

**ACADEMY PROBATIONARY FIREFIGHTER/PARAMEDIC  
ASSIGNMENT PAY AGREEMENT  
BETWEEN  
ORANGE COUNTY FIRE AUTHORITY  
AND  
ORANGE COUNTY PROFESSIONAL FIREFIGHTERS ASSOCIATION  
IAFF- LOCAL 3631**

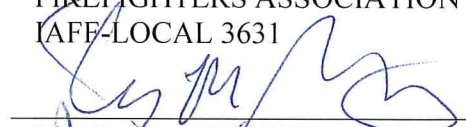
The Orange County Fire Authority (OCFA) and the Orange County Professional Firefighters Association, IAFF - Local 3631 (OCPFA) (collectively the "Parties") enter into this Agreement on the subject of Academy Probationary Firefighter/Paramedic Assignment Pay. In recognition of the immediate organizational need of qualified paramedics, the Parties agree as follows:

1. When an organizational need exists, probationary Firefighters who graduate from an OCFA Firefighter Academy may activate as Paramedics upon successful accreditation with Orange County Emergency Medical Services (OCEMS).
2. Upon successful OCEMS accreditation, the probationary Firefighter will be assigned to a Firefighter/Paramedic post position effective the first day of the pay period immediately following a Firefighter/Paramedic post position becoming vacant. Assignment from probationary Firefighter to probationary Firefighter/Paramedic will not lengthen the duration of the probationary period. Those individuals assigned from probationary Firefighter to probationary Firefighter/Paramedic will receive a step increase to Step 7.
3. In addition, the probationary Firefighter/Paramedic will receive Paramedic Specialty Pay of approximately fifteen percent (15%) of top step Firefighter base salary in conformance with Article XXIV, Section 3. The step increase and Paramedic Specialty Pay will be effective the first day of the pay period immediately following the completion of OCEMS accreditation.
4. For this Agreement only, the Standard Operating Procedure (H.R. 05.01) requirement of "Minimum of 1 year experience as a full-time OCFA firefighter" will be waived.
5. This Agreement shall have the same effect as a "no harm/no foul" offer. Regardless of whether the probationary Firefighter accepts, refuses, or is unsuccessful in the accreditation process, it will have no adverse effect on his/her probationary status. Additionally, if the probationary Firefighter decides to proceed with the accreditation, the probationary Firefighter may withdraw his/her paramedic status with no adverse effect on his/her probationary status.
  - a. This section does not apply to probationary Firefighters who, as a condition of employment, are required to obtain OCEMS paramedic accreditation.

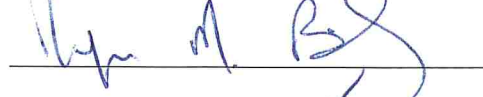
ORANGE COUNTY FIRE AUTHORITY

ORANGE COUNTY PROFESSIONAL  
FIREFIGHTERS ASSOCIATION  
IAFF-LOCAL 3631

  
\_\_\_\_\_  
Brian Young, Operations

  
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Tim Steging, OCPFA Representative

  
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Mike Schroeder,  
Assistant Chief, Organizational Planning

  
\_\_\_\_\_  
Ryan Bishop, OCPFA Representative

4/9/18  
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Date

4/9/2018  
\_\_\_\_\_  
Date