

**SIDE LETTER OF AGREEMENT
BETWEEN
ORANGE COUNTY FIRE AUTHORITY
AND
ORANGE COUNTY FIRE AUTHORITY CHIEF OFFICERS ASSOCIATION**

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

WHEREAS, the 2023-2027 Memorandum of Understanding (MOU) between the Parties became effective on July 1, 2023; and

WHEREAS, the Parties found that language in Article XXII, Section 2.A (Range Adjustment), is not operating as intended in regards to the salary spread between bottom and top step of the range for Fire Battalion Chiefs (BCs); and

WHEREAS, the parties agree to the following actions to adjust the language accordingly:

1. Article XXII, Section 2.A of the MOU is modified as shown by the tracked changes below:

Section 2. Range Adjustment

A. Fire Battalion Chief

1. Effective in the pay period which includes July 1, 2023 (pay period 15), the three (3) step salary range for Fire Battalion Chief will be changed to a salary range by moving the bottom of the range to the existing mid-point of the salary range for Fire Battalion Chief and leaving the top of the salary range unchanged. This will occur prior to the additional base salary increase in Section 1 above.
 2. Effective in the pay period which includes July 1, 2024 (pay period 15), the bottom of the range will be moved so that it is equal to, and maintained at, five percent (5%) below the top of the Battalion Chief range.
 3. The base salary of the classification of Fire Battalion Chief shall be at least twenty-two and five-tenths percent (22.5%) higher than the base salary of the top step of the salary range for Fire Captain (inclusive of EMT and Company Officer Certification pay for top-step Fire Captain).
2. Effective in the pay period which includes July 1, 2024 (pay period 15), adjust the hourly rate for the four BCs who were recently promoted to this rank on March 8, 2024, to the newly corrected bottom step as modified by Section 2.A.2 above.
 3. Effective in the pay period which includes July 1, 2024 (pay period 15), adjust the hourly rates for

the nine BCs who are currently placed in between bottom and top step, to the top of the range. These BCs would already be at top step if the Range Adjustment language been resolved at the start of the 2023-2027 MOU.

ORANGE COUNTY FIRE AUTHORITY

**ORANGE COUNTY FIRE AUTHORITY
CHIEF OFFICERS ASSOCIATION**

Terry (TJ) McGovern
Deputy Chief, Emergency Operations Bureau

Cheyne Maule
COA President

Lori Zeller
Deputy Chief, Administration & Support Bureau

Ryan Bishop
COA Vice President

Stephanie Holloman
Assistant Chief/Human Resources Director

Date

Date