ATTACHMENT 2

SIDE LETTER AGREEMENT
BETWEEN
ORANGE COUNTY FIRE AUTHORITY
AND
ORANGE COUNTY FIRE AUTHORITY CHIEF OFFICERS ASSOCIATION

This Side Letter of Agreement between the Orange County Fire Authority and the Orange County Fire Authority Chief Officers Association ("COA"), (collectively, "Parties") is entered into with respect to the following:

WHEREAS, the 2023-2027 Memorandum of Understanding (MOU) between the Parties became effective on July 1, 2023; and

WHEREAS, the Parties have identified that language in the MOU in Articles V, and VI relating to vacation accrual and holiday compensation rates are incorrect and does not reflect current practice; and

WHEREAS, the Parties agree to modify the MOU as identified below to correctly reflect the vacation accrual rates for shift Battalion Chiefs and Holiday Compensation rates for staff Battalion and Division Chiefs. These changes shall become effective on the first day of the pay period following the execution of this Side Letter of Agreement.

1. VACATION ACCRUAL – SHIFT BATTALION CHIEFS

The current vacation accrual rates for Shift Battalion Chiefs assigned to a 56-hour workweek do not reflect the established 1.4 conversion factor, which differentiates workweek hours for field/shift personnel (56 hours) from staff personnel (40 hours). Therefore, the Parties agree to modify Article V, Section 10.A.1 (Accumulation of Vacation for Shift Battalion Chiefs) as identified by the redlined/tracked changes below:

YEARS OF COMPLETED CONTINUOUS SERVICE	EQUIVALENT HOURS OF COMPLETED CONTINUOUS SERVICE EXCLUSIVE OF OVERTIME	HOURLY ACCRUAL RATE	ANNUAL ACCRUAL
0 to 3 years	1 through 8736.00 regularly scheduled hours	~~0.0385~~0.0577 hours for each regularly scheduled hour paid	Approximately ~~112~~ 168 hours per year
After 3 years but less than 10 years	8,736.01 through 29,120.00 regularly scheduled hours	~~0.0577~~0.077 hours for each regularly scheduled hour paid	Approximately ~~168~~ 224 hours per year
After 10 years	29,120.01 or more regularly scheduled hours	~~0.077~~ 0.0962 hours for each regularly scheduled hour paid	Approximately ~~224~~ 280 hours per year

2. HOLIDAY COMPENSATION – STAFF BATTALION CHIEFS & DIVISION CHIEFS

The current holiday compensation provisions do not reflect the established 1.4 conversion factor, which differentiates workweek hours for field/shift personnel (56 hours) from staff personnel (40 hours). Therefore, the Parties agree to modify Article VI, Section 3.A.2 (Holiday Compensation) as identified by the redlined/tracked changes below:

- When a holiday listed in Section 1.A of this Article falls on the employee's regularly scheduled day off, the employee shall receive ~~eight (8)~~ nine (9) hours of holiday pay computed at the employee's hourly rate.

ORANGE COUNTY FIRE AUTHORITY

TJ McGovern
Fire Chief

Robert Cortez
Deputy Chief, Administration and Support Bureau

Stephanie Holloman
Assistant Chief of Human Resources

Sara Kennedy
Assistant Chief of Business Services

Date

ORANGE COUNTY FIRE AUTHORITY
CHIEF OFFICERS ASSOCIATION

Justin Truhill
COA President

Justin Neville
COA Vice President

Date