

**MAXIMUM ALLOWABLE VACATION CREDIT
AGREEMENT
BETWEEN
ORANGE COUNTY FIRE AUTHORITY
AND
ORANGE COUNTY FIRE AUTHORITY CHIEF OFFICERS ASSOCIATION**

The Orange County Fire Authority (OCFA) and the Orange County Fire Authority Chief Officers Association (COA) (collectively the "Parties") enter into this Agreement on the subject of maximum allowable vacation credit. This Agreement reinstates language that was inadvertently removed from the September 1, 2016 amended Memorandum of Understanding (MOU) between the Orange County Fire Authority and the Orange County Fire Authority Chief Officers Association. Article V, Section 10 of the current MOU is amended as follows:

Article V – Leave Provisions

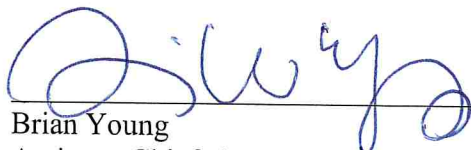
Section 10. Vacation

C. Maximum Allowable Vacation Credit

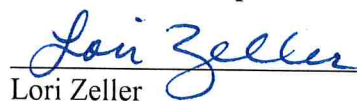
1. For full-time staff Battalion Chiefs or Fire Division Chiefs working a forty (40) hour workweek, maximum accruals at any one (1) time with less than ten (10) years of full-time continuous service shall be three hundred twenty (320) hours. The maximum allowable vacation credit at any one (1) time for a staff Battalion Chief or Fire Division Chief with ten (10) or more years of full-time continuous service shall be four hundred (400) hours. All vacation hours earned in excess of the maximum allowable vacation credit shall be paid in the pay period earned.

2. For full-time shift Battalion Chief working a fifty-six (56) hour average duty week, maximum accruals at any one (1) time with less than ten (10) years of full-time continuous service shall be four hundred forty-eight (448) hours. The maximum allowable vacation credit at any one (1) time for a full-time shift employee with ten (10) or more years of full-time continuous service shall be five hundred sixty (560) hours. All vacation hours earned in excess of the maximum allowable vacation credit shall be paid in the pay period earned.

ORANGE COUNTY FIRE AUTHORITY

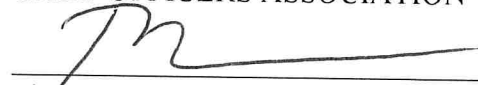


Brian Young
Assistant Chief, Operations

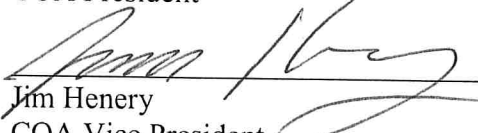


Lori Zeller
Assistant Chief, Business Services

ORANGE COUNTY FIRE AUTHORITY
CHIEF OFFICERS ASSOCIATION



Tim Perkins
COA President

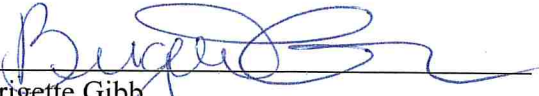


Jim Henery
COA Vice President

COA SIDE LETTER – MAXIMUM ALLOWABLE VACATION CREDIT

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(DATE)



Brigette Gibb
Human Resources Director

1/29/18

Date

Date