

2023 OCEA MOU FAQs

Did we come to an agreement?

YES! After 3 months of negotiations, we have reached a tentative agreement. The settlement provides you and your family with security in numerous ways. The agreement provides for BASE BUILDING RAISES in each year of the MOU. The agreement ensures stability in our contracts for the next three years, and guards against any sudden changes in the economy. The deal has NO TAKEAWAYS! The OCEA bargaining team has ensured that no OCEA member will be going backwards.

What are the base building raises?

The 3-year contract has raises in EVERY year of the contract! In year one OCEA represented workers will receive a 4.75% increase, in year two a 4.25% increase, and in year three a 4.00% increase. The total base building wage enhancements are 13%.

When is voting?

Voting will go until Thursday, June 22nd at 1pm. OCEA members will have a full week to vote. You can vote online or in-person at OCEA. The OCEA Negotiations Team unanimously recommends a "YES" vote on this MOU!

When will the MOU go into effect?

If the MOU is ratified by OCEA members, the Board of Supervisors will vote to adopt the MOUs on June 27th. If adopted, all terms and conditions will go into effect the following pay period. You will see a raise on your July 21st paycheck!

Did we fight for more holidays?

The OCEA negotiations team made more paid holidays a top priority. Our team fought for additional paid days off such as Juneteenth, Cesar Chavez, and a floating holiday. Despite our efforts, the County Executives rejected every proposal related to the expansion of holidays. It was a union proposal until the very end.

The only time the County made an overture for more holidays, they tied the extra holiday to a proposal asking OCEA to give up PIP. We did not take the bait.

Where do we compare to the rest of the market?

Our 13% base building raises are among the highest in the region. In addition to base building raises, we also secured economic enhancements in other areas. For example, many workers will receive an additional 2.75% increase for "meeting expectations" on their annual performance evaluation. Many members will also benefit from enhanced Jail Salary Supplement pay and Special Assignment pay.

What about teleworking?

We included a telecommuting proposal from the very beginning and kept it to the very end. However, the County rejected our proposal over 10 times as we exchanged proposals throughout the process. The County likes their telework policy and believes it is working just fine. The County was NEVER going to agree to put telecommuting in the MOU; they fear an onslaught of grievances from us. Holding onto our telecommuting proposal any longer would have cost us time and would not have allowed for the first wage increase to take effect at the start of the next fiscal year (each pay period delay would cost our folks .18% of their wage increase) and the County is MORE THAN HAPPY to defer increases, which saves them money.

OCEA NEGOTIATIONS—COMPARISON BY COUNTY 2021-2026

	2021	2022	2023	2024	2025	2026
ORANGE COUNTY (OCEA) 3 YEARS – 13%	2.5% (1.2% RPU ↓)	3.5%	CURRENT TENTATIVE AGREEMENT			
			4.75%	4.25%	4%	
VENTURA COUNTY 3 YEARS – 13%			5.5% \$1,000 LUMP SUM	4%	3.5%	
LOS ANGELES COUNTY 3 YEARS – 12%		0% \$1,000 LUMP SUM	5.5% \$1,375 LUMP SUM	3.25%	3.25%	
SAN DIEGO COUNTY 3 YEARS – 10.5%		5% \$2,000 LUMP SUM	2.75% \$600 LUMP SUM	2.75%		
SANTA BARBARA COUNTY 3 YEARS – 7.5%	3%	2.5%	2%			
RIVERSIDE COUNTY 3 YEARS – 6.5%	2%	2%	2.5%			
OC SUPERIOR COURT (OCEA) 3 YEARS – 11%		6%	3%	2%		
OC FIRE AUTHORITY (OCEA) 4 YEARS – 13.29%			4.5%	3.5%	2.75%	2.54%