

**SIDE LETTER OF AGREEMENT
BETWEEN
ORANGE COUNTY FIRE AUTHORITY
AND
ORANGE COUNTY PROFESSIONAL FIREFIGHTERS ASSOCIATION
IAFF-LOCAL 3631 FOR THE FIREFIGHTER UNIT**

This Side Letter of Agreement (“Agreement”) between the Orange County Fire Authority (“Authority”) and the Orange County Professional Firefighters Association, IAFF-Local 3631 (“Association”), (collectively “Parties”) is entered into with respect to the following:

WHEREAS, the Parties are subject to a Memorandum of Understanding (“MOU”) in effect for the period of March 23, 2023 through March 22, 2027; and

WHEREAS, the Association has requested to modify its members’ payroll contributions to the Retiree Medical Defined Contribution Plan (commonly referred to as the “Health Reimbursement Account” or “HRA”), and to explore transitioning maintenance of the Defined Contribution Plan from the Authority to the Association.

THEREFORE, the Parties hereby agree to the following:

1. The Parties will explore transitioning maintenance of the Defined Contribution Plan from the Authority to the Association. Upon completion of research by both Parties in connection with such a transition, if the Parties agree, any proposed changes will be documented in a separate Side Letter Agreement which will be subject to review and approval by the OCFA Board of Directors prior to implementation.
2. Article XIII, Section 3 of the MOU is amended as shown by the track changes set forth below.

Section 3. Defined Contribution Plan for Retiree Medical Benefits

- A. The Authority will provide only to regular, limited-term, and probationary employees hired on or after January 1, 2007, a "defined contribution plan."
- B. All regular, limited-term, and probationary employees hired on or after January 1, 2007, will be required to contribute four (4) percent of base rate of pay. Employees will not be permitted to contribute more than four (4) percent of base salary towards the Plan.
- C. Effective November 1, 2024 (pay period #24), the required contribution to the Plan for all employees in the bargaining unit (except for the classifications of Firefighter Trainee and Handcrew Firefighter) will be reduced to three percent (3%) of base salary. These employees will not be permitted to contribute more than three percent (3%) of base salary towards the Plan.
- D. Effective November 1, 2024 (pay period #24), employees in the classifications of Firefighter Trainee and Handcrew Firefighter will no longer be active participants in the Plan and their required contributions to the Plan will be eliminated. These employees will not be permitted to contribute towards the Plan. As for the contributions these employees

have already made up to November 1, 2024, their accounts will remain in place until they eventually become eligible to use their funds for reimbursement of healthcare expenses upon separation from service with OCFA.

- E. Employees hired before January 1, 2007, shall not be eligible to participate in the Plan. Eligibility for plan participation is based on the employees most recent date of hire with the Authority.

ORANGE COUNTY FIRE AUTHORITY

**ORANGE COUNTY PROFESSIONAL
FIREFIGHTERS ASSOCIATION**

Lori Zeller
Deputy Chief, Administration & Support Bureau

Chris Hamm
OCPFA, Local 3631 President

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Assistant Chief/Business Services

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OCPFA, Local 3631 Vice President

Stephanie Holloman
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Peter J. Brown
Labor Negotiator

Michael A. McGill
Labor Negotiator

Date

Date