

RESOLUTION NO. OC SAN 25-06

A RESOLUTION OF THE BOARD OF DIRECTORS OF THE ORANGE COUNTY SANITATION DISTRICT APPROVING THE MEMORANDA OF UNDERSTANDING (MOUS) BETWEEN THE ORANGE COUNTY SANITATION DISTRICT AND THE ORANGE COUNTY EMPLOYEES ASSOCIATION (OCEA), FOR FISCAL YEARS 2025/2026, 2026/2027 & 2027/2028

WHEREAS, on July 27, 2022, the Board of Directors ("Directors") of the Orange County Sanitation District (OC San) authorized the General Manager to sign the Memoranda of Understanding (MOUs) with the Orange County Employees Association (referred hereinafter as "OCEA"), regarding salaries, benefits and terms and conditions of employment for the period July 1, 2022 through June 30, 2025 ("2022 MOUs").

WHEREAS, prior to the expiration of the 2022 MOUs, on February 25, 2025, OCEA requested to meet and confer regarding successor MOUs.

WHEREAS, pursuant to Government Code Section 3500, *et seq.*, representatives of OCEA have met and conferred with the representatives of OC San and have reached an understanding with regard to certain terms and conditions relative to employment;

WHEREAS, through negotiations the parties agreed that any salary changes for the current Fiscal Year would take effect the first full pay period in July 2025; and

WHEREAS, the parties have modified the attached 2025 MOUs between OC San and OCEA to reflect the parties' understanding regarding certain terms and conditions, which by this reference are made a part of this resolution as if set forth herein.

NOW, THEREFORE, the Board of Directors of the Orange County Sanitation District DOES HEREBY RESOLVE, DETERMINE AND ORDER:

Section 1. The aforementioned MOUs between OC San and OCEA for the contract period of July 1, 2025, through June 30, 2028, attached hereto as Exhibit A and are hereby approved.

Section 2. The General Manager is authorized to sign the Memoranda of Understanding with OCEA for the period of July 1, 2025, through June 30, 2028, in a form approved by General Counsel.

PASSED AND ADOPTED at a regular meeting of the Board of Directors held July 23, 2025.

Ryan P. Gallagher
Board Chairman

ATTEST:

Kelly A. Lore, MMC
Clerk of the Board

[illegible]

I, Kelly A. Lore, Clerk of the Board of Directors of the Orange County Sanitation District, do hereby certify that the foregoing Resolution No. OC SAN 25-06 was passed and adopted at a regular meeting of said Board on the 23rd day of July 2025, by the following vote, to wit:

AYES:
NOES:
ABSTENTIONS:
ABSENT:

IN WITNESS WHEREOF, I have hereunto set my hand and affixed the official seal of Orange County Sanitation District this 23rd day of July 2025.

Kelly A. Lore, MMC
Clerk of the Board of Directors
Orange County Sanitation District