

Memorandum of Understanding
Between the
International Association of Firefighters (IAFF) Local 2444
And
East County Fire and Rescue

It is understood that, from time to time, Chief-level officers may require time away from the District and may be unavailable for duty response. It is also recognized that all the responsibilities of a Chief Officer, including emergency response, staffing management, and other daily operations, must continue to be fulfilled in their absence. One method to provide continuity of supervision often used in this instance is, "Acting in capacity (AIC)." This method is currently in use by the district for the filling in of firefighters to act as officers when the need arises.

To ensure continuity of supervision and efficient management of the District, it is hereby agreed that the creation of an "Acting in Capacity" (AIC) position will allow Captains to temporarily function in the role of Command Duty Officer. This arrangement is mutually beneficial for both parties and will provide a mechanism to maintain operational effectiveness when the Chief Officer is unavailable.

Terms of the Acting in Capacity (AIC) Position for Command Duty Officer:

1. Voluntary Participation:

The AIC position for Command Duty Officer is voluntary and will be deployed at the sole discretion of the Fire Chief.

2. Eligibility:

Captains who are not currently on-duty will be eligible to act as the Command Duty Officer when assigned.

3. Duty Vehicle:

When deployed as the Command Duty Officer, the Captain will be allowed to take a duty vehicle home for the purpose of responding to calls typically requiring a Chief Officer's presence.

4. Stipend:

A stipend of \$50.00 per 12-hour period will be paid to the Captain for their time serving in the AIC position.

5. Compensation for Call-Outs:

In addition to the stipend, when called out for a response, the Captain will receive

compensation at one-and-a-half times their base rate, plus a 6% incentive for fulfilling the Command Duty Officer role. AIC's will receive a minimum 30 minutes of pay for any calls they begin to respond on and then get cancelled while en route. Compensation after 30 minutes while still en route will be compensated in fifteen minute increments as per the standard in the current CBA.

6. **Hire-Back Process:**

Hire-back for the AIC position will be determined in the same manner as overtime, based on hours worked.

7. **Call back criteria:**

When assigned to the AIC Command Duty Officer role a captain will respond to calls requiring chief level of command. This includes structure fires, wildland fires, serious MVAs, and complicated rescues. Some discretion is understood as other calls can rise to the same level of need. The AIC may also need to respond for employee issues or injuries, and other supervisory tasks.

8. **Deployment and Duration:**

The Fire Chief will determine the duration of the AIC assignment, and Captains will be notified in advance of their deployment.

This agreement reflects the intent to maintain leadership continuity and operational efficiency in the District, while also offering fair compensation for Captains performing in the Command Duty Officer capacity.

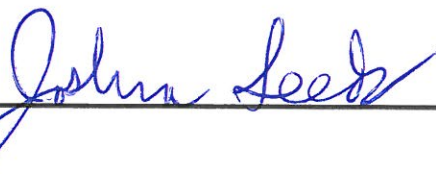
This agreement will expire December 31, 2027.

X 

For the District
Steve Black, Fire Chief

X 

For the Local
Aaron Cliburn, President

X 

Board of Commissioners
Josh Seeds, Chairperson