

**FIREFIGHTER/PARAMEDIC
ASSIGNMENT PAY AGREEMENT
BETWEEN
ORANGE COUNTY FIRE AUTHORITY
AND
ORANGE COUNTY PROFESSIONAL FIREFIGHTERS ASSOCIATION
IAFF- LOCAL 3631**

This Side Letter of Agreement between the Orange County Fire Authority (OCFA) and the Orange County Professional Firefighters Association, Local 3631 ("Association"), (collectively, "Parties"), continues the recognition of the immediate organizational need of qualified paramedics, and modifies the terms the Parties previously agreed to, as follows:

WHEREAS, the Parties' Memorandum of Understanding (MOU) has a term of March 23, 2023 to March 22, 2027;

WHEREAS, the Parties' previously signed a side letter of agreement providing for:

- Firefighters to receive salary step 7 upon successful completion of paramedic accreditation with Orange County Emergency Medical Services (OCEMS); and,
- Firefighter/Paramedic to also receive Paramedic Specialty Pay of fifteen percent (15%) of their base salary in conformance with Article XXIV, Section 2. The salary step increase, if applicable, and Paramedic Specialty Pay will be effective the first day of the pay period immediately following the completion of OCEMS accreditation;

WHEREAS, OCEMS policy 430.10 provides for the following: "A state licensed paramedic may practice as a second paramedic in Orange County within the limitation of the State basic scope of practice for a period of up to thirty (30) days while awaiting issuance of local accreditation. Performance of any OCEMS optional skills and procedures by the accreditation applicant must be done in the presence of an approved field preceptor."

WHEREAS, from time to time, OCFA uses the option provided under OCEMS policy 430.10 to activate its Firefighters to practice as a second paramedic while awaiting issuance of local accreditation, and therefore, the Parties wish to modify this side letter to clarify that Firefighters will become eligible for the above referenced salary step 7 effective immediately following OCFA activation, rather than awaiting issuance of local accreditation (as was required under the original side letter);

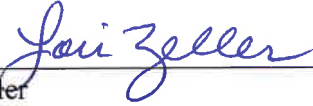
THEREFORE, in consideration of the foregoing, the parties agree that, effective with a starting date of May 2, 2025, when a licensed California paramedic has completed the necessary requirements for paramedic affiliation with OCFA, submit the OCEMS paramedic accreditation application and upon activation by the Emergency Medical Services Division, the paramedic shall advance to step 7 of the salary range effective immediately following OCFA activation, and will receive Paramedic Specialty Pay of fifteen (15%), if applicable, in conformance with Article XXIV, Section 2.

ORANGE COUNTY FIRE AUTHORITY

Terry (TJ) McGovern
Deputy Chief, Emergency Operations Bureau

**ORANGE COUNTY FIRE AUTHORITY
PROFESSIONAL FIREFIGHTERS
ASSOCIATION**

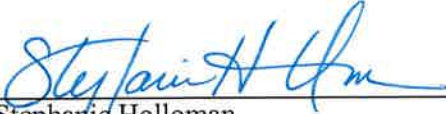
Chris Hamm
OCPFA Local 3631 President



Lori Zeller
Deputy Chief, Administration & Support Bureau



Timothy Steging
OCPFA Local 3631 Vice President



Stephanie Holloman
Assistant Chief/Human Resources Director



Kevin Gorham
OCPFA Local 3631 Director



Robert Cortez
Assistant Chief/Business Services

August 21, 2025

Date

August 21, 2025

Date