

**SIDE LETTER OF AGREEMENT
BETWEEN
ORANGE COUNTY FIRE AUTHORITY
AND
ORANGE COUNTY PROFESSIONAL FIREFIGHTERS ASSOCIATION
IAFF-LOCAL 3631 FOR THE FIREFIGHTER UNIT**

This Side Letter of Agreement (“Agreement”) between the Orange County Fire Authority (“Authority”) and the Orange County Professional Firefighters Association, IAFF-Local 3631 (“Association”), (collectively “Parties”) is entered into with respect to the following:

WHEREAS, the Parties are subject to a Memorandum of Understanding (“MOU”) in effect for the period of March 23, 2023 through March 22, 2027; and

WHEREAS, Local 3631 has made proposals for specialty position pay enhancements in the midst of the current MOU term and in considering the proposals, the OCFA Board of Directors has relied upon (1) the Justification Letter that was submitted by Local 3631 President Chris Hamm (Attachment 1), and (2) the importance of the pay adjustments for the identified specialty skills as its reason for being willing to consider the proposals at this time; and

WHEREAS, the Parties agree to address the Local 3631 proposals by establishing new class specifications detailed herein, increasing certain salary ranges as specified herein, and modifying Article XXIV (Compensation), Section 2 (Specialty Pay) of the MOU as can be seen by the track changes to the parties’ current MOU set forth below.

1. New Class Specifications – Squad Boss & Assistant Superintendent

- A. The parties agree to establish new class specifications, effective May 3, 2024, as follows:
- **Hand Crew Squad Boss**: The job of Squad Boss will transition from a special assignment to a stand-alone classification (Attachment 2), with a salary range equal to the FAE salary range (Attachment 4).
 - **Hand Crew Assistant Superintendent**: The job of Assistant Superintendent will transition from a special assignment to a stand-alone classification (Attachment 3), with a salary range equal to the FC salary range (Attachment 4).
- B. Transition from special assignments to these two new stand-alone classifications will be completed by first offering the new classification positions to incumbents currently filling the special assignments, and thereafter, any vacancies will be filled through an internal recruitment and selection process, open for applications from the ranks of FF, FAE, or FC.
- C. Squad Boss and Assistant Superintendent classifications will remain eligible for Staff Assignment Pay (SAP) and Staff Incentive Pay (SIP), as already provided in Article XXIV, Section 2.I.3.b.1.
- D. In implementing these classifications, it will be beneficial to allow the Squad Boss, Assistant Superintendent, and Superintendent the ability to work backfill in the classifications of FF, FAE or FC; therefore, the parties agree to modify Article IV of the

MOU, with addition of a new Section 10 to this Article, as can be seen by the tracked changes detailed below.

2. Increase Salary Ranges – Fire Pilot & Chief Fire Pilot

A. The parties agree to increase salary ranges, effective May 3, 2024, as follows:

- Fire Pilot: The salary range will be increased to that of the existing Chief Fire Pilot salary range (Attachment 4).
- Chief Fire Pilot: The salary range will be increased by 18.5% (Attachment 4).

3. Modify Article XXIV of the MOU

A. The parties agree to modify Article XXIV, Section 2 of the MOU as can be seen by the tracked changes to the specified subsections detailed below. All amendments to specialty pays detailed below are effective in the pay period that includes July 1, 2024 (June 28, 2024, pay period 15), with the exception of:

- i. Amendments in Section 2.J.2 – EMT Pay for Handcrew Firefighters is effective May 3, 2024.
- ii. Amendments in Section 2.N – Hazardous Duty Pay for Heavy Fire Equipment Officers and Swampers (i.e., Handcrew Firefighters working as Swampers) is effective May 3, 2024.
- iii. Amendments in Section K – Fire Apparatus Engineer Paramedic Incentive Pay (PMI) is effective March 21, 2025.

B. Grandfather Clause: All personnel currently assigned to the specialty programs under the qualifications that existed prior to the amendments detailed herein will continue to be considered qualified specialty program personnel and will not experience a loss of bonus pay due to amendments to the MOU in this Side Letter Agreement.

ARTICLE III

EMPLOYEE PROVISIONS

Section 10. Ability to Work Backfill in Previously Held Classifications

A. Employees filling the positions of Squad Boss, Assistant Superintendent, and Superintendent who were previously assigned to an OCFA Firefighter Unit position are allowed to voluntary backfill Firefighter Unit classifications such as FF, FAE, and FC as long as they previously held that position and the required qualifications/certifications for the needed backfill classification are maintained by the employee.

1. Squad Boss, Assistant Superintendent and Superintendent are regularly compensated at a staff rate of pay based on a 40-hour work week, which is a higher hourly rate than the shift suppression rate of pay that is based on a 56-hour work week. Any overtime worked by a Squad Boss, Assistant Superintendent, and Superintendent in a shift capacity as an FF, FAE, or FC as backfill for the regular shifts of employees in these classifications will be compensated by factoring the hours with a shift conversion of 1.4 to appropriately convert the compensation earned to a shift rate of compensation.
2. Suppression employees who have the required Squad Boss, Assistant Superintendent, or Superintendent qualifications by having the required qualifications/certifications for the classification and have been approved to work in the capacity, may fill overtime positions as Squad Boss, Assistant Superintendent, and Superintendent and would be compensated by factoring the hours with a staff conversion factor of 1.4 to appropriately convert the compensation earned to a staff rate of compensation.
3. If applicable, Squad Boss, Assistant Superintendent, and Superintendent will be eligible for any bonus pay associated with the position in which they are working the overtime.
4. Squad Boss, Assistant Superintendent, and Superintendent will not use the Staffing System auto-hiring for FF, FAE and FC positions. Since Squad Boss, Assistant Superintendent, and Superintendent are considered staff employees, they are not subject to being forced to work through the normal Staffing System hiring process. It is the responsibility of the Squad Boss, Assistant Superintendent and Superintendent to work with their respective Manpower Coordinator to volunteer for overtime.

ARTICLE XXIV

Section 2. Specialty Pay

Employees in specialty positions detailed in this Specialty Pay Section 2, with bonus pays specified as “Technician Level – 7.5% of base salary” or “Specialist Level – 10% of base salary” will receive only one of these two levels of pay depending upon the eligibility criteria, but not both. There shall be no stacking of the 7.5% Technician Level along with the 10% Specialist Level of bonus pays.

F. Aircraft Rescue Firefighting Incentive (ARFFI) Pay

The conditions and application of the ARFFI Pay are as follows:

1. To be eligible to receive ARFFI pay, employees must be designated as qualified by the Authority. Qualified is defined as having successfully completed and/or current certification in the following areas:

a. All personnel

- Federal Aviation Administration (FAA) requirements for ARFF training (§139.319 – Aircraft Rescue and Firefighting: Operational Requirements) as documented by completion of the OCFA ARFF Task Book.
- ARFF 40 Hour Basic Course – certification equivalent to the International Fire Service Accreditation Congress (IFSAC) standard.
- Mobile Crane Operator – certification equivalent to the National Commission for the Certification of Crane Operators (NCCCO) standard for all OSHA requirements.
- Rigger (Level 1) – certification equivalent to the National Commission for the Certification of Crane Operators (NCCCO) standard for all OSHA requirements.
- Qualify for Security Identification Display Area (SIDA) credentials per the Transportation Security Administration requirements.

b. Technician Level – seven and five-tenths percent (7.5%) of base salary: In addition to the requirements listed in paragraph 2.F.1.a for all personnel, the following requirements apply for each rank:

i. Firefighter:

1. Complete the annual ARFF Firefighter task book

ii. Fire Apparatus Engineer:

1. Complete the annual ARFF Fire Apparatus Engineer task book
2. Complete the Strategies and Tactics ARFF Vehicle Operator Certification (EVOC-24)

iii. Fire Captain:

1. Complete the annual ARFF Fire Captain task book
2. Complete the Safety Officer Course approved by ARFF program manager
3. Complete the Advanced ARFF Certification (to be completed within one year of other qualifications listed above)

c. Specialist Level – ten percent (10%) of base salary: In addition to the requirements listed in paragraph 2.F.1.a for all personnel, and 2.F.1.b per rank for the Technician Level of pay, the following requirements apply for each rank to be eligible for the higher Specialist Level of pay:

i. Firefighter:

1. Complete the Advanced Refueler course

ii. Fire Apparatus Engineer:

1. Complete the ARFF High Reach Extendable Turret (HRET) course

iii. Fire Captain:

1. Complete the AARF Command & Control or ARFF Officer course approved by ARFF program manager

Fire Apparatus Engineer

- ~~• Strategies and Tactics ARFF Vehicle Operator Certification (EVOC-24).~~

Captain

- ~~• Advanced ARFF Certification (to be completed within one year of other qualifications listed above).~~

b.d. Training will be provided at the expense of the Authority and John Wayne Airport (JWA).

2. Personnel accepted into the ARFF program prior to January 1, 2017 are not required to meet the Mobile Crane Operator or Rigger qualifications (“grandfather clause”). However, if they choose to not maintain those qualifications, their ARFFI pay will be reduced by two and five-tenths percent (2.5%).
3. Qualified and current ARFF program personnel whether full-time or part-time, may Voluntary Transfer (VT) or Voluntary Transfer – Temporary (VTT) to a vacant ARFF unit per normal seniority-based transfer procedures.
4. An interview process will be required for all positions prior to voluntary transfer (VT) to an ARFF unit by non-qualified ARFF personnel if no qualified personnel bid the position. The interview panel will be made up of one (1) OCFA subject matter expert and one (1) outside agency subject matter expert each selected by the ARFF Program Manager, one (1) JWA

representative selected by the JWA Deputy Director – Operations and one (1) OCPFA representative.

5. As a significant amount of time and JWA funding is necessary to become ARFF qualified, non-qualified personnel seeking a Voluntary Transfer – Temporary (VTT) will be at the discretion of the ARFF Program Manager and the JWA Deputy Director – Operations.
6. Prior to occupying the position, Fire Captains, Fire Apparatus Engineers, and Firefighters transferring to an ARFF unit must be qualified as stated above. Employees transferring to an ARFF unit who have not completed the minimum training will be administratively assigned (AA) to another position until the minimum training requirements are met. If personnel are unable to complete the minimum training requirements despite having been provided opportunities to do so within six (6) months, at the discretion of the Operations Section Chief, the position will return to being biddable.
7. Per FAA regulations, all qualified personnel assigned to an ARFF position must maintain minimum qualifications on an annual basis. Employees assigned to an ARFF unit who have not maintained the minimum qualifications will be administratively assigned (AA) to another position until the minimum requirements are met. Employees not current on qualifications will be assigned to attend the next available and appropriate courses necessary to remain qualified, at the OCFA's expense.
8. Employees who transfer to a designated ARFF position must successfully maintain all minimum qualifications as stated above. Any employee who fails to maintain any qualification, except in the case of medical or other extenuating circumstances, after being afforded an opportunity to remain qualified, will be removed from the ARFF program and will forfeit their ARFF position. Personnel will subsequently be administratively assigned to an open position. Prior to employees being removed from their post position, the ARFF Program Manager will evaluate each situation on a case-by-case basis.
9. ARFF personnel shall participate in all skill sets as identified in the Federal Aviation Administration (FAA) requirements for ARFF training (§139.319 – Aircraft Rescue and Firefighting: Operational Requirements), NFPA 403: Standard for Aircraft Rescue Firefighting Services at Airports and the National Commission for the Certification of Crane Operators (NCCCO). ARFF personnel shall also remain current by practicing the necessary skill set on a regular basis. Part-time ARFF personnel not able to practice the ARFF skills set through back-fill and/or shift trade opportunities shall be afforded up to six (6) hours of overtime per quarter to train with on-duty personnel.
- ~~10. Employees regularly assigned (having a POST or Administratively Assigned) to a position on a designated ARFF unit will be compensated seven and five tenths (7.5%) percent of their base salary per month, prorated on an hourly basis or 5% if they are not crane certified.~~

- ~~41.10.~~ Employees temporarily moved, by management, from their regular assignment (POST or Administrative) on a designated ARFF unit will maintain the ARFFI pay. Employees regularly assigned (having a POST or Administratively Assigned) to a position on a designated ARFF unit will not receive the ARFFI for backfill shifts worked at non-ARFF positions.
- ~~42.11.~~ Due to the absence of the regularly assigned employee, qualified employees who are assigned a backfill shift on an ARFF unit, shall receive ARFFI pay in accordance with this agreement on a prorated basis for that backfill shift or portion thereof.
- ~~43.12.~~ ARFFI pay shall apply to workers' compensation and be considered part of the employee's base pay only for employees who are regularly assigned by the OCFA to an ARFF unit.
- ~~44.13.~~ A list of fully qualified part-time ARFF members for all ranks will be established to support staffing needs. An interview process will be required to select the qualified part-time ARFF members. The interview panel will be made up of one (1) OCFA subject matter expert and one (1) outside agency subject matter expert each selected by the ARFF Program Manager, one (1) JWA representative selected by the JWA Deputy Director – Operations and one (1) OCPFA representative.
- ~~45.14.~~ Personnel assigned to an ARFF unit and qualified part-time ARFF members will be issued individual personal protective equipment (PPE).

H. Urban Search and Rescue (USAR) Pay

1. Urban search and rescue positions at Fire Station 54 must be designated as qualified by the Authority. Qualified is defined as having successfully completed and/or current certification in the following areas:
 - a. Technician Level – seven and five-tenths percent (7.5%) of base salary:
 - i. Completion of IS-100, IS-200, IS-700, and IS-800
 - ii. Completion of IATA: Dangerous Goods Regulations – Shippers & Packers Course
 - iii. Completion of Class A Driver's License and UTV Training for Firefighter and Fire Apparatus Engineers. The OCFA shall provide the necessary training, as well as provide the required physical examination and pay for the related costs necessary to acquire the Class A license
 - iv. After the employee transfers into the USAR post positions (Station 54) they are required to successfully complete the required state certification courses at the OCFA's expense, including Confined Space Awareness, Rescue Systems 1, and Trench Rescue
 - v. Employees who transfer into designated USAR positions (Station 54) and who have not completed the minimum training will be

assigned to attend the next available and appropriate classes as noted above, at the OCFA's expense, within one year of transfer to a post position

vi. Employees who attend the USAR classes noted at OCFA's expense must successfully complete such courses. Any employee who fails to successfully complete any course, except in the case of medical or other extenuating circumstances, will not be sent to any further courses and will forfeit their USAR position and will be administratively assigned to an open position. Prior to employees being removed from their post position the program manager will evaluate on a case-by-case basis

b. **Specialist Level – ten percent (10%) of base salary:** In addition to the requirements listed in paragraph 2.H.1.a for the Technician Level of pay, the following requirements apply to be eligible for the higher Specialist Level of pay:

- i. Completion of AFMAN 24-604, Preparing Hazardous Materials for Military Air Shipments
- ii. Completion of Structural Collapse Awareness Course
- iii. Completion of OSHA Approved Forklift Certification, approved by program manager

~~2.~~ Non-paramedic urban search and rescue positions at Fire Station 54 will receive pay commensurate with their respective qualifications as specified in paragraph 2.H.1.a or 2.H.1.b. ~~of seven and one-half percent (7.5%) of their base salary per month, prorated on an hourly basis.~~

~~4.3.~~ The Firefighter/Paramedic positions assigned to urban search and rescue at Fire Station 54 **must meet the training/certification requirements specified in paragraph 2.H.1.a, and**—in addition to their paramedic pay—will receive pay of two and one-half percent (2.5%) of their base salary per month, prorated on an hourly basis. Such employees who work an overtime shift to cover a designated USAR position, due to the absence of the regularly assigned employee, shall also receive USAR pay on a prorated basis for that overtime shift or portion thereof.

~~2.4.~~ USAR qualified employees who are occasionally assigned to cover a designated USAR position due to the absence of a regularly assigned employee shall receive USAR pay on a pro-rated basis for each hour the employee is assigned to perform the duties of the designated USAR position.

~~3.5.~~ USAR pay shall apply to workers' compensation and be considered part of the employee's base pay for the earning of other benefits, as provided by law.

~~4.6.~~ OCFA will provide additional training, at the OCFA's expense, as necessary for the positions associated with Station 54 and the management of the logistics functions of the USAR team.

- ~~5. Employees assigned to USAR Post Positions at Station 54: The following additional requirements enumerated in Section 2.H.4. were originally established by Side Letter as applicable effective November 23, 2015 to all employees transferring into USAR Post Positions at Station 54, without referencing application to employees who were already assigned to USAR Post Positions at Station 54 prior to November 23, 2015. Effective September 3, 2019, the following requirements in Section 2.H.4 shall apply to all employees assigned to USAR Post Positions at Station 54 in order to be eligible for the USAR Pay described above in Section 2.H.1 through 2.H.3, regardless of whether they transferred before or after November 23, 2015.~~
- ~~a. After the employee transfers into the USAR post positions (Station 54) they are required to successfully complete the required state certification courses at the OCFA's expense, including Confined Space Awareness, Rescue Systems 1, and Trench Rescue.~~
 - ~~b. Employees who transfer into designated USAR positions (Station 54) and who have not completed the minimum training will be assigned to attend the next available and appropriate classes as noted above, at the OCFA's expense, within one year of transfer to a post position.~~
 - ~~c. Employees who attend the USAR classes noted at OCFA's expense must successfully complete such courses. Any employee who fails to successfully complete any course, except in the case of medical or other extenuating circumstances, will not be sent to any further courses and will forfeit their USAR position and will be administratively assigned to an open position. Prior to employees being removed from their post position the program manager will evaluate on a case-by-case basis.~~
 - ~~d. All employees permanently assigned to Station 54 are required to obtain and maintain a Class A driver's license and OCFA Code 3 Authorization within 6 months from date of assignment. Once employees obtain a valid Class A driver's license, they will be eligible to receive the USAR Pay as outlined in Section 2.H.1 through 2.H.3.~~
 - ~~e. Employees who are unable to successfully obtain their Class A driver's license in the 6-month timeframe will forfeit their USAR position. They will be administratively assigned to an open position not requiring a Class A driver's license. Prior to employee being removed from their post position the program manager will evaluate on a case-by-case basis.~~
 - ~~f. The OCFA shall provide the necessary training, as well as provide the required physical examination and pay for the related costs necessary to acquire this license.~~

~~g. OCFA will provide additional training, at the OCFA's expense, as necessary for the positions associated with Station 54 and the management of the logistics functions of the USAR team.~~

J. Emergency Medical Technician (EMT) Pay

1. Employees, other than Firefighter Trainees and Handcrew Firefighters, who maintain an active State of California EMT certification will receive, in addition to their regular salary, nine (9%) percent of each employee's base salary per month, prorated on an hourly basis for regular hours paid. Probationary employees who are hired into the OCFA Firefighter Academy as laterals (i.e., employees who are not Firefighter Trainees, but instead are employees with prior Firefighter experience from another agency) do receive this pay while in the Firefighter Academy.

~~1.2. Handcrew Firefighters who maintain an active State of California EMT certification will receive, in addition to their regular salary, nine (9%) percent of top step (Step 12) Firefighter salary per month, prorated on an hourly basis for regular hours paid.~~

~~2.3. EMT pay shall apply to workers' compensation and be considered part of the employee's base pay for the earning of other benefits, as provided by law.~~

~~3.4. The Authority will provide recertification opportunities for all members of the Firefighter Unit.~~

~~4.5. EMT pay is not applied to overtime/backfill hours, unless applicable by law.~~

K. Fire Apparatus Engineer Paramedic Incentive Pay (PMI)

1. Employees in the Fire Apparatus Engineer classification who possess and maintain a current Orange County Paramedic Certification and agree to perform paramedic duties when required shall receive a partial paramedic incentive pay in the amount of \$500 per month. Effective March 21, 2025 (pay period 8), this amount will increase to seven and one half percent (7.5%) of the employee's base salary.

2. The partial paramedic incentive pay shall apply only to the Fire Apparatus Engineer classification and will not be used in the calculation of promotional salary adjustments.

3. The partial paramedic incentive pay shall not be prorated to apply to any overtime shifts worked in a non-paramedic position. Overtime shifts worked in a paramedic position will be compensated in accordance with this Agreement.

~~4. The partial paramedic incentive pay shall not apply to personnel in the Fire Apparatus Engineer classification who receive Hazardous Materials Pay,~~

~~Aircraft Rescue Firefighting Pay, Urban Search and Rescue Pay or Staff Assignment Pay.~~

~~5.4.~~ The partial paramedic incentive pay shall not apply to personnel in the Fire Apparatus Engineer classification who are assigned to a full-time Fire Apparatus Engineer-Paramedic post position.

~~6.5.~~ The partial paramedic incentive pay shall apply to all employees currently in the classification of Fire Apparatus Engineer who qualify in accordance with this Section.

~~7.6.~~ The partial paramedic incentive pay shall only apply to those personnel who had been assigned as paramedics immediately prior to promotion to Fire Apparatus Engineer.

L. Technical Rescue Truck Incentive (TRTI) Pay

1. To be eligible to receive the TRTI pay, employees must be designated as qualified by the OCFA. Qualified is defined as having successfully completed and current certification in the following courses:

a. Technician Level – seven and five-tenths percent (7.5%) of base salary:

- i. Low Angle Rope Rescue Operations (LARRO)* or Rope Rescue Awareness/Operations
- ii. Rescue Systems 1 (RS1) or Structure Collapse Specialist 1
- iii. Confined Space Rescue with NFPA 1006 or Confined Space Technician
- iv. Trench Rescue with NFPA 1006 or Trench Rescue Technician
- v. Swift Water Rescue with NFPA 1006 or River/Flood Rescue Technician

b. Specialist Level – ten percent (10%) of base salary: In addition to the requirements listed in paragraph 2.L.1.a for the Technician Level of pay, the following requirements apply to be eligible for the higher Specialist Level of pay:

- i. Rescue Systems 2 & 3 or CSFM Structure Collapse Specialist 2 of SCS (FEMA) or SCT (FEMA)
- ii. Rope Rescue Technician
- iii. River/Flood Rescue Boat Technician or Boat Operations with NFPA 1006
- iv. Tri-Annual Moving Water/Boat Recertification
 - i. Annual Swim Test

c. Training will be provided at the OCFA's expense.

~~* RS1 certification prior to 2010 and/or an OCFA LARRO equivalency training course will be honored.~~

2. Daily minimum staffing on the four specified units will be four (4) qualified personnel consisting of one (1) fire captain, one (1) fire apparatus engineer and two (2) firefighters.
3. An interview process will be required for the fire captain position prior to voluntary transfer to Heavy Rescue 6, Truck 32, 56 or 61 (note that the four specified unit numbers may change without requiring a change to the unit designations within this Section 2.L of the MOU, during the pendency of the MOU). The interview panel will be made up of one (1) OCFA subject matter experts selected by the Urban Search and Rescue Program Manager, one (1) outside agency subject matter expert selected by the Urban Search and Rescue Program Manager, and one (1) OCPFA representative.
4. Prior to occupying the position, fire captains, fire apparatus engineers, and firefighters transferring to Heavy Rescue 6 must be qualified as stated above. Employees transferring to Heavy Rescue 6 who have not completed the minimum training will be administratively assigned (AA) to another position until the minimum training requirements are met.
5. Prior to occupying the position, fire captains transferring to Trucks 32, 56 and 61 must be qualified as stated above. Fire captains transferring to Trucks 32, 56 or 61 who have not completed the minimum training as stated above will be administratively assigned (AA) to another position until minimum training requirements are met.
6. Fire apparatus engineers and firefighters, transferring to Trucks 32, 56 and 61 may be permitted to transfer prior to being qualified, as stated above, provided that minimum staffing levels are maintained as described above (number 3). Fire apparatus engineers and firefighters transferring to Truck, 32, 56 or 61 who have not completed the minimum training as stated above may be administratively assigned (AA) to another position until minimum training requirements are met. Employees must be designated as qualified by the OCFA to be eligible to receive the TRTI pay (number 1).
7. Within one (1) year of transfer to a post position, employees who transfer to a TRTI pay position (Heavy Rescue 6, and Trucks 32, 56 and 61) and who have not successfully completed the minimum training will be assigned to attend the next available and appropriate courses listed in number one (1) above, at the OCFA's expense. Prior to employees being removed from their post position the Program Manager will evaluate on a case-by-case basis.
8. Employees who transfer to a designated Technical Rescue Truck position (Heavy Rescue 6, and Trucks 32, 56 and 61) must successfully complete all minimum training courses as stated above. Any employee who fails to successfully complete any course, except in the case of medical or other extenuating circumstances, will not be sent to any further courses, will forfeit their Technical Rescue Truck position and will be administratively assigned to an open position. Prior to employees being removed from their post position the Program Manager will evaluate on a case-by-case basis.

9. Employees regularly assigned (having a post position or Administratively Assigned) to a position on a designated Technical Rescue Truck (Trucks 32, 56 and 61) or Heavy Rescue 6 will be compensated seven and five-tenths (7.5) percent of their base salary per month, prorated on an hourly basis.
10. Employees temporarily moved, by management, from their regular assignment (post position or Administrative) on a designated Technical Rescue Truck will maintain the TRTI pay. Employees regularly assigned (having a post position or Administratively Assigned) to a position on a designated Technical Rescue Truck will not receive the TRTI for backfill shifts worked at non-Technical Rescue Truck positions.
11. Technical Rescue Truck personnel will participate in all skill sets as identified in NFPA 1006 and NFPA 1670 and train to a technician level. It is desired that employees who transfer to a designated Technical Rescue Truck position (Heavy Rescue 6, and Trucks 32, 56 and 61) successfully complete the Rescue Systems 2 training course within one (1) year of occupying the position.
12. Due to the absence of the regularly assigned employee, qualified employees who are assigned a backfill shift on a Technical Rescue Truck, shall receive TRTI pay in accordance with this agreement on a prorated basis for that backfill shift or portion thereof.
13. Qualified employees who are assigned a backfill shift on an OCFA Swiftwater Unit (SW6, 32, 56 and 61), shall receive TRTI pay in accordance with this agreement on a prorated basis for that backfill shift or portion thereof.
14. TRTI pay shall apply to workers' compensation and be considered part of the employee's base pay only for employees who are regularly assigned by the OCFA to a Technical Rescue Truck.
15. A list of fully qualified part-time Technical Rescue Truck members will be established to support staffing needs. An interview process will be required to select the qualified part-time Technical Rescue Truck members. The interview panel will be made up of one (1) OCFA subject matter experts selected by the Urban Search and Rescue Program Manager, one (1) outside agency subject matter expert selected by the Urban Search and Rescue Program Manager, and one (1) OCPFA representative.
16. Personnel assigned to a Technical Rescue Truck and qualified part-time Technical Rescue Truck members will be issued individual technical rescue and water rescue PPE.

N. Hazardous Duty Pay

1. Arson Investigators

- a. Arson Investigators working a 56-hour average workweek (shift Investigators) will receive Hazardous Duty Pay of seven and one-half percent (7.5%) of base salary per month, prorated on an hourly basis. Such employees who work an overtime shift to cover another Arson Investigator position, due to the absence of the regularly assigned employee, shall also receive the Hazardous Duty Pay on a prorated basis for that overtime shift or portion thereof.
- b. In lieu of the 7.5% Hazardous Duty Pay, Arson Investigators working a 40-hour workweek (staff Investigators) will continue to receive the applicable staff assignment pay (i.e., 7.5% SAP and the 10% SIP).
- c. Qualified employees who are occasionally assigned to cover a designated Arson Investigator position due to the absence of a regularly assigned employee shall receive Hazardous Duty Pay on a pro-rated basis for each hour the employee is assigned to perform the duties of the designated position.
- d. Hazardous Duty Pay shall apply to workers' compensation and be considered part of the employee's base pay for the earning of other benefits, as provided by law.

2. Heavy Fire Equipment Operators and Swampers (i.e., Handcrew Firefighters working as Swampers)

- a. Full-time permanent employees assigned to the classification of Heavy Fire Equipment Operators (HFEOs) will receive Hazardous Duty Pay of ten percent (10%) of base salary per month, prorated on an hourly basis.
- b. In lieu of the 10% Hazardous Duty Pay, Firefighters, Fire Apparatus Engineers, or Fire Captains who perform hours worked as an HFEO-Apprentice will continue to receive the applicable staff assignment pay (i.e., 7.5% SAP and the 10% SIP).
- c. Swampers (i.e., Handcrew Firefighters working as Swampers) will receive Hazardous Duty Pay of ten percent (10%) of base salary per month, prorated on an hourly basis.
- d. Hazardous Duty Pay shall apply to workers' compensation and be considered part of the employee's base pay for the earning of other benefits, as provided by law.

P. Air Operations Pay

- 1. Non-paramedic employees assigned to Air Operations must be designated as qualified by the OCFA. Qualified is defined as having successfully completed and current certification in the following courses:

a. Technician Level – seven and five-tenths percent (7.5%) of base salary:

- i. S-270 Basic Air Operations
- ii. S-271 Helicopter Crew Member
- iii. A-100 Basic Aviation Safety

b. Specialist Level – ten percent (10%) of base salary: In addition to the requirements listed in paragraph 2.P.1.a for the Technician Level of pay, the following requirements apply to be eligible for the higher Specialist Level of pay:

- i. A-103 Temporary Flight Restrictions & Advisory Notices to Airmen
- ii. A-104 Overview of Aircraft Capabilities & Limitations
- iii. A-107 Aviation Policy & Regulations
- iv. A-109 Aviation Radio Use
- v. A-112 Mission Planning & Flight Request Process
- vi. A-200 Mishap Review

~~c. All personnel in the Air Operations positions of Chief Pilot, Pilot, and Crew Chief working a 56-hour average workweek (shift personnel) will receive Hazardous Duty Pay of seven and one-half percent (7.5%) of base salary per month, prorated on an hourly basis. Such employees who work an overtime shift to cover another Air Operations shift position, due to the absence of the regularly assigned employee, shall also receive the Hazardous Duty Pay on a prorated basis for that overtime shift or portion thereof.~~

2. All Firefighter/Paramedic personnel (Air Operations Rescuers) working a 56-hour average workweek (shift personnel) must meet the Technician Level requirements in paragraph 2.P.1.a, and may also meet the Specialist Level requirements in paragraph 2.P.1.b. Depending on Technician Level or Specialist Level eligibility, the following pay will apply:

a. Firefighter/Paramedic personnel who meet the Technician Level will receive Air Operations Hazardous Duty Pay of two and one-half percent (2.5%) of base salary per month, prorated on an hourly basis, in addition to their 15% paramedic specialty pay, for a combined specialty pay of 17.5% of each employee's base salary per month. Such employees who work an overtime shift to cover another Air Operations shift position, due to the absence of the regularly assigned employee, shall also receive the 2.5% Hazardous Duty Pay on a prorated basis for that overtime shift or portion thereof.

a.b. Firefighter/Paramedic personnel who meet the Specialist Level will receive Air Operations Pay of five percent (5%) of base salary per month, prorated on an hourly basis, in addition to their 15% paramedic specialty pay, for a combined specialty pay of 20% of each employee's base salary per month.

~~3. In lieu of the 7.5% Hazardous Duty Pay for non-medics and in lieu of the 2.5% Hazardous Duty Pay for medics, a~~All Air Operations Personnel working a 40-hour workweek (staff assignment on the 10-hour helicopter) will continue to receive the applicable staff assignment pay (i.e., 7.5% SAP and the 10% SIP). These personnel must meet the Technician Level requirements in paragraph 2.P.1.a, and may also meet the Specialist Level requirements in paragraph 2.P.1.b. Depending on Technician Level or Specialist Level eligibility, the following pay will apply:

a. Personnel who meet the Technician Level will receive Air Operations Pay of two and one-half percent (2.5%) of base salary per month, prorated on an hourly basis, in addition to their 17.5% combined SAP and SIP, for a total combined specialty pay of 20% of each employee's base salary per month.

b. Personnel who meet the Specialist Level will receive Air Operations Pay of five percent (5%) of base salary per month, prorated on an hourly basis, in addition to their 17.5% combined SAP and SIP, for a total combined specialty pay of 22.5% of each employee's base salary per month.

b.c. The 10-hour helicopter is planned for future conversion to a 24-hour shift helicopter, and therefore, the 40-hour workweek Air Operations personnel will transition to shift personnel on a 56-hour average workweek. On the same date that this workweek transition occurs, staff assignment specialty pays will transition to those specified for shift personnel on the 56-hour average workweek, as detailed in paragraphs 2.P.1 and 2.P.2.

~~3.4.~~ Qualified employees who are occasionally assigned to cover a designated ~~Arson Investigator or~~ Air Operations position due to the absence of a regularly assigned employee shall receive Air Operations Hazardous Duty Pay on a pro-rated basis for each hour the employee is assigned to perform the duties of the designated position.

5. Air Operations Hazardous Duty Pay shall apply to workers' compensation and be considered part of the employee's base pay for the earning of other benefits, as provided by law.

APPENDIX A

BARGAINING UNIT CLASSIFICATIONS

Classes included in the Firefighter Unit as of ~~May 3~~~~March 23~~, 202~~4~~~~3~~:

- 582~~9~~~~8~~ Chief Fire Pilot
- 5801 Fire Apparatus Engineer
- 5803 Fire Captain
- 5825 Fire Pilot
- 5800 Firefighter
- 5804 Firefighter Trainee
- 5830 Hand Crew Firefighter
- 5802 Heavy Fire Equipment Operator
- 5831 Hand Crew Superintendent
- 5833 Hand Crew Assistant Superintendent
- 5832 Hand Crew Squad Boss

ORANGE COUNTY FIRE AUTHORITY

ORANGE COUNTY PROFESSIONAL
FIREFIGHTERS ASSOCIATION

For Orange County Fire Authority

For Local 3631

Date

Date



ORANGE COUNTY PROFESSIONAL FIREFIGHTERS ASSOCIATION IAFF LOCAL 3631

1342 Bell Avenue, Suite 3A, Tustin, CA 92780
Office: (949) 486-3631 • Fax: (949) 486-3636 • Website: www.ocfirefighters.org



April 17, 2024

Executive Board

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Vice President

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Director

Jeff Dahlen
Director

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Director

Eric Thorson
Director

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Director

Chair O'Neill and OCFA Board of Directors,

The decision to reopen the MOU, ratified just a year ago, was not taken lightly. Our 3631 Executive Board determined that the evolving landscape of firefighting, particularly in areas requiring highly specialized skills, necessitated a response to ensure our members are fairly compensated for the critical services they provide to our community.

As the OCFA Board (Board) is aware, I stepped into this role in January 2023. At that time, our membership was already out of contract for three months. It was a top priority to deliver a contract that the Board could support while gaining an affirmative vote from our firefighters. A contract was the fastest way to deliver stability to the largest fire and EMS organization in Orange County. That condensed time frame did not permit enough time to explain the details involved in the intricacies of the very specialized positions included in the current discussion. I have worked over the past fourteen months to further explain to the Board the importance of each of these specialty positions as it pertains to the overall mission of public safety. On behalf of the twelve hundred men and women who serve your communities every day, thank you for your willingness to consider these enhancements.

The enhancements include increased pay for the Wildland section, specialty pay for Airport Rescue Fire Fighters, Hazardous Materials Response Team, Urban Search and Rescue Team, Technical Rescue Truck Team, and Air Operations, as well as adjustments to paramedic incentives. These enhancements are reflective of our ongoing commitment to recognize the extraordinary skills and the risks our members take daily. Additionally, they are indicative of our efforts to stay competitive in retaining and recruiting the best talent in EMS, firefighting, and air operations.

It is our belief that these adjustments to the MOU are not only justifiable but also essential for maintaining the high standards of service the OCFA is known for. By directing negotiators to reopen the contract this one time, we communicate to our members that their expertise and dedication are valued. This action also aligns with our strategic goal of ensuring workforce excellence and reflects the Board's willingness to adapt to changing needs proactively.

We trust that these reasons underscore the importance of the pay adjustments for the identified specialty skills and justify the Board's decision to consider the proposed enhancements.

Chris Hamm, President
Orange County Professional Firefighters
IAFF Local 3631

Representing Professional Firefighters protecting the cities of:

Aliso Viejo • Buena Park • Cypress • Dana Point • Garden Grove • Irvine • Laguna Hills • Laguna Niguel • Laguna Woods • Lake Forest • La Palma • Los Alamitos
Mission Viejo • Rancho Santa Margarita • San Clemente • San Juan Capistrano • Santa Ana • Seal Beach • Stanton • Tustin • Villa Park
Westminster • Yorba Linda • Unincorporated Orange County



FLSA: Non-Exempt
Class Code: 5832
Department: Operations South

HAND CREW SQUAD BOSS

DEFINITION

The Hand Crew Squad Boss assists the Assistant Superintendent in supervising a hand crew, while performing daily operations, wildland firefighting, and all-risk operations. Hand Crew Squad Bosses perform a full range of wildland firefighting and all-risk operations, including remote rescue, mud and debris flow, serving as a lookout, scouting fireline, operating hand and power tools, conducting prescribed fires, back fire and burnout and holding operations, working with aircraft, heavy equipment and fire engines to accomplish their mission.

SUPERVISION RECEIVED AND EXERCISED

Under supervision, trains and supervises the operations of Hand Crew Firefighters performing the mission of a Type I All-Risk Handcrew, and other work as required.

CLASS CHARACTERISTICS

Incumbents lead and guide the actions of Hand Crew Firefighters.

EXAMPLES OF TYPICAL JOB FUNCTIONS (Illustrative Only)

Management reserves the right to add, modify, change, or rescind the work assignments of different positions and to make reasonable accommodations so that qualified employees can perform the essential functions of the job.

- Serves as a Crew Boss on a hand crew in operations on emergency wildland fire and all-risk incidents.
- Assist in the management and supervision of Hand Crew Firefighters by evaluating performance; preparing monthly probationary report; planning and assigning work; giving instruction and training; maintaining discipline in daily operations,
- Takes action based on leaders' intent to accomplish incident objectives.
- Drives and operates fire apparatus such as crew carriers or utilities in connection with extinguishing wildland fires and other incidents; makes reports on the operation of various fire equipment, performs maintenance and simple repairs on fire equipment; may operate other equipment when required, if qualified.
- Assists in training crews to fight fires efficiently and safely; uses maps; operates two-way radios as necessary; checks, cleans and maintains trucks; performs general housekeeping duties in a fire camp.
- Assists in the investigation of fire causes and the preservation of evidence when a fire is of a suspicious origin.
- Locates fire line, directs and participates in fire line construction, backfire and burnout, hazard tree falling, hose lays, patrols, and mop-up operations.
- Directs and coordinates various types of wildland firefighting equipment such as aircraft, heavy equipment and fire engines.
- Assists in coordinating mobilization and demobilization of hand crews to fire assignments and assists in providing logistical support.
- May assist in planning project work, including vegetation management, minor construction and repairs

- at the fire camp.
- Works with Pre-Fire Management personnel to plan, cost and coordinate project work with various jurisdictions and landowners throughout the county.
- Oversees crew safety and health, both on the fireline and during daily operations, including project work.
- Responsible for the maintenance and repair of tools and equipment, including hand tools, chainsaws, firing equipment, food and water provisions, and personal protective equipment.
- Presents training programs, including initial refresher courses, fire weather, fire behavior, power saw use, line construction, safety and first aid, air operations, water handling and pumps and hose lays, hand tool use, and other related courses.
- Participates in crew proficiency checks and drills, safety sessions, and fire critiques.
- Plans, makes and reconciles purchases.
- Serves as manpower coordinator of Hand Crew Firefighters.
- Performs other related duties as assigned.

QUALIFICATIONS

Knowledge of:

- Wildland fire suppression strategies, tactics and procedures, pertinent to initial attack, large fire suppression and wildland urban interface/intermix situations.
- How fuels, topography and weather influence fire behavior, especially within Orange County.
- Local open spaces, county parks, national forests, urban interface areas and other locales where wildfire will be encountered in Orange County.
- Effective supervisory principles and practices, including work organization and delegation, training and evaluation, coaching, and disciplinary procedures.
- Accepted safety practices in suppressing fires and various other incidents to prevent injury, property damage or loss of life.
- Instructional and training techniques.
- Basic finance principles.
- California Vehicle Code as it applies to the operation of trucks and emergency vehicles on highways.
- Principles of building design, construction, salvage and restoration as it relates to fire prevention and suppression.
- Operation, capabilities, and effectiveness of all equipment used in Orange County Fire Authority wildland operations.

Skills in:

- Understanding suppression tactics and strategies employed on wildland fires, and how to modify tactics in varying conditions.
- Evaluation of conditions at wildfires to determine appropriate actions.
- Selecting work methods to plan and execute activities at wildfires, all risk incidents and on projects.
- Maintaining records such as project logs, Cal Card logs, Performance Evaluation Reviews.
- Communicating clearly, concisely, and effectively.
- Training, motivating, leading, managing, supervising, and evaluating subordinate personnel.
- Establishing and maintaining effective working relationships with subordinates, other department employees, outside agencies, and the general public.
- Maintaining discipline and enforcing rules, regulations, and procedures.
- Recognizing, prioritizing, and accomplishing needed tasks.
- Effectively working with employees to address needs and concerns.

Ability to:

- Use sound judgment in applying a wide range of approaches to problem solving.
- Make sound decisions and direct Hand Crew Firefighters at emergency scenes.
- Motivate and effectively lead a group of Hand Crew Firefighters.
- Operate tools and equipment associated with the position.
- Operate a personal computer and utilize word processing, records management, spreadsheet, and electronic mail software.
- Follow oral and written directions.
- Effectively communicate orally and in writing.
- Work with independent judgment as well as under the guidance of a supervisor.
- Demonstrate continuing effectiveness in carrying out the knowledge, skills, and requirements of the position.
- Meet the physical requirements necessary to perform assigned duties in a safe and effective manner for self and others.

Education and Experience:

Any combination of training and experience that would provide the required knowledge, skills, and abilities is qualifying. A typical way to obtain the required qualifications would be:

- Qualified as CREW BOSS (CRWB)
- Non-probationary OCFA Firefighter, Fire Apparatus Engineer or Fire Captain.

Coursework (Required at time of application):

- I-200 Basic ICS
- S-211 Portable Pumps and Water Use
- S-212 Wildland Fire Chainsaws
- S-270 Basic Air Ops
- S-215 Fire Operations in the Wildland/Urban Interface
- S-219, C-234, S-234 or CA-219 Firing Operations
- S-230 Crew Boss (Single Resource)
- S-290 Intermediate Wildland Fire Behavior
- L-280 Followership to Leadership

Licenses and Certifications:

- Possession of a valid Class C California Driver License may be required for some assignments.
- This classification is subject to enrollment in the California DMV Pull Notice Program, which periodically provides Risk Management with the incumbent's Driver License record and status.
- Completion and maintenance of Emergency Medical Technician I/Fire Services or equivalent.

PHYSICAL DEMANDS

Positions in this class require climbing, balancing, crouching, crawling, reaching, standing, walking, driving, lifting heavy objects weighing more than 50 pounds, use of hands and fingers, grasping, feeling, talking, hearing, seeing, and repetitive motions. Incumbents must be able to perform the work of fire suppression personnel whose duties demand good fitness, strength, agility, and vision.

Heavy Work:

The work requires regular and protracted periods of considerable and strenuous physical exertion, such as carrying or lifting heavy objects (over 50 pounds); hacking passages through dense vegetation; or climbing ladders or scaffolds carrying heavy equipment used to install, maintain, or repair research installations. Incumbents are required to have agility and dexterity sufficient to walk over wet, rough, or uneven surfaces. Work involves bending, crouching, stooping, lifting, stretching, reaching, and similar activities.

ENVIRONMENTAL CONDITIONS

The work environment involves high risks with regular and recurring exposure to potentially dangerous, including fatal, situations and unusual environmental stress where high risk factors exist which cannot be reasonably controlled. For example, working at great heights under extreme weather conditions, or working closely with toxins or dangerous pests or animals such as poisonous snakes, where safety precautions cannot completely eliminate the danger.

Ability to act in a duty capacity in order to respond to emergency calls. May be required to act in a duty capacity and/or respond to wildland fires during evenings, weekends, and/or holidays. Unscheduled overtime work is required to support various emergencies during evenings, weekends, and/or holidays.

Incumbents are involved in suppression activities. Some assignments may require work in a standard office environment.

Note

The above position assignments will vary depending on the needs of the department. The provisions of this publication do not constitute an express or implied contract. Any provision in this publication may be modified or revoked without notice.

Equal Opportunity Employer

The Orange County Fire Authority is an Equal Employment Opportunity Employer.

Classification History:

Draft prepared by Human Resources Department

Date:

Assistant Chief/Human Resources Director Review, Stephanie Holloman

Adopted by Board of Directors:



FLSA: Non-Exempt
Class Code: 5833
Department: Operations South

HAND CREW ASSISTANT SUPERINTENDENT

DEFINITION

The Hand Crew Assistant Superintendent works as a supervisor to plan and carry out wildland firefighting operations of varying complexity as well as respond to all-risk incidents. Their role in this mission involves selection of tactics that support safe, efficient, and expedient handcrew operations – from initial attack to mop-up and suppression repair. Incumbents are responsible for supporting the Superintendent and the crew in daily duties including training, project work and administrative functions.

SUPERVISION RECEIVED AND EXERCISED

Under supervision of the Hand Crew Superintendent, trains and supervises Hand Crew Squad Bosses, Firefighters, and Hand Crew Firefighters as they work to accomplish the mission of a Type I All-Risk Handcrew. Manages a fire camp including the maintenance of facilities, emergency and support vehicles and equipment; manages the Hand Crew work scheduling that includes community events; and performs other related work as required.

CLASS CHARACTERISTICS

This class is the first-level supervisory classification in the Hand Crew wildland fire suppression series. Incumbents have responsibility for exercising general and technical supervision over lower-level fire suppression staff.

EXAMPLES OF TYPICAL JOB FUNCTIONS (Illustrative Only)

Management reserves the right to add, modify, change, or rescind the work assignments of different positions and to make reasonable accommodations so that qualified employees can perform the essential functions of the job.

- Supervises Hand Crew Firefighters and Squad Bosses on an assigned shift.
- Conducts performance evaluations and develops probationary reports.
- Plans and assigns work.
- Maintains discipline and makes decisions relating to the supervision of a fire crew engaged in fighting wildland fire and other all-risk incidents.
- Trains a fire crew to fight fires efficiently and safely.
- Manages fire camp, equipment and supplies.
- Supervises a crew in the housekeeping and maintenance of a fire camp.
- Supervises and performs the construction and maintenance of fire defense improvements.
- Keeps records and submits reports as required.
- Supervises and participates in a wide range of emergency activities, including wildland fires.
- Recognizes and responds to the effects of fuels, topography and weather on fire behavior.
- Uses various wildland firefighting strategies and tactics to directs fireline activities with subordinates.
- Coordinates with the Hand Crew Superintendent to establish leader's intent to guide crewmembers in accomplishing incident objectives.
- Performs various technical duties that involve differing and unrelated processes and methods.
- Ensures appropriate fire line placement and that appropriate tactics are employed to support safe and

- efficient backfire and burnout, hazard tree falling, hose lays, patrols, and mop-up operations.
- Directs or oversees the proper coordination of various types of wildland firefighting equipment such as aircraft, heavy equipment and fire engines.
- Operates a variety of motor vehicles to transport equipment, supplies, and crewmembers.
- Oversees the coordination of mobilization and demobilization of hand crews to fire assignments and assists in providing logistical support.
- Provides quality control on projects; tracks progress in project logs.
- Works with Pre-Fire Management personnel to plan, cost and coordinate project work with various jurisdictions and landowners throughout the county.
- Ensures crew safety and health, both on the fireline and during daily operations, including project work.
- Responsible for ensuring the maintenance and repair of tools, equipment and vehicles to ensure Hand Crew is response ready.
- Plans for and procures required tools and equipment, including PPE, and operates a crew carrier as needed.
- Oversees financial transactions and maintains applicable financial records.
- Serves as manpower coordinator for Squad Bosses and Hand Crew Firefighters.
- Performs other related duties as assigned.

QUALIFICATIONS

Knowledge of:

- Fire behavior, including ignition cause, influence of wind, humidity, weather, slope, topographic features and fuel moisture, fuels, and activity fuels, burning periods, escaped fires, fuel treatments, hazard analysis, management action points, and escape route identification to maximize effectiveness of water applications.
- Where to build fires lines, and to properly position crews to suppress wildfire.
- Wildland fire suppression techniques, tactics, and strategies to be able to make assignments to crew members, accurately evaluate rapidly changing fire situations and conditions, determine when additional forces may be needed, or determine when safety circumstances warrant withdrawal of crew to safe locations.
- Structure triage, tactics of structure protection, and the safety hazards associated with electrical lines, gas lines, propane tanks, and other hazardous materials.
- Technical methods and procedures related to a variety of operational projects.
- Effective supervisory techniques and practices.
- Basic practices of the scientific discipline(s) supported by wildland operations.
- Budgetary and financial principles.
- California Vehicle Code as it applies to the operation of trucks and emergency vehicles on highways.

Skills in:

- Understanding suppression tactics and strategies employed on wildland fires, and how to modify tactics in varying conditions.
- Evaluation of conditions during all-risk incidents to determine appropriate actions.
- Read, understand, interpret, and apply departmental policies, rules, laws, and ordinance pertaining to fire suppression and prevention work.
- Selecting work methods to plan and execute activities at wildfires, all risk incidents and on projects.
- Maintaining records such as project logs, Cal Card logs, Performance Evaluation Reviews.
- Communicating clearly, concisely, and effectively, both orally and in writing.
- Training, motivating, leading, managing, supervising, and evaluating subordinate personnel.

- Establishing and maintaining effective working relationships with subordinates, other department employees, outside agencies, and the general public.
- Maintaining discipline and enforcing rules, regulations, and procedures.
- Recognizing, prioritizing, and accomplishing needed tasks.
- Effectively working with employees to address needs and concerns.

Ability to:

- Use sound judgment in applying a wide range of approaches to problem solving.
- Make sound decisions and direct subordinates at emergency scenes.
- Apply resourcefulness, initiative, and independent judgment to locate precedents and resolve the details inherent to wildland operations.
- Operate tools and equipment associated with the position.
- Motivate and effectively lead subordinates.
- Operate a personal computer and utilize word processing, records management, spreadsheet, and electronic mail software.
- Follow oral and written directions.
- Effectively communicate orally and in writing.
- Work with independent judgment as well as under the guidance of a supervisor.
- Demonstrate continuing effectiveness in carrying out the knowledge, skills, and requirements of the position.
- Meet the physical requirements necessary to perform assigned duties in a safe and effective manner for self and others.

Education and Experience:

Any combination of training and experience that would provide the required knowledge, skills, and abilities is qualifying. A typical way to obtain the required qualifications would be:

- Crew Boss CRWB
- Incident Commander (Type 4) ICT4
- Task Force Leader TFLD or Strike Team Leader Crew (STCR)
- Non-probationary OCFA Firefighter, Fire Apparatus Engineer or Fire Captain.

Coursework (Required at time of application):

- I-200 Basic ICS
- S-211 Portable Pumps and Water Use
- S-212 Wildland Fire Chainsaws
- S-270 Basic Air Ops
- S-215 Fire Operations in the Wildland/Urban Interface
- S-219, C-234, S-234 or CA-219 Firing Operations
- S-230 Crew Boss (Single Resource)
- S-290 Intermediate Wildland Fire Behavior
- L-280 Followership to Leadership
- I-300 Intermediate ICS
- S-200 Initial Attack IC
- AH-330 Task Force/Strike Team Leader
- S-390 Introduction to Fire Behavior Calculations
- L-380 Fireline Leadership

Licenses and Certifications:

- Possession of a valid Class C California Driver License may be required for some assignments.
- This classification is subject to enrollment in the California DMV Pull Notice Program, which periodically provides Risk Management with the incumbent's Driver License record and status.
- Completion and maintenance of Emergency Medical Technician I/Fire Services or equivalent.

PHYSICAL DEMANDS

Positions in this class require climbing, balancing, crouching, crawling, reaching, standing, walking, driving, lifting heavy objects weighing more than 50 pounds, use of hands and fingers, grasping, feeling, talking, hearing, seeing, and repetitive motions. Incumbents must be able to perform the work of fire suppression personnel whose duties demand good fitness, strength, agility, and vision.

Heavy Work:

The work requires regular and protracted periods of considerable and strenuous physical exertion, such as carrying or lifting heavy objects (over 50 pounds); hacking passages through dense vegetation; or climbing ladders or scaffolds carrying heavy equipment used to install, maintain, or repair research installations. Incumbents are required to have agility and dexterity sufficient to walk over wet, rough, or uneven surfaces. Work involves bending, crouching, stooping, lifting, stretching, reaching, and similar activities.

ENVIRONMENTAL CONDITIONS

The work environment involves high risks with regular and recurring exposure to potentially dangerous, including fatal, situations and unusual environmental stress where high risk factors exist which cannot be reasonably controlled. For example, working at great heights under extreme weather conditions, or working closely with toxins or dangerous pests or animals such as poisonous snakes, where safety precautions cannot completely eliminate the danger.

Ability to act in a duty capacity in order to respond to emergency calls. May be required to act in a duty capacity and/or respond to wildland fires during evenings, weekends, and/or holidays. Unscheduled overtime work is required to support various emergencies during evenings, weekends, and/or holidays.

Incumbents are involved in suppression activities. Some assignments may require work in a standard office environment.

Note

The above position assignments will vary depending on the needs of the department. The provisions of this publication do not constitute an express or implied contract. Any provision in this publication may be modified or revoked without notice.

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Classification History:

Draft prepared by Human Resources Department

Date:

Assistant Chief/Human Resources Director Review, Stephanie Holloman

Adopted by Board of Directors:

ORANGE COUNTY FIRE AUTHORITY – CLASSIFICATION SALARY TABLE

UPDATES FOR FIREFIGHTER BARGAINING UNIT - EFFECTIVE 5/3/24

EE Class	Class Code	Class Title	Barg Unit	Grade	Pay Type	STEPS/RANGE											
						1	2	3	4	5	6	7	8	9	10	11	12
FS	5832	HAND CREW SQUAD BOSS	FF	F2	Hrly-Supp	41.71	42.74	43.92	45.18	46.19	47.45	48.80	50.06	51.53	52.82	54.36	55.73
					Biweekly	3,336.48	3,419.36	3,513.44	3,614.24	3,694.88	3,795.68	3,904.32	4,005.12	4,122.72	4,225.76	4,348.96	4,458.72
					Monthly	7,229.04	7,408.61	7,612.45	7,830.85	8,005.57	8,223.97	8,459.36	8,677.76	8,932.56	9,155.81	9,422.75	9,660.56
					Annual	86,748.48	88,903.36	91,349.44	93,970.24	96,066.88	98,687.68	101,512.32	104,133.12	107,190.72	109,869.76	113,072.96	115,926.72
FS	5833	ASSIST HAND CREW SUP.	FF	F3	Hrly-Supp	48.38	49.62	51.00	52.51	53.9	55.40	56.78	58.42	59.92	61.59	63.46	65.24
					Biweekly	3,870.72	3,969.28	4,080.16	4,201.12	4,312.00	4,431.84	4,542.72	4,673.76	4,793.60	4,926.88	5,076.96	5,219.20
					Monthly	8,386.56	8,600.11	8,840.35	9,102.43	9,342.67	9,602.32	9,842.56	10,126.48	10,386.13	10,674.91	11,000.08	11,308.27
					Annual	100,638.72	103,201.28	106,084.16	109,229.12	112,112.00	115,227.84	118,110.72	121,517.76	124,633.60	128,098.88	132,000.96	135,699.20
FF	5825	FIRE PILOT	FF	F5	Hrly-Supp	39.74	41.01	42.25	43.53	44.76	46.04	47.29	48.54	49.81	51.07	52.31	53.57
					Hrly-Staff	55.64	57.41	59.15	60.94	62.66	64.46	66.21	67.96	69.73	71.50	73.23	75.00
					Biweekly	4,450.88	4,593.12	4,732.00	4,875.36	5,013.12	5,156.48	5,296.48	5,436.48	5,578.72	5,719.84	5,858.72	5,999.84
					Monthly	9,643.57	9,951.76	10,252.67	10,563.28	10,861.76	11,172.37	11,475.71	11,779.04	12,087.23	12,392.99	12,693.89	12,999.65
					Annual	115,722.88	119,421.12	123,032.00	126,759.36	130,341.12	134,068.48	137,708.48	141,348.48	145,046.72	148,715.84	152,326.72	155,995.84
FF	5829	CHIEF FIRE PILOT	FF	F6	Hrly-Supp	47.09	48.60	50.07	51.58	53.04	54.56	56.04	57.52	59.02	60.52	61.99	63.48
					Hrly-Staff	65.926	68.040	70.098	72.212	74.256	76.384	78.456	80.528	82.628	84.728	86.786	88.872
					Biweekly	5,274.08	5,443.20	5,607.84	5,776.96	5,940.48	6,110.72	6,276.48	6,442.24	6,610.24	6,778.24	6,942.88	7,109.76
					Monthly	11,427.17	11,793.60	12,150.32	12,516.75	12,871.04	13,239.89	13,599.04	13,958.19	14,322.19	14,686.19	15,042.91	15,404.48
					Annual	137,126.08	141,523.20	145,803.84	150,200.96	154,452.48	158,878.72	163,188.48	167,498.24	171,866.24	176,234.24	180,514.88	184,853.76