

**EMPLOYEE WORK SCHEDULE WHILE INSTRUCTING OR ATTENDING A FIRE  
CAPTAIN (FC), FIRE APPARATUS ENGINEER (FAE) OR FIREFIGHTER (FF)  
ACADEMY HOSTED BY OCFA 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, Article I, Section 8 of the Memorandum of Understanding (MOU) between the Parties states, in part,

**Employee Work Schedule While Instructing or Attending a Fire Captain (FC), Fire Apparatus Engineer (FAE), or Firefighter (FF) academy hosted by OCFA**

1. *If the FC, FAE, or FF academy is going to occur for more than one (1) week and employees will be working a 4/10 schedule, the instructors and attendees (except Firefighter Trainees) will receive the three (3) days immediately prior to the academy as days off.*
2. *If the academy is going to occur for more than one (1) week and employees will be working a 9/80 schedule, the instructors and attendees (except Firefighter Trainees) will receive the two (2) days immediately prior to the academy as days off.*
3. *Employees will not be compensated for the three (3) or two (2) days off prior to the academy or be required to use leave balances.*
4. *Instructing or attending the academy will not impact the triad (three(3) pay pay periods) balancing, but will not guarantee FLSA or overtime.*
5. *OCFA will authorize backfill for any regularly scheduled shift that occurs during the three (3) or two (2) days off prior to the academy.*
6. *Upon completion of the academy, the participants and attendees will immediately return to their assigned shift.*

WHEREAS, the Authority has informed the Association that there is a desire to recognize an additional employee work schedule while instructing or attending a FC, FAE, or FF Academy hosted by OCFA.

WHEREAS, the following sets forth the Parties’ Agreement:

1. Effective May 21, 2018, Association and Authority agree to recognize the addition of an 8/80 employee work schedule while instructing or attending a FC, FAE, or FF Academy

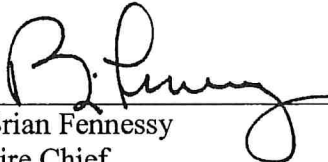
hosted by OCFA.

2. Article I, Section 8 of the MOU between the parties is modified as set forth below with track changes:

Section 8. Employee Work Schedule While Instructing or Attending a Fire Captain (FC), Fire Apparatus Engineer (FAE), or Firefighter (FF) academy hosted by OCFA

1. If the FC, FAE or FF academy is going to occur for more than one (1) week and employees will be working a 4/10 schedule, the instructors and attendees (except Firefighter Trainees) will receive the three (3) days immediately prior to the academy as days off.
2. If the academy is going to occur for more than one (1) week and employees will be working a 9/80 schedule, the instructors and attendees (except Firefighter Trainees) will receive the two (2) days immediately prior to the academy as days off.
3. If the academy is going to occur for more than one (1) week and employees will be working an 8/80 schedule, the instructors and attendees (except Firefighter Trainees) will receive the two (2) days immediately prior to the academy as days off.
4. Employees will not be compensated for the three (3) or two (2) days off prior to the academy or be required to use leave balances.
5. Instructing or attending the academy will not impact the triad (three (3) pay periods) balancing, but will not guarantee FLSA or overtime.
6. OCFA will authorize backfill for any regularly scheduled shift that occurs during the three (3) or two (2) days off prior to the academy.
7. Upon completion of the academy, the participants and attendees will immediately return to their assigned shift.

**FOR THE ORANGE COUNTY FIRE AUTHORITY**

  
\_\_\_\_\_  
Brian Fennessy  
Fire Chief

5/22/18  
\_\_\_\_\_  
Date

  
\_\_\_\_\_  
Lori Zeller  
Assistant Chief, Business Services

5/22/18  
\_\_\_\_\_  
Date

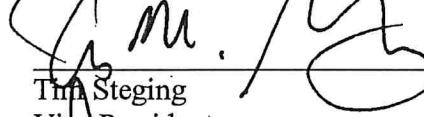
  
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Brigette Gibb  
Human Resources Director

5/22/18  
\_\_\_\_\_  
Date

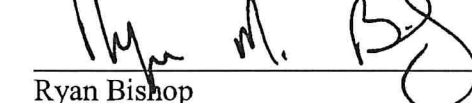
**FOR THE ORANGE COUNTY PROFESSIONAL FIREFIGHTERS ASSOCIATION**

  
\_\_\_\_\_  
Barryc Hunter  
OCPFA President

5/21/18  
\_\_\_\_\_  
Date

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

5/21/18  
\_\_\_\_\_  
Date

  
\_\_\_\_\_  
Ryan Bishop  
Vice President

5/21/18  
\_\_\_\_\_  
Date