

**RANGE ADJUSTMENTS
AGREEMENT
BETWEEN
ORANGE COUNTY FIRE AUTHORITY
AND
ORANGE COUNTY FIRE AUTHORITY CHIEF OFFICERS ASSOCIATION**

The Orange County Fire Authority (OCFA) and the Orange County Fire Authority Chief Officers Association (COA) (collectively the "Parties") enter into this Agreement on the subject of range adjustments. This Agreement reinstates language that was inadvertently removed from the September 1, 2016 amended Memorandum of Understanding (MOU) between the Orange County Fire Authority and the Orange County Fire Authority Chief Officers Association. Article II, Section 1 and Article XXII, Section 2 of the current MOU are amended as follows:

Article II – Pay Practices

Section 1. Compensation for Employees

- A. Employees shall receive compensation on a salary basis at the biweekly rate for the range and step assigned to the class in which they are employed.
- B. Employees who are absent from work for less than a day shall be required to use applicable accrued leave to cover the absence.

Article XXII – Compensation

Section 2. Range Adjustment

- A. Effective the first "full" pay period in September 2002 (Pay Period #20), the salary range for the classification of Fire Battalion Chief shall be adjusted as follows:
 - 1. The base salary of the classification of Fire Battalion Chief shall be at least seventeen and five-tenths percent (17.5%) higher than the base salary of the top step of the salary range for Fire Captain. The top of the salary range of Fire Battalion Chief shall be at least twenty-seven and five-tenths (27.5%) percent above the top step of the salary range of Fire Captain. Adjustments to the range, when required, shall be made within the pay period that the range drops below the percentage stated in this provision.
- B. Effective the first "full" pay period in September 2002 (Pay Period #20), the salary range for the classification of Fire Division Chief shall be adjusted as follows:
 - 1. The bottom of the salary range for Fire Division Chief shall be equal to and be maintained at the top of the salary range for Fire Battalion Chief.
 - 2. The top of the salary range of Fire Division Chief shall be equal to and be maintained at approximately thirteen and seventy-five-hundredths (13.75) percent

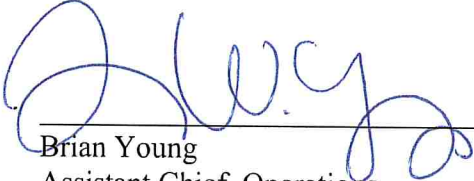
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(DATE)

above the bottom of the salary range established in Section 2.B.1. of this Article. Adjustments to the range, when required, shall be made within the pay period that the range drops below the percentage stated in this provision.

ORANGE COUNTY FIRE AUTHORITY



Brian Young
Assistant Chief, Operations



Lori Zeller
Assistant Chief, Business Services




Brigette Gibb
Human Resources Director

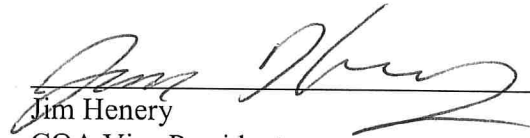
1/29/18

Date

ORANGE COUNTY FIRE AUTHORITY
CHIEF OFFICERS ASSOCIATION



Tim Perkins
COA President



Jim Henery
COA Vice President

Date