

**SIDE LETTER OF AGREEMENT
BETWEEN
ORANGE COUNTY FIRE AUTHORITY
AND
ORANGE COUNTY PROFESSIONAL FIREFIGHTERS ASSOCIATION
FOR THE FIREFIGHTER UNIT**

This Side Letter of Agreement between the Orange County Fire Authority and the Orange County Professional Firefighters Association, Local 3631 (“Association”), (collectively, “Parties”) is entered into with respect to the following:

WHEREAS, the definitions listed in the 2020-2022 MOU between the Parties defines a staff employee as follows: “STAFF EMPLOYEE shall mean an employee assigned to a forty (40) hour workweek”; and

WHEREAS, the MOU also includes language in Article XXIV, Section 2.I providing Staff Assignment Pay (SAP) and Staff Incentive Pay (SIP) to employees assigned in a *designated staff position*; and

WHEREAS, Appendix J to the MOU, titled “Side Letter re Shift Public Information Officer (PIO)” was created to ensure the newly created Shift PIO positions would be deemed eligible for SAP and SIP, even though they work a 56-hour workweek, whereas all prior employees who had been deemed eligible for SAP and SIP had always worked a 40-hour workweek; however, the parties did not intend to expand the list of employees who were eligible to receive SAP and SIP; and

WHEREAS, the Parties’ wish to clarify the language in the MOU through the following mutual agreements:

1. **Excluded/Not Eligible for SAP and/or SIP:** There are situations in which members of the Association will be assigned to work a 40-hour workweek, and/or eligible to receive a staff rate of pay, yet they are not deemed eligible for SAP and/or SIP. Examples include:
 - a. Assignment to Light duty
 - b. Assignment to a Training Class/Academy on a 40-hour workweek
 - c. Assignment to Paramedic School
 - d. Assignment as a candidate in a Firefighter Academy
 - e. Assignment as a candidate in a Promotional Academy
 - f. Assignment to the classification of Handcrew Firefighter (HCFF)
 - g. Assignment to the classification of full-time/permanent Heavy Fire Equipment Officer (HFEO)


2. **40-Hour Workweek, Included/Eligible for SAP and/or SIP:** There are situations in which employees will be assigned to a 40-hour workweek, and may be eligible for SAP and/or SIP as further detailed in the MOU. These assignments are filled by an interview process, and not by seniority bid. Assignments that are eligible for SAP and/or SIP include:
 - a. Crews and Equipment Superintendent and Assistant Superintendent
 - b. Division Administrative Fire Captain
 - c. Operations Administrative Fire Captain
 - d. EMS Section Administrative Captain
 - e. EMS Section Supply & Equipment Coordinator
 - f. WEFIT Coordinator
 - g. Investigations Section Investigator
 - h. Assistant Fire Training Officer
 - i. Cadre Members Assigned for Duration of Academies
 - j. Orange County Intelligence Assessment Center (OCIAC)
 - k. Air Operations Pilot and Crew Chief (as specified in the Side Letter titled "Staffing Air Operations Second Helicopter") and other 40-hour workweek Air Operations personnel eligible per MOU, Article XXIV, Section 2.N.2.c
 - l. Firefighters, Fire Apparatus Engineers, or Fire Captains during hours worked as an HFEO-Apprentice or HFEO-Journeyman, assigned less than permanent full-time as an HFEO
 - m. Other new positions assigned to a 40-hour workweek, which are more administrative in nature and not focused on rank and file's normal suppression responsibilities. These "other new positions" require mutual agreement by OCFA (executive management level) and the Association as to eligibility for SAP and/or SIP prior to creation and implementation of the new position.

3. **56-Hour Workweek, Included/Eligible for SAP and/or SIP:** There is only one situation in which members of the Association assigned to work a 56-hour workweek will also be deemed eligible for SAP and/or SIP as further detailed in the MOU. This situation is strictly limited to only:
 - a. Public Information Officer

4. The definition for "designated staff position" reflected in Appendix J was prepared with the express intent to add only the three 56-hour workweek Shift PIOs to those positions otherwise deemed eligible for SAP and SIP, and therefore, the definition is being revised to clarify that intent, and shall now read as follows:

DESIGNATED STAFF POSITION shall only include specified employees assigned to a 40-hour workweek, as listed in Paragraph 2 above, and also include the three shift (56-hour average workweek) employees regularly assigned to the Public Information Officer positions, as listed in Paragraph 3 above. All other employees are not included in the definition of designated staff position.

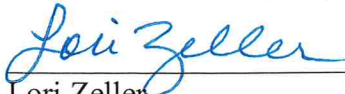
FOR THE ORANGE COUNTY FIRE AUTHORITY


Stephanie Holloman
Assistant Chief/Human Resources Director

4/26/21
Date

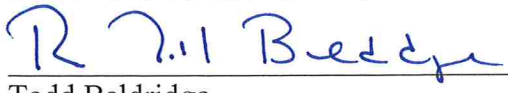

Kenny Dossey
Deputy Chief, Emergency Operations Bureau

4/27/21
Date


Lori Zeller
Deputy Chief, Administration & Support Bureau

4/27/21
Date

FOR THE ORANGE COUNTY PROFESSIONAL FIREFIGHTERS ASSOCIATION


Todd Baldrige
President

4/27/21
Date


Steve Kriha
Vice President

4/28/21
Date