

**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 July 1 , 2025, the Parties determined that provisions of the Memorandum of Understanding (MOU) between the Authority and the Association describing Specialty Pay Compensation (Article XXIV, Section 3) do not adequately address the inclusion of specialty pay compensation for employees during Urban Search and Rescue (US&R) deployments (Cal OES and FEMA); and

WHEREAS, as a result of the Parties' discussion, they agreed to memorialize the Authority's current practice for payment of specialty pay compensation during US&R deployments; and

WHEREAS, the following sets forth the Parties' Agreement:

1. Applicability of Specialty Pay During US&R Deployments:

- a) Qualified personnel assigned as Medical Specialist / Manager positions shall receive Paramedic Pay
- b) Qualified Technical Rescue personnel rostered and assigned to Task Force positions shall receive their Technical Rescue specialty pay regardless of the rostered position.
- c) Qualified US&R 54 personnel assigned to Task Force positions shall receive the US&R FS54 specialty pay, rostered in any position.
- d) Qualified personnel assigned to Hazmat positions shall receive the Hazmat Specialty Pay
- e) Qualified personnel assigned to Canine Handler positions and currently receiving the Canine Specialty Pay on a full-time basis shall receive the applicable Canine Specialty Pay
- f.) No member shall lose their specialty pay while deployed if applicable to US&R deployments (TRT/TRS, Haz Mat, Air Ops, US&R 54, Canine, Heavy Fire Equipment Operator). Either Technician or Specialist level.


Applicability:

The Parties agree to utilize this pay practice for all future US&R deployments for the duration of the MOU. Employees deployed during their normal work day will receive the higher of (a) their specialty pays they are receiving for the day for the remainder of the shift and their regularly scheduled work days during the deployment, or (b) the specialty pays per Section 1. Specialty pays per Section 1 cannot be combined. There shall be no loss of pay on employees' regularly scheduled workdays during a US&R deployment. Consistent with current practice, these specialty pays will be applied portal to portal on both their regular assigned duty days and overtime days.

ORANGE COUNTY FIRE AUTHORITY



TJ McGovern
Deputy Chief, Operations and Emergency
Services Bureau

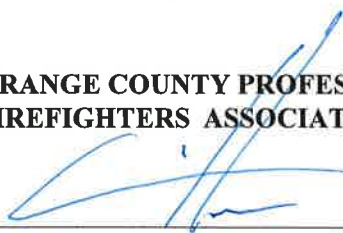
Robert Cortez
Deputy Chief, Administration & Support
Bureau


Stephanie Holloman
Assistant Chief/Human Resources Director


10/27/2025

Date

**ORANGE COUNTY PROFESSIONAL
FIREFIGHTERS ASSOCIATION**



Chris Hamm
OCPFA, Local 3631 President

Tim Steging
OCPFA, Local 3631 Vice President

Kevin Gorham
Director