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 provisions for payoff of accrued vacation leave under Article V, Section 14.D.9; and  

WHEREAS, these MOU provisions limit the payoff of accrued vacation leave to a total of 112 hours per fiscal year for shift employees and 80 hours per fiscal year for staff employees; and  

WHEREAS, the Parties’ recognize that unforeseen emergencies may occur on rare occasions for employees that could result in severe financial hardship to the employee; and  

WHEREAS, the parties agree to modify the MOU to add the following provision, effective immediately, to Article V, Section 14.D.9 in the 2016-2020 MOU:  

An employee who has an “unforeseen emergency” (defined as an unanticipated emergency that is caused by an event beyond the control of the employee and that would result in severe financial hardship to the employee if early withdrawal were not permitted) shall be entitled to make a request to the Assistant Chief/Human Resources for a payoff of accrued vacation leave, in addition to the cash out increments already provided for in the MOU. The additional amount of vacation leave which may be paid off is limited to the amount necessary to meet the emergency. The maximum payoff the employee can receive for an emergency is limited to one additional increment of 112 hours for a shift employee or 80 hours for a staff employee, of his/her accumulated vacation leave.  

FOR THE ORANGE COUNTY FIRE AUTHORITY  

\[Signature\]  
Lori Zeller  
Deputy Chief, Administration & Support Bureau  

\[Signature\]  
Nina Collins  
Assistant Chief, Human Resources  

FOR THE ORANGE COUNTY PROFESSIONAL FIREFIGHTERS ASSOCIATION  

\[Signature\]  
Date  
6/9/20  

\[Signature\]  
Date  
6/9/2020