STAFFING AIR OPERATIONS SECOND HELICOPTER 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, the Authority currently staffs one (1) helicopter in the air rescue operations program and intends to staff a second helicopter year-round, ten (10) hours per day, seven (7) days per week effective August 17, 2018; and

WHEREAS, the purpose of the second helicopter is to bolster firefighting and initial attack of vegetation fires within OCFA’s jurisdiction and the Operational Area; and

WHEREAS, the following sets forth the Parties’ Agreement:

1. The Authority will assign a Fire Pilot and Crew Chief to a 4/10 work schedule. Based on fire season and day-light savings time, the shift will begin at 8 a.m. or 10 a.m. The Authority will assign another Fire Pilot and Crew Chief to an offset 4/10 work schedule. On the day where the two shifts overlap, personnel will be used to up-staff air resources, conduct training, and/or complete administrative work.

2. Employees who are assigned to a 4/10 schedule will receive additional compensation as specified in Article XXIV, Section 3.1 – in addition to their regular pay – in the amount of seven and one-half percent (7.5%) staff assignment pay (SAP) and ten percent (10%) staff incentive pay (SIP) or paramedic bonus, whichever is higher.

3. Overtime will be used to fill openings on the second helicopter. When there are openings without availabilities, employees will be force hired to maintain the availability of the second helicopter. Employees (staff or field) filling these overtime vacancies will be compensated at the staff overtime rate of pay, including seven and one-half percent (7.5%) staff assignment pay (SAP) and ten percent (10%) staff incentive pay (SIP) or paramedic bonus, whichever is higher.

4. Based on operational needs and staffing patterns, the Authority may temporarily extend the hours of helicopter operation; examples include, but not limited to fire activity, weather conditions, and significant incidents.
5. The second helicopter may be deployed for out-of-county responses on a case-by-case basis as directed by the Fire Chief, Operations Chief, or Duty Chief.

FOR THE ORANGE COUNTY FIRE AUTHORITY

Brian Fennessy  
Fire Chief  
7/31/15  
Date

Lori Zeller  
Assistant Chief, Business Services  
7/31/18  
Date

Dave Anderson  
Assistant Chief, Support Services  
7/31/18  
Date

Brigette Gibb  
Human Resources Director  
7/31/2018  
Date

FOR THE ORANGE COUNTY PROFESSIONAL FIREFIGHTERS ASSOCIATION

Ryan Bishop  
Vice President  
7/31/2018  
Date

Tim Steging  
Vice President  
7/31/2018  
Date