



OROVILLE CITY COUNCIL

Council Chambers
1735 Montgomery Street
Oroville, CA. 95965

**July 07, 2026
REGULAR MEETING
MINUTES**

CALL TO ORDER / ROLL CALL

Present Council Members: Chuck Reynolds, Scott Thomson, Tracy Johnstone, Janet Goodson, Shawn Webber, Vice Mayor Eric Smith, Mayor David Pittman

CLOSED SESSION

The City Council held a Closed Session on the following:

1. Pursuant to Government Code Section 54957(b), the Council met with the Personnel Officer to discuss Public Employee Performance Evaluations. Position Title: Department Heads and Contract Employees.
2. Pursuant to Government Code section 54957.6, the Council met with Labor Negotiators and City Attorney to discuss labor negotiations for the following represented groups: All Units.
3. The City Council met for a Conference with Legal Counsel – Anticipated Litigation, pursuant to Gov. Code § 54956.9(d): (two (2) cases).
4. The City Council met to confer regarding Real Property Negotiations under Government Code § 54956.8:
 1. Property: 225 Chuck Yeager Way, Oroville, CA 95965 Agency Negotiator(s): Brian Ring, City Administrator, David Ritchie, Asst. City Attorney. Negotiating Parties: All current Ground Lease Tenants. Under Negotiation: price, terms of payment.
 2. Property: 012-061-001; 012-061-009; 012-061-010; 012-061-018 Negotiator(s): Brian Ring, City Administrator, David Ritchie, Asst. City Attorney. Negotiating Parties: Pioneer Collision Center. Under Negotiation: price.

OPEN SESSION

1. Announcement from Closed Session – Direction given to staff, no reportable action taken.
2. Pledge of Allegiance – Led by Council Member Webber
3. Corrections/Changes to the Agenda – Item 5 summary reads “June 6” – it should say “June 16.”
4. Recusals - None
5. Adoption of Agenda

Motioned by: Council Member Goodson Seconded by: Vice Mayor Smith

AYES: Council Member(s) Reynolds, Thomson, Johnstone, Goodson, Webber, Vice Mayor Smith, Mayor Pittman

NOES: None

ABSTAINED: None

ABSENT: None

PUBLIC COMMUNICATION – HEARING OF NON-AGENDA ITEMS

The following member(s) of the public submitted public comment on this item: Christine Anderson, Rhonda Magnusson, Bryan Williams, Barbara Eldridge, Palmer, and Brian Wong.

REPORTS / DISCUSSIONS

1. Council Announcements and Reports

Council Member Webber: Commended the 250th 4th of July celebration put on by the Chamber of Commerce. He stated Vice Mayor Smith did a wonderful job as did the Oroville Police Department in assisting with the traffic flow and members of the public. Announced that an OCDC meeting will be held on Monday the 13th at 5:30PM at the Union Coffee Club where they will be discussing the various types of youth assistance in our community.

Council Member Thomson: Gave kudos to Vice Mayor Smith on the 4th of July celebration.

Vice Mayor Smith: Reported that over 3700+ members of the public came to Riverbend Park for the 4th of July celebration. Over 600+ members of the public were bused in by the Thermalito Elementary School District. He also stated the River of Life Church and helped clean up the park on the following day after the celebration. He mentioned various partnerships with local agencies on this event, and he thanked them.

Mayor Pittman: Stated a job was well done regarding the 250th 4th of July celebration.

2. Administration Reports

Ron Belser, Director of Code Enforcement: Provided monthly statistics to the Council pertaining to his department.

Tim Kaber, Director of Public Works: Goats will be on the levee soon to help with mitigating the fire hazards present. The department has received 4 speed feedback signs. Parking lot lights for Hewitt Park have arrived. August 9th is the prospective date for paving to begin on Hwy 162.

Jason Wines, Chief of Police: Stated the coordinated effort between OPD and the Chamber of Commerce for the 4th of July celebration was a job well done.

Ruth Duncan, Director of Finance: Congratulated Ron Belser on being recognized in the Oroville Union High School District Hall of Fame 2026.

Chris Tenns, Fire Chief: Airport hazard mitigation burn of 423 acres was conducted and went well.

CONSENT CALENDAR

Consent calendar **items 1 -3, and 5** were adopted in one action by the Council. **Item #4** was removed and discussed and voted on immediately after adoption of consent calendar items.

Motioned by: Council Member Goodson Seconded by: Council Member Johnstone

AYES: Council Member(s) Reynolds, Thomson, Johnstone, Goodson, Webber, Vice Mayor Smith, Mayor Pittman

NOES: None

ABSTAINED: None

ABSENT: None

1. UPDATED JOB DESCRIPTION FOR DIRECTOR OF PUBLIC WORKS TO DIRECTOR OF PUBLIC WORKS/CITY ENGINEER

The City Council approved updates to the job description of Director of Public Works to Director of Public Work/City Engineer, incorporating City Engineer duties.

2. PURCHASE OF PATROL MOTORCYCLE IN LIEU OF PATROL VEHICLE

The City Council approved the Oroville Police Department's request to remove one previously approved new patrol vehicle purchase in lieu of a patrol motorcycle. The motorcycle, (motors), will be put into service as a traffic unit and operated by a fully qualified motors officer. This exchange of vehicles will result in an approximate \$50,000 in savings and offers greater opportunities for both the City and the Police Department.

3. FORECLOSURE OF 22 E GRAND AVENUE

The City Council authorized the Director of Business Assistance and Housing Development the authority to obtain title to 22 E Grand Avenue by either initiating foreclosure proceedings or negotiating the execution of a Deed in Lieu of Foreclosure (APN 031-140-018). This was done by adopting Resolution No. 9466.

4. ADOPTION OF FIRE DEPARTMENT COST RECOVERY ORDINANCE

The City Council voted to adopt Ordinance No. 1897 establishing a Fire Department cost recovery program for certain non-emergency, preventable, or negligent incidents. The intent of this program is to help keep emergency resources available and ready for true emergencies, while still ensuring that anyone in need feels comfortable calling 911 when they believe help is required. This was done by the following vote:

Motioned by: Vice Mayor Smith

Seconded by: Council Member Johnstone

AYES: Council Member(s) Reynolds, Thomson, Johnstone, Goodson, Webber, Vice Mayor Smith, Mayor Pittman

NOES: None

ABSTAINED: None

ABSENT: None

5. APPROVAL OF THE JUNE 16, 2026 CITY COUNCIL REGULAR MEETING MINUTES

The City Council approved the June 16, 2026 City Council regular meeting minutes.

REGULAR BUSINESS

6. PLACEMENT OF SOLID WASTE LIENS ON THE 2026-27 PROPERTY TAX ROLL

The following member(s) of the public submitted public comment on this item: Lucy and Robert Masoner (mailed), and Deanne Boswell.

The City Council adopted Resolution No. 9467, approving the placement of solid waste liens from Recology on the 2026-27 property tax roll. This was done by the following vote:

Motioned by: Council Member Goodson

Seconded by: Vice Mayor Smith

AYES: Council Member(s) Reynolds, Thomson, Johnstone, Goodson, Webber, Vice Mayor Smith, Mayor Pittman

NOES: None

ABSTAINED: None

ABSENT: None

7. UPDATE ON AIRPORT AND FBO OPERATIONS

The City Council received a brief update from the Airport Manager and FBO Operator on operations from FY 2025 / 2026 and accepted it for information.

8. OPPORTUNITY ZONE 2.0 RECOMMENDATION TO NOMINATE CENSUS TRACTS 28, 30-1, 30-2, 32, 37, & 25 FOR FEDERAL DESIGNATION

The City Council approved an application recommending eligible census tracts for Opportunity Zone 2.0 (OZ 2.0) Designation and adopted Resolution No. 9468 by the following vote:

Motioned by: Council Member Goodson Seconded by: Council Member Webber

AYES: Council Member(s) Reynolds, Thomson, Johnstone, Goodson, Webber, Vice Mayor Smith, Mayor Pittman

NOES: None

ABSTAINED: None

ABSENT: None

9. CONTRACT WITH UNITED BUILDING CONTRACTORS, INC. FOR THE PIONEER MUSEUM ROOF AND HVAC REPAIR PROJECTS

The City Council awarded a Construction Contract (Agreement No. 3590) to United Building Contractors, Inc. of Chico for construction of repairs to the roof and HVAC system for the Pioneer Museum by the following vote:

Motioned by: Council Member Goodson Seconded by: Council Member Johnstone

AYES: Council Member(s) Reynolds, Thomson, Johnstone, Goodson, Webber, Vice Mayor Smith, Mayor Pittman

NOES: None

ABSTAINED: None

ABSENT: None

10. APPROVAL OF FINAL 2026 SPEED ZONE ENGINEERING AND TRAFFIC SURVEY

The City Council approved the final for the 2026 Speed Zone Engineering and Traffic Survey (E&TS) performed by Wood Rodgers, Inc. of Roseville CA by the following vote:

Motioned by: Council Member Johnstone Seconded by: Council Member Goodson

AYES: Council Member(s) Reynolds, Thomson, Johnstone, Goodson, Webber, Vice Mayor Smith, Mayor Pittman

NOES: None

ABSTAINED: None

ABSENT: None

11. REAPPOINTMENT OF CHRIS LOGUE TO THE HOUSING LOAN ADVISORY COMMITTEE

The City Council reappointed Chris Logue to the Housing Loan Advisory Committee with a term expiring on July 6, 2028, by the following vote:

Motioned by: Council Member Goodson Seconded by: Council Member Johnstone

AYES: Council Member(s) Reynolds, Thomson, Johnstone, Goodson, Webber, Vice Mayor Smith, Mayor Pittman

NOES: None

ABSTAINED: None

ABSENT: None

12. APPOINTMENT OF JOSEPH VELASQUEZ TO THE OROVILLE PARK COMMISSION

The City Council appointed Joseph Velasquez to serve on the Oroville Park Commission with a term expiring July 6, 2031, by the following vote:

Motioned by: Council Member Goodson Seconded by: Council Member Webber

AYES: Council Member(s) Reynolds, Thomson, Johnstone, Goodson, Webber, Vice Mayor Smith, Mayor Pittman

NOES: None

ABSTAINED: None

ABSENT: None

13. APPOINTMENT OF ROSANA ROSALES ARRAS TO THE CITIZEN'S OVERSIGHT COMMITTEE (MEASURE U)

The City Council appointed Rosana Rosales Arras to the Citizen's Oversight Committee (Measure U) for a term of July 7, 2026- July 7, 2028, by the following vote:

Motioned by: Council Member Goodson Seconded by: Vice Mayor Smith

AYES: Council Member(s) Reynolds, Thomson, Johnstone, Goodson, Webber, Vice Mayor Smith, Mayor Pittman

NOES: None

ABSTAINED: None

ABSENT: None

PUBLIC HEARINGS

14. 5:00PM - FISCAL YEAR 2026/27 APPROPRIATIONS LIMIT

Public hearing opened at 5:49PM

Public hearing closed at: 5:51PM

The City Council conducted a public hearing and adopted of the fiscal year 2026/27 Appropriations Limit by the following vote:

Motioned by: Council Member Goodson Seconded by: Vice Mayor Smith

AYES: Council Member(s) Reynolds, Thomson, Johnstone, Goodson, Webber, Vice Mayor Smith, Mayor Pittman

NOES: None

ABSTAINED: None

ABSENT: None

15. 5:00PM - FISCAL YEAR 2026/27 ADOPTED BUDGET

Public hearing opened at 5:51PM

Public hearing closed at: 6:03PM

Mayor Pittman submitted a public comment on this item. It is uploaded to these minutes.

The City Council received the Fiscal Year 2026/27 Budget for review. They approved the budget by the following vote:

Motioned by: Council Member Johnstone Seconded by: Council Member Goodson

AYES: Council Member(s) Reynolds, Thomson, Johnstone, Goodson, Webber, Vice Mayor Smith, Mayor Pittman

NOES: None

ABSTAINED: None

ABSENT: None

16. 5:20PM AMENDMENT TO OROVILLE MUNICIPAL CODE SECTION 13.04.040 – SEWER CONNECTION CHARGES

Public hearing opened at 6:04PM

Public hearing closed at: 6:07PM

The City Council heard the introduction of an ordinance amending Section 13.04.040 of the Oroville Municipal Code to update the methodology used to calculate sewer connection charges for residential development. The Council voted to introduce and waive the first reading of an ordinance amending section 13.04.040 of the Oroville municipal code relating to sewer connection charge calculations, and voted to schedule the ordinance for second reading and adoption at a subsequent city council meeting by the following vote:

Motioned by: Council Member Johnstone Seconded by: Council Member Goodson

AYES: Council Member(s) Reynolds, Thomson, Johnstone, Goodson, Webber, Vice Mayor Smith, Mayor Pittman

NOES: None

ABSTAINED: None

ABSENT: None

PUBLIC COMMUNICATION – HEARING OF NON-AGENDA ITEMS

No additional public comment received.

FUTURE AGENDA ITEMS / CORRESPONDENCE

1. Future Agenda Items
2. Correspondence
 - i. **June 2026 Housing and Business Assistance Monthly Report**
 - ii. **OSCIA Cowhand Fundraiser Correspondence**
 - iii. **June 2026 City Clerk Department Monthly Report**
 - iv. **June 2026 City of Oroville Fire Department Monthly Report**

ADJOURN THE MEETING

The meeting was adjourned at 7:25PM.

Signed by:

Kayla Reaster

C300ECC8261A406...

Kayla Reaster, Assistant City Clerk

Signed by:

David Pittman

191FDE38569B40C...

David Pittman, Mayor

Executive Summary

New Oroville City Fire Department proposal

Oroville City Fire Department Economic Cost Analysis

One-Year and Five-Year Projections

This economic review has been prepared as a personal Analysis to evaluate the potential cost, operational structure, and long-term fiscal impact of establishing a **New Oroville City Fire Department** with City personnel. The purpose of this analysis is to provide a practical comparison between continued contract fire service and a locally operated municipal fire department under City of Oroville control. Looking at operating Main Polic Fire station at 2055 Lincoln and analysis of staffing for future Airport Police Fire Facility Larking & Challenger. (Existing City building to be remolded into Fire Station)

As a retired Fire Chief and Mayor, I have reviewed this matter from both an emergency-service operations perspective and a municipal budget perspective.

It should be noted I used all my own resources from 40 years of experience as a Fire service member and over 34 years of Fire Technology College instruction. The intent of this study is not merely to compare annual contract costs, but to evaluate whether the City of Oroville can provide reliable local fire protection, direct command accountability, and sustainable long-term service at a cost that is competitive with the current contract model.

The cost analysis includes a proposed staffing model, projected personnel expenses, reserve firefighter support, estimated dispatch contract costs, first-year personal protective equipment and turnout costs, and a five-year projection of annual operating costs. The projections are based on reasonable planning assumptions, industry-average compensation factors, estimated payroll burdens, overtime and callback needs, and anticipated annual cost increases.

This review recognizes that fire protection is a core public safety service. Any change from a contract fire service model to a City-operated fire department must be evaluated carefully, including staffing reliability, station coverage, response capability, labor obligations, CalPERS and benefit costs, workers' compensation exposure, dispatch arrangements, automatic-aid agreements, apparatus readiness, and long-term fiscal sustainability.

The proposed Oroville City Fire Department model is designed to restore local identity, local accountability, and direct City control over fire service delivery. A

City department would allow Oroville to establish its own staffing priorities, response standards, reserve firefighter program, fire prevention services, community risk reduction efforts, and long-term emergency-service planning.

The one-year cost projection provides an estimated first-year operating cost for the new department, including personnel, reserve firefighter support, dispatch, and initial PPE and turnout needs. The five-year projection provides a longer-term comparison to help determine whether the City-operated model may provide financial savings, cost stability, or improved service value compared to continuing the current contract structure.

This analysis should be considered a planning-level economic study and should be reviewed further by City administration, finance staff, human resources, labor counsel, risk management, and fire service professionals before final implementation. Final costs may vary based on labor negotiations, benefit rates, CalPERS obligations, insurance, dispatch contract terms, staffing decisions, apparatus costs, station needs, and future automatic-aid agreements.

The central policy question is whether the City of Oroville can provide a fire department that is locally controlled, professionally staffed, financially responsible, and capable of meeting the emergency needs of the community. Based on the preliminary one-year and five-year projections, a City-operated fire department warrants serious consideration as a potential long-term public safety investment for Oroville.

All cost estimates are planning level analysis and not final adopted budget numbers.

At this time Exhibit Plan A is suggested as a first phase which would complete the change from state personnel to City personnel.

Exhibit Plan B is suggested for future planning once the Airport Police Fire Facility remodeling has been completed.

Respectfully submitted,



David W. Pittman
Retired Fire Chief
Mayor, City of Oroville

New Oroville City Fire Department

Economic and Operational Analysis

Summary

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City of Oroville Fire Service Cost Comparison

CAL FIRE Contract Service vs. New Oroville City Fire Department Plan A

Five-Year Projection Beginning June 2027

Purpose

This comparison provides a five-year annual cost breakdown between continuing fire service through the CAL FIRE contract and establishing a new Oroville City Fire Department Plan A beginning in June 2027.

The New Oroville City Fire Plan is based on the one-station model staffing:

- 1 Engine Company.
- 1 Truck Company.
- 21 full-time personnel.
- 6 reserve firefighters.
- Station 1 operations.
- Dispatch contract.
-

CAL FIRE Contract Cost Projection

The CAL FIRE contract projection uses the annual amounts previously identified for 2027 through 2030. The 2031 amount is projected using the same approximate 4% annual increase.

Year	CAL FIRE Contract Cost Estimates
2027	\$6,602,948
2028	\$6,867,066
2029	\$7,141,748
2030	\$7,427,418
2031	\$7,724,515
Five-Year Total	\$35,763,695

New Oroville City Fire Plan Cost Projection

The New Oroville City Fire Plan includes personnel, reserve firefighters, dispatch contract, and first-year PPE / turnouts.

Fiscal Year	New Oroville City Fire Plan Cost
2027-28	\$5,221,601 – \$5,421,601
2028-29	\$5,208,726 – \$5,362,026
2029-30	\$5,323,318 – \$5,479,991
2030-31	\$5,440,430 – \$5,600,550
2031-32	\$5,560,120 – \$5,723,763
Five-Year Total	\$26,754,195 – \$27,587,931

Annual Cost Difference

The following table compares the projected CAL FIRE cost against the New Oroville City Fire Plan. The cost difference represents the estimated annual savings if the City operates the new Oroville City Fire Department instead of continuing the CAL FIRE contract.

Year	CAL FIRE Contract Cost	New Oroville City Fire Plan Cost	Estimated Annual Savings
2027-28	\$6,602,948	\$5,221,601 – \$5,421,601	\$1,181,347 – \$1,381,347
2028-29	\$6,867,066	\$5,208,726 – \$5,362,026	\$1,505,040 – \$1,658,340
2029-30	\$7,141,748	\$5,323,318 – \$5,479,991	\$1,661,757 – \$1,818,430
2030-31	\$7,427,418	\$5,440,430 – \$5,600,550	\$1,826,868 – \$1,986,988
2031-32	\$7,724,515	\$5,560,120 – \$5,723,763	\$2,000,752 – \$2,164,395

Five-Year Total Comparison

Fire Service Model	Five-Year Cost
CAL FIRE Contract Service	\$35,763,695
New Oroville City Fire Plan	\$26,754,195 – \$27,587,931
Estimated Five-Year Savings	\$8,175,764 – \$9,009,500

Summary

Over the five-year period beginning in **June 2027**, the projected cost of continuing with CAL FIRE contract service is approximately:

\$35.76 million

The projected cost of operating the New Oroville City Fire Department Plan is approximately:

\$26.75 million to \$27.59 million

The estimated five-year cost difference is:

\$8.18 million to \$9.01 million in potential savings

This comparison indicates that the **New Oroville City Fire Plan** could provide a lower-cost local fire service model while restoring local command control, local staffing, local accountability, and a City-managed fire department identity.

This estimate should be reviewed further for final validation of dispatch costs, workers' compensation rates, CalPERS obligations, labor agreement terms, apparatus maintenance, insurance, legal costs, and any transition costs not included in this limited comparison.

City of Oroville Fire Department

Proposals Alternative Plan A & Plan B

These proposals provide a revised personnel-cost estimate and reduced cost to Oroville taxpayer for establishing a new **City of Oroville Fire Department** beginning in **June 2027**. This model is based on a municipal fire department staffing plan designed to operate with flexibility, expand services and City staff with intimate knowledge of Oroville City fire protection services.

Exhibit Plan A is New Oroville City Fire staffing to current level of service.

Exhibit Plan B is New Oroville City Fire staffing of
2 Fire Apparatus Station 1 and
1 Fire Apparatus Airport Station

Exhibit Plan A

This salary schedule for

New Oroville City Fire Department considers the staffing plan

Below is a Council-ready salary schedule for a one-station Oroville City Fire Department model staffing one Engine Company and one Truck Company. I used the prior Oroville planning assumptions and benchmarked the structure against California fire compensation references. CalHR's firefighter compensation survey uses Firefighter, Fire Apparatus Engineer, Fire Captain, and Battalion Chief as benchmark classifications, and Oroville maintains its official salary schedule through the City Human Resources Department. ([CalHR Website](#))

New Oroville City Fire Department

Proposed Salary Schedule on 56 hours workweek on 48/96 plan

One-Station Staffing Model

One Engine Company and One Truck Company

June 2027 Industry-Average Assumptions

Purpose

This proposed salary schedule establishes a June 2027 compensation structure for a one-station Oroville City Fire Department staffing:

1 Engine Company

1 Truck Company

The schedule is designed for a locally controlled municipal fire department using industry-average assumptions for a small Northern California fire agency. It is intended for budget planning, Council discussion, recruitment planning, and comparison to contract fire service costs.

One-Station Staffing Model

The one-station model assumes the following department staffing:

Classification	Number of Positions	Primary Function
Fire Chief	1	Department leadership, budget, labor relations, emergency management
Deputy / Battalion Chief	1	Operations, training, shift oversight, emergency response coordination
Chief / Fire Marshal	1	Fire prevention, inspections, plan review, investigations, code compliance
Fire Captains	3	One captain assigned to each 24-hour shift
Fire Engineers	6	Apparatus operators for Engine and Truck companies
Firefighters	8	Fire suppression, EMS, rescue, WUI response, truck support
Administrative Aide	1	Records, scheduling, payroll support, purchasing, public counter support
Total Full-Time Personnel	21	
Reserve Firefighters	6	Part-time support personnel

Classification	Number of Positions	Primary Function
Total Department Personnel	27	
Apparatus Staffing Plan		
Engine Company		
Position	Staffing	
Fire Captain	1	
Fire Engineer	1	
Firefighter	1	
Total Engine Company Staffing	3	
Truck Company		
Position	Staffing	
Fire Engineer / Truck Operator	1	
Firefighter	1	
Total Truck Company Staffing	2	
Reserve Firefighter Support		
Position	Staffing	
Reserve Firefighter	1	
Reserve Support Staffing	1	
Daily Minimum Staffing Goal		
Assignment	Staffing	
Duty Chief / Command Officer	1	
Engine Company	3	
Truck Company	2	
Reserve Firefighter Support	1	
Total Daily Staffing Goal	7	

Salary Schedule Assumptions

Item	Assumption
Effective date	June 2027
Salary structure	8-step schedule
Step increase	Approximately 5% between steps
Suppression schedule	56-hour average fire service workweek
Chief officer schedule	Administrative / command schedule unless assigned to shift duty
Reserve firefighter status	Part-time, hourly, non-benefited except as required by law
Benefits / payroll burden	Estimated separately for budget planning
Education incentive	3% of base salary
Acting officer pay	5% premium when assigned
Uniform allowance	\$1,000 annually per full-time sworn employee

Item	Assumption
Callback / holdover overtime	1.5 times regular rate, subject to City policy

Proposed Full-Time Salary Schedule

Classification	Step A	Step B	Step C	Step D	Step E	Step F	Step G	Step H
Fire Chief	\$150,000	\$157,500	\$165,375	\$173,644	\$182,326	\$191,442	\$201,014	\$211,065
Deputy / Battalion Chief	\$125,000	\$131,250	\$137,813	\$144,703	\$151,938	\$159,535	\$167,512	\$175,888
Chief / Fire Marshal	\$120,000	\$126,000	\$132,300	\$138,915	\$145,861	\$153,154	\$160,811	\$168,852
Fire Captain	\$105,000	\$110,250	\$115,763	\$121,551	\$127,628	\$134,010	\$140,710	\$147,746
Fire Engineer	\$88,500	\$92,925	\$97,571	\$102,450	\$107,572	\$112,951	\$118,598	\$124,528
Firefighter	\$75,000	\$78,750	\$82,688	\$86,822	\$91,163	\$95,721	\$100,507	\$105,533
Administrative Aide	\$50,000	\$52,500	\$55,125	\$57,881	\$60,775	\$63,814	\$67,005	\$70,355

Monthly Salary Schedule

Classification	Step A Monthly	Step E Monthly	Step H Monthly
Fire Chief	\$12,500	\$15,194	\$17,589
Deputy / Battalion Chief	\$10,417	\$12,662	\$14,657
Chief / Fire Marshal	\$10,000	\$12,155	\$14,071
Fire Captain	\$8,750	\$10,636	\$12,312
Fire Engineer	\$7,375	\$8,964	\$10,377
Firefighter	\$6,250	\$7,597	\$8,794
Administrative Aide	\$4,167	\$5,065	\$5,863

Approximate Hourly Equivalent

For suppression personnel, hourly equivalents are based on a **56-hour average workweek**, or approximately **2,912 scheduled hours per year**.

For chief officer and administrative positions, hourly equivalents are shown using a **2,080-hour administrative work year** for comparison.

Classification	Step A Approx. Hourly	Step E Approx. Hourly	Step H Approx. Hourly
Fire Chief	\$72.12	\$87.66	\$101.47
Deputy / Battalion Chief	\$60.10	\$73.05	\$84.56
Chief / Fire Marshal	\$57.69	\$70.13	\$81.18
Fire Captain	\$36.06	\$43.83	\$50.74
Fire Engineer	\$30.39	\$36.94	\$42.76
Firefighter	\$25.76	\$31.31	\$36.24

Classification	Step A Approx. Hourly	Step E Approx. Hourly	Step H Approx. Hourly
Administrative Aide	\$24.04	\$29.22	\$33.82

Reserve Firefighter Hourly Salary Schedule

Reserve firefighters would be part-time, hourly, at-will, and non-benefited except for legally required payroll obligations, workers' compensation, training, and safety requirements.

Classification	Step A	Step B	Step C	Step D	Step E
Reserve Firefighter Trainee	\$17.50/hr.	\$18.38/hr.	\$19.29/hr.	\$20.26/hr.	\$21.27/hr.
Reserve Firefighter	\$19.00/hr.	\$19.95/hr.	\$20.95/hr.	\$22.00/hr.	\$23.10/hr.
Lead Reserve Firefighter	\$21.00/hr.	\$22.05/hr.	\$23.15/hr.	\$24.31/hr.	\$25.53/hr.

Total Base Salary Cost by Step

If all full-time personnel were placed at the same salary step, the total annual base salary cost would be:

Salary Step Total Annual Base Salary Cost

Step A	\$2,040,500
Step B	\$2,142,525
Step C	\$2,249,877
Step D	\$2,362,876
Step E	\$2,481,802
Step F	\$2,605,947
Step G	\$2,737,048
Step H	\$2,875,230

Recommended Budget Planning Step

For a new one-station municipal fire department, the recommended budget planning level is **Step E**.

At Step E, the estimated full-time base salary cost is: **\$2,481,802**

This assumes the City will likely need a mix of experienced chief officers, lateral captains, trained engineers, entry-level or lateral firefighters, and one administrative support position.

This base salary figure does **not** include benefits, education incentive, acting officer pay, uniform allowance, overtime, callback, holdover, reserve firefighter payroll, PPE, dispatch, or other operating costs.

Industry-Average Compensation Add-Ons

The City should consider the following average municipal fire compensation provisions:

Compensation Item	Recommended Assumption
Benefits / payroll burden — sworn fire personnel	85% of base salary

Compensation Item	Recommended Assumption
Benefits / payroll burden — administrative aide	50% of base salary
Education incentive	3% of sworn base salary
Acting officer pay	5% premium when assigned
Uniform allowance	\$1,000 per year per full-time sworn employee
Callback overtime	1.5 times regular rate, 2-hour minimum
Holdover overtime	1.5 times regular rate, 1-hour minimum
Reserve payroll burden	20% of reserve wages

Education Incentive

Eligible sworn fire employees may receive an education incentive equal to **3% of base salary** for approved education, certification, or degree achievement related to fire service, emergency management, EMS, public administration, fire prevention, or fire technology.

Uniform Allowance

Each full-time sworn fire employee should receive an annual uniform allowance of:
\$1,000 per year

This allowance is intended to support uniforms, duty clothing, station wear, boots, and required appearance standards.

Callback and Holdover Overtime

Callback and holdover overtime should be paid at:
1.5 times the employee’s regular rate of pay
Recommended minimums:

Overtime Type	Recommended Minimum
Callback overtime	2-hour minimum
Holdover overtime	1-hour minimum

Council-Level Summary

This proposed June 2027 salary schedule supports a one-station
Oroville City Fire Department staffing model with:

- 1 Engine Company
- 1 Truck Company
- 21 Full-Time Personnel
- 6 Reserve Firefighters
- 27 Total Department Personnel

The schedule creates a clear compensation structure for Fire Chief, Deputy / Battalion Chief, Chief / Fire Marshal, Fire Captain, Fire Engineer, Firefighter, Administrative Aide, and Reserve Firefighter classifications.

For financial planning, the City should use **Step E** as the working salary placement assumption, with total personnel cost calculated separately to

include benefits, incentives, overtime, callback, holdover, uniform allowance, and reserve firefighter costs.

End of Plan A Salary Schedule

Exhibit Plan A

This plan provides for Total **Cost** Descriptions and Estimates for Main Station current service

Cost Estimates for Plan A

Below is a Council-style **cost** model for the Plan A staffing plan.

**New Oroville City Fire Department
June 2027 Personnel Cost Model
One Engine Company and One Truck Company
56-Hour Fire Service Workweek**

Purpose

This proposal provides a revised personnel-cost estimate for establishing a new **City of Oroville Fire Department** beginning in **June 2027**. This model is based on a municipal fire department staffing plan designed to operate an all-risk fire service delivery. The plan encourages partnerships with current area special teams for Hazardous Material, Water Rescue, High Angle Rescue, Confined space and technical actives.

1 Engine Company and 1 Truck Company

The model includes:

- 2 Chief Officers.
- 1 Chief / Fire Marshal position.
- 3 Fire Captains.
- 6 Fire Engineers.
- 8 Firefighters.
- 6 Reserve Firefighters.
- 1 Administrative Aide.

This model supports local command, fire prevention oversight, one staffed engine company, one truck company capability, reserve firefighter support, and basic administrative support. One changes this plan would provide for off duty call back of fire personnel on a General Alarm basis. In past this was critical to City of Oroville coverage during extended fire incident events and provided additional staffing of City fire apparatus unstaffed. Call back service is not provided in the current CalFire contract. This was incentive for City fire staff knowing they might be available for additions overtime on fire incident experience. The current contract does not contain any overtime budget to hire personnel for special events, provide additional staffed engine companies for high hazard fire watch or back up staffing.

Staffing Model

Classification	Number of Positions	Ratio
Fire Chief	1	Department leadership, budget, labor relations, emergency management
Deputy / Battalion Chief	1	Operations, training, shift oversight, emergency response coordination
Chief / Fire Marshal	1	Fire prevention, inspections, plan review, investigations, code compliance
Fire Captains	3	One captain assigned to each suppression shift
Fire Engineers	6	Apparatus operators for engine and truck company staffing
Firefighters	8	Fire suppression, EMS support, rescue, WUI response, truck support
Administrative Aide	1	Records, payroll support, scheduling support, purchasing, public counter support
Total Full- Time Personnel	21	
Reserve Firefighters	6	Part-time, non-benefited support personnel
Total Department Personnel	27	

Minimum Daily Staffing Concept

The proposed staffing model is intended to support the following daily 24-hour deployment when staffing allows:

Assignment	Staffing
Duty Chief / Battalion Chief / Command Officer	1
Engine Company	3
Truck Company	2
Reserve Firefighter Support	1
Total Daily Staffing	7

Apparatus Staffing Plan**Engine Company**

Position	Staffing
Fire Captain	1
Fire Engineer	1
Firefighter	1
Total Engine Company Staffing	3

Truck Company

Position	Staffing
Fire Engineer / Truck Operator	1
Firefighter	1
Total Truck Company Staffing	2

Reserve Firefighter Support

Position	Staffing
Reserve Firefighter	1
Total Reserve Support Staffing	1

Reserve firefighters may be assigned to truck company support, station coverage, incident support, red flag staffing, special events, training, and callback support.

56-Hour Workweek Assumption

The department's professional suppression personnel would be assigned to a **56-hour average fire service workweek**, consistent with a traditional 24-hour shift model.

This staffing model supports:

- Three shift platoons.
- One staffed engine company.
- One staffed truck company capability.
- One duty chief / command officer.
- A reserve firefighter support program.
- Administrative support for fire department operations.
- Local City command control.
- Fire prevention and inspection capacity.

Estimated June 2027 Personnel Cost

The following estimate uses the proposed June 2027 Oroville City Fire salary schedule and assumes **mid-range Step E salary placement** for budget planning.

Base Salary Estimate

Classification	Positions	Step E Salary Assumption	Estimated Base Salary Cost
Fire Chief	1	\$182,326	\$182,326
Deputy / Battalion Chief	1	\$151,938	\$151,938
Chief / Fire Marshal	1	\$145,861	\$145,861
Fire Captains	3	\$127,628	\$382,884
Fire Engineers	6	\$107,572	\$645,432
Firefighters	8	\$91,163	\$729,304
Administrative Aide	1	\$65,000	\$65,000
Total Base Salary Cost	21		\$2,302,745

Benefits and Payroll Burden

For budget planning, sworn fire personnel are estimated at an **85% benefits / payroll burden**. The Administrative Aide is estimated at a **50% benefits / payroll burden**.

Cost Category	Estimated Annual Cost
Sworn fire personnel base salary	\$2,237,745
Sworn benefits / payroll burden at 85%	\$1,902,083
Administrative Aide base salary	\$65,000
Administrative Aide benefits / payroll burden at 50%	\$32,500
Total Salary and Benefits	\$4,237,328

Additional Personnel Compensation Assumptions

Compensation Item	Estimated Annual Cost
Education incentive at 3% of sworn payroll	\$67,132
Acting officer pay allowance	\$8,788
Uniform allowance, 20 sworn employees at \$1,000 each	\$20,000
Overtime / callback / holdover / backfill pool	\$400,000
Total Additional Personnel Compensation	\$495,920

Reserve Firefighter Cost

Reserve firefighter cost is based on **6 reserve firefighters** working approximately **420 hours** per reserve firefighter per year.

Reserve Cost Category	Estimated Annual Cost
Reserve firefighter base payroll	\$52,794
Payroll taxes / workers' compensation / administrative burden	\$10,559
Total Reserve Firefighter Cost	\$63,353

Total Annual Personnel Cost

Personnel Category	Estimated Annual Cost
Full-time salary and benefits	\$4,237,328
Additional personnel compensation	\$495,920
Reserve firefighter program	\$63,353
Total Annual Personnel Cost	\$4,796,601

Rounded Council planning number: **\$4.8 million annually**

Additional Costs to Be Budgeted Separately

Only the following additional costs are listed outside the personnel estimate:

Additional Cost	Estimated Cost
New personnel PPE and turnouts	\$125,000 – \$175,000 one-time start-up cost
Dispatch contract	\$300,000 – \$450,000 annually, pending final contract quote

Estimated First-Year Cost Including Limited Additional Costs

Cost Category	Estimated Cost
Annual personnel cost	\$4,796,601
New personnel PPE and turnouts	\$125,000 – \$175,000
Dispatch contract	\$300,000 – \$450,000
Estimated First-Year Cost Range	\$5,221,601 – \$5,421,601

Rounded first-year planning number:

\$5.2 million to \$5.4 million

Estimated Recurring Annual Cost After Start-Up PPE

After the initial PPE and turnout purchase, the recurring annual cost would be approximately:

Recurring Cost Category	Estimated Annual Cost
Personnel cost	\$4,796,601
Dispatch contract	\$300,000 – \$450,000
Estimated Recurring Annual Cost	\$5,096,601 – \$5,246,601

Rounded recurring planning number:

\$5.1 million to \$5.25 million annually

Summary

A new **Oroville City Fire Department** beginning in **June 2027** with this revised staffing model is estimated to cost approximately:

\$4.8 million annually in personnel costs

With limited additional costs for new personnel PPE and turnouts and a dispatch contract, the estimated first-year cost would be approximately:

\$5.2 million to \$5.4 million

The estimated recurring annual cost after the initial PPE purchase would be approximately:

\$5.1 million to \$5.25 million

This model would provide Oroville with a locally controlled municipal fire department, three chief-level leadership/prevention positions, one staffed engine company, one truck company capability, six reserve firefighters, and administrative support for department operations.

End of Plan A Salary Schedule

Exhibit Plan A

This proposal provides for needed staffing for
Main Station current service

New Oroville City Fire Department

Fire Apparatus Staffing Plan A
Station 1 — One Engine Company and One Truck Company
June 2027 Staffing Model
Purpose

This fire apparatus staffing plan establishes a practical deployment model for the new **Oroville City Fire Department** beginning in **June 2027**. The plan uses the proposed Oroville City Fire salary schedule and supports staffing for:

1 Engine Company

1 Truck Company

Station 1 Fire Operations

This model is designed to provide Oroville with local command control, professional fire response, truck company capability, reserve firefighter support, and a cost-conscious municipal fire department staffing structure.

Department Staffing Model

Classification	Number of Positions	Primary Assignment
Fire Chief	1	Department leadership, budget, labor relations, emergency management
Deputy / Battalion Chief	1	Operations, training, shift oversight, emergency response coordination
Chief / Fire Marshal	1	Fire prevention, inspections, plan review, investigations, code compliance
Fire Captains	3	One captain assigned to each 24-hour shift

Fire Engineers	6	Apparatus operators for Engine and Truck companies
Firefighters	8	Fire suppression, EMS, rescue, WUI response, truck support
Administrative Aide	1	Records, scheduling, payroll support, purchasing, public counter support
Total Full-Time Personnel	21	
Reserve Firefighters	6	Part-time support personnel
Total Department Personnel	27	

Station 1 Apparatus Assignment

Station 1 would serve as the primary fire station for the Oroville City Fire Department and would house:

Apparatus	Staffing	Primary Function
Engine Company 1	3 personnel	First-due fire suppression, EMS, rescue, vehicle accidents, vegetation fires
Truck Company 1	2 personnel	Aerial operations, ladders, ventilation, forcible entry, rescue support
Duty Chief / Command Officer	1 personnel	Incident command, shift supervision, emergency management
Reserve Firefighter Support	1 personnel	Truck support, incident support, station coverage, surge staffing
Total Station 1 Daily Staffing	7 personnel	

Minimum Daily Staffing Plan

The proposed minimum 24-hour staffing plan for Station 1 is:

Assignment	Staffing
Duty Chief / Battalion Chief / Command Officer	1
Engine Company 1	3
Truck Company 1	2
Reserve Firefighter Support	1
Total Daily Staffing Goal	7

This model provides:

- One chief officer or command officer on duty.
- One three-person engine company.
- One two-person truck company.
- One reserve firefighter assigned to support truck operations, station coverage, and incident response.
- Local command and control of fire services.
- A municipal fire department identity under City of Oroville authority.

Engine Company 1 Staffing

Engine Company 1 should be staffed as a three-person engine company.

Position	Staffing
Fire Captain	1
Fire Engineer	1
Firefighter	1
Total Engine Company Staffing	3

Engine Company Responsibilities

Engine Company 1 would normally serve as the primary first-due company for:

- Structure fires.
- EMS calls.
- Vehicle accidents.
- Rescue calls.
- Vegetation fires.
- Fire alarms.
- Public service calls.
- Hazardous conditions.
- Initial fire attack.
- Water supply.
- Hose deployment.
- Search support.
- Exposure protection.
- Water/River Rescue.
- Fire Safety Patrol High Fire Danger.

Truck Company 1 Staffing

Truck Company 1 should be staffed as a three-person truck company capability.

Position	Staffing
Fire Engineer / Truck Operator	1
Firefighter	1
Reserve Firefighter	1

Total Truck Company Staffing 3**Truck Company Responsibilities**

Truck Company 1 would provide:

- Truck apparatus operation.
- EMS operations
- Heavy Rescue activities
- Aerial ladder operation.
- Ground ladder deployment.
- Forcible entry support.
- Ventilation support.
- Search and rescue support.
- Salvage and overhaul.

- Utility control.
- Scene lighting.
- Tool staging.
- Elevated master stream capability.
- Downtown and commercial building response.
- Support for Engine Company 1 at working fires.

This staffing model should be described as a **minimum truck company capability**, a reasonable staffed independent truck company. At working structure fires, additional personnel may be needed through callback, reserve activation, automatic aid agreement, or mutual aid.

Duty Chief / Command Officer

The daily staffing plan includes one Duty Chief, Battalion Chief, Deputy Chief, or qualified command officer.

Position	Staffing
Duty Chief / Command Officer1	One

Duty Chief Responsibilities

The Duty Chief / Command Officer would be responsible for:

- Incident command.
- Shift supervision.
- Emergency operations coordination.
- Mutual aid coordination.
- Callback and reserve activation.
- Red flag staffing decisions.
- Major incident notifications.
- Fireground accountability.
- Station coverage decisions.
- Administrative command after hours.

The Duty Chief should not normally be counted as part of the engine or truck company staffing. The Duty Chief should remain available for command, supervision, and citywide operational control.

Reserve Firefighter Support

The department would include **6 reserve firefighters**. The daily staffing goal includes **1 reserve firefighter** assigned to Station 1 when available.

Position	Staffing
Reserve Firefighter	One

Reserve Firefighter Responsibilities

Reserve firefighters would support:

- Truck company operations.
- Emergency incident support.
- Station coverage.
- Red flag staffing.
- Public events.
- Training evolutions.

- Equipment staging.
- Rehab operations.
- Hose and tool movement.
- Salvage and overhaul.
- Vegetation fire response.
- Disaster response.
- Large incident recall.

Reserve firefighters should supplement professional staffing and should not replace required professional engine company staffing. Consider this program as suitable for future full time.

56-Hour Workweek Staffing Requirement

A 56-hour fire service workweek generally requires three assigned employees for each continuously staffed 24-hour position.

The Station 1 model requires the following professional positions across three platoons:

Daily Professional Seat	Positions Needed Across 3 Shifts
Duty Chief / Command Officer	3
Engine Company Captain	3
Engine Company Engineer	3
Engine Company Firefighter	3
Truck Company Engineer	3
Truck Company Firefighter	3
Total Professional Shift Positions Needed 18	

The proposed full-time staffing model includes **21 full-time personnel**, which provides the minimum operational staffing plus command, fire prevention, and administrative support.

Use of Fire Captains

The department's 3 **Fire Captain positions** provide one company officer per shift.

Assignment	Captains Needed
Engine Company Captain — A Shift 1	
Engine Company Captain — B Shift 1	
Engine Company Captain — C Shift 1	
Total Fire Captains	3

The Fire Captain would serve as the Engine Company officer and may also supervise station operations, shift duties, training, and initial incident operations until relieved by a chief officer.

Use of Fire Engineers

The department's 6 **Fire Engineer positions** provide one apparatus operator for the Engine Company and one apparatus operator for the Truck Company across all three shifts.

Assignment	Engineers Needed
Engine Company Engineer across 3 shifts	3
Truck Company Engineer across 3 shifts	3
Total Fire Engineers	6

This ensures that both primary apparatus at Station 1 have qualified professional driver/operators.

Use of Firefighters

The department's 8 Firefighter positions provide one firefighter for the Engine Company and one firefighter for the Truck Company across all three shifts, with limited additional relief capacity.

Assignment	Firefighters Needed
Engine Company Firefighter across 3 shifts	3
Truck Company Firefighter across 3 shifts	3
Relief / training / vacancy coverage	2
Total Firefighters	8

This provides the minimum daily firefighter staffing for one engine and one truck, plus limited flexibility for leave, training, callback, and surge staffing.

Salary Schedule Application

Using the proposed Oroville City Fire salary schedule, the primary operational classifications for Station 1 would be:

Classification	Salary Schedule Use
Fire Captain	Company officer for Engine Company 1
Fire Engineer	Apparatus operator for Engine Company 1 and Truck Company 1
Firefighter	Engine and Truck company firefighter assignments
Reserve Firefighter	Part-time support for truck operations and incident support
Duty Chief / Battalion Chief	Command and shift supervision

For budget planning, the City should use **Step E** as the average salary placement assumption for full-time personnel, with benefits, overtime, education incentive, acting pay, uniform allowance, callback, holdover, and reserve firefighter costs calculated separately.

Recommended Minimum Staffing Policy

"The City of Oroville Fire Department shall staff Station 1 with one Engine Company and one Truck Company capability. The minimum daily staffing goal shall be one qualified chief officer or command officer, one three-person engine company, one two-person truck company, and one reserve firefighter assigned to support station operations, emergency response, and truck company functions.

The department shall maintain three Fire Captain positions, six Fire Engineer positions, and eight Firefighter positions to support 24-hour staffing of the Engine Company and Truck Company across three shift platoons. Reserve firefighters shall supplement professional staffing and shall support truck company operations, emergency incidents, station coverage, red flag staffing, training, and community service functions. "This staffing plan also supports immediate emergency response of water rescue craft and additional use of fire patrol with Type 6 apparatus.

Council-Level Summary

This apparatus staffing plan provides Oroville with a locally controlled one-station fire deployment model:

Station 1: One Engine Company and One Truck Company

The daily staffing model provides:

7 personnel on duty

6 professional fire personnel

1 reserve firefighter

1 staffed engine company

1 staffed truck company capability

2 staffed fire apparatus assigned to Station 1

Using the proposed Oroville City Fire salary schedule, this plan supports a practical one-station municipal fire department structure for June 2027. It provides professional apparatus operators for both the engine and truck company, a company officer on each shift, reserve firefighter support, local command control, and fire prevention/administrative capacity.

This is a cost-conscious staffing model. The City should still budget for overtime, callback, reserve support, and mutual aid to maintain coverage during leave, training, vacancies, injuries, major incidents, and multiple-call events.

End of Plan A Staffing Schedule

Exhibit Plan B

This proposal provides for staffing plan for 2 fire Stations
Main station plus the new Airport Fire Station

Below is a Council-style apparatus staffing plan using the proposed Oroville City Fire 2027 salary schedule and the current staffing model of 22 professional personnel and 6 reserve firefighters.

New City of Oroville Fire Department
Fire Apparatus Staffing Plan
Station 1 and Station 2 — Oroville Airport
June 2027 Staffing Model

Purpose

This apparatus staffing plan establishes a practical deployment model for the new **City of Oroville Fire Department** beginning in **June 2027**. The plan uses the proposed Oroville City Fire salary schedule and supports staffing for:

- One Engine Company and one Truck Company at Station 1
- One Engine Company at Station 2 — Oroville Airport
- Three shift platoons
- A 56-hour fire service workweek
- 22 full-time professional fire personnel
- 6 part-time reserve firefighters

The goal is to provide local command, two-station coverage, citywide response capacity, truck company capability, and improved emergency response reliability for Oroville.

Department Staffing Model

Classification	Number of Positions	Primary Assignment
Fire Chief	1	Department leadership, budget, policy, labor relations
Deputy / Battalion Chief	1	Operations, training, emergency response coordination
Fire Marshal / Division Chief	1	Fire prevention, inspections, plan review, investigations
Fire Captains	3	One assigned to each 24-hour shift
Fire Engineers	9	Apparatus operators for engines and truck company
Firefighters	7	Fire suppression, EMS, rescue, WUI response
Total Professional Fire Personnel	22	
Reserve Firefighters	6	Part-time support personnel
Total Department Personnel	28	

Station Assignments

Station 1 — Primary City Fire Station

Station 1 would serve as the primary city fire station and house:

Apparatus	Staffing	Primary Function
Engine Company 1	3 personnel	First-due engine, EMS, fire suppression, rescue, citywide response
Truck Company	2 personnel	Aerial operations, forcible entry, ventilation, rescue support, downtown/commercial response
Duty Chief / Command Officer	1 personnel	Incident command, shift supervision, emergency management
Total Station 1 Staffing	6 personnel	

Station 1 Staffing Detail

Assignment	Position
Duty Chief / Command Officer	Chief Officer or qualified command officer
Engine Company 1 Officer	Fire Captain
Engine Company 1 Apparatus Operator	Fire Engineer
Engine Company 1 Firefighter	Firefighter
Truck Company Apparatus Operator	Fire Engineer
Truck Company Support	Reserve Firefighter

Station 1 provides the City with command presence, downtown and central city coverage, truck company capability, and the ability to support larger incidents, commercial building fires, rescues, and multiple-call events. Provide out of jurisdiction response to Butte County Fire jurisdiction.

Station 2 — Oroville Airport Fire Station

Station 2 would serve the Oroville Airport area and provide eastern/southern city coverage, airport-area response, industrial/commercial response, vegetation fire response, special rescue incidents, and improved coverage for areas farther from Station 1.

<u>Apparatus Staffing</u>	<u>Staffing 24/7</u>	<u>Primary Function</u>
Engine Company	3 personnel	First-due engine for Airport area, EMS, fire suppression, rescue, WUI response, West Oroville/Thermolito, Clay Pit, Shooting ranges, Afterbay
Total Airport Station	3 personnel	

Station 2 Staffing Detail

Assignment	Position
Engine Company 2 Officer	Fire Captain or acting company officer
Engine Company 2 Apparatus Operator	Fire Engineer
Engine Company 2 Firefighter	Firefighter

Station 2 gives Oroville a second staffed fire station, improves response coverage, and provides better citywide deployment capability when Station 1 units are committed.

Minimum Daily Staffing Plan

Location / Unit	Staffing
Station 1 — Duty Chief / Command Officer	1
Station 1 — Engine Company 1	3
Station 1 — Truck Company	1 Professional Engineer + 1 Reserve Firefighter
Station 2 — Engine Company 2	3
Total Daily Staffing	9 personnel

Daily On-Duty Staffing Summary

Classification On Duty	Number On Duty
Chief Officer / Command Officer	1
Fire Captains / Company Officers	2
Fire Engineers	3
Firefighters	2
Reserve Firefighters	1
Total On-Duty Staffing	9

This daily staffing model places 8 professional personnel and 1 reserve firefighter on duty each 24-hour operational period.

Apparatus Deployment

Engine Company 1 — Station 1

Engine Company 1 should be staffed as a three-person engine company.

Position	Staffing
Fire Captain	1
Fire Engineer	1
Firefighter	1
Total	3

Primary responsibilities:

- First due for Aircraft Crash Rescue
- First due for Airport and West Thermolito developments
- First due and back up response in central Oroville.
- EMS response.
- Structure fire attack.
- Vehicle accident response.
- Rescue operations.

- Vegetation fire response.
- Public service calls.
- Support for Truck Company operations.
- Citywide coverage when needed.
- Water rescue boat staffing.

Truck Company — Station 1

The Truck Company should be staffed as a minimum two-person truck capability.

Position	Staffing
Fire Engineer / Truck Operator	1
Reserve Firefighter	1
Total	2

Primary responsibilities:

- Truck apparatus operation.
- Aerial device operation.
- Ground ladder deployment.
- Forcible entry support.
- Ventilation support.
- Search and rescue support.
- Salvage and overhaul.
- Utility control.
- Scene lighting.
- Tool staging.
- Downtown and commercial building response.

This staffing model should be described as a **minimum truck company capability**, a reasonable staffed independent truck company. At working structure fires, professional engine personnel, Utilizing General Alarm for **callback staffing, reserves, or mutual aid** should be used to complete full truck company functions. Discussions of an Oroville Area Emergency Automatic Response plan to benefit all jurisdictions is highly recommended. Its suggested Truck company should be an automatic first response to either of the high-rise Casio's in Oroville area

Engine Company 2 — Station 2 Oroville Airport

Engine Company 2 should be staffed as a three-person engine company.

Position	Staffing
Fire Captain or Acting Company Officer	1
Fire Engineer	1
Firefighter	1
Total	3

Primary responsibilities:

- First-due response for the Oroville Airport area.
- EMS response.

- Fire suppression.
- Airport-area incident support.
- Vegetation fire response.
- Vehicle accidents.
- Industrial and commercial response.
- Citywide move-up coverage.
- Mutual aid support when available
- Coverage of Oroville area west of Feather River first due
- Recreation incident responses to water, clay pit OHV, wildlife area, shooting range

56-Hour Workweek Staffing Requirement

A 56-hour fire service workweek generally requires three assigned employees for each continuously staffed 24-hour seat.

The daily staffing model requires:

Daily Professional Seat	Positions Needed Across 3 Shifts
Duty Chief / Command Officer	3
Engine Company 1 Officer	3
Engine Company 1 Engineer	3
Engine Company 1 Firefighter	3
Truck Company Engineer	3
Engine Company 2 Officer	3
Engine Company 2 Engineer	3
Engine Company 2 Firefighter	3
Total Professional Shift Positions Needed	24

The proposed department has **22 professional fire personnel**, which means the model is lean and will require careful scheduling, acting assignments, overtime, reserve support, and command flexibility to maintain full daily deployment.

Use of 9 Fire Engineers

The department's **9 Fire Engineer positions** provide one professional apparatus operator for each primary apparatus across all three shifts.

Apparatus Seat	Engineers Needed
Engine Company 1 Engineer	3
Truck Company Engineer	3
Engine Company 2 Engineer	3
Total Fire Engineers	9

This is the strongest part of the staffing model because it ensures qualified apparatus operators for both engines and the truck company.

Use of 7 Firefighters

The department's **7 Firefighter positions** support engine company staffing and provide limited relief coverage.

Firefighter Assignment	Positions Needed
Engine Company 1 Firefighter across 3 shifts	3
Engine Company 2 Firefighter across 3 shifts	3
Limited relief / training / vacancy coverage	1
Total Firefighters	7

This provides the minimum firefighter staffing needed for two engine companies, with only limited relief capacity.

Reserve Firefighter Assignment

The department's **6 Reserve Firefighters** should be assigned to support truck company staffing, station coverage, red flag staffing, major incident response, and callback needs.

Reserve Assignment	Staffing Plan
Station 1 Truck Company Support	1 reserve firefighter per 24-hour shift when available
Reserve Pool	Additional reserves for training, callback, red flag staffing, public events, and large incidents

Reserve firefighters should supplement professional staffing and should not replace required professional engine company staffing.

Operational Considerations

Because this plan uses **22 professional personnel** while the full daily model requires approximately **24 professional shift positions**, the City should expect to use:

- Overtime.
- Callback.
- Acting officer assignments.
- Reserve firefighter support.
- Cross-staffing when necessary.
- Mutual aid for working structure fires.
- Flexible chief officer assignments.

The Fire Chief should have authority to adjust staffing during vacancies, injuries, training, major incidents, or budget constraints.

Recommended Minimum Staffing Policy

“The City of Oroville Fire Department shall staff Station 1 with one Engine Company and one Truck Company capability, and Station 2 — Oroville Airport with one Engine Company. The minimum daily staffing goal shall be one qualified chief officer or command officer, two three-person engine companies, and one truck company staffed with one professional Fire Engineer and one Reserve Firefighter.

The department shall maintain nine Fire Engineer positions to provide qualified apparatus operators for Engine Company 1, Truck Company, and Engine Company 2 across three shift platoons. The department shall maintain seven Firefighter positions to support engine company staffing and limited relief coverage. Reserve firefighters shall supplement truck company operations, station coverage, emergency incidents, red flag staffing, and community service functions.”

Council-Level Summary

This apparatus staffing plan provides Oroville with a locally controlled two-station fire deployment model:

Station 1: One Engine Company and One Truck Company
Station 2 — Oroville Airport: One Engine Company

The daily staffing model provides:

- 9 personnel on duty**
- 8 professional fire personnel**
- 1 reserve firefighter**
- 2 staffed engine companies**
- 1 minimum truck company capability**
- 3 staffed fire apparatus assigned to 2 stations**

Using the proposed Oroville City Fire salary schedule, this plan supports a practical municipal fire department structure for June 2027. It provides local command control, two-station coverage, professional apparatus operators for all primary apparatus, and reserve firefighter support for truck operations and surge staffing.

It should be noted the current inventory of fire apparatus equipment is not all staffed by current contract and this plan would allow all unstaffed equipment to be utilized.

Consequently, this plan does not suggest purchase of new apparatus today.

This is a cost-conscious staffing model. Because the plan is lean, the City should budget for overtime, callback, and reserve support to maintain coverage during leave, training, vacancies, injuries, and major incidents.

End of Plan B Staffing Schedule

Exhibit Plan B

Plan B salary schedule considers the staffing plan for operating 2 fire stations with personnel Main station plus the new Airport Fire Station

Below is a Council-ready New Oroville City Fire Personnel Salary Schedule for June 2027, using practical industry-average assumptions for a small Northern California municipal fire department.

We treated this as a budget-planning salary schedule, not a final negotiated labor agreement. It should be reviewed by HR, labor counsel, and CalPERS before adoption. Oroville's current salary schedule is maintained by the City Human Resources Department, and CalHR's 2025 California Firefighter Total Compensation Survey identifies Firefighter II, Fire Apparatus Engineer, Fire Captain, and Fire Battalion Chief as benchmark classifications for firefighter compensation comparisons. ([Oroville, CA](#))

New Oroville City Fire Department

Proposed Fire Personnel Salary Schedule

June 2027 Industry-Average Assumptions

Purpose

This proposed salary schedule establishes a June 2027 compensation structure for a new City of Oroville Fire Department. The schedule is intended to be competitive enough to recruit and retain qualified fire personnel while remaining realistic for a small Northern California municipal fire department.

The schedule assumes a locally controlled department with:

- 3 chief officer positions.
- 3 fire captain positions.
- 9 fire engineer positions.
- 7 firefighter positions.
- 6 reserve firefighter positions.
- 22 full-time professional fire personnel.
- 6 part-time reserve firefighters.
- A traditional 56-hour fire service workweek for suppression personnel.

Salary Schedule Assumptions

This schedule is based on the following planning assumptions:

Item	Assumption
Salary schedule effective date	June 2027
Salary step structure	8 steps
Step increase	Approximately 5% between steps
Suppression workweek	56-hour average fire service workweek
Chief officer work schedule	Administrative / command schedule unless assigned to shift duty
Reserve firefighter status	Part-time, hourly, non-benefited except as required by law
Benefits / payroll burden	Estimated separately for budget purposes
Education incentive	3% of base salary
Acting officer pay	5% premium when assigned; budgeted separately
Uniform allowance	\$1,000 annually per full-time professional employee
Overtime / callback / holdover	Paid at 1.5 times regular rate, subject to City policy and labor agreement

Proposed Full-Time Salary Schedule

Classification	Step A	Step B	Step C	Step D	Step E	Step F	Step G	Step H
Fire Chief	\$150,000	\$157,500	\$165,375	\$173,644	\$182,326	\$191,442	\$201,014	\$211,065
Deputy / Battalion Chief	\$125,000	\$131,250	\$137,813	\$144,703	\$151,938	\$159,535	\$167,512	\$175,888
Fire Marshal / Div. Chief	\$120,000	\$126,000	\$132,300	\$138,915	\$145,861	\$153,154	\$160,811	\$168,852
Fire Captain	\$105,000	\$110,250	\$115,763	\$121,551	\$127,628	\$134,010	\$140,710	\$147,746
Fire Engineer	\$88,500	\$92,925	\$97,571	\$102,450	\$107,572	\$112,951	\$118,598	\$124,528
Firefighter	\$75,000	\$78,750	\$82,688	\$86,822	\$91,163	\$95,721	\$100,507	\$105,533

Monthly Salary Schedule

Classification	Step A Monthly	Step E Monthly	Step H Monthly
Fire Chief	\$12,500	\$15,194	\$17,589
Deputy / Battalion Chief	\$10,417	\$12,662	\$14,657
Fire Marshal / Division Chief	\$10,000	\$12,155	\$14,071
Fire Captain	\$8,750	\$10,636	\$12,312
Fire Engineer	\$7,375	\$8,964	\$10,377
Firefighter	\$6,250	\$7,597	\$8,794

Approximate Hourly Equivalent

For suppression personnel, hourly equivalents are based on a 56-hour average workweek, or approximately 2,912 scheduled hours per year.

For chief officer positions, hourly equivalents are shown using a 2,080-hour administrative work year for comparison.

Classification	Step A Approx. Hourly	Step E Approx. Hourly	Step H Approx. Hourly
Fire Chief	\$72.12	\$87.66	\$101.47
Deputy / Battalion Chief	\$60.10	\$73.05	\$84.56
Fire Marshal / Division Chief	\$57.69	\$70.13	\$81.18
Fire Captain	\$36.06	\$43.83	\$50.74
Fire Engineer	\$30.39	\$36.94	\$42.76
Firefighter	\$25.76	\$31.31	\$36.24

Reserve Firefighter Hourly Salary Schedule

Reserve firefighters would be part-time, hourly, at-will, and non-benefited except for legally required payroll obligations, workers' compensation, and required safety training.

Classification	Step A	Step B	Step C	Step D	Step E
Reserve Firefighter Trainee	\$17.50/hr.	\$18.38/hr.	\$19.29/hr.	\$20.26/hr.	\$21.27/hr.
Reserve Firefighter	\$19.00/hr.	\$19.95/hr.	\$20.95/hr.	\$22.00/hr.	\$23.10/hr.
Lead Reserve Firefighter	\$21.00/hr.	\$22.05/hr.	\$23.15/hr.	\$24.31/hr.	\$25.53/hr.

Proposed Staffing Application

This salary schedule supports the following June 2027 department staffing model:

Classification	Number of Positions
Fire Chief	1
Deputy / Battalion Chief	1
Fire Marshal / Division Chief	1
Fire Captains	3
Fire Engineers	9
Firefighters	7
Total Full-Time Professional Personnel	22
Reserve Firefighters	6
Total Department Personnel	28

Total Base Salary Cost by Step

If all 22 professional personnel were placed at the same salary step, the total annual base salary cost would be:

Salary Step	Total Annual Base Salary Cost
Step A	\$1,920,500
Step B	\$2,016,525

Salary Step Total Annual Base Salary Cost

Step C	\$2,117,352
Step D	\$2,223,218
Step E	\$2,334,379
Step F	\$2,451,096
Step G	\$2,573,652
Step H	\$2,702,333

Recommended Planning Step

For budget planning, the City should assume most employees will be hired or placed between **Step E and Step G**, because a new department will likely need a combination of:

- Experienced lateral fire engineers.
- Experienced fire captains.
- Qualified chief officers.
- Entry-level and lateral firefighters.
- Personnel with existing EMT, driver/operator, apparatus, and wildland experience.

Recommended budget planning point:

Step E

At Step E, the estimated full-time professional base salary cost is: **\$2,334,379**

This does not include benefits, incentives, uniform allowance, overtime, callback, holdover, or reserve firefighter costs.

Recommended Compensation Add-Ons

The City should consider the following industry-average compensation provisions:

Compensation Item	Recommended Assumption
Education incentive	3% of base salary
Acting officer pay	5% premium when assigned
Uniform allowance	\$1,000 per year per full-time professional employee
Callback overtime	1.5 times regular rate, 2-hour minimum
Holdover overtime	1.5 times regular rate, 1-hour minimum
Benefits / payroll burden	85% of base salary for budget planning

Education Incentive

Eligible employees may receive an education incentive equal to **3% of base salary** for approved education, certification, or degree achievement related to fire service, emergency management, EMS, public administration, fire prevention, or fire technology.

Acting Officer Pay

An employee assigned to work temporarily in a higher classification should receive **5% above their regular base rate** for the time worked in the acting assignment.

Examples include:

- Firefighter acting as Fire Engineer.
- Fire Engineer acting as Fire Captain.
- Fire Captain acting as Duty Chief / Battalion Chief.
- Qualified prevention personnel acting in a higher command or prevention role.

Uniform Allowance

Each full-time professional fire employee should receive an annual uniform allowance of **\$1,000 per year**

This allowance is intended to support uniforms, duty clothing, station wear, boots, and required appearance standards.

Callback and Holdover Overtime

Callback and holdover overtime should be paid at:

1.5 times the employee's regular rate of pay

Recommended minimums:

Overtime Type	Recommended Minimum
Callback overtime	2-hour minimum
Holdover overtime	1-hour minimum

Callback should apply when an off-duty employee is ordered to return for emergency response, station coverage, major incidents, red flag staffing, disaster response, investigations, or other authorized department needs.

Holdover should apply when an employee is required to remain on duty beyond the end of the regular shift for emergency incidents, late calls, staffing shortages, reports, investigations, or operational necessity.

Council-Level Summary

This proposed June 2027 salary schedule provides a realistic compensation structure for launching a new **City of Oroville Fire Department** with 22 **professional personnel** and 6 reserve firefighters.

The schedule creates a clear promotional structure from Firefighter to Engineer, Captain, Battalion Chief, Fire Marshal / Division Chief, and Fire Chief. It also provides a reasonable reserve firefighter hourly schedule to support emergency response, truck company support, red flag staffing, training, and future recruitment.

For financial planning, the City should use **Step E** as the working salary placement assumption, with total personnel cost calculated separately to include benefits, incentives, overtime, callback, holdover, uniform allowance, and reserve firefighter costs.

End of Plan B Salary Schedule

Exhibit Plan B

Plan B provides for planned annual Costs for Main station plus the new Airport Fire Station

Council-style version with requested plan **annual personnel costs** and expected additional costs.

New City of Oroville Fire Department

June 2027 Estimated Annual Cost Plan

22 Professional Fire Personnel and 6 Reserve Firefighters

56-Hour Fire Service Workweek

Purpose

This proposal provides a personnel-cost estimate for establishing a new **City of Oroville Fire Department** beginning in **June 2027**. The model is based on a locally controlled municipal fire department with 22 **full-time professional fire personnel** and 6 **part-time reserve firefighters**. As stated, this provides for 3 fire apparatus staffing for 2 stations.

The professional suppression personnel are projected on a traditional **56-hour fire service workweek**. Reserve firefighters would serve as part-time, non-benefited staff to support emergency response, truck company support, training, public events, station coverage, and surge staffing.

Staffing Model

Classification	Number of Positions	Function
Fire Chief	1	Department leadership, budget, labor relations, emergency management
Deputy / Battalion Chief	1	Operations, shift oversight, training, emergency response coordination
Fire Marshal / Division Chief	1	Fire prevention, inspections, plan review, investigations
Fire Captains	3	One captain assigned to each suppression shift
Fire Engineers	9	Apparatus operators for engines, truck company, and relief coverage
Firefighters	7	Emergency response, EMS support, fire suppression, rescue, WUI response
Total Professional Personnel	22	
Reserve Firefighters	6	Part-time, non-benefited support personnel
Total Department Personnel	28	

Minimum Daily Staffing Concept

The proposed staffing model is intended to support the following daily 24-hour deployment when staffing allows:

Assignment	Staffing
Duty Chief / Battalion Chief / Command Officer	1
Engine Company 1	3
Engine Company 2	3
Truck Company	1 Professional Engineer + 1 Reserve Firefighter
Total Daily Staffing	9

This model provides:

- One chief officer on duty.
- Two three-person engine companies.
- One minimum truck company capability.
- A professional engineer assigned to truck operation.
- One reserve firefighter assigned to truck support.
- Local command and control of fire services.

56-Hour Workweek Assumption

The department's professional suppression personnel would be assigned to a **56-hour average fire service workweek**, consistent with a traditional 24-hour shift model. This staffing model supports:

- Three shift platoons.
- Local City command control.
- A professional municipal fire department identity.
- Two staffed engine companies.
- Truck company capability.
- A reserve firefighter pipeline for future full-time hiring.
- Improved local accountability and operational flexibility.

Estimated June 2027 Professional Personnel Cost

The following estimate uses the proposed June 2027 salary schedule and assumes mid-range salary placement for budget planning.

Cost Category	Estimated Annual Cost
Base salaries for 22 professional fire personnel	\$2,469,298
Benefits / payroll burden at 85%	\$2,098,903
Education incentive at 3%	\$74,079
Acting officer pay allowance	\$9,946
Uniform allowance, 22 employees at \$1,000 each	\$22,000
Overtime / callback / holdover / backfill pool	\$550,000
Total Professional Personnel Cost	\$5,224,226

Rounded for budget planning:

\$5.22 million annually

Reserve Firefighter Program

The department would also include **6 reserve firefighters**. These positions would be part-time, hourly, at-will, and non-benefited, except for legally required payroll costs, workers' compensation, and related employer obligations.

Reserve firefighters would assist with:

- Emergency incident support.
- Emergency Medical response.
- Special Rescue activities.
- Firefighting efforts
- Truck company support.

- Training evolutions.
- Red flag staffing.
- Public education.
- Community events coverage.
- Station coverage.
- Disaster response augmented staffing.
- WUI and vegetation fire support.
- Large incident recall.
- Staffing of additional Type 6, Water Rescue equipment

Estimated June 2027 Reserve Firefighter Cost

Reserve firefighter cost is based on a part-time model of approximately 420 hours per reserve firefighter per year.

Reserve Cost Category	Estimated Annual Cost
Reserve firefighter base payroll	\$52,794
Payroll taxes / workers' compensation / administrative burden	\$10,559
Total Reserve Firefighter Cost	\$63,353

Rounded for budget planning:

\$63,000 annually

Total Annual Personnel Cost

Personnel Category	Estimated Annual Cost
22 professional full-time fire personnel	\$5,224,226
6 part-time reserve firefighters	\$63,353
Total Annual Personnel Cost	\$5,287,579

Rounded Council planning number:

\$5.3 million annually

Additional Costs to Be Budgeted Separately

Only the following additional costs are listed outside the personnel estimate:

Additional Cost	Estimated Cost
New personnel PPE and turnouts	\$150,000 – \$200,000 one-time start-up cost
Dispatch contract	\$300,000 – \$450,000 annually, pending final contract quote

Estimated First-Year Cost Including Limited Additional Costs

Cost Category	Estimated Cost
Annual personnel cost	\$5,287,579
New personnel PPE and turnouts	\$150,000 – \$200,000
Dispatch contract	\$300,000 – \$450,000
Estimated First-Year Cost Range	\$5,737,579 – \$5,937,579
Rounded first-year planning number: \$5.8 million to \$5.9 million	

Estimated Recurring Annual Cost After Start-Up PPE

After the initial PPE and turnout purchase, the recurring annual cost would be approximately:

Recurring Cost Category	Estimated Annual Cost
Personnel cost	\$5,287,579
Dispatch contract	\$300,000 – \$450,000
Estimated Recurring Annual Cost	\$5,587,579 – \$5,737,579

Rounded recurring planning number:

\$5.6 million to \$5.7 million annually

Summary total Cost Exhibit Plan B

A new City of Oroville Fire Department beginning in June 2027 with 22 professional fire personnel and 6 reserve firefighters is estimated to cost approximately:

\$5.3 million annually in personnel costs

With the limited additional costs of new personnel PPE and turnouts and a dispatch contract, the estimated first-year cost would be approximately: **\$5.8 million to \$5.9 million**

The estimated recurring annual cost after initial PPE purchase would be approximately:

\$5.6 million to \$5.7 million

This model would provide Oroville with a locally controlled municipal fire department, three chief-level leadership positions, two staffed engine companies, a truck company capability staffed with a professional engineer and reserve firefighter, and a reserve firefighter program to support surge staffing, community service, and future recruitment. This plan provides for additional staffing for special response needs for water rescue in Feather River, additional staffing for high fire hazard patrol, and significant events. In Oroville Airport area are needs for recreation accidents at the Clay Pit SVRA, Afterbay water sports, Shooting range, and back-up coverage of downtown main fire station.

End of Plan B Total Cost Operations of 2 fire Station

Suggested Issues for Discussion

New Oroville City Fire Department, Butte County Fire, and

Automatic Aid Response

Purpose

As the City of Oroville considers reestablishing a City-operated fire department and returning primary fire response to the Oroville city limits, several operational, jurisdictional, financial, and mutual-aid issues should be reviewed with Butte County Fire / CAL FIRE.

The goal should be to provide the fastest and most effective emergency response for the Oroville area while maintaining fairness between the City of Oroville and Butte County Fire for cross-jurisdiction service.

1. Butte County Fire Station 63 Within Oroville City Jurisdiction

One issue requiring discussion is the role of **Butte County Fire Station 63 on Nelson Avenue**, which is located within the City of Oroville jurisdiction.

If the City reestablishes the Oroville City Fire Department and resumes primary response responsibility inside the city limits, a question arises regarding how Station 63 should respond to calls inside the City.

Issues to Discuss

- Whether Station 63 should continue to respond automatically to emergencies within the City of Oroville when it is the closest available unit.
- Whether Station 63 should be dispatched based on closest-unit response regardless of jurisdiction.
- Whether Station 63 should respond to all incident types or only certain calls such as medical aids, vegetation fires, structure fires, vehicle accidents, or mutual-aid requests.
- Whether Station 63 response into the City should be treated as automatic aid, mutual aid, contract service, or reimbursable service.
- Whether dispatch protocols need to be rewritten to prevent confusion between City and County response responsibilities.

2. Trade-Off of Jurisdictional Response Areas

Because Station 63 may remain the closest fire resource to portions of the City, it may be reasonable to discuss a fair trade-off where Oroville City Fire responds to certain nearby areas of unincorporated Butte County when Oroville Station 1 is the closest engine company.

This could include cross-hatched or mapped areas where Oroville City Fire Station 1 at **2055 Lincoln Street** is geographically closer than a Butte County Fire station for typical medical aid, public service, traffic collision, and one-engine responses.

Issues to Discuss

- Which County areas are closest to Oroville City Fire Station 1.
- Which City areas are closest to Butte County Fire Station 63.
- Whether response-area trade-offs should be based on driving time rather than jurisdiction lines.
- Whether the trade-off should apply only to low-risk incidents such as medical aids and single-engine responses.
- Whether structure fires, vegetation fires, rescues, and commercial alarms should receive automatic multi-agency response regardless of jurisdiction.
- Whether response trade-offs should be documented in a written automatic-aid agreement.
- Whether call volume should be tracked annually to ensure the exchange of service remains fair.
- Whether reimbursement should apply if one agency receives substantially more service than it provides.

3. Closest-Unit Response Policy

A major policy question is whether the Oroville area should operate under a **closest available unit** response model.

This approach would dispatch the closest appropriate fire resource to the emergency, regardless of whether the incident is inside City or County jurisdiction.

Issues to Discuss

- Whether closest-unit dispatch should be used for medical aids, fire alarms, traffic collisions, vegetation fires, and structure fires.
- Whether the closest-unit policy should apply only to first-due emergency response.

- Whether the responding agency retains command until relieved by the jurisdictional agency.
- Whether closest-unit response should be limited when staffing levels are reduced.
- Whether closest-unit response should include both City and County apparatus in the dispatch matrix.
- Whether dispatch software can accurately identify closest available apparatus in real time.

4. Automatic Aid Agreement Between City and County

If the City reestablishes its fire department, an updated automatic-aid agreement should be considered between the City of Oroville and Butte County Fire / CAL FIRE.

Issues to Discuss

- Automatic response zones.
- Incident types covered by automatic aid.
- Command authority.
- Radio communications.
- Dispatch protocols.
- Reimbursement thresholds.
- Response-time expectations.
- Insurance and liability.
- Workers' compensation responsibility.
- Training compatibility.
- Apparatus and staffing standards.
- Annual review of call volume and service balance.

5. Truck Company Automatic Response to Casinos

Another issue is whether the Oroville City Fire Department Truck Company should be scheduled for automatic response to high-risk or high-occupancy facilities such as **Feather Falls Casino** and **Gold Country Casino**.

These facilities may present special risks due to building size, occupant load, commercial kitchens, assembly occupancy, hotel components, parking structures, alarm systems, and complex evacuation needs.

Issues to Discuss

- Whether the Oroville Truck Company should be automatically dispatched to reported structure fires, alarm activations, smoke conditions, or high-rise / large commercial incidents at casino facilities.
- Whether response should apply to both confirmed fires and automatic alarms.
- Whether the Truck Company should respond as automatic aid or only upon request.
- Whether casino response would affect City coverage while the truck is committed outside the city.
- Whether Butte County should provide reciprocal response or compensation.
- Whether pre-incident plans should be updated for both casino properties.
- Whether joint training should be conducted with casino security, facilities staff, Butte County Fire, and Oroville City Fire.
- Whether truck company response should be limited to incidents requiring aerial operations, ventilation, search, evacuation support, or large building fireground operations.

6. Coverage Impact When Oroville Truck Leaves the City

If the Oroville Truck Company is dispatched outside city limits, the City must evaluate how citywide coverage is maintained.

Issues to Discuss

- Whether the remaining City engine company can cover the City alone during truck response.
- Whether Butte County Fire should move up into Oroville when the City truck is committed outside city limits.
- Whether Station 63 should provide automatic coverage during those incidents.
- Whether off-duty callback should be activated.
- Whether reserve firefighters should be recalled.
- Whether truck response outside city limits should be limited when City call volume is high or staffing is reduced.

7. Fire Incident Response for Oroville Area Facilities

A broader Oroville-area automatic-aid discussion should include major facilities and special hazards.

Facilities and Areas to Consider

- Oroville Hospital and medical facilities.
- Downtown commercial buildings.
- Oroville Municipal Airport.
- Northwest Lineman College.
- Feather River corridor.
- Oroville Dam and related infrastructure.
- Schools.
- Senior housing and care facilities.
- Mobile home parks.
- Industrial and commercial properties.
- Large assembly occupancies.
- Casino properties.
- Wildland-urban interface neighborhoods.
- Highway 70 and Highway 162 corridors.

8. Dispatch and Communications Issues

Any new City fire department will need clear dispatch rules with Butte County, CAL FIRE, law enforcement, EMS, and mutual-aid partners.

Issues to Discuss

- Which dispatch center will dispatch Oroville City Fire.
- How City and County units will be recommended for incidents.
- Whether dispatch will use closest-unit routing.
- Whether automatic-aid units will be dispatched on initial alarm or added later.
- Whether radio channels are compatible.
- Whether City and County units can communicate directly on shared tactical channels.
- Whether incident command will use unified command on boundary-area incidents.
- Whether dispatch protocols distinguish between medical, fire, rescue, vegetation, airport, casino, and commercial incidents.

9. Command and Control

The return of a City fire department creates questions about command authority when City and County units respond together.

Issues to Discuss

- Who has incident command inside city limits.
- Who has incident command outside city limits.
- How command transfers when the jurisdictional agency arrives.
- Whether the first arriving officer establishes command regardless of agency.
- Whether unified command is required for multi-agency incidents.
- Whether chief officers from both agencies respond to major incidents.
- Whether command procedures should be standardized through written policy.

10. Financial Equity and Reimbursement

A key issue is ensuring fair cost sharing when one agency responds frequently into another agency's jurisdiction.

Issues to Discuss

- Annual tracking of cross-jurisdiction calls.
- Reimbursement for excessive imbalance in responses.
- No-cost automatic aid for balanced service exchange.
- Special-event or high-risk facility response costs.
- Casino and large commercial response impacts.
- Strike team and mutual-aid reimbursement.
- Apparatus use and personnel costs.
- Whether the response trade-off should be reviewed annually by City and County staff.

11. Liability, Insurance, and Workers' Compensation

Any automatic-aid or jurisdictional trade-off agreement should address legal and risk management issues.

Issues to Discuss

- Liability for actions taken outside jurisdiction.
- Workers' compensation coverage for employees responding outside jurisdiction.
- Vehicle accident liability.
- Medical aid liability.
- Fireground injury responsibility.
- Indemnification between agencies.
- Insurance requirements.
- Compliance with City, County, State, and CAL FIRE operating rules.

12. Training and Operational Compatibility

City and County fire agencies must train together if they will respond together.

Issues to Discuss

- Joint structure fire training.
- Joint wildland training.
- Truck company operations.
- Casino pre-fire planning.
- Airport response.
- Incident command system training.
- Radio communications drills.
- Water supply operations.
- Rapid intervention procedures.
- Medical aid coordination.
- Mutual-aid response drills.

13. Service-Level Expectations

The City should clearly define what level of service the new department will provide and where automatic aid is needed to supplement that service.

Issues to Discuss

- Minimum daily staffing.
- Number of staffed apparatuses.
- Response-time goals.
- Use of reserve firefighters.
- Availability of truck company response.
- Automatic-aid thresholds.

- Multiple-call coverage.
- Red flag staffing.
- Station coverage when units are committed.
- Mutual aid for working fires.
- Utilize off-duty fire personnel for special high hazard events

14. Recommended Next Step

The City should request a formal staff-level meeting with Butte County Fire / CAL FIRE, Butte County Administration, dispatch representatives, and City staff to review:

- City limits response responsibility.
- Station 63 response inside the City.
- Oroville Station 1 response to nearby County areas.
- Closest-unit response mapping.
- Casino truck company automatic aid response.
- Automatic-aid agreements for Oroville-area facilities.
- Fair cost-sharing or service-exchange language.
- Dispatch and command protocols.

Summary

The return of a City of Oroville Fire Department creates an opportunity to improve local command control and community-based fire service. And brings the cost of Fire Service to the City of Oroville withing the revenues of the City of Oroville.

However, it also requires careful planning with Butte County Fire / CAL FIRE to ensure that jurisdiction lines do not delay emergency response.

The central issue is how to provide the fastest appropriate fire response while maintaining fairness between the City and County.

Key issues include:

- Station 63 response within City limits.
- Oroville City Fire response to nearby County areas.
- Automatic aid for closest emergency response.
- Truck company response to casino and large commercial incidents.
- Dispatch procedures.
- Command authority.
- Reimbursement and service balance.
- Liability and insurance.
- Joint training.
- Annual review of response data.

A written automatic-aid agreement should be developed before implementation of the new City fire department.

The previous South County Fire Rescue Agreement between City of Oroville Fire, Butte County Fire, Calfire, and El Medio fire agencies should serve as a model for future operating agreement.

Past City of Oroville Fire policy manuals, training manuals, 18-month probationary program, and associated documents should be referred to for the new City Fire operations and activities.

New Reserve Firefighter program will serve the City Fire department with critical future evaluations of future full time staff potential.

My recommendation to City Council is to motion to approve a Council action to have City staff further investigate this cost saving proposal as a future budget discussion. And have City staff report back to City Council.

Also, a request from Calfire for future staffing cost for the proposed Airport Police Fire Station at Oroville Municipal Airport would be useful comparison to future budgets.

Exhibit C New Oroville City Fire Reserve Firefighter Plan

New Oroville City Fire Department

Six-Person Reserve Firefighter Program

Support Staffing for One Engine Company and One Truck Company

June 2027 Planning Model

Purpose

The New Oroville City Fire Department Reserve Firefighter Program is designed to establish a small, trained, disciplined, and locally available group of reserve firefighters to support the City’s professional fire department.

The program is intended to provide additional emergency-response support, truck company assistance, station coverage, public education, red flag staffing, training support, special event coverage, and surge staffing during major incidents.

The program is also intended to create a future recruitment pipeline for full-time Oroville firefighters while strengthening community-based fire service participation and local fire department identity.\

Program Size

The initial Reserve Firefighter Program shall consist of:

6 Reserve Firefighters

Recommended structure:

Classification	Number	Purpose
Reserve Firefighter Trainee	2	Entry-level members completing orientation and basic training
Reserve Firefighter I	3	Qualified reserve members available for incident and station support
Lead Reserve Firefighter	1	Experienced reserve assisting with drills, mentoring, apparatus checks, and event staffing
Total Reserve Firefighters	6	

The Fire Chief may maintain an eligibility list of additional reserve candidates to replace resignations, inactive members, or future program expansion.

Employment Status

Reserve Firefighters should be classified as:

Part-time, hourly, at-will, non-benefited City employees

Reserve firefighters would receive:

- Hourly compensation for authorized hours worked.
- Workers' compensation coverage as required by law.
- Payroll tax reporting as required by law.
- City-issued safety equipment as assigned.
- Required training and safety orientation.

Reserve firefighters would not receive:

- City-paid health insurance.
- Paid vacation.
- Paid holiday leave.
- Guaranteed minimum hours.
- Guaranteed promotion or appointment to a full-time firefighter position.
- Retirement benefits unless required by law or triggered by hours worked.

The City should track all reserve firefighter hours carefully to avoid unintended benefit, retirement, overtime, or CalPERS obligations.

Compensation Model

Reserve firefighters should be paid an hourly rate approved by the City Council. For June 2027 planning purposes, the recommended reserve pay range is:

Reserve Classification	Recommended Hourly Range
Reserve Firefighter Trainee	\$17.50 – \$21.27 per hour
Reserve Firefighter I	\$19.00 – \$23.10 per hour
Lead Reserve Firefighter	\$21.00 – \$25.53 per hour

For budget planning, the recommended average reserve firefighter rate is: **\$20.95 per hour**

Compensable Activities

Reserve firefighters should be paid for authorized work including:

- Emergency incident response.
- Truck company support.
- Scheduled station coverage.
- Required department training.
- Required meetings.
- Public education assignments.
- Special event standby.
- Red flag staffing.

- Disaster activation.
- Equipment checks when assigned.
- Administrative assignments approved by the Fire Chief.

Non-Compensated Activities

The City may choose not to compensate reserve firefighters for:

- Optional social events.
- Voluntary association meetings not required by the City.
- Personal study time.
- Unapproved station visits.
- Non-required ride-a longs.

Any activity required by the City or Fire Department should generally be treated as compensable time.

Annual Hour Limit

To preserve the part-time, non-benefited nature of the program, each reserve firefighter should be limited to:

Maximum recommended annual hours: 900 hours per fiscal year

For normal planning, the program should target approximately:

420 hours per reserve firefighter per year

Recommended annual hour model:

Item	Hours Per Reserve 6 Reserves	
Monthly training: 8 hours x 12 months	96	576
Emergency response / callback	120	720
Station coverage / event staffing	120	720
Red flag / disaster / special incident support	60	360
Equipment / administrative support	24	144
Estimated Annual Hours	420	2,520

This keeps the reserve program well below the 900-hour internal cap for each reserve firefighter.

Estimated Annual Reserve Firefighter Cost

Using the June 2027 planning rate of **\$20.95 per hour** and an estimated **420 hours per reserve firefighter per year**:

Cost Category	Estimate
Number of reserve firefighters	6
Estimated hours per reserve per year	420
Total annual reserve hours	2,520
Average hourly rate	\$20.95
Reserve base payroll	\$52,794
Payroll taxes / workers' compensation / administrative burden at 20%	\$10,559
Estimated Annual Reserve Program Cost	\$63,353

Rounded Council planning number: **\$63,000 annually**

Reserve Firefighter Role in the Apparatus Staffing Plan

The Reserve Firefighter Program is intended to support the City's Station 1 staffing model of:

1 Engine Company and 1 Truck Company

Recommended daily deployment:

Assignment	Staffing
Duty Chief / Command Officer	1 professional
Engine Company	3 professionals
Truck Company	2 professionals
Reserve Firefighter Support	1 reserve firefighter
Total Daily Staffing Goal	7 personnel

The reserve firefighter assigned to Station 1 may support truck company operations, station coverage, incident support, and surge staffing.

Reserve Firefighter Truck Company Support

Reserve firefighters may be assigned to assist the Truck Company with:

- Ground ladder deployment.
- Tool staging.
- Lighting.
- Utility control support.
- Salvage and overhaul.
- Ventilation support.
- Forcible entry support.
- Fireground rehab.
- Hose and equipment movement.
- Traffic control when trained and authorized.
- Scene support under direction of a professional officer or engineer.

Reserve firefighters should not replace professional engine company staffing.

Minimum Qualifications

Applicants should meet the following minimum standards:

- At least 18 years of age.
- High school diploma or GED.
- Valid California driver's license.
- Acceptable DMV record.
- Ability to pass background review.
- Ability to pass medical clearance and respiratory protection fit testing.
- Ability to attend required training.
- Ability to respond safely and professionally when available.
- No felony convictions or disqualifying public safety history.

Preference may be given to applicants who live in or near Oroville.

Desired Qualifications

The City may prefer applicants with:

- EMT certification.
- CPR certification.
- Firefighter I academy completion.
- Wildland firefighting experience.
- Prior volunteer, reserve, seasonal, military, public works, EMS, or emergency-response experience.
- Mechanical, construction, electrical, heavy equipment, or defensible space experience.
- Bilingual communication skills.
- Strong local community-service background.

Training Program

Phase 1 — Orientation

Training topics should include:

- City policies.
- Fire Department chain of command.
- Workplace conduct.
- Harassment prevention.
- HIPAA / patient privacy.
- Incident Command System.
- Radio communications.
- Personal protective equipment.
- Scene safety.
- Apparatus safety.
- Injury reporting.
- Compensation and timekeeping rules.

Phase 2 — Basic Firefighter Skills

Training topics should include:

- Fire behavior.
- Hose handling.
- Ladders.
- SCBA familiarization.
- Search and rescue support.
- Salvage and overhaul.
- Ropes and knots.
- Ventilation support.
- Forcible entry support.
- Water supply.
- Wildland fire behavior.
- Vegetation fire response.
- Evacuation support.
- Traffic control.
- Firefighter survival awareness.

Phase 3 — EMS and Rescue Support

Reserve firefighters should be trained to support EMS operations within their certification level.

Training topics should include:

- CPR.
- First aid.
- EMT support functions.
- Patient movement.
- Landing zone support.
- Vehicle accident scene safety.
- Rescue scene support.

Phase 4 — Oroville-Specific Training

Training should include local hazards such as:

- Feather River corridor.
- Oroville Dam and downstream flood risk.
- Wildland-urban interface neighborhoods.
- Downtown commercial buildings.
- Mobile home parks.
- Schools.
- Public events.
- Highway 70 and Highway 162 incidents.
- Extreme heat and smoke events.
- Casino and large-occupancy facility response support.

- Vegetation fire response areas.

Training Schedule

Recommended first-year training schedule:

Month	Training Focus
Month 1	Orientation, policies, safety, PPE
Month 2	Fire behavior, hose, hydrants
Month 3	Ladders, ventilation, ropes
Month 4	SCBA familiarization, search support, firefighter survival
Month 5	Wildland fire, WUI, evacuation support
Month 6	EMS support, CPR, patient movement
Month 7	Vehicle accidents, traffic control, landing zones
Month 8	Structure fire support operations
Month 9	Public education and inspections support
Month 10	Disaster response and flood operations
Month 11	Multi-company drills
Month 12	Evaluation, skills testing, annual review

Minimum ongoing requirement:

8 hours of training per month

Preferred schedule:

Two 4-hour evening drills per month or one 8-hour Saturday drill per month

Duty Models

The department may use three reserve staffing models:

Model A — Training and Callback Only

This is the lowest-cost model. Reserve firefighters attend monthly training and respond only when requested.

Model B — Scheduled Station Coverage

Reserve firefighters sign up for 4-hour, 8-hour, or 12-hour support shifts to assist Station 1 operations.

Model C — Surge Staffing

Reserve firefighters are activated during red flag warnings, storms, major events, floods, evacuations, multiple-call conditions, and large incidents.

Recommended launch approach:

Use Model A during program startup, then expand into Model B and Model C as training and supervision mature.

Chain of Command

Recommended structure:

Fire Chief



Deputy / Battalion Chief



Company Officer / Captain



Reserve Program Coordinator



Lead Reserve Firefighter



Reserve Firefighters



Reserve Firefighter Trainees

The Reserve Program Coordinator should be a full-time officer or senior firefighter appointed by the Fire Chief.

Performance Standards

Reserve firefighters must:

- Attend required training.
- Maintain professional conduct.
- Follow City and Department policies.
- Maintain physical readiness.
- Use proper PPE.
- Accurately record time worked.
- Maintain required certifications.
- Respond safely.
- Follow orders.
- Represent the City professionally.
- Avoid freelancing at emergency scenes.

Discipline and Removal

Reserve firefighters may be removed from the program for:

- Unsafe conduct.
- Failure to attend training.
- Failure to follow orders.

- Dishonesty.
- Misuse of City equipment.
- Policy violations.
- Poor driving record.
- Criminal conduct.
- Harassment or discrimination.
- Failure to maintain required certifications.
- Failure to meet performance standards.

Because reserve firefighters are recommended as at-will, part-time, non-benefited employees, the City should preserve the right to release reserves from the program when continued service is not in the best interest of the department.

Legal and Administrative Caution

The program may be structured without traditional benefits, but the City should not describe the position as having no legal obligations.

Even non-benefited reserve firefighters may still involve:

- Workers' compensation coverage.
- Payroll taxes.
- Wage statements.
- Timekeeping.
- Overtime review.
- Safety training.
- Cal/OSHA compliance.
- Respiratory protection requirements.
- DMV monitoring if driving City vehicles.
- CalPERS or retirement review if hour thresholds are exceeded.

The City should have Human Resources, labor counsel, and risk management review the reserve program before final adoption.

Recommended Policy Language

Reserve Firefighter Classification

"The position of Reserve Firefighter is a part-time, hourly, at-will, non-benefited position within the City of Oroville Fire Department. Reserve Firefighters shall be compensated for authorized hours worked at the applicable City-approved hourly rate. Reserve Firefighters shall not receive City-paid health insurance, vacation, holiday pay, or other employment benefits except as required by law."

Hour Limitation

"Reserve Firefighters shall not exceed 900 paid hours in a fiscal year unless specifically authorized in writing by the Fire Chief, City Administrator, and Human Resources. The City

shall monitor all hours worked to avoid unintended benefit, retirement, or overtime obligations.”

Required Training

“Reserve Firefighters shall complete all training required by the Fire Chief before participating in emergency operations. The Fire Chief may limit the duties of any Reserve Firefighter based on training, certification, experience, physical readiness, or operational need.”

Summary Recommendation

The City of Oroville should establish a **6-person Reserve Firefighter Program** as a low-cost, high-value support system for the new Oroville City Fire Department.

The recommended model is:

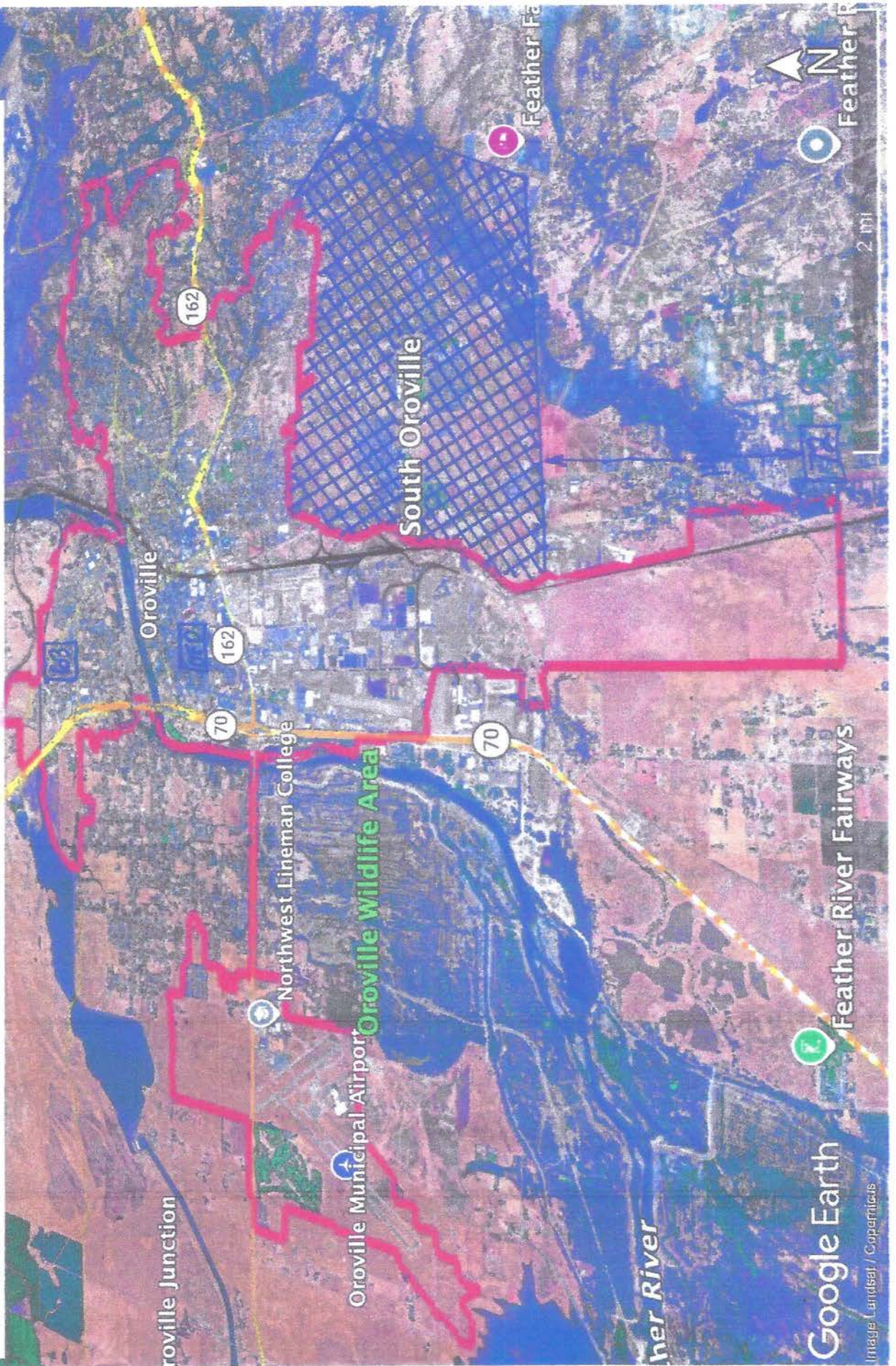
- 6 reserve firefighters.
- Part-time, hourly, at-will, non-benefited classification.
- Average planning rate of \$20.95 per hour.
- 900-hour annual cap per reserve.
- 420-hour annual planning target per reserve.
- 8 hours minimum monthly training.
- Initial focus on training, callback, truck company support, wildland support, public education, and surge staffing.
- Full integration under the Fire Chief’s command structure.
- Strong hour tracking to avoid unintended benefit or retirement obligations.

This program would give Oroville a practical reserve force, improve local emergency readiness, support the truck company staffing model, create a future firefighter recruitment pipeline, and restore a strong community-based fire service identity.

OFD Fire Response Map

Cross hatch area New Oroville City Fire will provide singel fire engine response to Butte County Fire jusisdiction as trade area for Butte County Fire Station 63 responses inside City jusisdiction under nearest fire resource to incident location-one engine company requests. Larger fire incident response would be under Oroville Area Automatic Aid agreement plans. Any Structure Fire Incident response to Feather Falls and Gold Contry casios New Oroville City to provide Truck Company on Automatic Aid.

Legend



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