



SUPPLEMENTAL AGENDA ITEM AGENDA STAFF REPORT

Control: 26001710

MEETING DATE: 08/25/2026
LEGAL ENTITY TAKING ACTION: Board of Supervisors
BOARD OF SUPERVISORS DISTRICT(S): All Districts
SUBMITTING AGENCY/DEPARTMENT: County Executive Office
DEPARTMENT CONTACT PERSON(S): Jamie Newton, 714-834-2836
Hetal Patel, 714-834-2247

REASON ITEM IS SUPPLEMENTAL: Agendizing this supplemental item for August 25, 2026 Board Hearing will allow for the discussion of a proposed tentative employment agreement with the Teamsters Local 952.

JUSTIFICATION: Formal Board action is needed to approve the proposed tentative employment agreement with the Teamsters Local 952. This agenda report was finalized after the filing deadline of the Clerk of the Board.

SUBJECT: Approve 2026-2027 MOU with Teamsters Local 952

CEO CONCUR	COUNTY COUNSEL REVIEW	CLERK OF THE BOARD
Concur	Approve agreement to form	DISCUSSION 3 Votes Board Majority
Budgeted: See Financial Impact Section	Current Year Cost: See Financial Impact section	Annual Cost: See Financial Impact section
Staffing Impact: No		Sole Source: No
Current Fiscal Year Revenue: N/A	Funding Source: See Financial Impact Section	County Audit in Last 3 years: No
Levine Act Review Completed? N/A		
Prior Board Action: N/A		

RECOMMENDED ACTION(S):

1. Approve and adopt the attached 2026-2027 Memorandum of Understanding between the County of Orange and the Teamsters Local 952 for the Operations and Service Maintenance Unit for the period of June 26, 2026 through August 31, 2027.
2. Authorize the County Executive Officer or designee to execute the attached 2026-2027 Memorandum of Understanding between the County of Orange and the Teamsters Local 952 for the Operations and Service Maintenance Unit for the period of June 26, 2026 through August 31, 2027.

SUMMARY:

Approval and adoption of the 2026-2027 Memorandum of Understanding between the County of Orange and the Teamsters Local 952 for the Operations and Service Maintenance Unit will ratify the terms and conditions of employment.

BACKGROUND INFORMATION:

Teamsters Local 952 represents approximately 521 positions in 36 different classifications within the County of Orange.

On March 2, 2026, representatives from the County and Teamsters commenced the meet and confer process to negotiate a successor labor agreement to the 2023-2026 Memorandum of Understanding (MOU). Over the next approximately five months, the parties met on multiple occasions and collaboratively arrived at a tentative agreement on August 14, 2026. In anticipation that on August 20, 2026, the membership of the Teamsters Local 952 will ratify the tentative agreement, Human Resource Services requests your Honorable Board's approval and adoption of the 2026-2027 Memorandum of Understanding.

A summary of the significant deal points in the 2026-2027 MOU includes:

Term

Term from June 26, 2026, through August 31, 2027. Wages effective the first day of the first day of the first full pay period following Board adoption (effective September 4, 2026), the salary schedules will be increased by 3.00 percent.

Wages

Effective the first day of the first full pay period following Board adoption (effective September 4, 2027), the salary schedules will be increased by 3.00 percent.

Leave Provisions

-Increase amount of personal business leave from 40 hours to 50 hours per fiscal year.

-Leave of Absence requests for Chief Human Resources Officer (CHRO) review shall be filed within fourteen days and the CHRO shall render a decision within fourteen days.

Holidays

Observe Farmworkers' Day (March 31, 2027) and Juneteenth (June 18, 2027) to align with Superior Court operations.

Uniforms

Provide Custodians with ten (10) uniform shirts.

Annual Leave

Remove references to accrual of Annual Leave language.

Grievance/Appeal Procedure

Updates grievance/appeal timeline to fourteen (14) calendar days.

Parity Clause

Applies specified enhancements to Teamsters if agreed to with other labor groups during term of the agreement.

FINANCIAL IMPACT:

The total estimated cost to be incurred over the MOU term is \$1.2 million, of which \$355 thousand is Net County Cost (NCC). The cost is allocated by fiscal year as follows:

- **FY 2026–27:** \$1.0 million total cost, of which \$287 thousand is NCC
- **FY 2027–28:** \$245 thousands total cost, of which \$68 thousands is NCC

The ongoing annual cost is \$1.2 million, with \$355 thousand in NCC.

STAFFING IMPACT:

N/A

REVIEWING AGENCIES/DEPARTMENTS:

N/A

ATTACHMENTS:

Attachment A - 2026-2027 Teamsters MOU

Attachment B - 2026-2027 Teamsters MOU (red lined version)

Attachment C - August 14, 2026 Signed Deal Points final