

OC FIRE AUTHORITY CONTRACT RATIFICATION

Term: Aug. 23, 2021 through April 26, 2027

Wages: May 5, 2023 (pay period 11) — **4.5% general wage increase.**

(This is 0.5% higher than 3631 in year 1. We negotiated to move a portion of the overall wages to year 1 in order to achieve a more immediate increase for our members over the term of the contract.)

May 3, 2024 (pay period 11) — **3.5% general wage increase.**

May 2, 2025 (pay period 11) — **2.75% general wage increase.**

May 1, 2026 (pay period 11) — **2.54% general wage increase.**

Other items:

Effective in the month of March 2024, the pay day will be moved to 15 days after the end of the pay period. The pay period scheduled for March 29, 2024, will be made on April 2, 2024. The April 12, 2024, payment will be made on April 19, 2024, and from then on, payday will return to every two weeks. This is being done in order to provide payroll with a greater amount of time to process adjustments and to reduce the need to delay payments to employees.

An additional 2 days added to bereavement leave. The additional two days must be used within 3 months from the date of death of the qualified family members.

Tool reimbursement changed to calendar year. Employees may be required to show the tools they purchased to management for inspection as well as the receipt for purchase of tools.

No changes to compensatory time accrual, however, clarification that cap is 120 hours and requirement for OCFA to give 2 weeks advanced notice if comp time request for time off is denied due to an “unduly disruptive” request to OCFA Operations. Unduly disruptive means that another employee would be force hired for more than six workdays in a row as a result of the request for time off.

Title change of Columbus Day to Indigenous Peoples Day (No change in the number of Holidays per year).

Employees who choose to cash out vacation time to put into deferred comp, may also put the cash out into their ROTH IRA.

Incorporation of previously agreed to side-letters on ECC meal breaks and rest periods, ECC Communication Training Officer Pay, and Heli-Tender assignments for Fleet Services.

Language clean up to comply with changes in the law, reduce redundancy and remove outdated language

**VOTING WILL TAKE PLACE ONLINE AT [OCEA.ORG/2023OCFAVOTE](https://ocea.org/2023ocfavote)
FROM 7 P.M. MONDAY, APRIL 10, 2023 UNTIL 5 P.M. MONDAY, APRIL 17, 2023.**