

**SIDE LETTER OF AGREEMENT
BETWEEN
ORANGE COUNTY FIRE AUTHORITY
AND
ORANGE COUNTY FIRE AUTHORITY CHIEF OFFICERS ASSOCIATION**

This Side Letter of Agreement (“Agreement”) between the Orange County Fire Authority (“Authority”) and the Orange County Fire Authority Chief Officers Association, (“Association”), (collectively, “Parties”) is entered into with respect to the following:

WHEREAS, the 2023-2027 Memorandum of Understanding (“MOU”) between the Parties became effective on July 1, 2023 ; and

WHEREAS, the Parties have identified provisions in the 2023-2027 MOU (Article XXII, Section 3.B, Educational Incentive Pay) which require clarification regarding payment for course enrollment costs and compensation for time off to attend Executive Chief Officer and Chief Officer classes; and

WHEREAS, the following sets forth the Parties’ Agreement:

Effective October 30, 2023 and thereafter, the cost to attend all Executive Chief Officer and Chief Officer classes will be the responsibility of the member, including use of their personal time off (accrued leave or off-duty time) and no Special Assignment (SA), Special Assignment Regular (SAR), and/or Flex Time earned will be approved by the Authority.

COA members may use their Tuition Reimbursement towards their approved costs, within the Tuition Reimbursement SOP/Policy/Procedures.

Below are the Executive Chief Officer and Chief Officer classes that are referred to above:

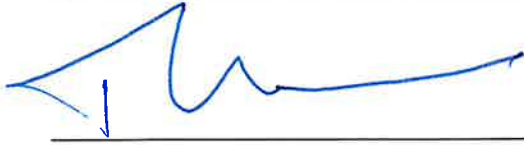
Executive Chief Officer:

- Executive Chief Fire Officer 4A: Human Resource Management
- Executive Chief Fire Officer 4B: Community and Government Relations
- Executive Chief Fire Officer 4C: Administration
- Executive Chief Fire Officer 4D: Emergency Services Delivery
- Executive Chief Fire Officer 4E: Health and Safety

Chief Officer:

- Chief Fire Officer 3A: Human Resource Management
- Chief Fire Officer 3B: Budget & Fiscal Responsibilities
- Chief Fire Officer 3C: General Administration Functions
- Chief Fire Officer 3D: Emergency Service Delivery Responsibilities OR Chief Fire Officer 3D: Command of Expanding All-Hazard Incidents

ORANGE COUNTY FIRE AUTHORITY



TJ McGovern
Deputy Chief, Emergency Operations Bureau



Lori Zeller
Deputy Chief, Administration & Support Bureau



Stephanie Holloman
Assistant Chief / Human Resources Director

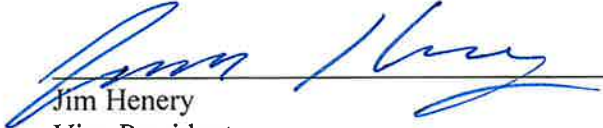
1/3/24

Date

**ORANGE COUNTY FIRE AUTHORITY
CHIEF OFFICERS ASSOCIATION**



Cheyne Maule
COA President



Jim Henery
Vice President



Mike Summers
Secretary

1/3/24

Date