



SUPPLEMENTAL AGENDA ITEM AGENDA STAFF REPORT

Control: 26001707

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 Orange County Attorneys Association (OCAA).

JUSTIFICATION: Board action is needed to approve the proposed tentative employment agreement with the Orange County Attorneys Association (OCAA). This agenda report was finalized after the filing deadline of the Clerk of the Board.

SUBJECT: Approve 2026-2027 MOU with Orange County Attorneys Association (OCAA)

CEO CONCUR

Concur

COUNTY COUNSEL REVIEW

Approve agreement to form

CLERK OF THE BOARD

DISCUSSION

3 Votes Board Majority

Budgeted: See Financial
Impact Section

Staffing Impact: No

**Current Fiscal Year
Revenue:** N/A

Levine Act Review

Completed? N/A

Prior Board Action: N/A

Current Year Cost: See Financial Impact
Section

Funding Source: See Financial Impact
Section

Annual Cost: See Financial
Impact Section

Sole Source: No

**County Audit in Last 3
years:** No

RECOMMENDED ACTION(S):

1. Approve and adopt the attached 2026-2027 Memorandum of Understanding between the County of Orange and the Orange County Attorneys Association 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 Orange County Attorneys Association 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 Orange County Attorneys Association will ratify the terms and conditions of employment.

BACKGROUND INFORMATION:

The Orange County Attorneys Association (OCAA) represents approximately 574 positions in 7 different classifications within the County of Orange.

On April 16, 2026, representatives from the County and OCAA commenced the meet and confer process to negotiate a successor labor agreement to the 2023-2026 Memorandum of Understanding (MOU). Over the next approximately four months, the parties met on multiple occasions and collaboratively arrived at a tentative agreement on August 13, 2026. In anticipation that on August 18, 2026, the membership of the OCAA 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 full pay period following Board adoption (effective September 4, 2026), 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 (14) days and the CHRO shall render a decision within fourteen (14) days.

Holidays

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

Document Delivery

Allows delivery of certain disciplinary documents to be issued via email.

Parenthood Leave

Either party may request a working group to discuss the issue of Parenthood leave.

Grievance/Appeal Procedure

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

Performance Evaluations

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.

Parity Clause

Applies specified enhancements to OCAA bargaining units 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 \$4.1 million, of which \$4.1 million is Net County Cost (NCC). The cost is allocated by fiscal year as follows:

- FY 2026–27: \$3.3 million total cost, of which \$3.3 million is NCC

- FY 2027–28: \$784 thousands total cost, of which \$784 thousands is NCC

The ongoing annual cost is \$4.1 million, with \$4.1 million in NCC.

STAFFING IMPACT:

N/A

ATTACHMENTS:

Attachment A - 2026-2027 OCAA MOU

Attachment B - 2026 - 2027 OCAA MOU (Redlined Version)

Attachment C - August 13, 2026 Signed Deal Points