

**SIDE LETTER OF AGREEMENT
BETWEEN
ORANGE COUNTY FIRE AUTHORITY
AND
ORANGE COUNTY PROFESSIONAL FIREFIGHTERS ASSOCIATION
IAFF-LOCAL 3631 FOR THE FIREFIGHTER UNIT
(PART 2)**

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 Parties are also subject to a Side Letter Agreement (the “Part 1 Side Letter), which was authorized by the Board of Directors on April 25, 2024, and which (among other modifications) modified Article XXIV (Compensation), Section 2 (Specialty Pay) of the MOU to provide an additional tier of specialty pay upon achievement of specified training requirements; and

WHEREAS, the Parties inadvertently neglected to include modifications in the Part 1 Side Letter that would allow the additional tier of specialty pay to apply to paramedics working in specialty positions for Urban Search & Rescue and Hazardous Materials, and these positions were included in the parameters authorized by the Board of Directors; and

WHEREAS, with this Side Letter Agreement (the “Part 2 Side Letter), the Parties agree to correct the inadvertent omissions by adding the modifications set forth below to those changes already approved in the Part 1 Side Letter, effective in the pay period that includes July 1, 2024 (June 28, 2024, pay period 15).

ARTICLE XXIV

Section 2. Specialty Pay

- E. Hazardous Materials and Paramedic Incentive Pay (Technician or Specialist, Paramedic) Technician Level = 15% Paramedic Pay + 2.5% HMPI Pay, for a total 17.5% combined; Specialist Level = 15% Paramedic Pay + 5% HMPI Pay, for a total 20% combined)
- 4. Employees regularly assigned to the designated Haz Mat/Paramedic positions who receive Paramedic Pay, as provided in the Firefighter Unit Memorandum of Understanding (MOU), and who qualify to participate as a Hazardous Materials Response Team (HMRT) member will be compensated in addition to their paramedic pay, as indicated in 2. E two and five-tenths (2.5%) percent of their base salary per month, prorated on an hourly basis.

H. Urban Search and Rescue (USAR) Pay


3. The Firefighter/Paramedic positions assigned to urban search and rescue at Fire Station 54 must meet the Technician Level training/certification requirements specified in paragraph 2.H.1.a, and may also meet the Specialist Level requirements in paragraph 2.H.1.b. Depending on Technician Level or Specialist Level eligibility, the following will apply:


a. Firefighter/Paramedic personnel who meet the Technician Level:—in In addition to their 15% paramedic pay—will receive pay of two and one-half percent (2.5%) of their base salary per month, prorated on an hourly basis, for a combined specialty pay of 17.5%. ~~Such employees who work an overtime shift to cover a designated USAR position, due to the absence of the regularly assigned employee, shall also receive USAR pay on a prorated basis for that overtime shift or portion thereof.~~

a-b. Firefighter/Paramedic personnel who meet the Specialist Level: In addition to their 15% paramedic pay—will receive pay of five percent (5%) of their base salary per month, prorated on an hourly basis, for a combined specialty pay of 20%.

ORANGE COUNTY FIRE AUTHORITY



Lori Zeller
Deputy Chief, Administration & Support Bureau



Terry (TJ) McGovern
Deputy Chief, Emergency Operations Bureau

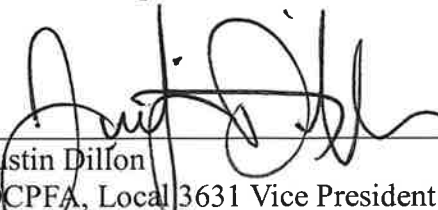

Stephanie Holloman
Assistant Chief/Human Resources Director

5/21/24
Date

**ORANGE COUNTY PROFESSIONAL
FIREFIGHTERS ASSOCIATION**


Chris Hamm
OCPFA, Local 3631 President


Tim Steging
OCPFA, Local 3631 Vice President


Justin Dillon
OCPFA, Local 3631 Vice President

5/13/24
Date