969   | 6273   | 6593   | 6856   |
| Parking Control Officer II             | 506P  | 4449   | 4675   | 4914   | 5165   | 5428   | 5705   | 5933   |
| Police Administrative Assistant        | 519P  | 4747   | 4989   | 5243   | 5510   | 5792   | 6087   | 6331   |
| Police Armorer                         | 519P  | 4747   | 4989   | 5243   | 5510   | 5792   | 6087   | 6331   |
| Police Clerk                           | 498P  | 4275   | 4493   | 4722   | 4963   | 5216   | 5482   | 5701   |
| Police Code Enforcement Officer        | 572P  | 6183   | 6498   | 6830   | 7178   | 7544   | 7929   | 8246   |
| Police Dispatch Shift Supervisor       | 576P  | 6308   | 6629   | 6968   | 7323   | 7696   | 8089   | 8412   |
| Police Dispatcher                      | 558P  | 5766   | 6060   | 6369   | 6694   | 7035   | 7394   | 7690   |
| Police Jailer                          | 519P  | 4747   | 4989   | 5243   | 5510   | 5792   | 6087   | 6331   |
| Police Officer                         | 623P  | 7974   | 8381   | 8807   | 9257   | 9730   | 10225  | 10634  |
| Police Records Clerk                   | 498P  | 4275   | 4493   | 4722   | 4963   | 5216   | 5482   | 5701   |
| Police Records Shift Supervisor        | 558P  | 5766   | 6060   | 6369   | 6694   | 7035   | 7394   | 7690   |
| Police Services Officer                | 519P  | 4747   | 4989   | 5243   | 5510   | 5792   | 6087   | 6331   |
| Police Subpoenas & Warrants Specialist | 519P  | 4747   | 4989   | 5243   | 5510   | 5792   | 6087   | 6331   |
| Police Training Coordinator            | 529P  | 4990   | 5244   | 5512   | 5793   | 6088   | 6399   | 6654   |
| Police Volunteer Coordinator           | 547P  | 5458   | 5737   | 6029   | 6337   | 6660   | 7000   | 7279   |
| Property Officer                       | 533P  | 5090   | 5350   | 5623   | 5909   | 6211   | 6527   | 6788   |
| Senior Police Clerk                    | 518P  | 4723   | 4964   | 5217   | 5483   | 5763   | 6057   | 6299   |

## **APPENDIX "A" (CONTINUED)**

### **CITY OF ORANGE POLICE ASSOCIATION MONTHLY SALARY RANGES**

**EFFECTIVE JUNE 29, 2025**

**3.0% Increase for Non-Sworn Classifications**

**2.0% Increase for Sworn Classifications**

| CLASSIFICATION TITLE                   | RANGE | STEP A | STEP B | STEP C | STEP D | STEP E | STEP F | STEP G |
|--|-------|--------|--------|--------|--------|--------|--------|--------|
| Civilian Investigative Officer         | 545P  | 5404   | 5680   | 5969   | 6274   | 6594   | 6930   | 7207   |
| Court Liaison Officer                  | 535P  | 5141   | 5403   | 5679   | 5969   | 6273   | 6593   | 6856   |
| Crime Prevention Specialist            | 553P  | 5624   | 5911   | 6212   | 6529   | 6862   | 7212   | 7501   |
| Forensic Services Specialist           | 545P  | 5404   | 5680   | 5969   | 6274   | 6594   | 6930   | 7207   |
| Homeless Outreach Specialist           | 541P  | 5297   | 5568   | 5851   | 6150   | 6463   | 6793   | 7065   |
| Parking Control Officer II             | 512P  | 4583   | 4818   | 5063   | 5322   | 5594   | 5878   | 6113   |
| Police Administrative Assistant        | 525P  | 4891   | 5141   | 5403   | 5678   | 5968   | 6272   | 6523   |
| Police Armorer                         | 525P  | 4891   | 5141   | 5403   | 5678   | 5968   | 6272   | 6523   |
| Police Clerk                           | 504P  | 4405   | 4629   | 4865   | 5114   | 5374   | 5648   | 5874   |
| Police Code Enforcement Officer        | 578P  | 6371   | 6696   | 7037   | 7396   | 7773   | 8170   | 8497   |
| Police Dispatch Shift Supervisor       | 582P  | 6499   | 6831   | 7179   | 7545   | 7930   | 8335   | 8668   |
| Police Dispatcher                      | 564P  | 5941   | 6244   | 6563   | 6897   | 7249   | 7619   | 7924   |
| Police Jailer                          | 525P  | 4891   | 5141   | 5403   | 5678   | 5968   | 6272   | 6523   |
| Police Officer                         | 627P  | 8134   | 8550   | 8985   | 9443   | 9926   | 10431  | 10849  |
| Police Records Clerk                   | 504P  | 4405   | 4629   | 4865   | 5114   | 5374   | 5648   | 5874   |
| Police Records Shift Supervisor        | 564P  | 5941   | 6244   | 6563   | 6897   | 7249   | 7619   | 7924   |
| Police Services Officer                | 525P  | 4891   | 5141   | 5403   | 5678   | 5968   | 6272   | 6523   |
| Police Subpoenas & Warrants Specialist | 525P  | 4891   | 5141   | 5403   | 5678   | 5968   | 6272   | 6523   |
| Police Training Coordinator            | 535P  | 5141   | 5403   | 5679   | 5969   | 6273   | 6593   | 6856   |
| Police Volunteer Coordinator           | 553P  | 5624   | 5911   | 6212   | 6529   | 6862   | 7212   | 7501   |
| Property Officer                       | 539P  | 5245   | 5512   | 5794   | 6089   | 6400   | 6725   | 6995   |
| Senior Police Clerk                    | 524P  | 4867   | 5115   | 5376   | 5650   | 5938   | 6241   | 6490   |