

**SIDE LETTER OF 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

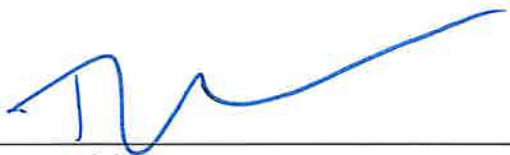
WHEREAS, during the term of the 2023-2027 MOU a variety of employment law changes were signed into law by the Governor of California which differ from provisions in the 2023-2027 MOU; and

WHEREAS, the Parties shall comply with California employment law.

NOW THEREFORE, in consideration of the foregoing, effective January 1, 2024, the parties agree as follows:

1. Bereavement Leave pursuant to Article 5, Section 2, will include leave for a reproductive loss event. A “reproductive loss event” is defined as miscarriage, unsuccessful assisted reproduction, failed adoption, failed surrogacy or stillbirth. If an employee experiences more than one reproductive loss event within a twelve (12) month period, the employee is only entitled to a total of twenty (20) days of leave within the twelve (12) month period.

ORANGE COUNTY FIRE AUTHORITY



Terry (TJ) McGovern
Deputy Chief, Operations



Lori Zeller
Deputy Chief, Administration & Support Bureau



Stephanie Holloman
Assistant Chief, Human Resources Department

**ORANGE COUNTY FIRE AUTHORITY
CHIEF OFFICERS ASSOCIATION**



Cheyne Maule
President



Jim Henery
Vice President



Mike Summers
Secretary

February 13, 2024

Date