

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

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

**WHEREAS**, the 2016-2020 MOU between the Parties defines “Held on Duty” and “Holdover” as involuntary overtime for up to a total of 3 hours and 59 minutes, not to be added to the employee’s force hire accumulation; and

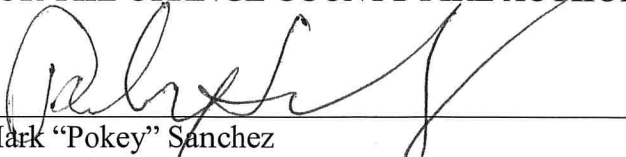
**WHEREAS**, these MOU definitions further specify that “Held on Duty” and “Holdover” time for more than four hours is considered a force hire; and


**WHEREAS**, as a result of the Parties’ recent discussions about force hires, the following redlined changes reflect the Parties Agreement to modify the MOU definitions for “Held on Duty” and “Holdover” in the 2016-2020 MOU:


HELD ON DUTY – Time for which an employee who would normally be going off-duty and who is ordered to remain at work due to emergency activity and staffing needs. Held on duty is ordered by the Operations Chief or Duty Chief. This time will be paid at the premium overtime rate of time and one half. Held on duty is considered involuntary overtime and is used for up to 3 hours and 59 minutes. Held on duty time will not be added to the employee’s force hire accumulation. Held on duty for more than four hours is considered a force hire.


HOLDOVER – Time encountered while waiting for relief to release the employee from work. Holdover time is considered involuntary overtime and is used for up to 3 hours and 59 minutes. Holdover time will be paid at the premium overtime rate of time and one half. Holdover incurred for more than four hours is considered a force hire.

**FOR THE ORANGE COUNTY FIRE AUTHORITY**

  
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Mark “Pokey” Sanchez  
Deputy Chief, Emergency Operations Bureau

  
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Nina Collins  
Assistant Chief, Human Resources

  
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Date

  
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Date

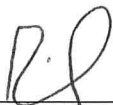
**FOR THE ORANGE COUNTY PROFESSIONAL FIREFIGHTERS ASSOCIATION**



Richard Tantuvanich  
Treasurer

02-26-2020

Date



Reid Gibson  
Director

2/24/20

Date