

DEAL POINTS

**FOR A SUCCESSOR MEMORANDUM OF UNDERSTANDING BETWEEN THE
COUNTY OF ORANGE
AND
ORANGE COUNTY EMPLOYEES ASSOCIATION
ALL BARGAINING UNITS**

August 12, 2026

Contract Term	June 26, 2026 – August 31, 2027
Salary	Effective the first day of the first full pay period following adoption of the Memorandum of Understanding by the County Board of Supervisors, increase salary schedules by 3.0%.
Leave Provisions	Increase amount of personal business leave from 40 hours to 50 hours per fiscal year.
Holidays	Observe Farmworkers' Day (March 31, 2027) and Juneteenth (June 19, 2027) to align with Superior Court operations. Incorporate side letter provisions related to observing major holidays which fall on the weekend.
Work Schedules	Confirms that 3/12 schedules may be implemented by a department.
Posting of Leave Balances	Remove limitations to posting healthcare leave, vacation and/or annual leave in minimum 15-minute increments.
Document Delivery	Allows delivery of certain disciplinary documents via email under specified conditions.
Jail Salary Supplement	Adds class of Nursing Assistant as eligible.
Artificial Intelligence	Establishes a Labor Management Committee (LMC) to meet and discuss the fast-developing area of generative AI (Gen AI).
Parity Clause	Applies specified enhancements to OCEA bargaining units if agreed to with other labor groups during term of the agreement.

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 ratification by OCEA and adoption by the County's Board of Supervisors.

FOR ORANGE COUNTY EMPLOYEES
ASSOCIATION

Signed by:

01DD511BCE3F407... 8/13/2026

Veronica Rodarte
Operations Manager, OCEA

Date

FOR THE COUNTY OF ORANGE

Signed by:

6DA14FCBCC7548C... 8/13/2026

Cynthia Inda
Chief Negotiator, County of Orange

Date