

**SIDE LETTER OF AGREEMENT
BETWEEN
ORANGE COUNTY FIRE AUTHORITY
AND
ORANGE COUNTY FIRE AUTHORITY MANAGERS ASSOCIATION**

This Side Letter of Agreement between the Orange County Fire Authority and the Orange County Fire Authority Managers Association (“OCFAMA”), (collectively, “Parties”) is entered into with respect to the following:

WHEREAS, the 2023-2027 Memorandum of Understanding (MOU) between the Parties became effective on June 23, 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.

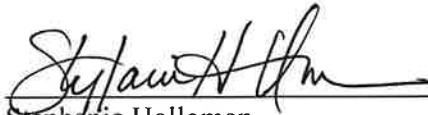
NOW THEREFORE, in consideration of the foregoing, effective January 1, 2024, the parties agree as follows:

1. Bereavement Leave pursuant to Article 5, Section 4, 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



Lori Zeller
Deputy Chief, Administration & Support Bureau



Stephanie Holloman
Assistant Chief, Human Resources Department



Robert Cortez
Assistant Chief Business Services

**ORANGE COUNTY FIRE AUTHORITY
MANAGERS ASSOCIATION**



Duke Steppe
Director/President



Joel Brodowski
Director/Vice President



Tamy Rivers
Director/ Secretary



Tammie Pickens
Director/Treasurer



Brad Stephens
Director

1/8/24

Date

1/8/2024

Date