

**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**, on or about August 27, 2018, the Parties determined that provisions of the Memorandum of Understanding (MOU) between the Authority and the Association describing Specialty Pay Compensation (Article XXIV, Section 3) do not adequately address the inclusion of specialty pay compensation for employees during Urban Search and Rescue (US&R) deployments; and

**WHEREAS**, as a result of the Parties’ discussion, they agreed to memorialize the Authority’s current practice for payment of specialty pay compensation during US&R deployments; and

**WHEREAS**, the following sets forth the Parties’ Agreement:

1. Applicability of Specialty Pay During US&R Deployments:
  - a. Personnel assigned as Medical Specialist / Manager positions shall receive Paramedic Pay
  - b. Personnel assigned to Boat Operator or Water Rescue positions shall receive Technical Rescue Truck Incentive Pay
  - c. Personnel assigned to Logistics positions and currently receiving the US&R Specialty Pay on a full-time basis shall receive the US&R specialty pay
  - d. Personnel assigned to Hazmat positions shall receive the Hazmat Specialty Pay
  - e. Personnel assigned to Canine Handler positions and currently receiving the Canine Specialty Pay on a full-time basis shall receive the applicable Canine Specialty Pay

2. Applicability:

The Parties agree to utilize this pay practice for all future US&R deployments for the duration of the MOU. Employees deployed during their normal work day will receive the higher of (a) their specialty pays they are receiving for the day for the remainder of the shift and their regular scheduled work days during the deployment or (b) the specialty pays per Section 1. Specialty pays per Section 1. cannot be combined. There shall be no loss of pay on employees regularly scheduled work days during a US&R deployment. Consistent with current practice, these specialty pays will be applied portal to portal.

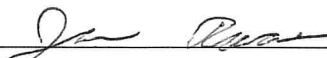
**FOR THE ORANGE COUNTY FIRE AUTHORITY**

  
\_\_\_\_\_  
Brigette Gibb  
Human Resources Director

12/4/18  
\_\_\_\_\_  
Date

  
\_\_\_\_\_  
Lori Zeller  
Deputy Chief, Administration & Support Bureau

12/3/18  
\_\_\_\_\_  
Date


  
\_\_\_\_\_  
Jim Ruane  
Assistant Chief, Logistics

12-3-18  
\_\_\_\_\_  
Date

**FOR THE ORANGE COUNTY PROFESSIONAL FIREFIGHTERS ASSOCIATION**

  
\_\_\_\_\_  
Tim Steging  
President

11/28/2018  
\_\_\_\_\_  
Date

  
\_\_\_\_\_  
Matt Schuetz  
Vice President

11/29/2018  
\_\_\_\_\_  
Date