

DEAL POINTS

FOR A SUCCESSOR MEMORANDUM OF UNDERSTANDING BETWEEN THE
COUNTY OF ORANGE

AND

ASSOCIATION OF COUNTY LAW ENFORCEMENT MANAGERS
FOR THE LAW ENFORCEMENT MANAGEMENT UNIT

December 1, 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 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 shall be paid nine and a half (9.5) percent of individual base pay for a Management POST Certificate.
Sick Leave	<ul style="list-style-type: none"> - Effective the first day of the first full pay period following Board adoption, allow up to 40 hours per fiscal year for Personal Business Leave. - Effective the first day of the first full pay period following Board adoption, allow up to 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.

	<ul style="list-style-type: none"> - When a holiday falls on a Saturday, the Friday immediately preceding shall be observed as the holiday. When a holiday falls on a Sunday, the next day shall be observed as the holiday.
Compaction Analysis	The County shall perform an internal salary compaction analysis with the goal of completion by January 23, 2024.
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

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 ACLEM and adoption by the County’s Board of Supervisors.

FOR ASSOCIATION OF COUNTY
LAW ENFORCEMENT MANAGERS

FOR THE COUNTY OF ORANGE

DocuSigned by:
Commander Thomas Graham 12/5/2023
CCC052B3EDFC4B5...
Commander Thomas Graham Date
President, ACLEM

DocuSigned by:
Laurie A. Shade 12/4/2023
A9549423C98242F...
Laurie Shade Date
Chief Negotiator
County of Orange