

## MEMORANDUM OF AGREEMENT

This Memorandum of Agreement ("Agreement") is entered into between Orange County (the "County") and the Jerry B. Haddock, Lodge #86 of the Fraternal Order of Police, (the "FOP"). The parties agree as follows:

1. Effective April 27, 2025, all bargaining unit employees shall receive a minimum of a 17% wage increase. This will be accomplished by adding 17% to the base pay of Classification Officers, not to exceed the maximum of their Revised Pay Range provided in Appendix A. All other bargaining unit employees shall be slotted in the Revised Fiscal Year 2024-25 Step Pay Plans provided in Appendix A at their current steps, which have been adjusted by a minimum of 17%. Any portion of the 17% increase that exceeds the maximum of the employees' pay range will be paid in a one-time lump sum payment not added to their base wages.

2. This Agreement is subject to ratification by both the County and the FOP and is contingent upon the ratification of the Fiscal 2025/26 through 2027/28 Agreement.

### FOR THE COUNTY:

\_\_\_\_\_  
Byron W. Brooks, AICP  
County Administrator

\_\_\_\_\_  
(Date)

### FOR THE FOP:

\_\_\_\_\_  
Edgar Rosa  
President

\_\_\_\_\_  
(Date)

FOP STEPS April 27, 2025																				
Grade/Step	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
552	\$27.42	\$27.97	\$28.53	\$29.10	\$29.68	\$30.27	\$30.88	\$31.50	\$32.13	\$32.77	\$33.43	\$34.10	\$34.78	\$35.48	\$36.19	\$36.91	\$37.65	\$38.40	\$39.17	X
554	\$30.90	\$31.52	\$32.15	\$32.79	\$33.45	\$34.12	\$34.80	\$35.50	\$36.21	\$36.93	\$37.67	\$38.42	\$39.19	\$39.97	\$40.77	\$41.59	\$42.42	\$43.27	\$44.14	X
556	\$34.15	\$34.84	\$35.54	\$36.25	\$36.98	\$37.72	\$38.47	\$39.24	\$40.02	\$40.82	\$41.64	\$42.47	\$43.32	\$44.19	\$45.07	\$45.97	\$46.89	\$47.83	\$48.79	X

Effective Mid - Year 2025							
Job Title	Job Code	Pay Grade	Hourly Minimum	Hourly Maximum	Annual Minimum	Annual Maximum	Annual Hours
Non- Certified Correctional Officer	2731	550	\$22.27	\$32.44	\$46,321.60	\$67,475.20	2080
Correctional Officer	2752	552	\$27.42	\$39.17	\$60,872.40	\$86,957.40	2220
Classification Officer	2831	553	\$29.33	\$43.70	\$61,006.40	\$90,896.00	2080
Correctional Corporal	2751	554	\$30.90	\$44.14	\$68,598.00	\$97,990.80	2220
Correctional Sergeant	2765	556	\$34.15	\$48.79	\$75,813.00	\$108,313.80	2220