

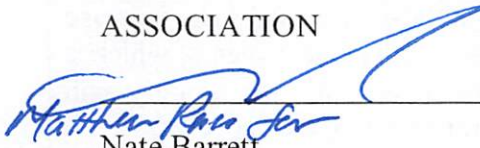
DEAL POINTS
FOR A SUCCESSOR MEMORANDUM OF UNDERSTANDING BETWEEN THE
COUNTY OF ORANGE
AND
ORANGE COUNTY ATTORNEYS ASSOCIATION
August 13, 2026

Contract Term	Effective June 26, 2026 through August 31, 2027.
Salary	- Effective the first day of the first full pay period following Board of Supervisors adoption of MOU, increase salary schedule by 3.0%. - If during the term of this agreement through August 31, 2027 the County comes to an agreement with another exclusive representative for another bargaining unit, exclusive of the IHSS Provider Unit, that includes a base salary adjustment (i.e., a higher percent (%) cost of living increase) or across-the-board lump sum payment, increase to employer healthcare contributions, increase to deferred compensation match, or leave enhancements, which is effective during the term of this agreement, the County will implement the same adjustments for all employees covered by this MOU on the same effective date as the other bargaining unit unless that other agreement includes an exchange of a current benefit of an equal value from the other bargaining unit.
Personal Business Leave	Effective the first day of the first full pay period following Board of Supervisors adoption of MOU, absence from duty because of personal business which includes personal emergencies shall increase from 40 to 50 working hours during the fiscal year.
Holidays	Add Farmworkers Day (on or about March 31, 2027) and Juneteenth (on or about June 19, 2027)
Pre-Disciplinary Hearing for Suspension, Reduction or Discharge	Effective the first day of the first full pay period following Board of Supervisors adoption of MOU, written notice of proposed disciplinary action may also be served to an employee's work email and/or last personal email on record.
Parenthood Leave	Either party may request a working group to discuss the issue of Parenthood leave.
Leave Provisions and Grievance Procedure	Effective the first day of the first full pay period following Board of Supervisors adoption of MOU, Leave of Absence requests for Chief Human Resources Officer Review shall be filed within fourteen calendar days and the CHRO shall render a decision within fourteen

	calendar days. Change seven (7) day appeal timeline to fourteen (14) days.
Performance Evaluations	Effective the first day of the first full pay period following Board of Supervisors adoption of MOU, performance evaluations that are more than 30 calendar days past due may be brought to the attention of the Director of Employee and Labor Relations
Clean Up Language	Address administrative changes, which have occurred during the term of the contract.

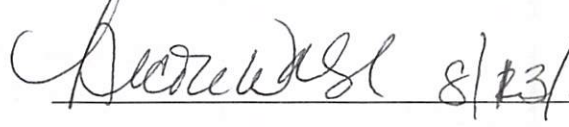
The signatures below indicate the parties have reached a tentative agreement on the foregoing subjects. This is an abbreviated version of the tentative agreement agreed to by the parties. This document does not and is not intended to set out the tentative agreements agreed upon in their entirety. Final agreement is dependent upon drafting of specific contract language and ratification by the OCAA membership and adoption by the County's Board of Supervisors.

FOR ORANGE COUNTY ATTORNEYS
ASSOCIATION


Nate Barrett
President, OCAA

8/13/26
Date

FOR THE COUNTY OF ORANGE


Nicole Walsh
Chief Negotiator, County of Orange

8/13/26
Date