

DEAL POINTS
FOR A SUCCESSOR MEMORANDUM OF UNDERSTANDING BETWEEN THE
COUNTY OF ORANGE
AND
ASSOCIATION OF ORANGE COUNTY DEPUTY SHERIFFS
FOR THE PEACE OFFICER AND SUPERVISING PEACE OFFICER UNITS
November 29, 2023

Contract Term	June 30, 2023 – June 25, 2026
Salary	<ul style="list-style-type: none"> - Effective the first day of the first full pay period (anticipated December 29, 2023) following Board of Supervisors adoption of MOU, increase salary schedule by 8.00%. - Effective June 28, 2024, the salary schedules will be increased by 5.00%. - Effective June 27, 2025, the salary schedules will be increased by 4.00%.
Premium Pays	<ul style="list-style-type: none"> - Effective the first day of the first full pay period following Board of Supervisors adoption of MOU, eligible employees assigned as a Motorcycle Officer will receive premium pay in the amount of \$253.85 biweekly (approximately \$550 per month). - Effective the first day of the first full pay period following Board of Supervisors adoption of MOU, eligible employees assigned as Substitutes to the Hazardous Devices Squad or Explosive Detection Squad will receive premium pay in the amount of

	<p>\$235.39 biweekly (approximately \$510 per month).</p> <ul style="list-style-type: none">- Effective the first day of the first full pay period following Board of Supervisors adoption of MOU, eligible employees assigned to the Hazardous Devices Squad or Explosive Detection Squad on a regular, full-time basis will receive premium pay in the amount of \$535.38 biweekly (approximately \$1160 per month).- Effective the first day of the first full pay period following Board of Supervisors adoption of MOU, eligible employees assigned to the Hazardous Devices Squad or Explosive Detection Squad on a regular, full-time basis and assigned by management as divers will receive premium pay in the amount of \$746.77 biweekly (approximately \$1618 per month).- Effective the first day of the first full pay period following Board of Supervisors adoption of MOU, eligible employees assigned to the Tactical Support Team Assignment shall be paid premium pay in the amount of four (4) percent of individual base pay.- Effective the first day of the first full pay period following Board of Supervisors adoption of MOU, eligible Sergeants and Supervising DA Investigators shall be paid thirteen (13) percent of individual base pay for a Supervisory P.O.S.T. Certificate. Employees that currently receive (or eligible employees that submit their request with required documentation prior to December
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	29, 2023) shall continue to receive the pay regardless of classification.
Sick Leave	<p>The following applies to employees without Annual Leave:</p> <ul style="list-style-type: none"> - Effective the first day of the first full pay period following Board adoption, expand Personal Emergency Leave to include Personal Business Leave and allow up to 40 hours per fiscal year. - Effective the first day of the first full pay period following Board adoption, allow 10 hours per fiscal year of Sick Leave for Parent Child School Leave.
Holidays	<ul style="list-style-type: none"> - Observe Native American Day holiday in lieu of Columbus Day. - When a holiday falls on a Saturday, the Friday immediately preceding shall be observed as the holiday.
Clean Up Language	Address administrative changes which have occurred during the term of the contract.
Other Contract Provisions	<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"> • Confirming that all costs of arbitration are shared between the County and union; • 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; • Establish a Leave Language working group to clarify language regarding leaves of absences and streamline language for understandability; • Continue participation in Bilingual working group;

	<ul style="list-style-type: none">• Update all grievance processing timelines to 14 days;• Clarifying employee rights for representation; and• Limiting the length of an Arbitration for New Hire Probation releases alleging discrimination.
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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


Paul Bartlett

11/29/23
Date


Gabriel Bowne

11/29/23
Date

Executive Director, AOCDS

Chief Negotiator, County of Orange