

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

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

WHEREAS, the 2023-2027 Memorandum of Understanding (MOU) includes language in Article I, Section 5.B.4 providing that when a shift employee is assigned on their scheduled day off to work a non-shift overtime assignment in a work environment where they are not assigned to participate in emergency responses, the overtime rate for that non-shift overtime assignment shall be as provided for forty (40) hour workweek employees;

WHEREAS, the Parties agree that the Orange County Fire Authority may staff Special Events with Firefighter/Paramedics on an overtime basis; on a non-shift schedule; working solely in an EMS capacity only; and that assigned personnel may not be deployed to support emergency response activities while assigned;

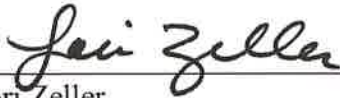
NOW THEREFORE, in consideration of the foregoing, effective February 1, 2024, the parties agree as follows:

1. The staff overtime rate of pay shall apply to Special Event Paramedics when assigned as provided for in Article I, Section 5.B.4;
2. All Personal Protective Equipment (PPE) will be carried with the Special Event Paramedics at all times;
3. Current staffing procedures will remain in place to hire Special Event Paramedics as provided for in SOP HR.03.02 Special Event Paramedics;
4. This provision will not apply to claims for hours worked prior to the execution of this agreement; and
5. This agreement is intended to resolve all disputes between the Parties with regard to Special Event Paramedic pay.


ORANGE COUNTY FIRE AUTHORITY



Terry (TJ) McGovern
Deputy Chief, Emergency Operations Bureau



Lori Zeller
Deputy Chief, Administration & Support Bureau

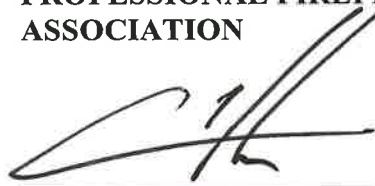


Stephanie Holloman
Assistant Chief/Human Resources Director

March 18, 2024

Date

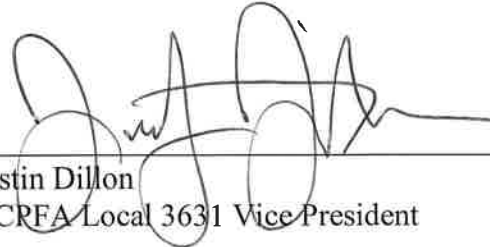
**ORANGE COUNTY FIRE AUTHORITY
PROFESSIONAL FIREFIGHTERS
ASSOCIATION**



Chris Hamm
OCPFA Local 3631 President



Tim Steging
OCPFA Local 3631 Vice President



Justin Dillon
OCRFA Local 3631 Vice President

March 18, 2024

Date