

MEMORANDUM OF AGREEMENT

The CITY of ORANGE and Orange Police SOA negotiations committees agree to recommend the following terms for ratification:

1. DURATION: January 1, 2004 to December 31, 2007
2. SALARY:

1/1/04 -	3%
7/1/04 -	1%
1/1/05 -	3%
7/1/05 -	1%
1/1/06 -	3%
7/1/06 -	1%
1/1/07 -	3%
7/1/07 -	1%
3. Annual leave shall be prorated in an employee's last year of employment. This shall be effective upon execution of the Agreement.
4. New promotees into the bargaining unit shall continue with the same amount of seniority days as patrol officers. This shall be effective upon execution of the new Agreement.
5. Prescription co-pays for current employees shall increase to \$5 for generic drugs and \$10 for name brand drugs and a Mail Order Program shall be established effective July 1, 2005. The prescription co-pay shall be increased to \$10 for generic drugs and \$20 for name brand drugs effective January 1, 2007. Mail orders shall be for ninety (90) days.
6. Health Insurance: Employees promoted into the bargaining unit shall pay the cost of dependent coverage for the "Traditional" plan. Current employees shall continue to receive "Traditional" plan coverage at no cost for dependent coverage.
7. Article XXIII, Section 3 shall be modified to provide that Lieutenants promoted to the rank of Captain will receive their increases in pay in two (2) increments, the first of which will be 45% of base Lieutenant salary differential commencing on the date the promotions became effective. Commencing one (1) year from the date the promotion became effective, the promoted individual will receive 100% of the base Lieutenant salary differential.
8. Rank days shall be used in the year they are earned. Members shall have a reasonable opportunity to use these rank days.
9. \$15 meal reimbursement for certain events subject to approval by the City.
10. PERC Arbitrator Robert M. Glasson shall retain jurisdiction pending final approval.

CITY OF ORANGE

/S/ Jewel Thompson-Chin
/S/ Jack W. Kelly

ORANGE SOA

/S/ Kerry Coley
/S/ John Adelizio
/S/ Anthony Carpinella

DATED: February 17, 2005