

**ASSIGNMENT OF STAFF FIRE BATTALION CHIEFS
AGREEMENT
BETWEEN
ORANGE COUNTY FIRE AUTHORITY
AND
ORANGE COUNTY FIRE AUTHORITY CHIEF OFFICERS ASSOCIATION**

The Orange County Fire Authority (OCFA) and the Orange County Fire Authority Chief Officers Association (COA) (collectively the "Parties") enter into this Agreement on the subject of staff assignments of Fire Battalion Chiefs. In recognition of evolving organizational needs, the Parties agree that, contingent upon OCFA Board of Directors approval, an additional Fire Division Chief position will be added to the Master Position Control, with funding of the position to be effective July 1, 2017. This added Division Chief position will be assigned responsibility for a new Operations Support Division for no less than two (2) years. Prior to any assignment change, Executive Management agrees to meet and discuss with COA. Although this assigned responsibility may continue well beyond two years, Executive Management retains its management right to determine specific work assignments following the minimum two years. The list of staff positions in Article IV (Employment Provisions), Section 7B is amended as follows:

Section 7. Assignment of Staff Fire Battalion Chiefs to Fire Prevention

- A. A current staff Fire Battalion Chief position assigned to Fire Prevention shall be filled by either 1) a Fire Battalion Chief who possesses the knowledge, skills, and ability to perform the functions of the position and who meets the minimum qualifications set forth in a classification specification for the position; or 2) by a civilian (non-OCFACOA) employee who possesses the knowledge, skills, and ability to perform the functions of the position or who meets the minimum qualifications set forth in a classification specification for the position. When the position is filled by a Fire Battalion Chief, that position shall be represented by the OCFACOA. When the position is filled by a civilian employee, that position shall be represented by the Orange County Fire Authority Management Association OCFAMA.

When filling a vacancy in the above position, first consideration shall be given to an existing Fire Battalion Chief, or a Fire Battalion Chief candidate who is on a current Fire Battalion Chief promotional eligible list, recognizing that final determination on filling the position in Inspection Services with a Fire Battalion Chief or civilian employee is a management right based upon the needs and position compatibility/suitability. A classification specification shall be maintained for the position of Fire Marshal (Inspection Services) that shall specify the knowledge, skills, and abilities and minimum qualifications necessary to perform the functions of the position. When modifications are made to the classification specification, the OCFA shall provide the OCFACOA with opportunity for review and input prior to such modifications.

- B. In addition to the identified position listed above, the parties agree that the following list of staff positions shall be filled/held by a Fire Battalion Chief:

- Corporate Communications
- ~~Emergency Communications Center~~
- Emergency Medical Services
- Training and Safety
- Training and Safety/Human Resources
- Air Operations

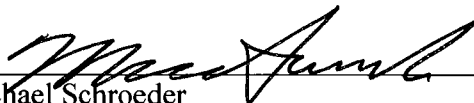
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- Investigations
- Emergency Planning and Coordination
- Wildland Pre-Fire Management
- Strategic Services

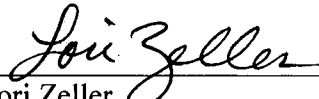
ORANGE COUNTY FIRE AUTHORITY



Michael Schroeder
Assistant Chief, Support Services



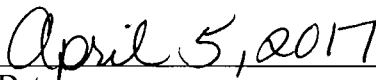
David Thomas
Assistant Chief, Operations



Lori Zeller
Assistant Chief, Business Services




Brigitte Gibb
Human Resources Director




Date

ORANGE COUNTY FIRE AUTHORITY
CHIEF OFFICERS ASSOCIATION



Cliff Bramlette
COA President



George Casario
COA Vice President

Date