

**EMPLOYEE WORK SCHEDULE WHILE INSTRUCTING OR ATTENDING A
PROMOTIONAL ACADEMY HOSTED BY OCFA AGREEMENT
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, Article I, Section 8 of the Memorandum of Understanding (MOU) between the Parties states, in part,

Employee Work Schedule While Instructing or Attending a Fire Captain (FC), Fire Apparatus Engineer (FAE), or Firefighter (FF) academy hosted by OCFA

1. *If the FC, FAE, or FF academy is going to occur for more than one (1) week and employees will be working a 4/10 schedule, the instructors and attendees (except Firefighter Trainees) will receive the three (3) days immediately prior to the academy as days off.*
2. *If the academy is going to occur for more than one (1) week and employees will be working a 9/80 schedule, the instructors and attendees (except Firefighter Trainees) will receive the two (2) days immediately prior to the academy as days off.*
3. *Employees will not be compensated for the three (3) or two (2) days off prior to the academy or be required to use leave balances.*
4. *Instructing or attending the academy will not impact the triad [three (3) pay periods] balancing, but will not guarantee FLSA or overtime.*
5. *OCFA will authorize backfill for any regularly scheduled shift that occurs during the three (3) or two (2) days off prior to the academy.*
6. *Upon completion of the academy, the participants and attendees will immediately return to their assigned shift.*

WHEREAS, the Authority has informed the Association that there is a desire to recognize an additional employee work schedule while instructing or attending a Fire Battalion Chief (BC), FC, FAE, or FF Academy hosted by OCFA.

WHEREAS, the following sets forth the Parties' Agreement:

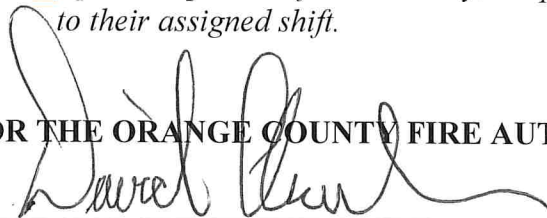
1. Effective May 21, 2018, Association and Authority agree to recognize the addition of an 8/80 employee work schedule while instructing or attending a FC, FAE, or FF Academy hosted by OCFA.
2. Effective March 4, 2019, the Parties agree to recognize the addition of an 8/80 employee work schedule while attending a BC Academy hosted by OCFA.

3. Article I, Section 8 of the MOU between the Parties is modified as set forth below with track changes:

Section 8. Employee Work Schedule While Instructing a Battalion Chief (BC) academy or Instructing or Attending a Fire Captain (FC), Fire Apparatus Engineer (FAE), or Firefighter (FF) academy hosted by OCFA

1. *If the BC, FC, FAE or FF academy is going to occur for more than one (1) week and employees will be working a 4/10 schedule, the instructors and attendees (except Firefighter Trainees) will receive the three (3) days immediately prior to the academy as days off.*
2. *If the academy is going to occur for more than one (1) week and employees will be working a 9/80 schedule, the instructors and attendees (except Firefighter Trainees) will receive the two (2) days immediately prior to the academy as days off.*
3. *If the academy is going to occur for more than one (1) week and employees will be working an 8/80 schedule, the instructors and attendees (except Firefighter Trainees) will receive the two (2) days immediately prior to the academy as days off.*
- ~~3.4.~~ *Employees will not be compensated for the three (3) or two (2) days off prior to the academy or be required to use leave balances.*
- ~~4.5.~~ *Instructing or attending the academy will not impact the triad (three (3) pay periods) balancing, but will not guarantee FLSA or overtime.*
- ~~5.6.~~ *OCFA will authorize backfill for any regularly scheduled shift that occurs during the three (3) or two (2) days off prior to the academy.*
- ~~6.7.~~ *Upon completion of the academy, the participants and attendees will immediately return to their assigned shift.*

FOR THE ORANGE COUNTY FIRE AUTHORITY



Dave Anderson, Deputy Chief
Emergency Operations

3/12/19

Date



Lori Zeller, Deputy Chief
Administration & Support

3/12/19

Date



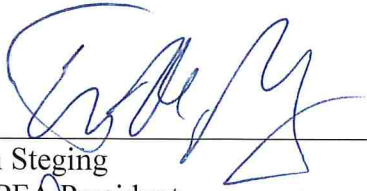
Brigette Gibb
Human Resources Director

3/12/2019

Date

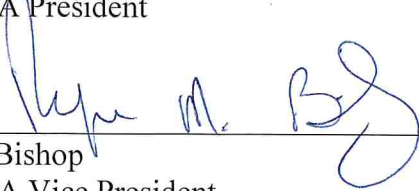
FOR THE ORANGE COUNTY PROFESSIONAL FIREFIGHTERS ASSOCIATION

Agreement between OCFA and OCPFA -
Employee Work Schedule While Instructing or
Attending a Promotional Academy Hosted by OCFA



Tim Steging
OCPFA President

3/15/19
Date



Ryan Bishop
OCPFA Vice President

3/15/19
Date



Matt Schuetz
OCPFA Vice President

01/17/19
Date