

RESOLUTION NO. 11668

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

WHEREAS, the City of Orange, hereinafter referred to as “City”, and the Orange Municipal Employees’ 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. 11629 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) 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 ____ day of _____, 2026 by the following vote:

AYES: COUNCILMEMBERS:
NOES: COUNCILMEMBERS:
ABSENT: 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 MUNICIPAL EMPLOYEES' 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 Municipal Employees' 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

The City shall not implement any furloughs or layoffs against any unit members during the term of this agreement.

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.

Reimbursement from California Office of Emergency Services (Cal-OES)

The City will compensate its employees overtime in accordance with the current MOU, portal-to-portal, while in the course of their employment and away from their official duty station and assigned to an emergency incident, in support of an emergency incident, or pre-positioned for emergency response during a City Manager-declared emergency.

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 fifty percent (50%) of their current annual vacation accrual into cash in lieu of time off with pay on an annual basis. An employee requesting such a conversion may convert twice in a fiscal year, however, the total amount converted per fiscal year shall not exceed fifty percent (50%) of the employee's annual accrual. Employees serving their initial hire probationary period shall not be eligible for vacation conversion.

On or before December 15, 2026, and every December 15th thereafter, a qualified employee who elects to cash out accrued vacation for the following year shall submit written request to the Human Resources Department stating their irrevocable election(s).

The City shall administer the cash out twice annually, starting in June 2027 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 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 Municipal Employees' 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 MUNICIPAL EMPLOYEES'
ASSOCIATION**

Dated: _____

Dated: _____

By: _____
Monica Espinoza, Human Resources Director

By: _____
John Ferry, President

By: _____
Cody Kleen, Asst. Human Resources Director

By: _____
Kerensa Schupmann, OCEA Representative

APPROVED AS TO FORM:

Nathalie Adourian, City Attorney, City of Orange

APPENDIX A

ORANGE MUNICIPAL EMPLOYEES' 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
ACCOUNTANT	\$78,350	\$82,355	\$86,545	\$90,957	\$95,605	\$100,474
ADMINISTRATIVE ASSISTANT	\$60,453	\$63,543	\$66,781	\$70,180	\$73,764	\$77,522
ADMINISTRATIVE SPECIALIST	\$59,847	\$62,900	\$97,014	\$69,488	\$73,023	\$76,756
ASSISTANT ENGINEER	\$90,537	\$95,172	\$100,005	\$105,109	\$110,474	\$116,110
ASSISTANT PLANNER	\$73,431	\$77,176	\$81,119	\$85,247	\$89,598	\$94,171
ASSOCIATE CIVIL ENGINEER	\$101,550	\$106,741	\$112,155	\$117,890	\$123,909	\$130,213
ASSOCIATE ENGINEER	\$101,550	\$106,741	\$112,155	\$117,890	\$123,909	\$130,213
ASSOCIATE PLANNER	\$87,435	\$91,909	\$96,581	\$101,513	\$106,692	\$112,118
BUILDING INSPECTOR	\$73,802	\$77,559	\$81,527	\$85,667	\$90,043	\$94,641
BUSINESS LICENSE INSPECTOR	\$69,513	\$73,060	\$76,780	\$80,698	\$84,814	\$89,140
BUYER	\$72,343	\$76,039	\$79,907	\$83,986	\$88,275	\$92,762
CODE COMPLIANCE OFFICER	\$71,626	\$75,272	\$79,116	\$83,146	\$87,385	\$91,847
COMBINATION BUILDING INSPECTOR	\$77,571	\$81,527	\$85,692	\$90,055	\$94,653	\$99,486
CONSTRUCTION INSPECTOR I	\$67,127	\$70,551	\$74,148	\$77,930	\$81,910	\$86,087
CONSTRUCTION INSPECTOR II	\$74,172	\$77,955	\$81,934	\$86,100	\$90,500	\$95,110
CONTRACT ADMINISTRATOR	\$90,537	\$95,172	\$100,005	\$105,109	\$110,474	\$116,110
ENGINEERING TECHNICIAN I	\$63,543	\$66,781	\$101,092	\$73,777	\$77,534	\$81,489
ENGINEERING TECHNICIAN II	\$70,205	\$73,789	\$77,547	\$81,514	\$85,655	\$90,030
ENVIRONMENTAL COMPLNCE SPECLST	\$71,626	\$75,272	\$79,116	\$83,146	\$87,385	\$91,847
ENVIRONMENTAL SCIENTIST	\$101,550	\$106,741	\$112,155	\$117,890	\$123,909	\$130,213
FINANCE ASSISTANT	\$64,507	\$67,795	\$71,255	\$74,889	\$78,708	\$82,713
FINANCE CLERK	\$54,174	\$56,930	\$59,835	\$62,888	\$66,101	\$69,463
GIS ANALYST	\$101,550	\$106,741	\$112,155	\$117,890	\$123,909	\$130,213
HOUSING SPECIALIST	\$71,626	\$75,272	\$79,116	\$83,146	\$87,385	\$91,847
HUMAN RESOURCES TECHNICIAN	\$62,912	\$66,126	\$69,500	\$73,035	\$76,768	\$80,674
LEAD BUSINESS LICENSE INSPECTR	\$73,060	\$76,793	\$80,711	\$84,827	\$89,153	\$93,701
LEAD FINANCE CLERK	\$73,060	\$76,793	\$80,711	\$84,827	\$89,153	\$93,701
LIBRARIAN I	\$65,471	\$68,820	\$72,318	\$76,014	\$79,883	\$83,961
LIBRARIAN II	\$72,343	\$76,039	\$79,907	\$83,986	\$88,275	\$92,762
LIBRARIAN III	\$79,932	\$83,999	\$88,300	\$92,799	\$97,520	\$102,501
LIBRARY ASSISTANT	\$53,630	\$56,374	\$59,241	\$62,270	\$65,446	\$68,783
LIBRARY CLERK	\$42,642	\$44,817	\$47,092	\$49,502	\$52,023	\$54,668
LIBRARY LITERACY COORDINATOR	\$65,471	\$68,820	\$72,318	\$76,014	\$79,883	\$83,961
LIBRARY PAGE	\$36,895	\$38,786	\$40,751	\$42,840	\$45,015	\$47,314
LIBRARY SUPPORT SERVICES ASST	\$53,630	\$56,374	\$59,241	\$62,270	\$65,446	\$68,783
LIBRARY TECHNOLOGY ASSISTANT	\$53,630	\$56,374	\$59,241	\$62,270	\$65,446	\$68,783
LIBRARY TECHNOLOGY COORDINATOR	\$72,343	\$76,039	\$79,907	\$83,986	\$88,275	\$92,762
LIBRARY TECHNOLOGY SPECIALIST	\$65,471	\$68,820	\$72,318	\$76,014	\$79,883	\$83,961

APPENDIX A (CONTINUED)

**ORANGE MUNICIPAL EMPLOYEES' ASSOCIATION
ANNUAL SALARY RANGES**

CLASSIFICATION	A/1	B/2	C/3	D/4	E/5	F/6
LIBRARY VOLUNTEER COORDINATOR	\$60,453	\$63,543	\$66,781	\$70,180	\$73,764	\$77,522
OFFICE ASSISTANT	\$47,116	\$49,514	\$52,036	\$54,693	\$57,474	\$60,403
PAYROLL TECHNICIAN	\$73,060	\$76,793	\$80,711	\$84,827	\$89,153	\$93,701
PERMIT TECHNICIAN	\$60,453	\$63,543	\$66,781	\$70,180	\$73,764	\$77,522
PLAN CHECK ENGINEER	\$90,537	\$95,172	\$100,005	\$105,109	\$110,474	\$116,110
PLANNING TECHNICIAN	\$63,234	\$66,447	\$69,846	\$73,406	\$77,151	\$81,082
PROJECT ENGINEER	\$95,172	\$100,042	\$105,122	\$110,498	\$116,135	\$122,043
REC SERVICES COORDINATOR	\$65,805	\$69,154	\$72,689	\$76,397	\$80,291	\$84,382
SENIOR CODE COMPLIANCE OFFICER	\$79,141	\$83,170	\$87,422	\$91,872	\$96,556	\$101,488
SENIOR FINANCE CLERK	\$59,847	\$62,900	\$66,114	\$69,488	\$73,023	\$76,756
SENIOR LIBRARY CLERK	\$49,514	\$52,048	\$54,705	\$57,486	\$60,226	\$63,506
SENIOR OFFICE ASSISTANT	\$52,060	\$54,705	\$57,499	\$60,440	\$63,506	\$66,756
SENIOR PERMIT TECHNICIAN	\$66,793	\$70,205	\$73,777	\$77,547	\$81,502	\$85,655
SR COMBINATION BUILDING INSPCT	\$85,717	\$90,092	\$94,665	\$99,498	\$104,578	\$109,905
SR TRAFFIC SIGNAL TECHNICIAN	\$85,717	\$90,092	\$94,665	\$99,498	\$104,578	\$109,905
STOCK CLERK	\$49,279	\$51,788	\$54,433	\$57,202	\$60,119	\$63,184
TRAFFIC MGMT CENTER TECHNICIAN	\$85,717	\$90,092	\$94,665	\$99,498	\$104,578	\$109,905
TRAFFIC SIGNAL TECHNICIAN I	\$63,543	\$66,781	\$70,192	\$73,777	\$77,534	\$81,489
TRAFFIC SIGNAL TECHNICIAN II	\$70,205	\$73,789	\$77,547	\$81,514	\$85,655	\$90,030
TRANSPORTATION ANALYST	\$101,550	\$106,741	\$112,155	\$117,890	\$123,909	\$130,213
WAREHOUSE/INVENTORY SPECIALIST	\$65,805	\$69,154	\$72,689	\$76,397	\$80,291	\$84,382