

Economic agreement between the ORANGE COUNTY FIRE AUTHORITY (OCFA) and the ORANGE COUNTY PROFESSIONAL FIREFIGHTERS ASSOCIATION, IAFF-LOCAL 3631- June 15th 2026.

The parties, OCFA and OCPFA Local 3631, agree to the following:

1. Term: March 19, 2027 – March 11, 2032.
2. Salary: 4.5% base wage increase effective each year on the following dates:
 - a. March 19, 2027; March 17, 2028; March 16, 2029; March 15, 2030; and March 14, 2031
 - b. Beginning with property tax revenue from Fiscal Year 2025/26 and continuing through each year of this MOU, in the event that OCFA actual property tax revenue growth (not budgeted projections) drops below 3% (the final allocation of property tax revenue from the Orange County Auditor-Controller is received by the OCFA in July of each year), the OCFA shall have the option to reopen this agreement as to those economic increases the parties agree are to be effective March 15, 2030 and/or March 14, 2031.
 - i. If actual property tax revenue year-over-year growth for any of the fiscal years ending June 2026, 2027, 2028, and 2029 drops below 3% or more, the reopener will be triggered for the economic increases effective March 15, 2030 and/or March 14, 2031.
 - ii. If actual property tax revenue year-over-year growth for fiscal year ending June 2030 drops below 3% or more, the reopener will be triggered for the economic increase effective March 14, 2031.
3. For all changes below, the language is intended to summarize the parties' agreement. Final MOU language will be added to the parties' MOU subject to the meet and confer process. Notwithstanding that the parties will work collaboratively to finalize MOU language which includes memorializing the economic terms set forth in this agreement, , this agreement shall be enforceable in and of itself as a binding agreement.
4. Effective March 19, 2027:
 - a. All employees at each tier of the vacation accrual will begin accruing an additional 48 hours of vacation per year. (A.3)
 - b. Paramedic Bonus will be increased by 2.5% for a total of 17.5%. (first A.4)
 - c. Holiday pay will be 12 hours of pay and New Year's Eve will be added to the Holiday list. UTB hours of 1.1 hours per holiday will be deducted from holiday pay of each employee in the bargaining group. (B.6)

- d. Convert bilingual pay to 1.5% of base pay. All languages in the International Language Roundtable (ILR) will be included in the list of approved languages. The passing score will be ILR Speaking proficiency 1+ (CEFR A2). Any employee may test for bilingual language proficiency. (C.8)
 - e. Each employee shall be eligible to receive a total of 12 hours of paid time off for baby bonding for the first twelve (12) months following a qualifying birth or placements. (C.6)
 - f. Y-rate definition will be expanded to include bonus pays that are moved to another post position because of agency need. This will not apply to reduction in pay due to demotion. (D.3)
 - g. The OCFA will create a catastrophic leave bank that allows for employees that receive catastrophic leave to donate unused time at their own discretion. (D.4)
 - h. Fire Apparatus Engineer PMI (Paramedic incentive pay) language will be changed to remove the requirement that an employee has to be in a PM position or have previously held a PM position to qualify for PMI. (D.6)
 - i. The following bonus pays will be increased to 10% (second B.8):
 - i. MPC (manpower Co-ordination)
 - ii. Canine handler inclusive of Peer support handler
 - iii. Fire investigators
 - j. The following positions will receive a new 10% bonus pay (second B.8):
 - i. TLO (Terrorist Liaison Officer)
 - ii. PIO (Public Information Officer)
 - iii. HFEO (Heavy Fire Equipment Operator)
 - k. Remove the hazard pay exclusion from staff investigators (third B.8)
 - l. The President of the Local will have the choice of a staff assignment. If a staff assignment is selected, SIP/SAP and an executive vehicle stipend will be paid. (B.7)
5. Effective March 17, 2028
- a. Steps 1-3 of the FAE and FC classification will be eliminated reducing the salary table to 9 steps. The base wage increase of 4.5% shall be implemented, and then a new step 10 will be created which shall be 2.5% above step 9. Any employee in the FAE and FC classification at the top of the range will automatically be transferred to the new top of the range. (A.2)
 - b. Paramedic Bonus will be increased by 2.5% for a total of 20%. (first A.4)
 - c. Employees with a minimum of 5 years' experience will be compensated on their days off for all mandatory promotional course work. (C.3)

- d. The definition of family member will be expanded to include brother/sister in-law for the purposes of bereavement leave. (D.2)
 - e. Each employee shall be eligible to receive a total of 24 hours of paid time off for baby bonding for the first twelve (12) months following a qualifying birth or placement. (C.6)
6. Effective March 16, 2029
- a. Convert Holiday pay to hourly rate of pay and pay out in 26 biweekly equal payments for all employees in the bargaining unit. (B.2)
 - b. Firefighter trainees and Hand Crew Firefighters will not be excluded from bonus pays. (B.5)
 - c. Upon successful completion of the first 26 weeks of service as a probationary firefighter, their PER will be completed and calculated for step increases. Annual PER's will take place 52 weeks following that date, to match the current practice for FAE and FC. (B.5)
 - d. The 7.5% education incentive will be either, proof of 120 college credits or a bachelor's degree. (C.4)
7. Effective March 15, 2030
- a. Tuition reimbursement will be eliminated. (second C.7)
 - b. In lieu of tuition reimbursement, all employees in the bargaining unit will receive .89% of base pay in continuing education pay which is pensionable. (first C.7)
8. Effective March 14, 2031
- a. In lieu of tuition reimbursement, all employees in the bargaining unit will receive a total of 1.64% of base pay in continuing education pay which is pensionable. The .89% from PP8 2030 shall be increased to 1.64%. (first C.7)

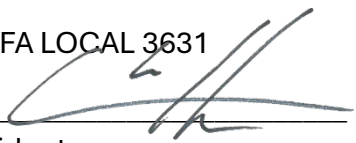
**The parenthesis at the end of each item refers to OCFA's numbering system used to identify the proposal items, the most recent being the costing of June 2, 2026.

Hereby Agreed Upon:

OCFA

OCPFA LOCAL 3631

President



Date

June 17, 2026

Date