



NEWS RELEASE

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Orange County Fire Authority (OCFA) Negotiators Announce Tentative Agreement with Orange County Employees Association (OCEA)

Three-Year MOU Will Phase-In 100 Percent Employee Retirement Contribution

Irvine, Calif. – Orange County Fire Authority negotiators today announced a tentative three-year memorandum of understanding (MOU) with employees represented by the Orange County Employees Association. The agreement will require employees to pay 100 percent of retirement costs by phasing-in their share during the three year MOU.

“We believe in creating a fair and equitable agreement for our employees, but we must also ensure that the interests of taxpayers within our 23 cities and the county are protected through this MOU,” said OCFA Board of Directors Chair Al Murray. “During the next three years our employees will cover 100 percent of their share of retirement costs.”

The tentative agreement was approved overwhelmingly by OCEA membership on Jan. 14. It has been scheduled for a vote by OCFA Board of Directors for their approval on Jan. 22. A summary of significant deal points in the proposed MOU include:

- **Term:** December 19, 2014 to December 15, 2017
- **Retirement:** Effective March, 2015, 2016 and 2017, employees hired prior to January 1, 2013, will pay an additional 2 percent, 2.5 percent and 3 percent in employee retirement contributions, respectively, increasing from 9 percent to 16.5 percent. Thereafter, these employees will pay any subsequent increases in the 50 percent of normal cost for employee retirement contributions. Employees hired after PEPRA was enacted will continue to be subject to PEPRA requirements of 50 percent of normal cost for employee retirement contributions, which vary based on age of entry.
- **Wages:** Effective March, 2015, 2016 and 2017, a 2.75 percent, 2.5 percent and 3 percent salary increase, respectively, will be provided. In addition, bilingual pay is increased from \$35 per month to \$135 per month for eligible employees to further incentivize this skill.
- **Overtime:** Effective March 6, 2015, sick leave and vacation hours taken will no longer count as hours worked for purposes of earning overtime pay (1.5).
- **Holiday and Leave Accruals:** One additional holiday (Christmas Eve) per year.
- **Work Schedule:** Employees may be allowed to work a 4/10 schedule with approval of Executive Management (not subject to the filing of a grievance).
- **Classification Studies:** The parties have agreed to conduct classification/compensation studies on three pre-defined classifications and upon completion, will reopen labor negotiations to negotiate over compensation and classification for these positions.
- **Reopener:** The parties have agreed to a reopener to discuss the 24 hour work shift for Fire Communications Dispatchers after July 1, 2016.

OCEA represents more than 200 general support and supervisory positions within OCFA. The proposed MOU is available at [OCEA Tentative MOU](#)