

**SIDE LETTER OF AGREEMENT
BETWEEN
ORANGE COUNTY FIRE AUTHORITY
AND
ORANGE COUNTY EMPLOYEES' ASSOCIATION**

This Side Letter of Agreement ("Agreement") between the Orange County Fire Authority ("Authority") and the Orange County Employees' Association ("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 August 23, 2021 through April 26, 2027; and

WHEREAS, the parties acknowledge that documents support a mutual agreement to create a Holiday Work Bonus in 2002 which was not later incorporated into the MOU; and

WHEREAS, the parties desire to enter into this Agreement to add clarity and memorialize existing practice relative to payment of a Holiday Work Bonus to Fire Communications Dispatchers, Fire Communications Supervisors and ECC Operations Supervisor who work on holidays;

THEREFORE, the following sets forth the Parties' Agreement to modify Article VI, Section 2.C of the Parties' MOU as reflected by the redlined changes as follows:

1. An employee who is required to work on a holiday listed in Section 1.A of this Article and who meets the eligibility requirements contained herein shall be paid holiday pay as specified in Section 2.A of this Article, and be paid for all hours worked on a holiday at a rate of one and five-tenths (1.5) times the employee's base hourly rate.
2. For a Fire Communications Dispatcher, Fire Communications Supervisor, or ECC Operations Supervisor who is required to work on a holiday listed in Section 1.A of this Article and who meets the eligibility requirements contained herein shall be paid a "Holiday Work Bonus" at a rate of five-tenths (.5) hour for each hour worked at the employee's base hourly rate, up to maximum of 8.5 hours for any hours worked on a holiday.

ORANGE COUNTY FIRE AUTHORITY



Lori Zeller
Deputy Fire Chief, Administration & Support
Bureau

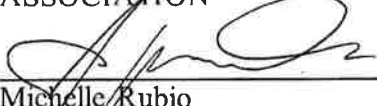


Stephanie Holloman
Assistant Chief/Human Resources Director

3/18/2025

Date

ORANGE COUNTY EMPLOYEES'
ASSOCIATION



Michelle Rubio
Sr. Labor Relations Representative



Veronica Rodarte
Operations Manager