SIDE LETTER OF AGREEMENT
BETWEEN
ORANGE COUNTY FIRE AUTHORITY
AND
ORANGE COUNTY PROFESSIONAL FIREFIGHTERS ASSOCIATION
IAFF-LOCAL 3631
FOR THE FIREFIGHTER UNIT

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

WHEREAS, the Parties are in the process of negotiating a successor Memorandum of Understanding (MOU) with a term of September 1, 2020 to August 31, 2022; and

WHEREAS, as part of the Parties’ negotiations for a successor MOU, the Parties have agreed to a modification to Article XXIV, Section 3D1 which addresses who may be qualified to receive Hazardous Materials Specialist Incentive Pay; and

WHEREAS, the Parties’ desire to enter into this Agreement now, in advance of the completion of their labor negotiations, so that the modification can occur upon execution of this Agreement, and agree that the modification will be incorporated into their successor MOU;

WHEREAS, the Parties agree that given that the modification to the MOU described in this Agreement will be incorporated into their successor MOU, upon approval of the Parties’ MOU by the Board of Directors, this Agreement will terminate as unnecessary to memorialize the Parties’ Agreement as that agreement will be included in the Parties’ MOU; and

WHEREAS, the following sets forth the Parties’ Agreement:

1. The Parties agree to modify Article XXIV, Section 3D1 as below. This Agreement will terminate upon the Board of Directors’ approval of the Parties’ successor MOU as the Parties’ agree that the changes below will be incorporated into their MOU and there will no longer be a need for a side letter to memorialize the Parties’ agreement.

D. Hazardous Materials Specialist Incentive Pay (Specialist, Non-Paramedic = 7.5% HazMat Pay + 2.5% HMSI Pay, for a total of 10% combined)

1. To be eligible to receive the Hazardous Materials Specialist Incentive (HMSI) pay, employees must be designated as qualified by the OCFA. Qualified is defined as having successfully completed and hold a current certification as a California State Hazardous Materials Specialist and an aggregate of two years’ assignment (voluntary or administrative) to Engine
FOR THE ORANGE COUNTY FIRE AUTHORITY

Mark Sanchez  
Deputy Fire Chief Operations  

Lori Zeller  
Deputy Chief/Administration and Support Bureau  

Peter Brown  
Labor Negotiator  

FOR THE ORANGE COUNTY PROFESSIONAL FIREFIGHTERS ASSOCIATION

Reid Gibson  
Vice President  

Ryan Bishop  
Vice President  

Michael A. McGill  
Labor Negotiator  

7/8/20  
Date  

7/8/20  
Date  

7/13/20  
Date  

7/9/20  
Date  

7/9/20  
Date  

7/13/2020  
Date