

**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 the dates in which base salary range adjustments will become effective during 2025 and 2026.

THEREFORE, the Parties hereby agree to the following:

Article XXIV, Sections 1.C and 1.D of the MOU are amended, and Sections 1.E, F and G are added, as shown by the track changes set forth below.

Section 1. Base Salary Adjustments

- C. Effective in the pay period which includes January 1, 2025 (pay period 2), the salary range for each classification will be adjusted by two and three-quarter percent (2.75%). Employees will receive their increase once they are eligible for a merit increase per Article II, Section 3.
- D. Effective in the pay period which includes January 1, 2026 (pay period 2), the salary range for each classification will be adjusted by two and three-quarter percent (2.75%). Employees will receive their increase once they are eligible for a merit increase per Article II, Section 3.
- E. Employees who are newly hired into the bargaining unit after the January 1, 2025 and January 1, 2026 salary range adjustments will be appointed into the higher/adjusted salary range. The step-placement for these newly hired employees will be made per Article II, Section 2 (Pay for New Employees).
- F. Employees who are promoted during 2025 and 2026 will be promoted into the higher/adjusted salary ranges (as adjusted per Sections 1.C and 1.D above), by calculating their pay on promotion as follows:
 - 1. If the employee has already received their 2025 or 2026 merit increase prior to promotion, then their pay on promotion will be calculated per Article II, Section 4 (Salary on Promotion).

- 2. If the employee has not yet received their 2025 or 2026 merit increase prior to promotion, then their pay on promotion shall be calculated as follows:
 - i. Prior to calculating pay on promotion, the employee will be moved from the unadjusted salary range to the same step on the higher/adjusted salary range.
 - ii. Pay on promotion will then be calculated per Article II, Section 4 (Pay on Promotion).

G. In the pay period which includes January 1, 2026 and January 1, 2027, any employees who have not received step placement into the new higher adjusted salary range shall be moved to the equivalent step in the new higher adjusted salary range.

ORANGE COUNTY FIRE AUTHORITY

**ORANGE COUNTY PROFESSIONAL
FIREFIGHTERS ASSOCIATION**

Lori Zeller
Deputy Chief, Administration & Support Bureau

Chris Hamm
OCPFA, Local 3631 President

Robert Cortez
Assistant Chief/Business Services

Tim Steging
OCPFA, Local 3631 Vice President

Stephanie Holloman
Assistant Chief/Human Resources Director

Peter J. Brown
Labor Negotiator

Michael A. McGill
Labor Negotiator

Date

Date