

Memorandum of Understanding
Between
East Clark Professional Firefighters
And
East County Fire and Rescue

It is recognized that represented firefighters with East Clark Professional Firefighters provide the vast majority of day-to-day response to fire and EMS calls for East County Fire and Rescue.

It is further recognized that volunteer firefighters provide supplemental staffing when available. Volunteers are non-represented resource intended to enhance operational capacity. Their role is to augment and support total manpower, not replace bargaining unit personnel. At no time shall volunteers be used to supplant career staffing.

This Memorandum of Understanding is meant to clarify the way in which volunteers (non-represented) for East County Fire and Rescue can and will be used.

Core Principles

Career firefighters will be offered staffing opportunities first including overtime. Volunteers may not be used to supplant career staffing or reduce overtime opportunities.

Volunteers shall not be used to backfill scheduled vacancies (e.g. vacation, holiday) or to avoid overtime otherwise available to bargaining unit members.

The union agrees that it shall raise no objections to the use of volunteers for fire or medical response, or unscheduled/emergency call-backs provided that such work is offered to the union personnel first. Volunteers are intended to supplement career personnel for additional coverage or special events (e.g., community events, peak demand periods).

Volunteer Water Tender operators do not fall within the scope of this MOU.

Program Administration

The District retains the right to assign volunteer-program operations, including qualifications, staffing levels, assignments, and working conditions. This includes the management's exclusive right to modify operations, personnel, staffing levels, assignments, equipment and working conditions.

Qualified volunteers may be scheduled to participate alongside career firefighters with approval from the shift Captain, Lieutenant or AIC. ECFR will make reasonable efforts to provide sufficient volunteer opportunities so members can meet participation requirements.

Volunteer participation shall not influence career scheduling, vacation, or staffing level decisions.

Conflict Resolution

In the event of conflict with this MOU and the collective bargaining agreement, the CBA shall prevail.

Questions about volunteer use will be reviewed by a joint Labor-Management Committee before proceeding to grievance steps.

For the District

For the Union

SBlack 11/11/25

Aaron Cliburn 11/12/25

Steve Black
Fire Chief

Aaron Cliburn
Union President