

AMENDED MEMORANDUM OF AGREEMENT

The following is a clarification of the Memorandum of Agreement ("MOA") signed by these parties on November 18, 2002. It is being clarified so that it can be ratified by the governing body of the City of Orange on March 4, 2003 and with the understanding that the terms of the MOA shall be implemented no later than the second pay period in March 2003.

The **CITY OF ORANGE** and the **ORANGE FIRE SUPERIOR OFFICERS ASSOCIATION** negotiations committees agree to recommend the following settlement:

1. DURATION: January 1, 2001 to December 31, 2004
2. WAGES:

1/1/01	4%
1/1/02	3%
7/1/02	1%
1/1/03	3%
7/1/03	1%

The parties agree to "wages only" reopener for 2004 pursuant to the PERC Rules regarding commencement of negotiations. PERC Arbitrator Robert M. Glasson shall serve as interest arbitrator if the parties do not reach a settlement.

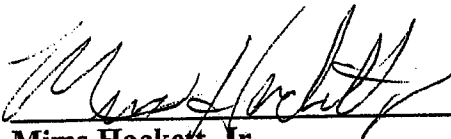
3. The employee contribution to the annual cost of benefits provided by the City shall be increased to \$1,000 effective January 1, 2001.
4. The parties shall include a voluntary "Opt Out" provision as provided in the Orange Police SOA collective bargaining agreement.
5. Prescription co-pay increase to \$5 for generic drugs and to \$10 for name brand drugs effective January 1, 2003.
6. Holiday pay shall be incorporated into base salary for all years of service. The amount of pay to be converted shall be ninety-five (95) hours at the base rate effective January 1, 2001.
7. Effective upon the ratification and approval of the MOA, all new hires hired as firefighters that are promoted to Captain and then to Deputy Chief, will not receive rank days.
8. All retirees shall receive prescription coverage pursuant to the State Health Benefits Plan ("SHBP"). Both the City and the FOA agree that the understanding between the parties on this issue was that retirees shall receive prescription benefits under the SHBP. The

City will reimburse retirees for the difference between the current co-pays in the collective bargaining agreement and the SHBP prescription co-pays for retirees. [The parties agree that reimbursement shall be made twice a year. The parties agree that this change shall be implemented in accordance with the current PERC and judicial guidelines.]

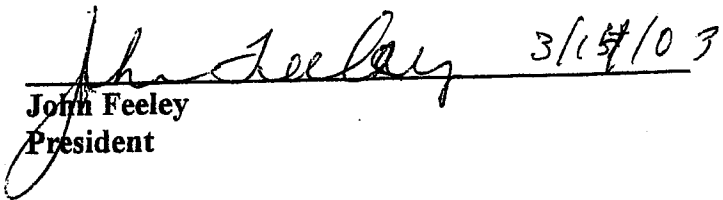
9. Annual leave shall be prorated in an employee's last year of employment.
10. The current "126" calendar day period for terminal leave shall be reduced to "120" for new employees effective upon the ratification and approval of the MOA.
11. A ten-day salary deferral shall be implemented the first pay period in 2003. The parties shall incorporate the language in Article X(B) of the 1997-2001 FMBA rank-and-file collective bargaining agreement.
12. Newly promoted Captains will receive a pay increase of 50% of the salary increase for the first six (6) months in the title of Captain.

CITY OF ORANGE

ORANGE FIRE OFFICERS ASSOCIATION



Mims Hackett, Jr.
Mayor



John Feeley
President