

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**

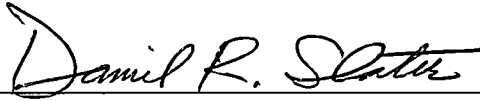
WHEREAS, the City of Orange ("City") and the City of Orange Police Association ("Association") have met and conferred in accordance with the requirements of the Meyers-Milias-Brown Act; and

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 reopener shall be by mutual written agreement. It is the expressed intent of the parties that the language pertaining to this limited reopener 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

City of Orange Police Association

Dated: 06/05/2023

Dated: 6/5/23

By: 
Monica Espinoza, Human Resources Director

By: 
Augusto C. Rocha, President

APPROVED AS TO FORM:


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

CLASSIFICATION TITLE	RANGE	STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G
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