

**STAFFING AIR OPERATIONS SECOND HELICOPTER
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 Authority currently staffs one (1) helicopter in the air rescue operations program and intends to staff a second helicopter year-round, ten (10) hours per day, seven (7) days per week effective August 17, 2018; and*

***WHEREAS**, the purpose of the second helicopter is to bolster firefighting and initial attack of vegetation fires within OCFA’s jurisdiction and the Operational Area; and*

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

1. The Authority will assign a Fire Pilot and Crew Chief to a 4/10 work schedule. Based on fire season and day-light savings time, the shift will begin at 8 a.m. or 10 a.m. The Authority will assign another Fire Pilot and Crew Chief to an offset 4/10 work schedule. On the day where the two shifts overlap, personnel will be used to up-staff air resources, conduct training, and/or complete administrative work.
2. Employees who are assigned to a 4/10 schedule will receive additional compensation as specified in Article XXIV, Section 3.I – in addition to their regular pay – in the amount of seven and one-half percent (7.5%) staff assignment pay (SAP) and ten percent (10%) staff incentive pay (SIP) or paramedic bonus, whichever is higher.
3. Overtime will be used to fill openings on the second helicopter. When there are openings without availabilities, employees will be force hired to maintain the availability of the second helicopter. Employees (staff or field) filling these overtime vacancies will be compensated at the staff overtime rate of pay, including seven and one-half percent (7.5%) staff assignment pay (SAP) and ten percent (10%) staff incentive pay (SIP) or paramedic bonus, whichever is higher.
4. Based on operational needs and staffing patterns, the Authority may temporarily extend the hours of helicopter operation; examples include, but not limited to fire activity, weather conditions, and significant incidents.

5. The second helicopter may be deployed for out-of-county responses on a case-by-case basis as directed by the Fire Chief, Operations Chief, or Duty Chief.

FOR THE ORANGE COUNTY FIRE AUTHORITY



Brian Fennessy
Fire Chief

7/31/18
Date



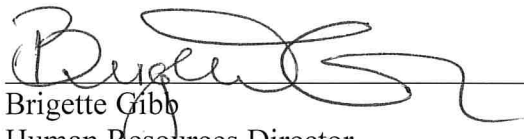
Lori Zeller
Assistant Chief, Business Services

7/31/18
Date



Dave Anderson
Assistant Chief, Support Services

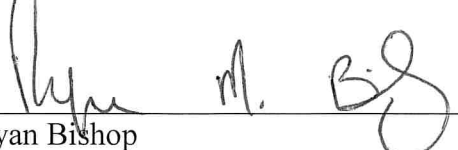
7/31/18
Date



Brigitte Gibb
Human Resources Director

7/31/2018
Date

FOR THE ORANGE COUNTY PROFESSIONAL FIREFIGHTERS ASSOCIATION



Ryan Bishop
Vice President

7/31/2018
Date



Tim Steging
Vice President

7/31/2018
Date