

**SIDE LETTER OF 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**, on or about November 1, 2018 the Parties agree it would be mutually beneficial to allow Heavy Fire Equipment Operators the ability to work in the following classifications: Firefighter, Fire Apparatus Engineer, and Fire Captain.

**WHEREAS**, the following sets forth the Parties’ Agreement:

- a. Heavy Fire Equipment Operators, who were previously assigned to the Operations Section in a firefighter Unit position, are allowed to voluntarily backfill Firefighter Unit classifications such as: Firefighter, Fire Apparatus Engineer and Fire Captain as long as they previously held that position and the required qualifications/certifications for the needed backfill classification are maintained by the employee.
- b. Heavy Fire Equipment Operators are regularly compensated at a staff rate of pay based on a 40-hour work week, which is a higher hourly rate than the shift suppression rate of pay that is based on a 56-hour work week. Therefore, any and all overtime worked by a Heavy Fire Equipment Operator in a shift capacity as a Firefighter, Fire Apparatus Engineer, or Fire Captain will be compensated by factoring the hours with a shift conversion of 1.4 to appropriately convert the compensation earned to a shift rate of compensation.
- c. Suppression employees who have the required Heavy Fire Equipment Operator qualifications by successfully completing the “Authority” Heavy Fire Equipment Operator Apprenticeship program and have been approved to work in the capacity of an Heavy Fire Equipment Operator by the Program Manager, may fill overtime positions as a Heavy Fire Equipment Operator and would be compensated by factoring the hours with a staff conversion factor of 1.4 to appropriately convert the compensation earned to a staff rate of compensation.
- d. If applicable, Heavy Fire Equipment Operators will be eligible for any bonus pay associated with the position in which they are working the overtime.

- e. Heavy Fire Equipment Operators will not use the Staffing System auto-hiring for Firefighter, Fire Apparatus Engineer and Fire Captain positions. Since Heavy Fire Equipment Operators are considered staff employees, they are not subject to being forced to work through the normal Staffing System hiring process. It is the responsibility of the Heavy Fire Equipment Operator to work with their respective Manpower Coordinator to volunteer for overtime.
- f. All overtime is subject to the Heavy Fire Equipment Operator Program Manager's ( Battalion Chief) Approval.

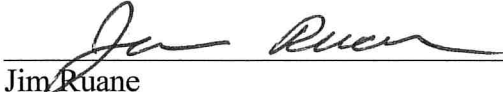
**FOR THE ORANGE COUNTY FIRE AUTHORITY**



Brigette Gibb  
Human Resources Director

1/14/19

Date



Jim Ruane  
Assistant Chief, Logistics

1-14-19

Date

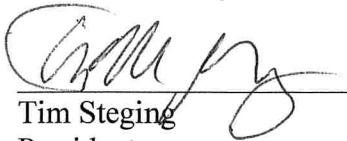


Lori Zeller  
Deputy Chief, Administration & Support Bureau

1/14/19

Date

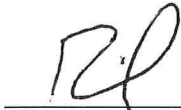
**FOR THE ORANGE COUNTY PROFESSIONAL FIREFIGHTERS ASSOCIATION**



Tim Steging  
President

1/9/19

Date



Reid Gibson  
Director

1/14/19

Date