

**AGREEMENT REGARDING TRANSITIONING EMPLOYEES FROM
CITY OF GARDEN GROVE
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 City of Garden Grove is contemplating entering into an agreement with the Authority to provide fire services; and

WHEREAS, there are more personnel in the fire captain and fire apparatus engineer classification (class) transitioning from Garden Grove then positions in each class created by the transition; and

WHEREAS, both the Authority and the Association have a mutual interest in reducing the amount of backfill staffed through force hiring; and

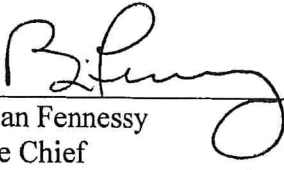
WHEREAS, the following sets forth the Parties’ Agreement effective May 9, 2018:

Article III, Section 7.J. of the Memorandum of Understanding between the Authority and the Association is amended for one time use only, solely for the purpose of the pending Garden Grove transition. The parties do not intend to permanently amend the MOU. The temporary changes to Article III, Section 7.J. for transitioning employees from Garden Grove are as follows:

The number of new positions created in the Firefighter Unit (suppression and staff) will be equal to the number of positions specified on page 36 of the Fire Services Proposal to the City of Garden Grove (dated March 22, 2018) (See Attachment to this Side Letter). Garden Grove transitioning employees will come over to OCFA at the same rank they held at Garden Grove as of October 17, 2017, assuming vacancies exist within OCFA in the classifications. Under no circumstances will promotions made by Garden Grove after October 17, 2017 be honored by OCFA; instead, the promoted employee will, assuming a vacancy exists, be offered a position with OCFA at the prior classification.

Garden Grove transitioning employees in excess of the number of positions that are created in each classification within the Firefighter Unit by the transition, at the discretion of the Authority, may be offered employment. Garden Grove is responsible for identifying personnel who will transition in each classification and certifying all dates of promotion. Unless otherwise set forth in this Agreement, employees transitioning to the Authority as a result of such new agency membership shall be entitled to no preferential rights.

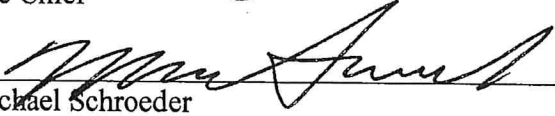
FOR THE ORANGE COUNTY FIRE AUTHORITY



Brian Fennessy
Fire Chief

5/21/18

Date



Michael Schroeder
Assistant Chief, Organizational Planning

5/22/18

Date



Brigitte Gibb
Human Resources Director

5/22/18

Date

FOR THE ORANGE COUNTY PROFESSIONAL FIREFIGHTERS ASSOCIATION



Barry Hunter
President

5/21/18

Date



Tim Steging
Vice President

5/21/18

Date

Attachment

**Orange County Fire Authority
New Firefighter Unit Positions Created by
Fire Services Proposal to City of Garden Grove**

New Firefighter Unit Positions by Rank:

- 20 Fire Captains, which includes the following:
- 18 Fire Apparatus Engineers - Suppression
- 36 Firefighters, which includes the following:
 - 33 Firefighter/Paramedics
 - 3 Firefighters/Tiller Qualified