



Local 32, OPEIU/OMEBA
And
City of Orange

Memorandum of Agreement
REVISED COPY - 6/16/99

Wages

- 3% effective 7/1/96 - retro payment (to the base salary)
- 3% effective 7/1/97 - retro payment (to the base salary)
- 2.5% effective 7/1/98 - retro payment (to the base salary)
- 1.5% effective 7/1/99 (to the base salary)
- 1.5% effective 7/1/00 - (to the base salary) unless the allowable cap is more. For example, if the cap were 2.5%, the employee would receive a 2.5% increase, but not less than 1.5%.

Prescription

Maximum eligibility increased to age sixty-eight (68).

Death Benefit/Disability

- 1) \$5,000 death benefit to be reduced to writing in the contract.
- 2) The City will provide beneficiary forms to the employees on August 1, 1999 and upon employee request thereafter.

Pay Deferral

The Union agrees to a two-week deferral.

The Employer and the Union agree that employees will have the option of having the deferral taken either from their retro check or as one day's pay taken from their check for the next ten pay periods.

FOR THE UNION

[Signature]
[Signature]
[Signature]
 Date: *Marcia M. Lewis*
Harold [Signature]

FOR THE CITY

[Signature]

 Date: _____

August 6-1999

ANNUAL PERCENTAGE INCREASES
COMMON INDEXES
BASE PAY

	CAP	CPI	OMEBA	Dept. Directors	Elected Officials
Calendar Year 1990	5.00	6.05	5.00	0.00	0.00
Trans. Year '91 (ending 6/30/91)	4.50	4.55	0.00	0.00	0.00
Fiscal Year '92 (ending 6/30/92)	4.50	3.59	6.25	6.25	0.00
Fiscal Year '93 (ending 6/30/93)	2.00	3.00	6.25	6.25	0.00
Fiscal Year '94 (ending 6/30/94)	2.00	2.39	2.00	0.00	-20.00
Fiscal Year '95 (ending 6/30/95)	2.00	2.53	0.00	0.00	0.00
Fiscal Year '96 (ending 6/30/96)	3.00	2.90	4.00	0.00	0.00
Sub-total	23.00	25.01	23.50	12.50	-20.00
Fiscal Year '97 (ending 6/30/97)	<u>3.00</u>	<u>2.34</u>	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>
Totals	26.00	27.35	23.50	12.50	-20.00
Fiscal Year '98 (ending 6/30/98)	3.00		3.00		
Fiscal Year '99 (ending 6/30/99)	2.50		2.50		

Trans. Year '91 (ending 6/30/91)

Fiscal Year '92 (ending 6/30/92)

1.50

1.5

Atlanta

6

9

2

ANNUAL PERCENTAGE INCREASES
COMMON INDEXES
BASE PAY

	~ECI Private Industry Workers	~ECI State & Loc Gov Employees	CAP	CPI	OMEBA	Dept. Directors	Elected Officials	FMBA	*FOA	PBA	ASOA
Calendar Year 1990	4.80	5.70	5.00	6.05	5.00	0.00	0.00	5.50	5.50	5.50	5.5
Trans. Year '91 (ending 6/30/91)	4.40	4.90	4.50	4.55	0.00	0.00	0.00	1.00	0.00	0.00	2.75
Fiscal Year '92 (ending 6/30/92)	2.60	3.00	4.50	3.59	6.25	6.25	0.00	8.25	7.25	8.25	4.75
Fiscal Year '93 (ending 6/30/93)	3.10	2.80	2.00	3.00	6.25	6.25	0.00	6.00	6.25	6.00	6.00
Fiscal Year '94 (ending 6/30/94)	2.70	2.80	2.00	2.39	2.00	0.00	-20.00	4.00	8.25	4.50	^v8.00
Fiscal Year '95 (ending 6/30/95)	2.80	3.20	2.00	2.53	0.00	0.00	0.00	6.00	**5.50	6.00	^v5.00
Fiscal Year '96 (ending 6/30/96)	3.20	2.80	3.00	2.90	4.00	0.00	0.00	2.00	**3.75	2.00	3.00
Sub-total	23.60	25.20	23.00	25.01	23.50	12.50	-20.00	32.75	36.5	32.25	35.00
Fiscal Year '97 (ending 6/30/97)	3.00	2.70	3.00	2.34	0.00	0.00	0.00	5.50	**7.5	5.50	
Totals	26.60	27.90	26.00	27.35	23.50	12.50	-20.00	38.25	37.25	37.75	

*Note: Effective 1/1/95 EE's received a \$1,000 dollar stipend added to base pay for attaining the license of fire official. The stipend increased to \$1,500 on 7/1/95 and \$2,000 on 7/1/96. This effectively added an additional 1.5% to base salaries in Fiscal Year '95 and an additional .75% in Fiscal Year '96 and Fiscal Year '97.

**Takes into effect stipend added to base for Fire Official.

^vNote: Effective 1/1/94 EE's received a \$500 dollar stipend added to base pay for attaining 911/CPR certification. The stipend increased to \$1,000 on 7/1/95. This effectively added an additional 1.0% to base salaries in Fiscal Year '94 and an additional 1.0% in Fiscal Year '95.

^v Takes into effect stipend added to base for 911/CPR certification.

~Employee Cost Index(ECI) prepared by the US Dept of Labor for Salary & Wages.