

AIRCRAFT RESCUE FIRE FIGHTING (ARFF) PAY AGREEMENT

BETWEEN

ORANGE COUNTY PROFESSIONAL FIREFIGHTERS ASSOCIATION, IAFF LOCAL 3631

AND

ORANGE COUNTY FIRE AUTHORITY

The Orange County Fire Authority (OCFA) and the Orange County Professional Firefighters Association, IAFF Local 3631 (OCPFA) hereby enter this Agreement on the subject of providing Aircraft Rescue Fire Fighting Incentive (ARFFI) pay for firefighters who are ARFF qualified, current and assigned to positions on ARFF Units.

ARFF positions exist within the OCFA and are funded by contractual agreement with the John Wayne Airport (JWA). All tenets of the following are subject to the requirements of the JWA contract. If a discrepancy between this agreement and the JWA contract arises, the JWA contract shall take precedence until such time as this agreement can be amended.

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

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

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 and all OSHA requirements.
- Rigger (Level 1) - certification equivalent to the National Commission for the Certification of Crane Operators (NCCCO) standard and all OSHA requirements.
- Qualify for Security Identification Display Area (SIDA) credentials per the Transportation Security Administration requirements.

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).

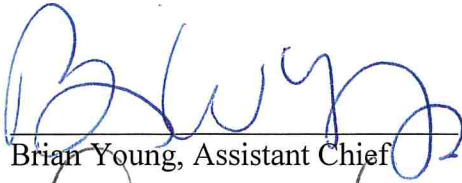
Training will be provided at the OCFA/JWA's expense.

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.

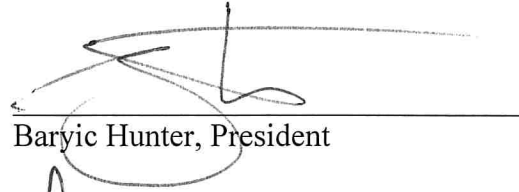
9. ARFF personnel shall participate in all skill sets as identified in the Federal Aviation Administration (FAA) requirements for ARFF training (§139.319 - Aircraft Rescue and Firefighting: Operational Requirements), NFPA 403: Standard for Aircraft Rescue Firefighting Services at Airports and the National 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 the top hourly salary step of the firefighter classification base salary per month, prorated on an hourly basis or 5% if they are not crane certified.
11. 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.
12. 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.
13. ARFFI pay shall apply to worker's 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.
14. 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.
15. Personnel assigned to an ARFF unit and qualified part-time ARFF members will be issued individual PPE.

ORANGE COUNTY
FIRE AUTHORITY

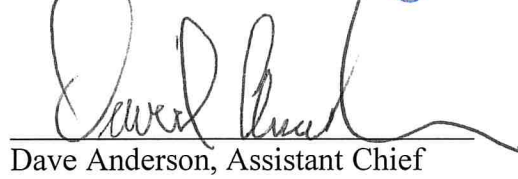
ORANGE COUNTY PROFESSIONAL
FIREFIGHTERS ASSOCIATION
IAFF LOCAL 3631



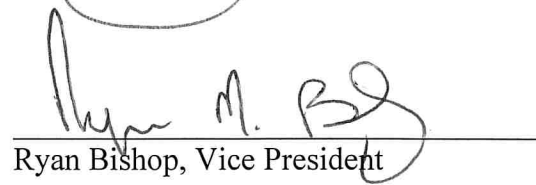
Brian Young, Assistant Chief



Barry Hunter, President



Dave Anderson, Assistant Chief



Ryan Bishop, Vice President

3/5/18

DATE

3/9/18

DATE