

DEAL POINTS

**FOR A SUCCESSOR MEMORANDUM OF UNDERSTANDING BETWEEN THE
COUNTY OF ORANGE
AND
ORANGE COUNTY MANAGERS ASSOCIATION**

August 12, 2026

Contract Term	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 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.
Grievance Procedure and Disciplinary Appeals	Effective the first day of the first full pay period following Board of Supervisors adoption of MOU: Change 7-day appeal timeline to 14-days
Leave Provisions	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 days and the CHRO shall render a decision within fourteen days.
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 OCMA membership and adoption by the County's Board of Supervisors.

FOR ORANGE COUNTY MANAGERS

Signed by:
ASSOCIATION
Marianne Reinhold
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8/13/2026

Marianne Reinhold
Chief Negotiator, OCMA

Date

FOR THE COUNTY OF ORANGE

DocuSigned by:
James Harman
00514730F26D481...

8/13/2026

James Harman
Chief Negotiator, County of Orange

Date