

RESOLUTION NO. OC SAN 25-08

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 SUPERVISORY AND PROFESSIONAL MANAGEMENT GROUP, 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 with the Supervisory and Professional Management Group (referred hereinafter as "SPMG"), 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 17, 2025, SPMG requested to meet and confer regarding successor MOUs.

WHEREAS, pursuant to Government Code Section 3500, *et seq.*, representatives of SPMG 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 would take effect during the first full pay period in July 2025; and

WHEREAS, the parties have modified the 2025 MOUs between OC San and SPMG 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, DECLARE, DETERMINE AND ORDER:

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

Section 2. The General Manager is authorized to sign the Memoranda of Understanding with SPMG 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.

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Ryan P. Gallagher  
Board Chairman

ATTEST:

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Kelly A. Lore, MMC  
Clerk of the Board

STATE OF CALIFORNIA    )  
  )       ss  
COUNTY OF ORANGE    )

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 25-08 was passed and adopted at a regular meeting of said Board on the 23<sup>rd</sup> 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 23<sup>rd</sup> day of July 2025.

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