



Agenda Item

Orange City Council

Item #: 3.20.

5/12/2026

File #: 26-0158

TO: Honorable Mayor and Members of the City Council

THRU: Jarad Hildenbrand, City Manager

FROM: Monica Espinoza, Human Resources Director

1. SUBJECT

Letters of Understanding between the City of Orange and the Orange City Firefighters, Inc. Local 2384 of the International Union of Fire Fighters AFL-CIO, the Orange City Fire Management Association, the City of Orange Police Association, and the City of Orange Police Management Association

2. SUMMARY

Resolution No. 11680 establishes a Letter of Understanding between the City of Orange and the Orange City Firefighters, Inc. Local 2384 of the International Union of Fire Fighters AFL-CIO effective July 1, 2026 through and including June 30, 2027.

Resolution No. 11681 establishes a Letter of Understanding between the City of Orange and the Orange City Fire Management Association effective July 1, 2026 through and including June 30, 2027.

Resolution No. 11682 establishes a Letter of Understanding between the City of Orange and the City of Orange Police Association effective July 1, 2026 through and including June 30, 2027.

Resolution No. 11683 establishes a Letter of Understanding between the City of Orange and the City of Orange Police Management Association effective July 1, 2026 through and including June 30, 2027.

3. RECOMMENDED ACTION

1. Adopt Resolution No. 11680. A Resolution of the City Council of the City of Orange establishing a Letter of Understanding between the City of Orange and the Orange City Firefighters, Inc. Local 2384 of the International Association of Fire Fighters, AFL-CIO effective July 1, 2026 through and including June 30, 2027.
2. Adopt Resolution No. 11681. A Resolution of the City Council of the City of Orange establishing a Letter of Understanding between the City of Orange and the Orange City Fire Management Association effective July 1, 2026 through and including June 30, 2027.
3. Adopt Resolution No. 11682. 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, 2026 through and including June 30, 2027.

4. Adopt Resolution No. 11683. 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 Management Association effective July 1, 2026 through and including June 30, 2027.

4. FISCAL IMPACT

Orange City Firefighters, Local 2384: The total cost is approximately \$572,200, of which \$550,700 is funded through the General Fund.

Orange City Fire Management Association: The total cost is approximately \$41,800, of which all is funded through the General Fund.

City of Orange Police Association: The total cost is approximately \$859,800, of which \$858,800 is funded through the General Fund.

City of Orange Police Management Association: The total cost is approximately \$265,700, of which \$259,400 is funded through the General Fund.

These adjustments are included in the FY27 budget.

5. STRATEGIC PLAN GOALS

Goal 1: Maintain Strong Emergency and Safety Services

Goal 4: Improve Employee Retention and Recruitment

6. DISCUSSION AND BACKGROUND

In February 2026, the City began the collective bargaining process with the Orange City Firefighters, Local 2384, the Orange City Fire Management, the City of Orange Police Association, and the City of Orange Police Management Association, collectively the "Parties". The current contracts between the Parties expire on June 30, 2026.

The Parties agree to incorporate these provisions into future Memoranda of Understanding in 2027. Until such time, all specified terms and conditions of employment set forth within Memoranda of Understandings (MOUs) and Side Letter Agreements (SLA) within Resolution Nos. 11521, 11627, 11516, 11657, 11598, and 11493 shall remain in full force and effect through and including June 30, 2027. Elements of the one-year contract extension include:

TERM	July 1, 2026 - June 30, 2027.
COMPENSATION	Effective June 28, 2026, 3.0% cost of living adjustment to base salary effective June 28, 2026. Annual Salary Tables are attached as Appendices A through D.
HOLIDAYS	Add the third Monday in January as Martin Luther King Jr. Holiday.
VACATION CONVERSION	Modify vacation conversion provision pursuant to the Internal Revenue Code Section 451 (Constructive Receipt).

PARITY AGREEMENT

If the City of Orange Police Association (COPA) negotiates and receives any additional base salary increases greater than three percent (3%) during the term of this Agreement, the same percentage increases shall automatically be applied to the base salaries of members of the Orange City Firefighters, Inc. Local 2384 of the International Association of Fire Fighters AFL-CIO, the Orange City Fire Management Association, and the City of Orange Police Management Association.

All groups took these terms to a vote of their membership and ratified the Tentative Agreement. City Council approval is required to finalize these agreements in the form of a Letter of Understanding.

7. ATTACHMENTS

- Attachment 1 Resolution No. 11680
- Attachment 2 Resolution No. 11681
- Attachment 3 Resolution No. 11682
- Attachment 4 Resolution No. 11683