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.

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.

5. Instructing or attending the academy will not impact the triad (three (3) pay periods) balancing; but will not guarantee FLSA or overtime.

6. OCF A will authorize backfill for any regularly scheduled shift that occurs during the three (3) or two (2) days off prior to the academy.

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

Date

Lori Zeller, Deputy Chief
Administration & Support

Date

Brigette Gibb
Human Resources Director

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

Date: 8/15/19

Ryan Bishop
OCPFA Vice President

Date: 3/15/19

Matt Schuetz
OCPFA Vice President

Date: 6/17/19