

MEMORANDUM OF AGREEMENT

This Memorandum of Agreement (“Agreement”) is entered into between Orange County, Florida (the “County”) and the Orange County Fire Fighters Association, I.A.F.F., Local 2057 (the “Union”). The County and the Union may hereinafter be collectively referred to as the “Parties.”

In consideration of the mutual covenants and promises set forth below and other good and valuable consideration, the Parties expressly, knowingly and voluntarily agree as follows:

1. The parties’ 2021-22 through 2023-24 collective bargaining agreement contained an inadvertent inconsistency in Article 22.02 and Article 23.02 regarding when Single Certified Paramedics and EMTs move into the Firefighter Classification. This resulted in employees being moved to Firefighter Step I at the conclusion of Firefighter Orientation instead of the start of Firefighter Orientation as the parties intended.
2. This inconsistency has been remedied through language changes in the parties’ 2024-25 through 2026-27 collective bargaining agreement. However, it has created existing inequities that the 2024-25 through 2026-27 collective bargaining agreement cannot resolve.
3. To resolve the inequities not remedied by the 2024-25 through 2026-27 collective bargaining agreement, the parties agree that the following employees identified by EID will be compensated retroactively.

130831	130618
132798	133535
133540	133576
133827	133828
134847	134865
133192	135247
135684	134464

Retroactive wages will be calculated / verified by the comptroller’s / payroll office for all compensated hours. The required payroll deductions shall be made from these amounts as directed by law.

4. Additionally, there are a total of twenty-one (21) IAFF A-Unit employees who were moved into the classification of EMT/Paramedic (single certification) from Firefighter due to failing to meet their prior three-year pre-employment agreement to be a paramedic. As a result of this reclassification the employees were unintentionally negatively affected when they were re-promoted to Firefighter Paramedic. To provide equity to these employees who are still on the County's active payroll, the employees listed below will be retroactively promoted on the date they became a certified firefighter paramedic and will be placed in the pay step they would currently be in if they had not been demoted and progressed appropriately through the pay steps. The employees are as follows:

128646 promoted to FF/PM 04-16-2023 130904 promoted to FF/PM 05-27-2023

130915 promoted to FF/PM 06-11-2023	132183 promoted to FF/PM 06-11-2023
132137 promoted to FF/PM 07-23-2023	130911 promoted to FF/PM 09-16-2023
132570 promoted to FF/PM 10-14-2023	132157 promoted to FF/PM 11-11-2023
130831 promoted to FF/PM 08-06-2023	133347 promoted to FF/PM 04-14-2024
133345 promoted to FF/PM 07-06-2024	133177 promoted to FF/PM 07-20-2024
133183 promoted to FF/PM 09-14-2024	133172 promoted to FF/PM 01-04-2025
134496 promoted to FF/PM 10-26-2025	133801 promoted to FF/PM 09-14-2025
134756 promoted to FF/PM TBA	135628 promoted to FF/PM 01-18-2026
135669 promoted to FF/PM 11-23-2025	134766 promoted to FF/PM 10-26-2025
139263 promoted to FF/PM TBA	

Retroactive wages will be calculated by the comptroller's / payroll office for all compensated hours using the cited promotional dates as necessary. The required payroll deductions shall be made from the calculated amounts as directed by law.

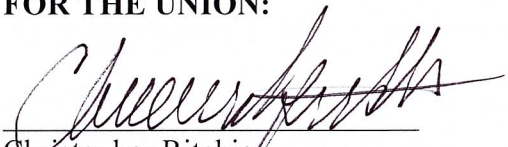
5. The Parties enter into this Agreement freely and voluntarily and intend to be bound by its terms unless otherwise stated in this Agreement.
6. This Agreement shall become effective on the date upon which it is fully executed by the Parties.

FOR THE COUNTY:

 Byron W. Brooks, AICP
 County Administrator

 (Date)

FOR THE UNION:



 Christopher Ritchie
 President

5/10/26

 (Date)