

SIDE LETTER OF AGREEMENT

BETWEEN

ORANGE COUNTY FIRE AUTHORITY

AND

ORANGE COUNTY EMPLOYEES ASSOCIATION

This Side Letter of Agreement ("Agreement") between the Orange County Fire Authority ("Authority") and the Orange County Employees Association ("Association") (collectively "Parties") is entered into with respect to the following:

WHEREAS, the Authority has informed the Association that there will be eight (8) new Fire Communications Dispatchers being hired by the Authority and that there is a need for these new Fire Communications Dispatchers to receive training; and

WHEREAS, the Authority has informed the Association that there is a desire to have employees who are members of the Association bargaining unit act as trainers for these new Fire Communications Dispatchers who will be trainees after being hired; and

WHEREAS, the following sets forth the Parties' Agreement:

1. Effective August 4, 2017 Association and Authority agree to commence a Pilot Communications Training Officer program.
2. The purpose of the program is to have existing members of the bargaining unit act as trainers for newly hired Fire Communications Dispatchers. The newly hired Fire Communications Dispatchers will be trainees working along side the trainers while on the dispatch floor in the Emergency Communications Center receiving training from the trainers regarding all aspects of the job of a Fire Communications Dispatcher. Each trainer will be linked to a particular trainee with the goal of the program to enable the new trainee to transition into a successful Fire Communications Dispatcher.
3. Employees who are assigned as trainers will receive additional compensation – in addition to their regular pay - in the amount of fifteen percent (15%) of top-step Fire Communication Dispatcher salary for all hours worked (regular hours as well as overtime hours) during the time period assigned as trainers.
4. The Pilot Communications Training Officer program will sunset on July 31, 2018. If the Parties desire to maintain the program beyond the date of its sunset, they can engage in collective bargaining negotiations to maintain or modify the program.

FOR THE ORANGE COUNTY FIRE AUTHORITY



Jeff Bowman
Fire Chief

8/3/17

Date




Brigette Gibb
Human Resources Director

8/2/17

Date

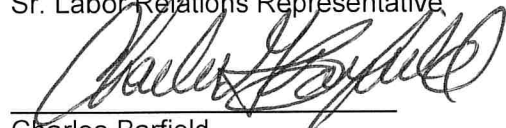
FOR THE ORANGE COUNTY EMPLOYEES ASSOCIATION



Aaron Peardon
Sr. Labor Relations Representative

8/2/17

Date



Charles Barfield
Assistant General Manager

8/2/17

Date