

## DEAL POINTS

FOR A SUCCESSOR MEMORANDUM OF UNDERSTANDING BETWEEN THE  
COUNTY OF ORANGE

AND

ASSOCIATION OF ORANGE COUNTY DEPUTY SHERIFFS

FOR THE PUBLIC SAFETY GENERAL AND PUBLIC SAFETY SUPERVISORY UNITS

January 11, 2024

<b>Contract Term</b>	June 30, 2023 – June 25, 2026
<b>Salary</b>	<ul style="list-style-type: none"> <li>- Effective the first day of the first full pay period (anticipated January 26, 2024) following Board of Supervisors adoption of MOU, increase salary schedule by 8.00%</li> <li>- Effective June 28, 2024, the salary schedules will be increased by 5.00%.</li> <li>- Effective June 27, 2025, the salary schedules will be increased by 3.00%.</li> </ul>
<b>Premium Pays</b>	<ul style="list-style-type: none"> <li>- Effective the first day of the first full pay period following Board of Supervisors adoption of MOU, increase Night Shift Differential premium pay to 5.00% of the employee's basic hourly rate with a minimum of \$1.00 per hour and a maximum of \$2.50 per hour.</li> <li>- Effective the first day of the first full pay period following Board of Supervisors adoption of MOU, increase Training Officer Assignment Pay to \$5.00 per hour for all hours performing such training.</li> <li>- Effective the first day of the first full pay period following Board of Supervisors adoption of MOU, add the Juvenile Placement Unit to the Specialty Assignment Premium Pay</li> </ul>

	<p>- 21-25 Year-Old Youths Section 707(b) Supervision Pay</p> <p>Deputy Juvenile Correctional Officers and Supervising Juvenile Correctional Officers who are assigned by management to a primary living unit to perform youth-supervising duties in a unit that houses youth(s) who:</p> <ul style="list-style-type: none"> <li>• Are 21-25 years of age and;</li> <li>• Are pending an offense as defined by Welfare and Institutions Code section 707(b); or</li> <li>• Are serving a commitment as a result of a sustained offense under Welfare and Institutions Code section 707(b)</li> </ul> <p>shall receive \$5.00 an hour for each full hour worked (or \$1.25 for time increments up to the nearest quarter hour worked) in that primary living unit supervising such youth(s).</p> <p>This Pay shall not apply to employees who do not meet the above criteria or who have only incidental contact with the youth or supervise the youth for a limited period of time and are not actually assigned to the youth's primary living unit, even if their assignment brings them inside the primary living unit. This exclusion applies, but is not limited to, employees in the Institutional Security Unit, College Occupational Program, Court Holding, Visitation, Escorts, Transportation, Intake and Release Center, or other similar positions where the employee is not assigned to the primary living unit.</p> <p>The County shall implement this within 30 days of the first full pay period following the Board of Supervisors' adoption of the MOU.</p>
<p><b>Sick Leave</b></p>	<p>For employees with no Annual Leave:</p> <ul style="list-style-type: none"> <li>- Effective the first day of the first full pay period following Board</li> </ul>

	<p>adoption, expand Personal Emergency Leave to include Personal Business Leave to 40 hours per fiscal year.</p> <ul style="list-style-type: none"> <li>- Effective the first day of the first full pay period following Board adoption, allow 10 hours of Sick Leave per fiscal year for Parent Child School Leave.</li> </ul>
<b>Catastrophic Leave</b>	Effective the first day of the first full pay period following Board adoption, allow up to 24 hours of sick leave maximum per fiscal year to be donated through the Catastrophic Leave program.
<b>Merit Increases</b>	<ul style="list-style-type: none"> <li>- A performance rating of “meets performance objectives” shall earn a two (2) step increase.</li> <li>- Remove Discretionary Merit Increases beyond Step 10.</li> </ul>
<b>Holidays</b>	<ul style="list-style-type: none"> <li>- Observe Native American Day holiday in lieu of Columbus Day.</li> <li>- When a holiday falls on a Saturday, the Friday immediately preceding shall be observed as the holiday.</li> </ul>
<b>Clean Up Language</b>	Address administrative changes which have occurred during the term of the contract.
<b>Other Contract Provisions</b>	<p>The parties agree upon other non-economic provisions which are set forth in the proposed MOU including;</p> <ul style="list-style-type: none"> <li>• Provide a three-day arbitration for new hire probation releases alleging discrimination;</li> <li>• Confirm that all costs of arbitration are shared between the County and union;</li> <li>• Allow use of bereavement leave to be extended beyond six months from the date of the loss to 12 months, provided an employee obtained written approval from a supervisor within six months of the loss;</li> </ul>

	<ul style="list-style-type: none"> <li>• Establish a Leave Language working group to clarify language regarding leaves of absences and streamline language for understandability;</li> <li>• Continue participation in Bilingual working group;</li> <li>• Update all grievance processing timelines to 14 days;</li> <li>• Continue Uniforms working group; and</li> <li>• Clarify employee representation rights.</li> </ul>
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The signatures below indicate the parties have reached a tentative agreement on the foregoing subjects. This is an abbreviated version of the tentative agreement agreed to by the parties. This document does not and is not intended to set out the tentative agreements agreed upon in their entirety and does not supersede previously agreed-upon tentative agreements. Final agreement is dependent upon drafting of specific contract language and ratification by AOCDS and adoption by the County’s Board of Supervisors.

FOR ASSOCIATION OF ORANGE COUNTY  
DEPUTY SHERIFFS

FOR THE COUNTY OF ORANGE

DocuSigned by:  
*Paul Bartlett* 1/12/2024  
20E6D6A07543485...  
Paul Bartlett Date  
Executive Director, AOCDS

DocuSigned by:  
*Cynthia Inda* 1/12/2024  
C5906A2BFCA8486...  
Cynthia Inda Date  
Chief Negotiator, County of Orange