

RESOLUTION NO. 11675

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF ORANGE ESTABLISHING A LETTER OF UNDERSTANDING BETWEEN THE CITY OF ORANGE AND THE ORANGE MANAGEMENT ASSOCIATION EFFECTIVE JULY 1, 2026 THROUGH AND INCLUDING JUNE 30, 2027

WHEREAS, the City of Orange, hereinafter referred to as "City", and the Orange Management Association bargaining unit, hereinafter referred to as "Association", collectively the "Parties", have met and conferred in accordance with requirements of the Meyers-Milias-Brown Act; and

WHEREAS, the Parties have reached agreement on wages, hours, and other terms and conditions of employment effective July 1, 2026, through and including June 30, 2027, and the City Council desires to enter into a Letter of Understanding (LOU) setting forth specified terms and conditions of employment for the Association's covered employees for the period of July 1, 2026, through and including June 30, 2027; and

WHEREAS, the Parties agree to incorporate the provisions of this LOU into a new Memorandum of Understanding (MOU) at a future date, and until then all specified terms and conditions of employment in Resolution No. 11632 remain operative; and

WHEREAS, all salary ranges for the classifications covered herein must be authorized by the City Council and published by the City in order for the salary range to be considered pension-reportable, pursuant to California Public Employees' Retirement System law; and

WHEREAS, the City Council has consulted with the City Manager and Human Resources Director concerning the proposed employment terms contained in the attached LOU;

NOW, THEREFORE, BE IT RESOLVED by the City Council of the City of Orange that the attached LOU is approved and incorporated by reference as Exhibit A as though fully set forth herein and furthermore authorizes staff to adjust the departmental salary and benefit accounts in the FY27 budget to reflect the cost of the contract provisions.

ADOPTED this ____ day of _____, 2026

Daniel R. Slater, Mayor, City of Orange

ATTEST:

Pamela Coleman, City Clerk, City of Orange

APPROVED AS TO FORM:

Nathalie Adourian, City Attorney, City of Orange

STATE OF CALIFORNIA)
COUNTY OF ORANGE)
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 ____ day of _____, 2026 by the following vote:

AYES: COUNCILMEMBERS:
NOES: COUNCILMEMBERS:
ABSENT: COUNCILMEMBERS:
ABSTAIN: COUNCILMEMBERS:

Pamela Coleman, City Clerk, City of Orange

EXHIBIT A

**A LETTER OF UNDERSTANDING
ENTERED INTO BY AND BETWEEN THE CITY OF ORANGE AND
THE ORANGE MANAGEMENT ASSOCIATION EFFECTIVE JULY 1, 2026
THROUGH AND INCLUDING JUNE 30, 2027**

This Letter of Understanding (LOU) is entered into by and between the City of Orange (the City) and the Orange Management Association (Association), collectively the “Parties”. The LOU contains agreed upon terms and conditions of employment of the Association, including salary and benefit adjustments, for the period of July 1, 2026, through and including June 30, 2027.

In February 2026, the City and the Association met and engaged in the Meet and Confer process to establish its next contract. These discussions resulted in this LOU between the City and the Association, who have agreed to the following terms:

Term of Agreement

July 1, 2026, through and including June 30, 2027.

Salary Increases

Effective June 28, 2026, provide a three percent (3.0%) Cost of Living Adjustment to base salary for all covered classifications as incorporated in Appendix A.

No Furloughs or Layoffs

During the term of this agreement, the City shall not impose furloughs, reduction in work hours, or layoffs on any Association represented employees. This provision shall sunset on June 30, 2027, and will no longer be applicable after this date.

Labor-Management Working Group

During the term of this agreement, the City and the Association agree to establish a joint labor-management working group to evaluate and develop recommendations regarding alternative work schedules, including 4/10 work schedules, and telecommuting opportunities for eligible classifications represented by the Association. The working group shall convene within ninety (90) days of ratification of the LOU and meet regularly as mutually agreed.

Vacation Conversion

Amend Article XII Section 3 Vacation Conversion to implement Constructive Receipt language pursuant to the Internal Revenue Code. Revised Article to read:

An employee may convert up to 50% of their current annual vacation accrual into pay in lieu of time off with pay on an annual basis. An employee requesting such conversion must meet the eligibility requirements as set forth in Section 2 and may convert twice in a fiscal year, within the cap provisions stated above. Any exception to this provision requires the approval of the Human Resources Director.

On or before December 15, 2025, and every December 15th thereafter, a qualified employee who elects to cash out accrued vacation for the following year shall submit a written request to the Human Resources Department stating their irrevocable election(s).

The City shall administer the cash out twice annually, starting in June 2026 and every June and December thereafter. The City shall make the cash outs in the second paycheck in June and December. Such cash outs shall be paid at the employee's net salary hourly rate of pay.

Me-Too Parity Clause

Due to the unique circumstances of these negotiations, in the event any other bargaining group negotiates and receives any other monetary compensation increase during the term of this Agreement, including but not limited to specialty pays, incentive pays, premium pays, stipends, educational incentives, certification pay, longevity pay adjustments, one-time payments, bonuses, uniform allowances, holiday pay, or any other form of compensation that increases total cash remuneration, such increase(s) shall likewise be provided to members of the Orange Management Association under the same effective date, percentage or monetary value, and equivalent terms and conditions, unless expressly excluded by mutual written agreement of the Parties.

Memorandum of Understanding

The Parties agree to incorporate the provisions contained in this LOU into a successor Memorandum of Understanding (MOU) in 2027 and further agree that all terms within the existing MOU remain operative.

The Parties agree that except as specifically modified by this Amendment that this Amendment shall not modify any previously negotiated and agreed upon Memorandum of Understanding and that all such terms and conditions contained therein shall remain in full force and effect; notwithstanding the expiration of the term of any applicable MOU, the Association shall be entitled to the salary increases set forth in such LOU as provided in Appendix A.

Ratification and Execution

The Parties acknowledge that this LOU shall not be in full force and effect until ratified by the Association and adopted by the City Council of the City of Orange. Subject to the foregoing, this LOU is hereby executed by the authorized representative of the City and the Association and entered into on this ____ day of _____, 2026.

CITY OF ORANGE

**ORANGE MANAGEMENT
ASSOCIATION**

Dated: _____

Dated: _____

By: _____
Monica Espinoza, Human Resources Director

By: _____
Lisa Tamburelli, President

By: _____
Cody Kleen, Asst. Human Resources Director

By: _____
Michelle Rubio, OCEA Representative

APPROVED AS TO FORM:

Nathalie Adourian, City Attorney, City of Orange

APPENDIX A
ORANGE MANAGEMENT ASSOCIATION
ANNUAL SALARY RANGES

EFFECTIVE JUNE 28, 2026
3.0% Cost of Living Adjustment

CLASSIFICATION	A/1	B/2	C/3	D/4	E/5	F/6
BUILDING INSPECTION SUPERVISOR	\$90,092	\$94,702	\$99,510	\$104,590	\$109,930	\$115,529
CODE COMPLIANCE MANAGER	\$112,204	\$117,939	\$123,934	\$130,262	\$136,912	\$143,883
CODE COMPLIANCE SUPERVISOR	\$90,092	\$94,702	\$99,510	\$104,590	\$109,930	\$115,529
CONSTRUCTION INSPECTION SUPV	\$85,284	\$89,647	\$94,196	\$99,004	\$104,059	\$109,361
DEVELOPMENT PROJECT MANAGER	\$90,537	\$95,172	\$100,005	\$105,109	\$110,474	\$116,110
DIGITAL MARKETING COORDINATOR	\$79,537	\$83,591	\$87,855	\$92,329	\$97,038	\$101,995
ENVIRONMENTAL PROGRAM MANAGER	\$117,346	\$123,353	\$129,619	\$136,232	\$143,191	\$150,483
EQUIPMENT MAINT SUPERVISOR	\$89,647	\$94,233	\$99,016	\$104,071	\$109,386	\$114,948
FACILITIES MAINT SUPERVISOR	\$85,284	\$89,647	\$94,196	\$99,004	\$104,059	\$109,361
FINANCE COORDINATOR	\$79,932	\$83,999	\$88,300	\$92,799	\$97,520	\$102,501
FINANCE SUPERVISOR	\$88,312	\$92,824	\$97,545	\$102,526	\$107,754	\$113,242
HISTORIC PRESERVATION PLANNER	\$101,550	\$106,741	\$112,155	\$117,890	\$123,909	\$130,213
INFORMATION TECH SUPERVISOR	\$90,092	\$94,702	\$99,510	\$104,590	\$109,920	\$115,529
INFORMATION TECHNOLOGY SPECLST	\$79,537	\$83,591	\$87,855	\$92,329	\$97,038	\$101,995
LANDSCAPE COORDINATOR	\$90,537	\$95,172	\$100,005	\$105,109	\$110,474	\$116,110
LEGAL ASSISTANT	\$69,513	\$73,060	\$76,780	\$80,698	\$84,814	\$89,140
LIBRARY MANAGER I	\$91,909	\$96,606	\$101,513	\$106,704	\$112,142	\$117,853
LIBRARY MANAGER II	\$96,618	\$101,550	\$106,704	\$112,155	\$117,890	\$123,884
LIBRARY TECH/SUPPORT SVCS MGR	\$96,618	\$101,550	\$106,704	\$112,155	\$117,890	\$123,884
PARKS MAINTENANCE SUPERVISOR	\$85,284	\$89,647	\$94,196	\$99,004	\$104,059	\$109,361
PAYROLL SPECIALIST	\$76,805	\$80,711	\$84,839	\$89,165	\$93,714	\$98,497
PERMIT SUPERVISOR	\$85,284	\$89,647	\$94,196	\$99,004	\$104,059	\$109,361
PROJECT DEVELOPMENT COORDINATR	\$90,537	\$95,172	\$100,005	\$105,109	\$110,474	\$116,110
PUBLIC WORKS MAINT SUPERVISOR	\$85,284	\$89,647	\$94,196	\$99,004	\$104,059	\$109,361
RECORDS COORDINATOR	\$74,172	\$77,955	\$81,934	\$86,100	\$90,500	\$95,110
RECREATION SERVICES SUPERVISOR	\$87,435	\$91,909	\$96,581	\$101,513	\$106,692	\$112,118
SENIOR ACCOUNTANT	\$86,569	\$90,994	\$95,617	\$100,499	\$105,629	\$111,005
SENIOR BUYER	\$79,932	\$83,999	\$88,300	\$92,799	\$97,520	\$102,501
SENIOR CIVIL ENGINEER	\$117,346	\$123,353	\$129,619	\$136,232	\$143,191	\$150,483
SENIOR CONTRACT ADMINISTRATOR	\$100,042	\$105,147	\$110,498	\$116,147	\$122,080	\$128,284
SENIOR GIS ANALYST	\$112,204	\$117,939	\$123,934	\$130,262	\$136,912	\$143,883
SENIOR LANDSCAPE COORDINATOR	\$100,042	\$105,147	\$110,498	\$116,147	\$122,080	\$128,284
SENIOR LEGAL ASSISTANT	\$76,805	\$80,711	\$84,839	\$89,165	\$93,714	\$98,497
SENIOR PAYROLL SPECIALIST	\$80,723	\$84,851	\$89,177	\$93,726	\$98,509	\$103,540
SENIOR PLAN CHECK ENGINEER	\$117,346	\$123,353	\$129,619	\$136,232	\$143,191	\$150,483
SENIOR PLANNER	\$101,550	\$106,741	\$112,155	\$117,890	\$123,909	\$130,213
SR FIRE INSPECTION SPECIALIST	\$94,702	\$99,547	\$104,603	\$109,942	\$115,554	\$121,437

APPENDIX A (CONTINUED)

**ORANGE MANAGEMENT ASSOCIATION
ANNUAL SALARY RANGES**

CLASSIFICATION	A/1	B/2	C/3	D/4	E/5	F/6
SR WATER QUALITY INSPECTOR	\$85,284	\$89,647	\$94,196	\$99,004	\$104,059	\$109,361
TRAFFIC OPERATIONS SUPRNTENDNT	\$94,233	\$99,053	\$104,084	\$109,398	\$114,973	\$120,831
TREE SERVICES COORDINATOR	\$90,537	\$95,172	\$100,005	\$105,109	\$110,474	\$116,110
WATER MAINTENANCE SUPERVISOR	\$85,284	\$89,647	\$94,196	\$99,004	\$104,059	\$109,361
WATER QUALITY INSPECTOR	\$77,188	\$81,119	\$85,259	\$89,610	\$94,183	\$98,979