

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

This Side Letter of Agreement between the Orange County Fire Authority and the Orange County Fire Authority Managers Association (“OCFAMA”), (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 June 23, 2023 through June 22, 2027; and

WHEREAS, OCFAMA has requested to modify its members’ payroll contributions to the Defined Contribution Retiree Medical Plan (commonly referred to as the “Health Reimbursement Account” or “HRA”).

THEREFORE, the Parties hereby agree to the following:

Article III, Section 2.E of the MOU is amended as shown by the track changes set forth below.

E. Defined Contribution Retiree Medical Plan

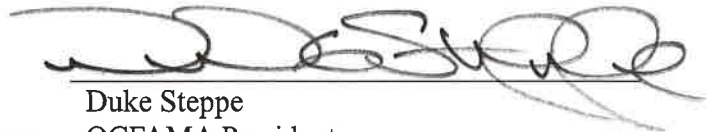
1. The Authority will provide employees hired on or after January 1, 2007, a "defined contribution" plan.
2. These employees are required to contribute four percent (4%) of base salary to this plan.
3. **Effective April 4, 2025 (pay period #9), the required contribution to the Plan for eligible employees in the bargaining unit will be reduced to three percent (3%) of base salary. These employees will not be permitted to contribute more than three percent (3%) of base salary towards the Plan.**
- ~~3.~~ 4. Employees hired before January 1, 2007, shall not be eligible to participate in this plan. Eligibility for plan participation is based on the employee’s most recent date of hire with the Authority.

ORANGE COUNTY FIRE AUTHORITY

**ORANGE COUNTY FIRE AUTHORITY
MANAGERS ASSOCIATION**



Lori Zeller
Deputy Chief, Administration & Support Bureau



Duke Steppe
OCFAMA President

Stephanie Holloman

Stephanie Holloman
Assistant Chief/Human Resources

3/11/25

Date

Brad Stephens

Brad Stephens
OCFAMA Vice President

3/10/2025

Date