

## MEMORANDUM OF AGREEMENT (MOA)

ON

### ***DEPARTMENT OF THE AIR FORCE INSTRUCTION (DAFI) 32-2001, Civil Engineering Fire and Emergency Services (FES) Program, dated 28 July 2022***

References: a. ***DAFI 32-2001, Civil Engineering FES Program, dated 28 July 2022***, supersedes ***AFI 32-2001, dated 28 September 2018***.

b. ***AFI 32-2006, Uniform and Grooming Standards for Civilian Fire Emergency Services Personnel, dated 29 August 2013*** is incorporated into reference a. and therefore will supersede MOA dated 13 February 2018. (*AFI 32-2006 is obsolete*)

1. The American Federation of Government Employees (AFGE) Council 214 and Air Force Materiel Command (AFMC), hereafter referred to as the Union and Management, hereby enter into this Memorandum of Agreement regarding subject Civil Engineering and Fire Emergency Services (FES) Program as it applies to Bargaining Unit Employees (BUEs) covered by the Master Labor Agreement (MLA) between parties.
2. This MOA implements subject DAF memorandum regarding DAFI 32-2001 with the following provisions.
3. All personnel below Assistant Chief level that “fill in” on operations (with the exception of designated Incident Safety Officers) may be required to have an Emergency Medical Responder (EMR) certification.
4. Installation Fire Chiefs (IFC) shall maintain certification for at least “eight” GS-0081 fire fighters per station (total number) at Emergency Medical Technician (EMT) level. If there is a request for more than “eight” GS-0081 EMT’s per fire station, then it shall be locally negotiated.
5. A Firefighter Mental Health Program will be established in all FES flights. The Department of the Air Force’s *Ready Firefighter* program will be the framework for the fire department’s mental health program. The local Union will have an equal role with management in the implementation of this program. The IFC shall include mental health into local training requirements to support program requirements developed. This program shall be developed no later than 90-days after signature of this MOA.
6. In accordance with 10 U.S.C. 1593, “*Uniform Allowance: Civilian Employees*,” when the government requires Fire and Emergency (FES) personnel to wear a prescribed uniform, the government will provide such uniforms, a uniform allowance, or some combination of the two. The IFC determines how those uniforms are acquired. If the government does not provide all

uniform components, the IFC will ensure BUE's are given a uniform allowance sufficient to cover the cost of all uniform components the employee is required to purchase, up to a maximum of funds established in 10 U.S.C. 1593. Local uniform standards will be negotiated between the IFC (or designee) and the local Union President (or designee). Any changes in working conditions, when required for BUEs shall be negotiated between the IFC and the local union.

7. Employees will be given 12-months from the date of this MOA or 60-days from receipt of the allowance, whichever is sooner, to comply with the wear of clothing agreed to in the department's local uniform standards as negotiated by the IFC and Union.

8. For all FES personnel whose primary or secondary duties include firefighting; the t-shirt may be worn apart from the uniform shirt, if bargained locally between the IFC and the Union. If so, this t-shirt now becomes part of the uniform and must be constructed of inherently flame resistive fibers (100% cotton, nomex/aramid blends, for example). National Fire Protection Association (*NFPA*) 1975, "*Standard on Emergency Personnel Work Apparel*"-compliant t-shirts may be required if agreed upon during local negotiations.

9.. Employees will not have tattoos serve as a basis for removal from positions but will cover any non-compliant tattoos or body art, so it is not visible when in uniform.

10. Any local impacts not covered by this MOA will be bargained locally.

11. All remedies available under the MLA or 5 USC 71 will remain available to the parties if concerns cannot be cooperatively resolved.

MANAGEMENT

UNION

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