

**FIRE BATTALION CHIEF AND DIVISION CHIEF SENIORITY AGREEMENT
BETWEEN
ORANGE COUNTY FIRE AUTHORITY CHIEF OFFICERS ASSOCIATION
AND
ORANGE COUNTY FIRE AUTHORITY
TERM OF THE AGREEMENT: MARCH 9, 2021 THROUGH JUNE 30, 2023**

The intent of the Fire Battalion Chief and Division Chief Seniority Side Letter of Agreement between the Orange County Fire Authority (“OCFA”) and the Orange County Fire Authority Chief Officers Association (“COA”) is for the following reasons:

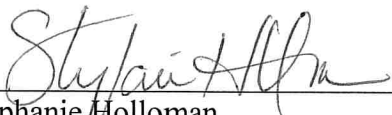
1. Formally memorialize OCFA’s current practice of how seniority is determined upon promotion into the COA, as further defined below.
2. Use seniority to assist with backfill hour tie breakers. Building this application of seniority into the automated staffing system will be completed as soon as feasibly possible, based on programming workload, and will ensure overtime is distributed equally among COA membership. For example, members with the same backfill hours will be sorted based on seniority versus last date worked.
3. Use seniority to guide approval of Primary Vacations (VTPs) in a fair and equitable manner.
4. In the event of a reduction in COA staffing, the member with the least amount of seniority will be reclassified to their previous classification.

This Side Letter of Agreement between the OCFA and the COA formally memorializes agreement to the following provisions involving seniority of members promoting from the classification of Fire Captain to Fire Battalion Chief and from Fire Battalion Chief to Division Chief:

1. Seniority for employees promoting from the classification of Fire Captain to Fire Battalion Chief will be determined by their date of promotion to Fire Battalion Chief. Tiebreakers will be determined by the following:
 - a. Primary tiebreakers will be determined by final ranking on the Fire Battalion Chief eligibility list.
 - b. Secondary tiebreakers will be determined by date of full-time employment with the OCFA.
2. Seniority for employees promoting from the classification of Fire Battalion Chief to Division Chief will be determined by their date of promotion to Division Chief. Tiebreakers will be determined by date of full-time employment with the OCFA.
3. Seniority for positions transitioning from another public fire service agency into the COA will be in accordance with Appendix B of the 2020-2023 MOU - Transition of Employment Agreement COA and OCFA Side Letter.

4. The COA and OCFA understand and agree that this Seniority Side Letter is not for purposes of a seniority bid process.
5. An updated seniority list will be distributed by the Human Resources Department to the COA Board of Directors as follows: (1) annually in November, (2) as soon as possible following the transition of a new agency to the Authority, and (3) upon the promotion of new Fire Battalion Chiefs and/or Division Chiefs.


FOR THE ORANGE COUNTY FIRE AUTHORITY



Stephanie Holloman
Assistant Chief/Human Resources Director

3/9/21

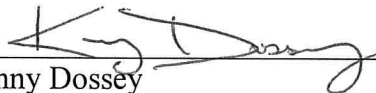
Date



Lori Zeller
Deputy Chief, Administration and Support Bureau

3/9/21

Date




Kenny Dossey
Deputy Chief, Emergency Operations Bureau

3/10/21

Date

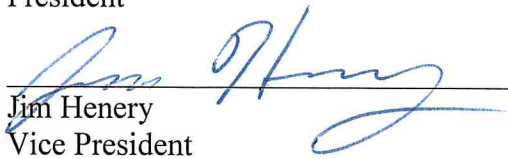
FOR THE ORANGE COUNTY FIRE AUTHORITY CHIEF OFFICERS ASSOCIATION



Tim Perkins
President

3.24.21

Date



Jim Henery
Vice President

3/16/21

Date