



# TOWN OF PARADISE

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## **Management Staff:**

Charles L. Rough, Jr., Town Manager  
Dwight L. Moore, Town Attorney  
Joanna Gutierrez, Town Clerk  
Lauren Gill, Assistant Town Manager  
Craig Baker, Community Development Director  
Gabriela Tazzari, Police Chief  
Rob Cone, Interim Fire Chief  
Gina Will, Finance Director/Town Treasurer

## **Town Council:**

Steve "Woody" Culleton, Mayor  
Tim Titus, Vice Mayor  
Joe DiDuca, Council Member  
Scott Lotter, Council Member  
Alan White, Council Member

# **TOWN COUNCIL AGENDA**

## **SPECIAL MEETING – 6:00 PM – June 20, 2012**

In accordance with the Americans with Disabilities Act, if you need a special accommodation to participate, please contact the Town Clerk's Dept., at 872-6291 at least 48 hours in advance of the meeting. Hearing assistance devices for the hearing impaired are available from the Town Clerk.

Members of the public may address the Town Council on any agenda item, including closed session. If you wish to address the Town Council on any matter on the Agenda, it is requested that you complete a "Request to Address Council" card and give it to the Town Clerk prior to the beginning of the Council Meeting.

All writings or documents which are related to any item on an open session agenda and which are distributed to a majority of the Town Council will be available for public inspection at the Town Hall in the Town Clerk Department at 5555 Skyway, Room 3, at the same time the subject writing or document is distributed to a majority of the subject body. Regular business hours are Monday through Thursday from 8:00 a.m. to 5:00 p.m.

## **1. OPENING**

- a. Call to Order
- b. Pledge of Allegiance to the Flag of the United States of America
- c. Roll Call

## **2. COUNCIL CONSIDERATION**

**2a-1.** Consider adopting Resolution No. 12-\_\_\_, a Resolution of the Town Council of the Town of Paradise approving Interim Budget Appropriations for July 2012 of the 2012-2013 fiscal year ending June 30, 2013.

**2a-2** Approve the Study Group's determination that a fire personnel services contract with CAL FIRE represents enhanced emergency services and great cost savings for our Town and community; AND,

a. Authorize the Town Manager, Town Attorney, and two designated members of the Town Council to develop the actual fire personnel services contract agreement with CAL FIRE, subject to final review and approval of the Town Council; AND,

b. Instruct the Town Manager and the Town's negotiation team to finalize current contract negotiations with the Paradise Firefighter's Association that results in a cap on medical benefit premiums for current fire personnel, prior to initiating Transitional Memorandum Of Understanding Agreement negotiations with the Paradise Firefighter's Association; AND,

c. Following ratification of the Memorandum Of Understanding Agreement with the Paradise Firefighter's Association establishing a cap on medical benefit premiums, further authorize the Town Manager and the Town's negotiation team to meet and confer with the Paradise Firefighter's Association to develop a Transitional Memorandum of Understanding Agreement, subject to final review and approval by the Town Council; OR,

d. Decide to retain our own fire personnel, and not pursue a personnel services contract with CAL FIRE at this time; and authorize the Town Manager to implement with the fire department further reorganization of the department, including necessary reduction of operations and levels of service that achieves needed budget savings for the FY 2012/2013 Budget; and as part of this needed budget savings and cost containment effort, instruct the Town Manager and the Town's negotiation team to finalize contract negotiations with the Paradise Firefighter's Association that results in a cap on medical benefits premiums and a one-year 5% salary equivalent cut for our fire personnel, similar to the medical caps and salary cuts that have been already agreed to by four other Town employee groups; OR,

e. Consider another option.

## **ADJOURNMENT**

STATE OF CALIFORNIA ) COUNTY OF BUTTE )	SS.
I declare under penalty of perjury that I am employed by the Town of Paradise in the Town Clerk's Department and that I posted this Agenda on the bulletin Board both inside and outside of Town Hall on the following date:	
<hr/>	
TOWN/ASSISTANT TOWN CLERK SIGNATURE	





**Town of Paradise  
Council Agenda Summary  
Date: June 20, 2012**

**Agenda Item:2a-1**

**Originated by:** Charles L. Rough, Jr., Town Manager  
Gina S. Will, Finance Director/Town Treasurer

**Reviewed:** Dwight L. Moore, Town Attorney

**Subject:** Interim Budget Appropriations for July 2012

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**Council Action Requested:**

Approve a resolution of the Town Council of the Town of Paradise approving interim budget appropriations for July 2012 of the 2012-2013 fiscal year ending June 30, 2013; or,

**Alternatives:**

Refer the matter back to staff for further development and consideration.

**Background:**

At the special meeting scheduled for June 20, 2012, Town Council is considering whether or not to pursue a contract for fire personnel services with CAL FIRE for implementation during the 2012/13 fiscal year. The decision made by Town Council in this regard has significant consequences to the calculations and assumptions used in the 2012/13 budget. It will take approximately 30 days after Town Council's decision for Town staff to complete the 2012/13 budget and to provide adequate time for Town Council to review the budget.

**Discussion:**

In order for the Town to conduct business between July 1, 2012 and the date the Fiscal Year 2012/13 Budget is officially adopted, it is necessary to adopt the attached appropriations resolution. Adoption of this appropriations resolution will allow the Town to pay employees and to incur and pay only essential operating expenses such as utilities and insurance and meet contractual obligations during this interim period.

**Fiscal Impact Analysis:**

There is no adverse financial impact to approving this interim appropriations resolution. It merely builds a financial bridge to allow the Town Government to function until the official 2012/13 budget is adopted. It will neither increase nor decrease the final budget of the Town of Paradise for the 2012/13 fiscal year.

**TOWN OF PARADISE**

**RESOLUTION NO. 12-\_\_**

**A RESOLUTION OF THE TOWN COUNCIL OF THE TOWN OF PARADISE APPROVING  
INTERIM BUDGET APPROPRIATIONS FOR JULY 2012 OF THE 2012-2013 FISCAL YEAR  
ENDING JUNE 30, 2013.**

**WHEREAS**, the Town Council of the Town of Paradise is considering at a special meeting scheduled for June 20, 2012 concerning whether to contract for fire personnel services with CAL FIRE; and,

**WHEREAS**, such a decision has considerable consequences on the preparation and adoption of the Town 2012-2013 budget; and,

**WHEREAS**, Town staff and Town Council of the Town of Paradise anticipates completion of the budget and appropriate reviews by July 31, 2012;

**NOW, THEREFORE BE IT RESOLVED**, by the Town Council of the Town of Paradise as follows:

Section 1: The Town Council hereby adopts interim budget appropriations necessary to operate the Town Government from July 1, 2012 to July 31, 2012 for the fiscal year 2012-2013.

**PROPOSED FISCAL YEAR INTERIM APPROPRIATIONS BY FUNDING SOURCE FOR JULY 1,  
2012 to JULY 31, 2012 FOR THE FISCAL YEAR ENDING JUNE 30, 2013.**

<b>Fund</b>	<b>Description</b>	<b>July 2012 Appropriations</b>
1010	General Fund	870,000
2030	Building Safety & Waste Water Services	60,000
2070	Animal Control Fund	16,000
2120	Gas Tax	102,000
2160	BHS – Economic Development	15,000
2920	Town of Paradise as Successor RDA	5,000
5900	Transit Fund	20,000
<b>Totals for July 2012 for Fiscal Year 2012-2013</b>		<b>1,088,000</b>

**PASSED AND ADOPTED** by the Town Council of the Town of Paradise at a Special Meeting duly held this 20<sup>th</sup> day of June, 2012, by the following vote:

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**AYES:**

**NOES:**

**ABSENT:**

**NOT VOTING:**

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Steve "Woody" Culleton, Mayor

**ATTEST:**

**APPROVED AS TO FORM:**

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Joanna Gutierrez, Town Clerk

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Dwight L. Moore, Town Attorney


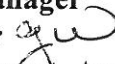



**TOWN OF PARADISE  
COUNCIL AGENDA SUMMARY  
DATE: JUNE 20, 2012**

**AGENDA NO.**

**ORIGINATED, PREPARED  
& REVIEWED BY:**

**Town Study Group:**

Charles Rough, Town Manager   
Lauren Gill, Asst. Town Manager  
Gina Will, Finance Director   
Crystal Peters, HR/Risk Mgmt. Analyst   
Jim Broshears, former Paradise Fire Chief

**SUBJECT: REVIEW AND CONSIDERATION OF CAL-FIRE'S PROPOSAL TO  
PROVIDE CONTRACTED FIRE PERSONNEL SERVICES TO THE TOWN  
OF PARADISE**

**COUNCIL ACTION REQUESTED:**

1. Approve the Study Group's determination that a fire personnel services contract with CAL FIRE represents enhanced emergency services and greater cost savings for our Town and community; and
  - a. Authorize the Town Manager, Town Attorney, and two designated members of the Town Council to develop the actual fire personnel services contract agreement with CAL FIRE, subject to final review and approval of the Town Council; and
  - b. Instruct the Town Manager and the Town's negotiation team to finalize current contract negotiations with the Paradise Firefighter's Association that results in a cap on medical benefit premiums for current fire personnel, prior to initiating Transitional MOU Agreement negotiations with the Paradise Firefighter's Association; and
  - c. Following ratification of the MOU agreement with the Paradise Firefighter's Association establishing a cap on medical benefit premiums, further authorize the Town Manager and the Town's negotiation team to meet and confer with the Paradise Firefighter's Association to develop a Transitional Memorandum of Understanding Agreement, subject to final review and approval by the Town Council; OR
2. Decide to retain our own fire personnel, and not pursue a personnel services contract with CAL FIRE at this time; and authorize the Town Manager to implement with the fire department further reorganization of the department, including necessary reduction of operations and levels of service that achieves needed budget savings for the



**FY 2012/13 Budget; and as part of this needed budget savings and cost containment effort, instruct the Town Manager and the Town's negotiation team to finalize contract negotiations with the Paradise Firefighter's Association that results in a cap on medical benefits premiums and a one-year 5% salary equivalent cut for our fire personnel, similar to the medical caps and salary cuts that were already agreed to by four other Town employee groups; OR**

### **3. Consider another option.**

#### **Introduction:**

The decision of the Town Council whether to approve going forward with contracting fire personnel services to CAL FIRE or to continue with our own fire personnel is one of the most difficult decisions that this Council will make in their public policy role.

While the Town would still retain its fire department infrastructure, the fact that our fire personnel would work for the CAL FIRE/Butte Unit represents a change from the tradition of Paradise having its own fire personnel serving our community, a tradition that has been in place since before the Town incorporated.

However, the economic and financial realities of the times facing public agencies throughout this nation and state, dictate that the traditional manner in which local government services have been provided and delivered in the past, including public safety, requires serious re-assessment, re-evaluation, and change where appropriate. These are difficult times, but they are also times of real opportunity to bring about innovative, efficient, and cost-effective methods of doing the public's business, and at the same time, where possible to enhance these services to the citizen/customer.

This approach to governance is nothing new for the Town of Paradise. Our 33-year history as an incorporated city, has been replete with efforts to innovatively operate and function as a municipal government despite very tight financial constraints and circumstances, most of which are due to our structurally limited tax base, to various economic downturns, to the state's never-ending raids and diversion of our local revenues for their own purposes, and to unfunded state mandates.

As a result, we are a municipal government that has already taken a hybrid approach to the delivery of our projects, programs and services. While a number of our Town's projects, programs and services are provided indirectly or directly by our limited workforce, many other Town projects, programs and services are provided through contracts that we have with either the private sector or with other public agencies. For us, many of these contracts represent a cost-effective approach to getting the job done without having to hire additional personnel.

So it is not unusual in itself, or out of the realm of what we already do for the Town of Paradise to be considering an alternative means of delivering another Town service. What is different this

time around is that we're talking about a possible alternative to delivering fire/medical emergency services in Paradise.

The possibility of contracting personnel services to CAL FIRE/Butte County Unit didn't start with either the Town of Paradise or CAL FIRE. It actually started with a request from the Paradise Firefighter's Association asking the Town to explore the idea of a possible personnel services contract with CAL FIRE.

The Paradise Town Council followed-up at their April 12, 2011 meeting with the adoption of Resolution No. 11-10, which approved the Town exploring the feasibility of a personnel services contract with CAL FIRE/Butte Unit. At that same meeting, they designated the Town Manager to lead a study team consisting of Asst. Town Manager Lauren Gill, Finance Director Gina Will, HR/Risk Management Analyst Crystal Peters, and former Fire Chief Jim Broshears to develop a Request for Proposal for their review and approval before submitting it to CAL FIRE.

Several meetings were held with fire department personnel by the study team to explain the process, to answer questions, and to solicit their input for the Town's Request for Proposal.

The completed Request for Proposal for a personnel services contract with CAL FIRE/Butte Unit was submitted and approved by the Paradise Town Council on September 15, 2011.

The Town's Request for Proposal (RFP) (for more detail see attached) that was submitted to CAL FIRE required a number of commitments, assurances, and information in CAL FIRE's proposal so that the Town could adequately evaluate the feasibility of a possible personnel services contract with CAL FIRE. Some of the highlights from the RFP included:

1. The RFP called out for an initial 3-year contract with an early-out provision with CAL FIRE/Butte Unit. However, it is being recommended as part of this report that the initial contract with CAL FIRE be for a four-and-a-half (4 1/2) year period in order to bring the contract in line with the fiscal years of both agencies. An early-out provision will be part of any contract with CAL FIRE.
2. The RFP called for CAL FIRE to hire all of our fire personnel.
3. The Town's RFP ensured that the Town Council would retain its discretionary decision-making authority relative to level of service, budget, and funding for fire emergency services in our community.
4. The Town's RFP ensured that the Town's fire department infrastructure (i.e. fire stations, fire apparatus, fire equipment, etc.) remains under the ownership and control of the Town.
5. The Town's RFP called for the full range of CAL-FIRE's emergency fire protection, medical response and basic life support services for our community, and for CAL FIRE to oversee the the management and training for their personnel working in our community.

6. The Town's RFP initially included three possible service level alternatives with CAL FIRE, however, with the submittal of their proposal they added a fourth service level alternative, plus costs for each alternative.
7. The Town's RFP asked for two different approaches to battalion chief coverage, as well as information relating to their ECC Dispatch Center as a possible option.
8. The Town's RFP required that initially CAL-FIRE/Butte Unit will maintain the Paradise Volunteer Fire Department until the Town and CAL FIRE determines when its appropriate to transition our program into their existing volunteer program.
9. The Town's RFP called for 10-year historical data from CAL FIRE related to their compensation (salary & benefits) costs and administrative fee charges.

CAL FIRE submitted a very comprehensive proposal (with detailed appendix) for contracted fire personnel services for the Town's consideration and review on January 20, 2012.

Since the proposal was submitted, the Town's study team has been engaged in an extensive information gathering, data collection, and financial analysis and forecast effort in order to evaluate the feasibility of a possible contract with CAL FIRE. In other words, the work effort necessary to provide the Town Council, as the final decision-makers, all of the pertinent information required for them to make a decision has been a considerable one, and far more in-depth than originally envisioned. However, the study group believes that it has performed its due diligence in providing a thorough report and analysis that forthrightly presents the pros and cons of either option.

This proposal evaluation effort has included further follow-up meetings with CAL FIRE locally, as well as in Sacramento, in order to obtain additional information that would provide further insight into their proposal and the CAL FIRE system. Likewise, this process also involved contacting benefit providers such as CALPERS to get a better understanding of short and long term benefit issues associated with our fire personnel going over to CAL FIRE, and included contacting other contracting agencies with CAL FIRE.

Our analysis of the CAL FIRE proposal for contracted personnel services was driven by two overriding questions that needed to be thoroughly evaluated and answered in the course of our review of the CAL FIRE proposal. They were:

- 1) Does the service level through a CAL FIRE contract represent enhanced fire protection and emergency response services for our community?

and

- 2) Does a personnel services contract with CAL FIRE represent a short and long term savings to the Town?

Both of these questions, or issues, have a direct bearing on the other. The level of service drives cost and cost determines what level of service the Town can afford. Therefore, this report attempts to answer the two afore-mentioned questions, as well as to address other ancillary issues and questions that are associated with whether contracting personnel services with CAL FIRE, or retaining our own fire personnel, is in the best overall interests of our town government, and community. Admittedly, either choice carries with it certain pros and cons that will be pointed out during the course of this report, and should be taken into consideration before a final decision is made.

In the event, the Town Council decides to further pursue a personnel services contract with CAL FIRE/Butte Unit, several processes commence immediately and simultaneously. One of these involves the Town meeting with CAL FIRE/Butte Unit to finalize the level of service details that will become part of the final contract between the Town and CAL FIRE, and to make a final determination as to what rank in CAL FIRE our current fire personnel will assume when they move over. The preliminary opinion of CAL FIRE at this writing is that a significant number of our fire employees will move over to CAL FIRE with their existing rank, however, this is subject to final review and determination by CAL FIRE. We have received CAL FIRE's agreement to move this step up in their process (right after the Council's decision) so both the Town and employees know as soon as possible before transitional MOU negotiations begin.

Another of the processes involves the Town immediately entering into transitional MOU negotiations with the Paradise Firefighters Association to reasonably and fairly address those benefit-related issues involved in the transition of our fire employees to CAL FIRE employment, and at the same time, to maintain the financial feasibility and advantages of going to CAL FIRE. Some of these issues, as noted later in this report, are potentially very costly for the Town, but entirely possible if certain levels of service, budgetary, and financing parameters are in place.

*It's important to remember that if the Town Council were to decide for the CAL FIRE option this evening, the Town Council can reverse its decision at any point during the processes described above (and right up to the point of signing the actual contract agreement with CAL FIRE) if any of these processes do not work out satisfactorily for the Town.*

Clearly, the alternative to a contract with CAL FIRE is to retain our fire personnel and continue operationally with our own fire department. However, as will be explained later, the financial circumstances facing the Town seriously threaten the Town's ability to maintain the fire department's current level of service, and will require major changes in terms of how the department is organized and operates in the future.

## **Level of Service:**

### **Town's Current Level of Service:**

The Town of Paradise Fire Department is known as a combination department comprised of full time and volunteer fire fighter components. The full time component consists of 24 authorized full time fire fighter positions, however, two of these positions have been frozen for the last two years due to budget constraints. The remaining 22 fire fighters consist of 3 battalion chiefs, 6 captains, 9 engineers, and 4 fire fighters. Our fire chief, who is a CAL FIRE division chief, is presently contracted through CAL FIRE/Butte Unit.

The Department's volunteer firefighter component consists of 11 personnel, with 7 actual qualified firefighters, and 4 volunteer support personnel. The Department also has a part-time administrative assistant II and part-time civilian fire prevention inspector (both of whom will remain under the Town's employment if the Town contracts to CAL FIRE).

During the last three years, the Paradise Fire Department handled an average of 3,708 incident calls for service per year. Over 76% of these incident calls (2,829) are EMS/Rescue calls. Only 91 of these calls were actual fire incidents. The balance of the incident calls were for hazardous materials responses and conditions, regular service calls, false calls, good intent calls, and ruptures and explosion calls.

Based on the fire department reorganization plan proposed by former Fire Chief Chris Jensen and approved by the Town Council, in November, 2010, the Town presently maintains two 3-person engine companies working out of two active fire stations, located on Birch St. and Wagstaff Ave. The fire station on South Libby was for all intents and purposes de-activated as part of this reorganization plan, except during times of red flag, or special weather events.

The fire department reorganization plan, implemented in January, 2011, has resulted in some definite pluses, which include:

1. The establishment of an Asst. Fire Chief (put on hold) and three battalion chief positions, which established an actual duty shift commander, each of whom works the same schedule as their engine companies, and provides consistent shift supervision. In addition, each battalion chief has specific responsibilities for the department as a whole (i.e. training program, fire apparatus & equipment, etc.).
2. The elimination of three captain positions and the addition of a like number of firefighter positions. However, as noted before, two firefighter positions were frozen for the last two years due to budget constraints.
3. The "suit case firefighter" position was changed to a "suit case engineer" position to allow for greater flexibility in covering engineer and captain positions, which was intended to help reduce overtime, but overtime in the fire department still remains a problem. Some of this is



attributable to the two frozen firefighter positions.

4. The deployment of 3-person engine crews rather than three 2-person engine crews has resulted in a number of operational efficiencies. These include:
  - a. Three-person engine companies are inherently more efficient than two-person engine due to the increased division of labor that it allows
  - b. More rapid deployment of needed equipment and resources at an emergency incident such as a fire
  - c. More effective emergency medical service care for complex medical conditions

The Town and CAL FIRE continue through our automatic and mutual aid agreements to provide additional coverage and support to each other during the course of emergency responses,

#### **Proposed Level of Service with CAL FIRE:**

In the event that the Town Council were to decide to pursue a contract for personnel services with CAL FIRE, the alternative level of service proposed by CAL FIRE that the study group felt represents a substantive enhancement to fire and emergency response services for our community over what we have now; and at the same time, represents immediate, as well as long term savings to the Town, was a modified version of Alternative #3 that our study group further developed with CAL FIRE for the benefit of this report.

This modified alternative level of service consists of the following elements:

1. A three-person engine crew assigned to the Birch Street main fire station and another 3-person engine crew assigned to the re-activated South Libby station, with CAL FIRE Station #35 fully integrated into the response plan to serve the northern part of town. The Town would provide an engine at Station #35 during the seven-month winter Amador station period, but all staffing would be provided by CAL FIRE/Butte Unit. CAL FIRE would provide the engine for Station #35 during the fire season.

With this alternative, the Town would achieve three-station coverage, but pay for staffing only two of the stations, and restore the South Libby station, which improves response times to the southeastern part of our community. The north end station, which would be staffed by CAL FIRE/Butte Unit could rotate between using Station # 35 (when they are fully mobilized during fire season), and our Wagstaff fire station during the winter Amador station season period.

In addition, this modified alternative level of service would also ensure a greater first call response with respect to numbers of qualified personnel and engines to an emergency, especially a fire-related incident, such as a structure fire which would be more than enough to meet 2-in and 2-out NFPA guidelines.

2. The duties of the shared Asst. Chief/North Division Chief would include the Town of Paradise. CAL FIRE would pay entirely for the position.
3. The shared Battalion/Duty Chief with CAL FIRE/Butte Unit would be within a response range of 20-30 minutes on a 24/7 basis, and would maintain an office at the Birch Street Station six days per week. (This approach also complies with the 2 in and 2 out NFPA guidelines). CAL FIRE/Butte Unit intends to have three battalion chiefs serving in the Unit during the winter and four battalion chiefs serving in the Unit during the fire season.
4. The Town would contractually utilize CAL FIRE's ECC Dispatch Center for all fire/medical emergency related calls, but pay the cost of only one dispatcher for the first year of the contract (to help neutralize the cost impact of first year pay-outs to our current fire personnel as part of the required transitional MOU). Starting in the second year of the contract, the Town would pay for a second dispatcher in the ECC Center.

Under this contractual arrangement, all local 9-1-1 calls would still come through our Town's dispatch communications center, but those that are fire or medical emergency-related would be immediately transferred to CAL FIRE's ECC Center, in Oroville. This is the same as the county model, in which all fire/medical 9-1-1 calls in the county unincorporated area go to the sheriff's dispatch center, and then are transferred to the CAL FIRE ECC Center.

There are some distinct advantages to contractually utilizing CAL FIRE's ECC Center for handling the dispatching of our Town's fire/medical emergency responses and that represent further enhancements to our level of service. They include:

- a. There is an actual ECC Supervising Captain, who serves as an immediate incident commander from the minute a transferred 9-1-1 call is received at the Center. This person coordinates the unit(s) response, including the allocation of additional resources, until the incident command responsibility is assumed by the appropriate incident leader on the scene. The Town currently doesn't have this supervisory dispatch center incident command capability as part of our Town's dispatch/communications system.
- b. The ECC Center has the ability to go to an expanded dispatch operation if the emergency incident becomes bigger in scope, and to separate out the emergency so that it can be exclusively handled and managed, while regular incoming 9-1-1 calls are simultaneously coordinated, as well.
- c. ECC Center dispatchers possess basic medical aid certifications to assist during 9-1-1 medical emergencies when needed. The Town's dispatchers are not certified in basic medical aid.

- d. The separation of the handling and management of Town of Paradise fire/medical-related 9-1-1 emergency calls from our Town's police-related 9-1-1-calls provides greater resource focus and support towards each type of 9-1-1 call.

There are certain 9-1-1 call issues and factors that need to be considered in shifting fire/medical emergency-related 9-1-1 calls to the CAL FIRE/Butte Unit ECC. Under the CAL FIRE contract utilizing their ECC, the Town's dispatch center will still receive all local 9-1-1 calls, through what is referred to as a PSAP transfer. All 9-1-1 fire/medical emergency calls will be transferred to the ECC, which if it's a medical 9-1-1 call will then be dispatched to the Butte County EMS.

Please Note: There might be possible changes in the future in terms of transferring 9-1-1 medical calls in Butte County after the current RFP and selection process for an emergency ambulance ALS transport ambulance service is completed by the Sierra Sacramento Valley EMS Agency.

Currently, there is no more than a 30-second delay involved in such PSAP transfers, which could impact medical emergencies. However, ECC dispatchers are trained at Emergency Medical Dispatcher (EMD) level, which is a capability that the Town's dispatchers don't currently possess. The ECC dispatchers certified medical aid training might be a factor in offsetting this delay. Transfers of 9-1-1 calls between public safety agencies and providers are not uncommon. However, there will be a need for ongoing training to keep PSAP transfer delays to a minimum.

Going to a CAL FIRE contract that utilizes their ECC will require multi-agency training and guidelines between the Town and CAL FIRE with our Town dispatch center and their ECC to address protocols for 9-1-1 call transfers, and to coordinate working together in a major multi-department/agency emergency response.

Due to the much higher volume of police-related 9-1-1 calls versus fire/medical 9-1-1 calls that our Town's dispatch/communications center receives on an annual basis, the shift of the much lower volume of fire/medical-related 9-1-1 calls to CAL FIRE's ECC won't result at this time in a reduction to the number of Town dispatchers. However, the Town needs to continue to evaluate its own dispatch staffing on an ongoing basis.

The addition of the third station under modified Alternative #3 would make-up for any possible PSAP transfer delay in that part of our community.

5. As a starting point to a contract with CAL FIRE, Alternative #3, as opposed to any of the other proposed alternatives, provides the Town the greatest flexibility in the future to adjust levels of service in the event certain costs associated with the contract become problematic for the Town.

6. Under any of the alternative levels of service, our fire personnel would be hired by CAL FIRE, their seniority with the Town as well as with previous fire agencies that they may have been employed with would be credited and honored. In addition, they would not have to serve any probationary period when they go over to CAL FIRE.
7. Most likely, staffing for Alternative # 3 would involve 17 of our 22 fire personnel being initially assigned to Paradise (less staffing for Paradise is required because of CAL FIRE's 72-hour duty week) with the other 5 individuals assigned elsewhere in the Butte Unit.

### **Financial Analysis:**

#### **Cost Comparisons (Between the Town's Current Level of Service & CAL FIRE's Alternative Level of Services) Over the Next Five Fiscal Years (refer to attachments for detail):**

The estimated costs identified below represent complete annual projected fire department budget comparisons (i.e. personnel costs, maintenance and operations, debt service for capital equipment, transition MOU pay-outs & obligations if applicable, etc.) between our current level of service (projected over the period of the contract) and each of the four CAL FIRE alternatives in their proposal.

Please note, that the estimates in the CAL FIRE proposal only address the contracted personnel services-related costs, which includes a recent wage increase. This wage increase, as well other potential CAL FIRE compensation-related increases (health insurance, etc.), are included in our overall estimated personnel costs for the four-and-a-half year period of this initial contract.

Part of our personnel cost analysis involved a review of Butte County's actual experience with CAL FIRE's contracted personnel costs over the last ten years. CAL FIRE'S increased personnel costs over the last ten years with Butte County have averaged 2.7% annually during that period. It should be further noted that this average was difficult to calculate as Butte County modified their service levels during this period in response to their changing financial situation.

A ten-year trend analysis of CAL FIRE's administrative fee, which is set by the State Department of Finance, indicates that the fee has fluctuated from 11.13% in 1999/00 to a low of 9.1% in 2006 to its current rate of 11.96%. Without knowing at this point if this fee has peaked, or if it will be increased in the future, we have included this current rate in our projection while at the same time minimizing the application of the administrative fee expense wherever possible in a possible Town/CAL FIRE contract agreement.

In projecting the Town's Fire department budget, staff rolled personnel forward in their respective steps, assumed a 4% increase to the CAL PERS contribution for each year not yet forecast by CAL PERS, and assumed a 3% increase to health insurance premiums each year. Furthermore, staff reviewed the Fire Department's personnel cost increases for the last ten years

and calculated an average increase of 2.89%. This was also difficult to measure given that the Town also modified the department structure and had anomalies such as the wild fires of 2008.

1. Town's projected Fire Department budget (based on current level of service with 3-person engine crews, two stations):

FY 2012/13 - \$ 3,717,289  
FY 2013/14 - \$ 3,773,203  
FY 2014/15 - \$ 3,835,040  
FY 2015/16 - \$ 3,915,945  
FY 2016/17 - \$ 3,988,608

2. Alternative #1 (w/ECC dispatch)

FY 2012/13 - \$ 3,588,901 (\$ 128,388 savings)  
FY 2013/14 - \$ 3,536,914 (\$ 236,288 savings)  
FY 2014/15 - \$ 3,583,780 (\$ 251,260 savings)  
FY 2015/16 - \$ 3,678,774 (\$ 237,170 savings)  
FY 2016/17 - \$ 3,767,113 (\$ 221,495 savings)

3. Alternative # 2 (modified as above, based on 2-person engine crews, three stations w/ECC dispatch ):

FY 2012/13 - \$ 3,647,446 (\$ 69,843 savings)  
FY 2013/14 - \$ 3,635,767 (\$ 137,436 savings)  
FY 2014/15 - \$ 3,684,709 (\$ 150,332 savings)  
FY 2015/16 - \$ 3,782,429 (\$ 133,516 savings)  
FY 2016/17 - \$ 3,873,566 (\$ 115,042 savings)

4. Alternative #3 – (combined & modified as above, based on 3-person engine crews, two stations, plus Station #35 w/ECC dispatch):

FY 2012/13 - \$ 3,591,564 (\$ 125,725 savings)  
FY 2013/14 - \$ 3,537,959 (\$ 235,244 savings)  
FY 2014/15 - \$ 3,584,846 (\$ 250,194 savings)  
FY 2015/16 - \$ 3,679,870 (\$ 236,075 savings)  
FY 2016/17 - \$ 3,768,238 (\$ 220,370 savings)

4. Alternative #4 –(modified as above, based on 3-person engine crews, two stations, one fire captain per station w/ECC dispatch):

FY 2012/13 - \$ 3,569,266 (\$ 148,023 savings)  
FY 2013/14 - \$ 3,498,931 (\$ 274,272 savings)



FY 2014/15 - \$ 3,544,999 (\$ 290,042 savings)  
FY 2015/16 - \$ 3,638,946 (\$ 276,998 savings)  
FY 2016/17 - \$ 3,726,210 (\$ 262,398 savings)

In comparing the alternative costs, it should be noted that CAL FIRE includes in their proposal that all personnel salaries are based on the top step of their position's salary range. In reality this may not be the case, and therefore, there is a potential for additional savings beyond the savings noted above. Furthermore, CAL FIRE's proposal includes conservative overtime projections based on top salary and assumes little impact of the "relief" personnel factored into the projections. Staff attempted to quantify the potential overtime savings, but was unsuccessful due to the range of variables. Finally, additional savings could contractually accrue to the Town if the Governor is successful in achieving his proposed 5% cut in salaries with CAL FIRE personnel.

The four-and-a-half year contract's financial projections indicates that a personnel services contract with CAL FIRE under any of the alternatives would result in budgetary savings during that period. However, the modified Alternative #3 provides the best combination of enhanced levels of service, as well as immediate budget and long term savings of the alternatives proposed and considered. As mentioned before, it also affords Town Councils in the future the flexibility to adjust the contract and still maintain enhanced levels of fire protection and emergency response services for the community.

Of course, it becomes problematic to estimate what impact the continuing state budget crisis and rising medical costs will have on CAL FIRE state personnel costs in the future. But in many respects, the Town faces the same uncertainty in the event it decides not to pursue a contract with CAL FIRE and to maintain its own fire department personnel. Though the Town still retains a direct role in collective bargaining and can strive through that process to contain costs, there are no guarantees as to the outcome.

The other uncertainty relative to a CAL FIRE contract revolves around the administrative fee and whether the current rate that CAL FIRE charges will be further increased. Again, the rate currently appears to have peaked, but that could change if state funding for CAL FIRE becomes more of an issue.

However, on the positive side, the \$ 85,284/year debt service note on the transitional MOU will be paid off in year ten of the contract (or can be paid off earlier), which helps the Town with further fire department budget savings in the future, or at the very least, helps to offset against unanticipated future expenses and cost increases.

As mentioned before, while our comparative analysis is primarily between the current level of service provided by the Town and what CAL FIRE has proposed, it is entirely possible, if not highly probable due to the financial challenges facing the Town, that out of necessity, the Town's fire department will undergo further organizational and operational changes in the event the Town Council decides not contract personnel services to CAL-FIRE. However, some of

these changes would be subject to meet and confer negotiations, and therefore, it is difficult to know at this writing how long that process might take before some of the changes could be implemented, and furthermore, what actual savings would actually be realized if the Town's retained its fire personnel. At minimum, we anticipate a potential \$ 150,000 annualized savings under this scenario, but again, this largely depends as to what budget year it is fully realized, and how successful and timely the Town is during meet and confer negotiations with the PFA on proposed operational changes.

Also, there is the slippery slope factor associated with transitional MOU expenses. The Town's estimates are based on what it believes are reasonable and fair for our employees. However, if these transitional MOU costs exceed our estimates then that will reduce, if not eliminate, the potential budget savings from a contract with CAL FIRE, and therefore, determine that a contract with CAL FIRE is not a financially viable course of action.

#### **Other Expense or Savings Factors to Consider:**

##### **PERS Unfunded Liability Savings or Cost:**

Our investigation with CALPERS indicates that the Town's retirement unfunded liability for public safety would remain the same. However, if we transition to CAL FIRE there would be an increase in the employer's contribution rate for public safety 3% at 50 members as the amount paid the Town's side fund (non-pooled liability) due to the fact that there would be less employee payroll supporting and funding the side fund.

Based on current factors, the immediate budget impact if the Town contracts with CAL FIRE for 2012/13 would be from \$ 7,500- \$12,500 (& about \$ 15,000-\$25,000 annualized) more in CAL PERS contributions for police officers.

The good news is that the Town would be able to walk away from the "pooled" unfunded liability. This unfunded liability would be funded by the pool as a whole and the Town would continue to pay it only as a proportion of our payroll.

##### **Accrual Pay (first year pay-out):**

A contract with CAL FIRE will also result in a first year pay-out estimated at \$ 148,760 to our fire employees for the accumulated vacation, sick leave, holiday pay, and comp time, over and above what is eligible to transfer over to CAL FIRE leave banks. It also includes calculations for purchases of service credit related to transitioning a few employees from the Town's 3% at 50 plan to CAL FIRE'S 3% at 55 retirement plan. This estimated one-time expense is included in the first year's budgets for each of the alternative levels of service projected costs, but would not be a cost from that point on.

### **Retiree Medical:**

The biggest transitional cost for the Town associated with contracting with CAL FIRE will be the cost of retiree medical benefit purchase for Town fire employees who would be going over to CAL-FIRE's retiree medical benefit vesting schedule, which does not recognize local agency service for the purpose of retiree medical. This presents an issue for any of our fire employees hired before February, 2011 (when the Town implemented a new retiree medical vesting schedule similar to CAL FIRE's for our new hires employed after that date with the Town).

Essentially, employees hired before February, 2011 (and their spouses) are 100% fully vested once they are hired and eligible to receive the benefit upon retirement from the Town. If they leave the Town's employment prior to retirement they lose the benefit. Under CAL FIRE's vesting schedule and the Town's schedule for new hires, it takes employees ten years of service to receive 50% retiree medical benefits and 20 years of service to receive 100% retiree medical benefits. All of our current fire employees fall under our pre-February, 2011 vesting schedule, and unless they worked for CAL FIRE prior to CAL FIRE's implementation of the vesting schedule, they will lose that benefit as a result of a move to CAL-FIRE, unless they have sufficient years to serve and become vested. In those circumstances, the Town may need to purchase service credit or a combination of service credit purchase and actual completed state service prior to retirement.

Therefore, a number of factors enter into any reasonably fair calculation as to how much the Town would be obligated pay for our fire employee retiree medical transitional costs.

Based on our analysis, the maximum cost that the Town can afford without it becoming cost prohibitive to pursue a contract with CAL FIRE is estimated at \$ 823,126, or \$ 85,283.87/yr. This annual amount would become a Town fire department budget expense for the first ten years of a contract with CAL FIRE. As mentioned before in this report, this huge transitional retiree medical pay-out is possible financially for the Town only because of CAL FIRE's willingness to finance this amount for ten-years at a fixed rate of 0.65%.

For purposes of our overall fiscal analysis, we have included this cost as an expense in our budget comparisons. However, as stated before, an important consideration to remember is that if the pay-out turns out to be greater what we've estimated, than a contract for personnel services to CAL FIRE becomes financially unfeasible.

The Town's retiree medical unfunded liability is significant whether the Town retains its fire personnel or contracts personnel services to CAL FIRE. However, contracting to CAL-FIRE clearly produces better results in terms of reducing the Town's remaining retiree medical unfunded liability. In the event the Town decides against contracting to CAL-FIRE and retains its fire personnel, the long term savings and reduction to the Town's retiree medical unfunded liability, which currently is \$29.8 million, would be reduced by another \$ 4.2 million, if the PFA agrees to a medical cap. In comparison, if the Town decides to contract personnel services to

CAL-FIRE, the Town's retiree medical unfunded liability of \$ 29.8 million would be reduced by \$ 8.3 million, again if the PFA agrees to a medical cap.

### **Workers Compensation & General Liability Savings:**

Public safety employees tend to be the most expensive in terms of workers compensation claims, disability retirements, and general liability exposure for a public agency, such as the Town of Paradise. A personnel services contract with CAL FIRE will result in a reduction to future workers compensation claims and payouts, disability retirements, and general liability exposure for the Town. As a result, the Town will realize a reduction in its annual premiums through our self-insurance consortium, the Northern California Cities Self-Insurance Fund (NCCSIF).

### **Conclusion:**

#### **Reasons for Retaining Our Fire Department Personnel & Not Contracting with CAL FIRE:**

1. The fire department is accountable to "one master" i.e. the Town Council and their appointed designees, rather than the several different lines of accountability that would exist in a CAL FIRE contract (i.e. State of California, Butte County Board of Supervisors & Paradise Town Council).
2. The Town retains control over compensation of its fire department personnel through the collective bargaining process, as well as the Town's personnel administration process.
3. The Town has an excellent fire department comprised of many dedicated and well trained individuals serving our community.
4. The tradition of Paradise having its own fire department goes back to before our Town's Incorporation, in 1979.
5. Current fire department command and personnel have substantial training, experience, and knowledge of Paradise, which might, or might not be affected through a CAL FIRE contract in which fire personnel over time would be transferred in and out of Paradise.
6. There are dedicated 24/7 battalion chiefs under the current Town fire department organizational structure.
7. There would be less possibility of PASP transfer delays with the current dispatch system
8. The Town retains total control of its own dispatch operations.
9. The Town has some depth of support already through our automatic and mutual aid

agreements with CAL FIRE/Butte County Unit, and there are possible changes in the agreements that might further improve coverage and response.

10. Though there will be a real effort to assign most of the Paradise fire department personnel to Paradise, there will be undoubtedly Paradise personnel assigned to serve in other parts of the service area served by the CAL FIRE/Butte Unit.

**Reasons for Contracting with CAL FIRE:**

1. Due to the Town's current financial situation, and despite the state's own budget problems, CAL FIRE represents a more stable career and better opportunity for advancement in the fire profession for our fire personnel.
2. Due to the Town's continuous decline in general fund revenues due to the economy, the Town cannot afford the fire department as it is currently staffed, organized, and structured. There will need to be major changes that result in further budget savings in order for the Town to be able to fund its fire department, and at the same balance the Town's overall general fund budget. This will undoubtedly reduce levels of service and fire protection for the community.

None of the following changes (some of which involve meet and confer) are definitive, or all-inclusive at this point, but they provide some indication of the extent to which the Town may need to go if the Council's decision is not to contract with CAL FIRE:

- a. The organizational structure of the fire department management and supervision of the department may need to be further streamlined.
- b. The hourly duty week may need to go from the current 56-hours to a maximum of a 72-hours per week, which is similar to CAL FIRE's.
- c. Some of these changes might involve a reduction in our current fire personnel.
- d. Overtime back-up call-outs for the third engine crew member of any fire engine crew who is temporarily not able to report to their shift duty due to illness, vacation, training, etc., may need to be eliminated.
- e. Station coverage, including the inability to restore a third station, as well as response times, may be affected.
- f. The automatic aid and mutual aid agreements with the CAL FIRE/Butte Unit may need to be revised.



3. The potential for budget savings, long term unfunded liability savings, reduced workers compensation claims and general liability exposure for the Town is greater and more certain with a CAL FIRE contract.
4. It is more than likely that the Town would be able to restore a third station, maintain 3-person engine crews and our current incident deployment capabilities, as well as improve response times (especially to the Southeast part of our Town), and maintain our current ISO rating (which keeps insurance rates down for homeowners and commercial businesses) with a CAL FIRE contract rather than with the Town retaining its own personnel and being forced to reduce it's level of service to the community.
5. The Town's automatic, mutual aid agreement with CAL FIRE does not compare with the scope and depth of training, support and coverage that will come with being fully integrated into the CAL FIRE/Butte County Unit, and directly connected to the resources of a state-wide fire fighting agency.
6. Notwithstanding possible PSAP delays, the CAL FIRE ECC dispatch center would provide Paradise with a dispatch center focused exclusively on handling and responding to fire/medical 9-1-1 emergency calls, which is overseen by an actual supervising captain serving as the initial incident commander, and with dispatchers possessing certified EMD medical dispatch training. This would represent a significant enhanced level of service for our community.
7. The Town retains ownership of its fire stations, fire apparatus and equipment in the event the Town ever decides in the future to terminate the contract with CAL FIRE and hire its own fire personnel.
8. Under a contract with CAL FIRE, the Town Council retains its discretionary authority to determine each year's fire department budget and the level of service it deems appropriate for the community, from one year to the next.
9. According to the County CAO's Office, CAL FIRE's record in Butte County represents a state-wide agency highly responsive to their contracting agency on a range of budgetary and service-related issues.

Therefore, based on the analysis of information at our disposal at this writing, and weighing the pros and cons for either course of action, it's our considered opinion that a personnel services contract with CAL FIRE represents a unique opportunity for the Town of Paradise to enhance the scope and depth of its' fire/medical emergency response services to our community, residents and businesses, while at the same time providing the Town with budgetary savings during the term of this contract, as well as greater long term unfunded liability savings.

It also makes more sense to us from the perspective of regionalism and improved fire/medical public safety, operational efficiency and effectiveness, to integrate our Town's fire operations with the much larger and well equipped CAL FIRE/Butte County Unit that surrounds our Paradise community, and to be part of a much larger state fire agency.

Of course, it goes without saying, that if new information comes to light, or new developments occur in the next few months that make a contract with CAL FIRE cost prohibitive for the Town, then our study group's recommendation will change.

Above all else, it needs to be stated unequivocally that this recommendation is not a reflection on the professionalism, dedication, training, expertise, and performance of our past or current fire department personnel. On the contrary, the history of our Paradise Fire Department serving this community in all types of emergencies is a long and proud one, and our current fire personnel follow in that same, proud tradition.

However, the world is changing, and with it the realities of providing basic essential services to our communities. Much of this has to do with circumstances and factors outside the control of the Town, or the Paradise Fire Department, and which prompted the Paradise Firefighter's Association to initially approach the Town about looking into a possible contract with CAL FIRE. These same realities, circumstances, and factors heavily influenced this report and the final recommendation by the Town Council appointed study group.

## **APPENDICES**

- A. Paradise Town Council Resolution # 11-10**
- B. Town of Paradise Request for Proposal to CAL FIRE**
- C. CAL FIRE'S January 20, 2012 Proposal**
- D. Projected Budget Comparisons (for length of contract) Between  
the Town's Fire Department & the Four Service Level Alternatives  
Submitted by CAL FIRE**



## **APPENDIX A**



**TOWN OF PARADISE  
RESOLUTION NO. 11-10**

**A RESOLUTION OF THE TOWN COUNCIL OF THE TOWN OF PARADISE AUTHORIZING  
THE TOWN MANAGER TO INVESTIGATE THE POSSIBILITY OF CONTRACTING TOWN  
FIRE SERVICES TO CAL FIRE**

**WHEREAS**, the Town of Paradise continues to face serious financial challenges that threaten its current financial stability and long term fiscal solvency; and,

**WHEREAS**, the Town of Paradise, among various actions that it has already implemented to address these financial challenges, is presently exploring possible alternative means of delivering various Town services and programs; and,

**WHEREAS**, the Town of Paradise is interested in investigating the possibility of contracting fire services as part of that overall effort to evaluate alternative service delivery options; and,

**WHEREAS**, the Town of Paradise desires to continue to provide effective fire protection and emergency response service to our community;

**NOW, THEREFORE, BE IT RESOLVED BY THE TOWN COUNCIL OF THE TOWN OF PARADISE** as follows:

**Section 1.** That the Paradise Town Council authorizes the Town Manager to investigate the possibility of contracting Town fire services to CAL FIRE and, at the conclusion of his investigation, directs him to report back to the Town Council with his findings and recommendations.

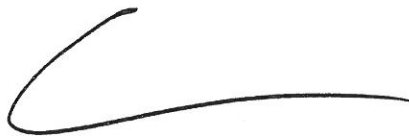
**PASSED AND ADOPTED** by the Town Council of the Town of Paradise, County of Butte, State of California, on the 12<sup>th</sup> day of April, 2011, by the following vote:

AYES: Steve "Woody" Culleton, Joe DiDuca, Scott Lotter, Tim Titus and Alan White, Mayor.

NOES: None

ABSENT: None

NOT VOTING: None




\_\_\_\_\_  
ALAN WHITE, Mayor

ATTEST:

  
JOANNA GUTIERREZ, Town Clerk

APPROVED AS TO FORM:

  
DWIGHT L. MOORE, Town Attorney





4403525

**TOWN OF PARADISE  
COUNCIL AGENDA REPORT  
DATE: APRIL 12, 2011**

**AGENDA NO. 2.c.**

**ORIGINATED &  
REVIEWED BY: Charles Rough, Town Manager** *CR*

**SUBJECT: RECOMMENDED ADOPTION OF RESOLUTION NO. \_\_\_\_\_, A  
RESOLUTION OF THE TOWN OF PARADISE TOWN COUNCIL  
AUTHORIZING THE TOWN MANAGER TO EXPLORE THE  
POSSIBILITY OF THE TOWN CONTRACTING FIRE SERVICES  
TO CAL-FIRE**

**COUNCIL ACTION REQUESTED:**

- 1. Adopt Resolution No. \_\_\_\_\_, a resolution of the Town of Paradise Town Council authorizing the Town Manager to evaluate the possibility of the Town contracting fire services to CAL-FIRE; or**
- 2. Decline to adopt Resolution No. \_\_\_\_\_ at this time.**

**BACKGROUND:**

The Town of Paradise continues to have serious short and long term financial challenges despite having implemented since December, 2008, a number of cost-cutting measures, and work force reductions. However, there is much more that needs to be done, and must be done to preserve and protect the immediate and long term financial stability and fiscal solvency of the Town.

There are three primary factors for our continued struggles financially.

**The Economy:**

The first factor is the economy. While on a national level, there are signs of economic recovery, and officially, the recession is supposedly over; the reality on the ground in our own community is very different. Unemployment is still high. Our housing market is still in decline. While consumer spending is showing a slight uptick from the declines of the previous year, it's tenuous at best with the rising prices of fuel and food, and other consumer goods.

Over 22% of the properties in Paradise have been re-appraised, which will result in lower property tax revenues for the Town.

## **Council Agenda Report**

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### **Federal & State Budget Impacts:**

At this writing, we don't know the full import of the federal government shutdown (if it occurs), next year's federal budget, or the ongoing state budget crisis.

What we do know is that our federal Community Development Block Grant (CDBG) funding in terms of current year reimbursements, and next year's allocation might be in jeopardy. On the state level, the same holds true with our annual COPS funding allocation, which might be in jeopardy as well.

### **Unfunded Liability:**

The Town has taken a number of actions in recent years to reduce its long term unfunded liabilities in both the area of retirement pensions and retiree medical. These actions included refinancing and reducing our unfunded liability obligations to PERS, the establishment of a separate retirement tier for new hires, and the establishment of a new, more restrictive retiree medical vesting schedule for new hires.

However, based on the recently completed valuation report on retiree medical through July 1, 2010, the Town still faces (as identified in our earlier audit presentation report on this same agenda) a significant and serious retiree medical unfunded liability problem that needs to be resolved immediately.

### **DISCUSSION:**

The due diligence investigation of alternative means to deliver some of our essential services is a big part of what we are presently doing as part of our effort to address, and to help resolve the serious financial challenges that the Town faces from the economic downturn, the potential fall-out from the federal and state budget crises, and the retiree medical unfunded liability problem. Much of this current research and evaluation of alternative delivery systems may well be part of next fiscal year's proposed budget.

One of those possible service delivery alternatives that the Town, at the very least, needs to explore, evaluate, and assess is the possibility of contracting fire services to CAL-FIRE. The Town is basically an island surrounded by a large CAL-FIRE service area. Therefore, it makes sense for the Town, especially during this transition period for our fire department, to determine if a possible contract relationship represents any potential improvement in fire response and protection for our community, as well as represents any cost savings to the Town - especially in terms of long term savings.

## Council Agenda Report

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Therefore, I'm requesting the Town Council's approval of the attached resolution, which essentially represents the very first step in our Town's investigation of a possible contract for fire services with CAL-FIRE. I want to emphasize that the adoption of this resolution, which merely authorizes me to initiate the investigation of this alternative means of delivering fire services to our community, *doesn't* mean in any way that contracting for fire services with CAL-FIRE is a sure thing. This is *not* a done deal.

If this resolution is adopted this evening, the really hard work begins. The Town will meet with CAL-FIRE to discuss the full range of issues involved and contract options possible. Among the many issues involved in exploring a possible services contract will be defining the preferred levels of service, station coverage, depth of coverage, dispatch services, making sure that all of our current fire personnel are picked up by CAL-FIRE, transferability of benefits, etc.

The Town will then develop a Request for Proposal that will be submitted to CAL-FIRE/Butte County Chief George Morris, and that allows Chief Morris, CAL-FIRE, and the State to formally respond back to the Town with a specific services proposal. This proposal from CAL-FIRE will be the basis on which the Town determines if contracting for fire services with CAL-FIRE makes sense for our community's future fire protection, and emergency response services, as well as from a cost savings perspective.

The team that will be assisting me in exploring the CAL-FIRE services contract option will consist of Asst. Town Manager Lauren Gill, Finance Director Gina Will, Human Resources Assistant Crystal Peters, and former fire chief Jim Broshears, who will serve as my fire operations technical advisor. I will also be regularly consulting with Interim Fire Chief Rob Cone, our battalion chiefs, and our fire department personnel throughout this investigative process, as well.

In fact, in light of the Town's financial situation, our Paradise Firefighter's Association supports the Town at least exploring this possible contract for fire services with CAL-FIRE.

As this process moves forward, my team, several members of the Town Council, and myself, intend to hold regular meetings with our fire department personnel to keep them regularly informed about the various issues, as well as to receive their input, counsel, and suggestions.





# TOWN OF PARADISE

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TELEPHONE (530) 872-6291 FAX (530) 877-5059  
[www.townofparadise.com](http://www.townofparadise.com)

April 12, 2011

Chief George Morris  
Butte Unit Chief - CAL FIRE  
Butte Unit  
176 Nelson Avenue  
Oroville, California 95965

Unit Chief Morris:

On April 12, 2011, Town Council of the Town of Paradise took action to authorize a formal study of the potential for contracting emergency services with CAL FIRE for the protection of the Town of Paradise.

Please consider this letter a formal Request for Proposal to develop an analysis of costs and benefits for the Town of Paradise. The Town of Paradise considers public safety one of the primary responsibilities of a governing body, and as such, providing emergency services that meet or exceed the current level of service is of the highest importance to the community and the Paradise Town Council.

The Town Council of the Town of Paradise hereby authorizes Town Manager to have signatory authority on behalf of the Town of Paradise for development of a Request for Proposal and any agreement that may arise from that proposal. Additionally, the Town Manager is directed to support and assist CAL FIRE with any information needed to develop the proposal.

Please contact the Town Manager if you have additional questions. Mr. Rough can be reached by telephone at 872.6987 or by email at [crough@townofparadise.com](mailto:crough@townofparadise.com).



Thank you for your time and assistance with this critical community issue. We thank you for your long-standing commitment to protecting the lives and property of our Ridge residents, and we look forward to reviewing your proposal.

Sincerely,



Alan White

Mayor

Cc: Town Council  
Town Manager  
Town Attorney  
Town Clerk  
Assistant Town Manager  
Finance Director  
Human Resources Manager  
Paradise Fire Fighters Association  
Mr. Jim Broshears

## **APPENDIX B**




440-03-23

**TOWN OF PARADISE  
COUNCIL AGENDA REPORT  
DATE: SEPTEMBER 15, 2011**

**AGENDA NO. 2. a.**

**ORIGINATED &**

**REVIEWED BY:** Charles Rough, Town Manager   
Lauren Gill, Asst. Town Manager  
Gina Will, Finance Director  
Crystal Peters, HR Analyst  
Jim Broshears, Study Group Advisor

**SUBJECT: RECOMMENDED APPROVAL OF A REQUEST FOR PROPOSAL (RFP)  
FOR POSSIBLE FIRE PERSONNEL SERVICES THAT THE TOWN WILL  
SUBMIT TO CAL FIRE IN ORDER FOR THEM TO RESPOND WITH  
AN ACTUAL WRITTEN PROPOSAL FOR THE TOWN TO CONSIDER  
AND EVALUATE**

**COUNCIL ACTION REQUESTED:**

- 1. Approve the Request for Proposal (RFP) as submitted, and authorize the Town Manager to submit the RFP to CAL FIRE; or**
- 2. Make further changes to the RFP, and authorize the Town Manager to submit the further revised RFP to CAL FIRE; or**
- 3. Decline to approve the Request for Proposal at this time.**

**BACKGROUND:**

The Town Council will recall that the Council adopted on April 12, 2011, Resolution No. 11-10 which authorized the Town Manager to investigate the possibility of contracting Town fire personnel services to CAL FIRE.

This action by the Council was based on its commitment to maintain effective emergency fire protection, emergency medical and basic life support services to our community, but to explore if there was a more feasible alternative that would make more sense fiscally and operationally in light of the significant fiscal situation facing the Town as a result of the economy, federal and state budget impacts, and the retiree medical unfunded liability problem.

The study of the feasibility of exploring a possible contract with CAL FIRE was also endorsed by the Paradise Fire Fighters Association.

## **Council Agenda Report**

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Since the resolution was adopted, the Town Manager and his study group composed of Asst. Town Manager Lauren Gill, Finance Director Gina Will, HR Analyst Crystal Peters, and former fire chief Jim Broshears (who served as our technical advisor), met with CAL FIRE to get a better understanding of the process that CAL FIRE will follow; researched other agreements that CAL FIRE has in place with agencies throughout the state, including municipalities; and held two meetings with our fire rank-and-file personnel to explain the entire process involved with this investigation, as well as to get their input with regards to the latest working draft of the request for proposal.

The overall objective of the request for proposal is to make sure that it will result in a detailed, comprehensive and responsive proposal from CAL FIRE that the Town can properly evaluate, and from which the Town Council can make an educated decision as to the merit of contracting fire personnel services to CAL FIRE.

It's expected that once CAL FIRE receives the Town's Request for Proposal that CAL FIRE will take a good three months developing the proposal that they will submit to the Town for our consideration.

What this request for proposal clearly is not, is the actual service contract agreement with the State and CAL FIRE. That's much later in the process and only if the Town Council determines to pursue a contract with CAL FIRE. So the level of definition and detail at this early request for proposal stage in the process, though extensive, does not even begin to compare to the level of detail and definition that will be ultimately in any legal contract agreement between the Town of Paradise, and the State and CAL FIRE.

The overall process involved is outlined in a chart provided by CAL FIRE, which I have attached for the Town Council's benefit.

### **DISCUSSION:**

This recommended request for proposal accomplishes the following:

1. The RFP ensures that the Town Council retains its discretionary decision-making authority relative to level of service, budget, and funding for fire services in our community.

## **Council Agenda Report**

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2. The RFP ensures that the Town's fire department infrastructure (i.e. fire stations, fire apparatus, fire equipment, etc.) remains under the ownership and control of the Town.
3. The RFP includes three primary service alternatives with CAL FIRE that with CAL FIRE's coverage capabilities might match or exceed the Town's current level of service.
4. The RFP is seeking through this proposal from CAL FIRE to maintain within reason the the Town's current ISO rating.
5. The RFP encourages CAL FIRE to submit as part of their proposal additional variations on any of the three service level alternatives that might be further beneficial to Paradise.
5. The RFP requires that CAL FIRE hire all of our fire personnel at the time of the possible transition.
6. The RFP includes a number of optional services that the Town is seeking further information about, including costs (i.e. dispatch, etc.).

### **CONCLUDING COMMENTS:**

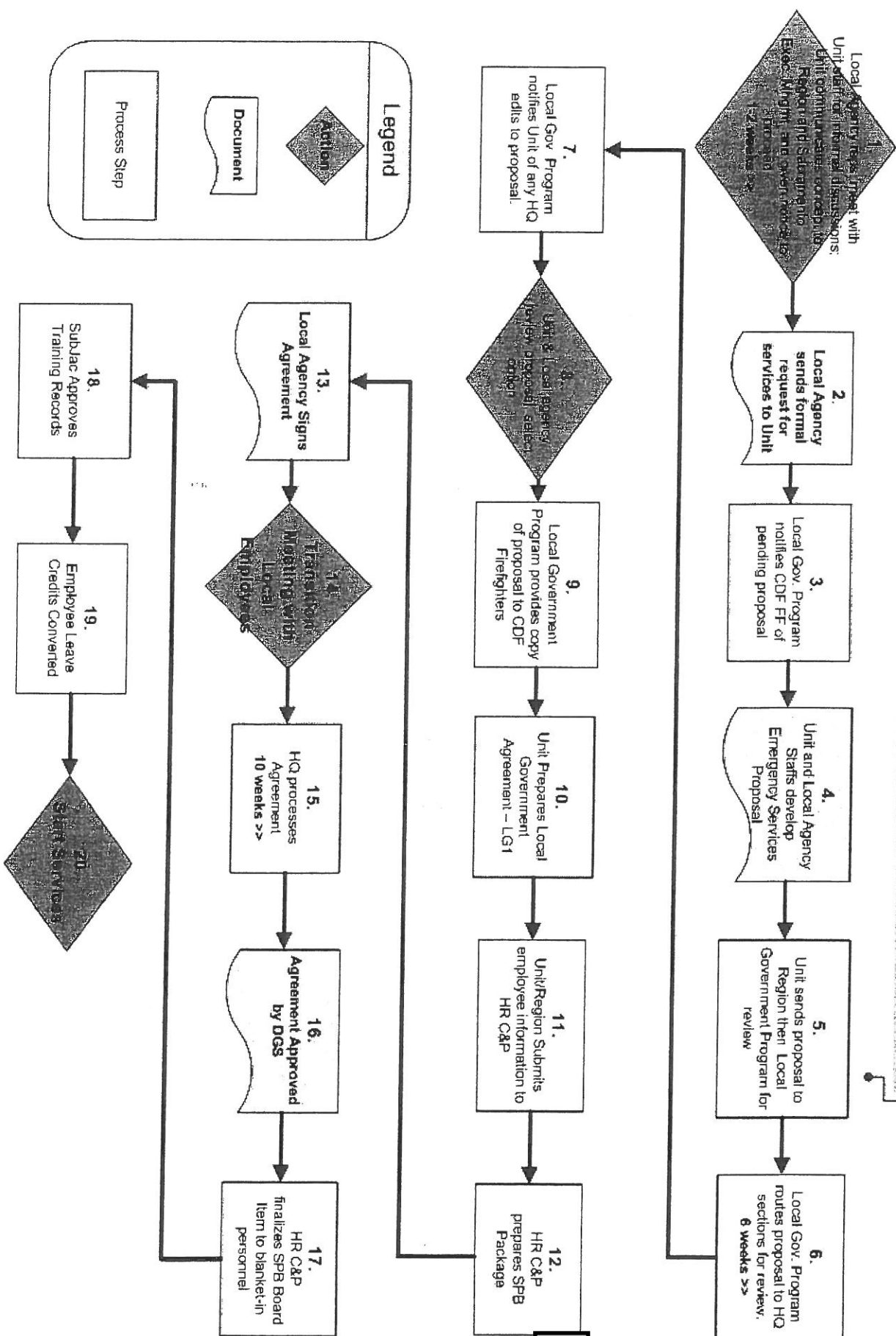
This fact finding exercise in the form of a request for proposal to CAL FIRE needs to be viewed in the larger context of our Town's continual effort at exploring various options and alternatives with the delivery of our Town services.

We look forward to receiving an actual proposal from CAL FIRE to begin the in-depth comparison, evaluation and analysis necessary that the Town Council will need in order to determine if a personnel services contract with CAL FIRE represents real, tangible short and long term cost and service benefits for our community.



# CAL FIRE Partnership Agreement

Flow Chart  
July 30, 2009



## **Town of Paradise Request for Proposal**

The Town Council of the Town of Paradise respectfully requests that the CAL FIRE/Butte County Unit provide a proposal for a full-service fire protection contract based on the Town's Request for Proposal contained in this document.

This Request for Proposal is based on the Town's need to determine the feasibility of a possible personnel services contract with CAL FIRE.

Our intent is to maintain our current ISO rating as reasonably possible in terms of staffing, station coverage, response times, resources at scene of incident, training, etc.

The purpose of this formal Request for Proposal is to obtain from CAL FIRE a detailed proposal for evaluation purposes that provides us with specific costs which CAL FIRE will charge the Town for the various personnel service-related contract alternatives/options included in this Request for Proposal.

### **Basic Contract Services Criteria with CAL FIRE**

#### **Term of Contract:**

The personnel services contract with CAL FIRE shall be an initial three-year contract with an early-out provision included in the contract in the event that the Town determines that the personnel services contract with CAL FIRE is no longer in the best interests of the Town. All subsequent personnel services contracts beyond the first three-year contract with CAL FIRE shall contain the same early-out provision.

#### **Town Authority, Control & Responsibility:**

1. The Town Council shall maintain local discretionary decision-making, identity, and control over level of service (staffing levels, station configuration, etc.), budget, and funding for emergency fire protection, emergency medical response, and basic life support in the Town provided by CAL FIRE.
2. The Town of Paradise shall retain ownership, control, and responsibility for the maintenance and replacement of all real property assets and equipment, including fire apparatus.
3. Fire Marshal duties, which include the enforcement of Title 19 of the California Code of Regulations and all applicable codes in the Paradise Municipal Code pertaining to building/fire codes, and building safety inspections, shall continue to be the Town's responsibility, and will not be part of the personnel services contract with CAL FIRE.

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### **CAL FIRE Contractual Duties, Responsibilities & Obligations:**

1. CAL FIRE's services, provided through a contract with the Town, will meet the Town's desired service levels at an economical cost, as identified in this Request for Proposal.
2. CAL FIRE's emergency fire protection, emergency medical response and basic life support services will include commercial, residential, and wild land fire protection, outdoor fire safety inspections and wild land fire prevention, investigation; hazardous materials incident response in conjunction with the Haz Mat JPA; vehicle fires; emergency vehicle extrication; hazardous conditions response (flooding, downed power lines, earthquake, terrorist incident, etc.); Emergency Medical Technician (EMT) level emergency medical and rescue response; and public service assistance.
3. CAL FIRE will provide for the professional management and operational control of the fire department following the level of service and policies established by the Town Council.
4. CAL FIRE will recruit, test, hire, train, and manage full-time personnel required to deliver this service. Labor negotiations, Worker's Compensation, personnel administration, employee benefits, and career development will be CAL FIRE's responsibility.
5. CAL FIRE will staff the identified fire stations with qualified personnel at levels established by the Town Council.
6. CAL FIRE through agreed on station staffing and configuration, as well as initial, and extended emergency response deployment will meet the standards of response cover needs for the Town and community.
7. CAL FIRE will designate which fire stations as "must cover" stations. "Must cover" means that any time the staffed apparatus are committed to an emergency or activity that precludes a response to a second incident, the City will be covered by either: 1) Cover engine will be dispatched from another station, 2) Call back of off-duty personnel, or 3) Activation of volunteer fire fighters. This will provide an immediate fire engine for second emergency or support to the initial emergency.
8. CAL FIRE will provide training to all employees, by qualified instructors, that will meet or exceed the accepted industry standards, requirements, and specific operational needs of the Town.

## **Town of Paradise Request for Proposal**

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9. CAL FIRE will initially maintain the Paradise Volunteer Fire Fighter Program until the Town and CAL FIRE determines when it's appropriate to transition our program to CAL FIRE's existing volunteer program. The Town recognizes the importance and effectiveness of the contribution of an active, well trained volunteer fire program to the Town's overall fire protection and deployment process. CAL FIRE will strive to improve the effectiveness of the volunteer program by offering volunteer firefighters additional certifications and training whenever needed and/or required.
10. The Town will receive a depth of coverage that is a combination of CAL FIRE managed state funded personnel and resources operating from Town stations and adjoining CAL FIRE/Butte County Unit station(s). There will be no charges from CAL Fire to the Town, or vice versa from the Town to Cal-Fire, for mutual coverage support during emergencies that were considered automatic mutual aid between the Town and CAL-FIRE prior to this contract.
11. The state will act as the Town's agent in recovering suppression costs of a fire caused by negligence, violation of law, or failure to correct noticed fire safety violations when using the Town's equipment and personnel under terms of the Town's contract agreement with CAL FIRE.
12. During the contract with CAL FIRE the Town of Paradise seal/logo will still be prominently displayed on all Town-owned fire engine apparatus, and in addition will include a reference to CAL FIRE.
13. CAL FIRE will be responsible for the enforcement of all applicable State fire codes and code provisions in the Paradise Municipal Code pertaining to outdoor fire prevention and life safety inspections, and issuance of Town burn permits.
14. CAL FIRE will maintain a representative in the Town's Emergency Operations Center (EOC) when the EOC is activated. Likewise, CAL FIRE will allow a Town representative at CAL FIRE's Incident Command throughout the duration of an emergency.

### **Dispatch Optional Service:**

As part of its evaluation of a possible fire services contract with CAL FIRE, the Town of Paradise is seeking level of service and cost-related information concerning the CAL FIRE 9-1-1/Emergency Command Center (ECC).

## **Town of Paradise Request for Proposal**

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It is our understanding that if the Town were to contract for this optional service that CAL FIRE will assume responsibility for all fire/medical emergency dispatching of emergency resource units covered by the Town's agreement with CAL FIRE.

The Town understands that it's likely that contracting for dispatch services through CAL FIRE will involve additional contract costs involving additional dispatcher positions. In order to determine if this is a preferred option for the Town, the Town needs to know the following information:

- a. Actual cost for each contracted dispatcher position (i.e. salary & benefits) that would be required with the Town contract.
- b. Any other identified costs that will be charged to the Town (administrative fee, etc.) under a contract with CAL FIRE for dispatching the Town fire/medical 911 calls through the CAL FIRE Command (Dispatch) Center.
- c. Identification of emergency response level of service improvements in utilizing the CAL FIRE Command (Dispatch) Center, as opposed to continuing to dispatch Paradise 9-1-1 medical/fire calls through the Town's communications/ dispatch center.
- d. Identification of any disadvantages to contract the dispatch of 9-1-1 fire/emergency calls through the CAL FIRE Command (Dispatch) Center (ECC).

### **Actual Fire Service Delivery Alternatives:**

The Town of Paradise seeks to maintain, as well as to possibly improve fire protection and emergency response capabilities in our community. Therefore, the Town is seeking information related to three different possible service delivery alternatives. The primary difference between the three service delivery alternatives is the number and classification of the fire fighters on duty at each fire station, the number of fire stations staffed on a year-around, or seasonal, 24/7 basis, and how Station # 35 factors into each alternative.

#### **Service Delivery Alternative #1**

- (1) Asst. Chief (Two options: 100% dedicated to Town or shared w/CAL FIRE)
- (1) Battalion Chief on 24/7 basis (Two options: 100% dedicated to Paradise or shared with Battalion #1)
- (3) - Person engine crew (Captain, Engineer, Firefighter II)
- (2) - Active fire stations

\*Special Note: Station #35 treated as same point of automatic & mutual aid agreements

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### **Service Delivery Alternative #2**

- (1) Asst. Chief (Two options: 100% dedicated to Town or shared w/CAL FIRE)
- (1) Battalion Chief on 24/7 basis (Two options: 100% dedicated to Paradise or shared w/Battalion #1)
- (2) - Person engine crew (Captain, Engineer)
- (3) - Active fire stations

\* Special Note: Station #35 treated as same point of automatic & mutual aid agreements

### **Service Delivery Alternative #3** (Blended State/County Fire Station Alternative)

- (1) Asst. Chief (Two options: 100% dedicated to Town or shared w/CAL FIRE)
- (1) Battalion Chief on 24/7 basis (Two options: 100% dedicated to Paradise or shared w/Battalion#1)
- (3)- Person engine crew (Captain, Engineer, Firefighter II for two of the stations)
- (3)- Active fire stations (third station is Station #35)

\* Special Note: (During Winter (Amador) period Town will provide a fire engine & one (1) Firefighter II for Station #35; During fire season, Station #35 shall be designated a must cover station.

CAL FIRE should be aware that while the ultimate objective to further improve response times for the Town (and CAL FIRE) is to have a future road connection for Forest Road to Skyway, we would ask that in the interim CAL FIRE considers the possible use of our current Wagstaff station for any of the three alternatives identified above.

### **Administrative and Support Services:**

1. The CAL FIRE/Butte County Fire Chief will be appointed as fire chief for the Town of Paradise, and will represent the Town in that capacity. The CAL-FIRE/ Butte County Unit Fire Chief shall report to the Town Manager/Director of Emergency Services.

This individual will manage the fire department in a professional and efficient manner, attend Council meetings, prepare, present and manage the fire department budget, provide personnel management services, attend other policy meetings or events as appropriate or requested, and coordinate emergency planning with other agencies including automatic and mutual aid agreements.

2. The administrative and support services functions for the infrastructure of the fire department (i.e. major improvements, repairs and maintenance of Town-owned fire



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3. facilities; and maintenance and replacement of fire apparatus equipment, etc) will be managed by the Town of Paradise.
4. All administrative and support services, and management functions related to contracted fire personnel (i.e. personnel administration, labor relations, contract negotiations, etc, disciplinary actions, uniforms, turnouts, medical response & firefighting materials and supplies, etc.) will be performed by CAL-FIRE.

### **Chief Officers Assigned:**

Depending on the fire delivery level of service determined by the Town, either the CAL FIRE Assistant Chief/0Division Chief, or the CAL FIRE Battalion Chief assigned to Paradise will serve as the primary administrative contact to the Town, and/or manage the day-to-day personnel and operational functions of the department.

### **CAL FIRE Will Provide Employment Opportunities for Current Town of Paradise Permanent Full-Time Fire Employees:**

In the event, that the Town decides to contract fire personnel services to CAL FIRE, the full-time fire department employees of the Town will be transitioned into CAL-FIRE employment. There won't be any layoffs of current Town fire employees as a result of the transition.

The assigned classification and salary in CAL FIRE will be based on and commensurate with training, experience and position with the Town.

It is understood that separate from this Request for Proposal and CAL FIRE's submittal of an actual fire services proposal in response to the Town's RFP, issues related to current Town fire employee benefits will be addressed in a Transition Memorandum of Understanding Agreement between the Town of Paradise and the Paradise Fire fighters Association, prior to approval of an actual cooperative services contract between the Town of Paradise Town Council, the State of California, and CAL FIRE.

### **Communications Performance Standards**

In the event that the Town were to choose the CAL FIRE dispatch option mentioned previously in this RFP, the Town's Dispatch/Communications Center will continue as the primary 9-1-1 answering point (PSAP) for the Town under this agreement. CAL FIRE ECC will dispatch all fire and medical units, and make all other notifications and requests to assisting agencies for additional resources. CAL FIRE ECC would also be the coordination point for outside agencies to mitigate a fire, rescue, or medical emergency. This would include other fire agencies for mutual and automatic aid.

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### **Town-Owned Facility Maintenance Responsibilities:**

Town-owned fire station facilities will be maintained and repaired by CAL FIRE staff within their skills including normal housekeeping, minor landscape maintenance and minor repairs. More extensive repairs and maintenance will be performed by the Town.

### **Fire Prevention and Investigation Services:**

CAL FIRE will assist the Town with the following programs:

- Outdoor fire and life safety inspections and enforcement as per applicable State and Town Paradise Municipal Codes
- Public education (i.e. school and civic programs, community outreach, etc)
- Fire hazard Reduction Program (i.e. emergency response pre-planning, special event fire safety plans/inspections)

CAL FIRE will provide arson investigation, and related law enforcement assistance (to the Paradise Police Department) on an as-needed basis.

### **Identification of Current CAL FIRE Administrative Fee:**

The proposal from CAL FIRE will include an identification of the current administrative fee that CAL FIRE will charge to the Town under a fire services contract, both in terms of actual dollars and the current percentage rate, an indication as to how long this current administrative fee has been in effect, how much longer this current administrative fee is expected to remain effective and a projection of future administrative fee increases, an explanation as to what expenses (pro-rated, etc.) the current administrative fee covers, and how it was applied to this specific contract proposal.

### **Regular Reporting & Billing Requirements to the Town:**

CAL FIRE will provide a monthly fire department activity report to the Town Manager, which the Town Manager shall in turn copy to the Town Council. The monthly activity report will include all fire department activities for a given month broken down by category (i.e. emergency fire suppression incidents, property loss estimates (if applicable), emergency medical responses, coverage or response time issues (if any), other emergency-related incidents, fire volunteer program, support and activities, etc.).

CAL FIRE will provide an annual fire department report to the Town Manager, which in turn will be presented by CAL FIRE to the Town Council in public session for the benefit of the

## **Town of Paradise Request for Proposal**

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community. This annual report will be a detailed summary of the department's activities (as mentioned above) and statistical data broken down by category for the previous year, as well as an identification of challenges and issues addressed during that time period, or that remain unresolved.

CAL-FIRE will provide detailed billings, based on the Town's personnel services contract with CAL FIRE, to the Town's Finance Director for payment.

### **The CAL FIRE Proposal Shall Also Include the Following:**

1. Request a 10-year history of the statewide administrative fee charged to other agencies contracting for CAL FIRE services.
2. Request a ten-year history of CAL FIRE salary and benefit increases that have been passed on in the form of increased costs to its contracting agencies, especially municipalities.
3. Besides providing the Town with specific costs associated with the three service level alternatives identified in this RFP, we ask that CAL FIRE include in their proposal any further variations on the three service level alternatives (and their costs as well), or additional level of service alternatives for the Town to consider that might be applicable to providing contracted fire services to the Town.
4. Provide as an option the cost/rates of CAL FIRE providing possible emergency back-up maintenance & repair of our fire apparatus by CAL FIRE during fire season.
5. Provide as an option the cost of CAL FIRE providing the Town with fire prevention services that would include state mandated facility and commercial building inspections, outdoor fire and life safety inspections, and enforcement of Town outdoor burn regulations and other applicable regulations under the Paradise Municipal Code.
6. Provide as an option the cost of CAL FIRE immediately absorbing our current fire volunteer program into CAL FIRE's existing fire volunteer program.
7. Identify a realistic time frame that such a contract would actually be in place if the Town Council approves going forward with a contract with CAL FIRE.
8. Please, submit 10 hard copies of your CAL FIRE proposal, as well as the proposal on CD format, to the attention of Town Manager Chuck Rough, Town of Paradise, 5555 Skyway, Paradise, CA 95969.

## **APPENDIX C**



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## Executive Summary

The Town of Paradise has requested the CAL FIRE Butte Unit (CAL FIRE) provide proposals for Full Service Fire Protection Services with full Administrative Support and Headquarters Support. This document contains essential information to assist the Town Council in formulating a decision on contracting fire protection services with CAL FIRE.

CAL FIRE's mission, as directed and authorized by the State Legislature and statutes, is to provide contractual emergency service to local governments throughout California when requested. In meeting this mission, we have a history of providing this service since the 1930s. CAL FIRE provides more than 140 emergency services contracts with cities, special districts, and counties throughout California. Locally, CAL FIRE has eighty years of history providing integrated cooperative fire protection services to Butte County and over twenty years to Gridley and Biggs. These programs are mutually beneficial and provide for the level of service that each agency desires and can afford. We are honored that the Town of Paradise has requested a proposal for us to provide full service fire protection and believe that working together we can enhance fire protection for the citizens of the Town of Paradise, Butte County and the State of California.

CAL FIRE is a modern, full-service fire protection and emergency management agency that provides comprehensive fire protection. Therefore, we are prepared to provide full service fire protection and other emergency services to the Town of Paradise. We are committed to providing regional fire protection solutions that make the most effective use of limited emergency protection resources by efficiently sharing valuable personnel and equipment. The foundation of our proposal is that the concept of regional fire protection is beneficial for the citizens of the Town of Paradise, Butte County and the State.

## Proposal Design Criteria

The Town Council has demonstrated a commitment to providing fire and life safety protection to the citizens of the Town of Paradise. With the Request for Proposal the Town has directed that this service be provided economically and efficiently.

The following elements describe the design criteria for this Proposal and we believe would fully meet the level of service expected:

1. The Town of Paradise Town Council will maintain local identity of their fire department and control of level of service, budget, and funding for fire protection in the Town provided by CAL FIRE. The Town of Paradise seal and logo will be prominently displayed on all fire apparatus and facilities of the Town.
2. The Town will retain ownership, control and responsibility for the maintenance and replacement of all real property assets and equipment, including fire apparatus.
3. The services provided through contract with CAL FIRE will meet the Town's desired service levels.

4. The proposal will provide for effective fire protection alternatives with one goal being to maintain the Town's current ISO rating.
5. CAL FIRE will provide for the professional management and operational control of the fire department following the level of service and policies established by the Town Council.
6. Career opportunities will be available to the existing Town permanent full-time fire protection employees. Their jobs will be protected, and no layoffs will occur as a result of this transition. Some personnel may be reassigned to CAL FIRE positions outside of Paradise.
7. CAL FIRE will recruit, test, hire, train, and manage full-time personnel required to deliver this service. Labor negotiations, Worker's Compensation administration, Employee Benefits, and Career Development would be CAL FIRE's responsibility, thereby reducing workload and costs on Town staff.
8. CAL FIRE will staff the Town fire stations with qualified personnel at classifications established by the Town Council and consistent with CAL FIRE job descriptions and classifications.
9. Initial and extended emergency response and station staffing will meet or exceed the standards of response cover needs of the Town.
10. CAL FIRE will maintain the Town Volunteer Firefighter program. CAL FIRE recognizes the importance and effectiveness of the contribution of the Volunteer Firefighters to the fire protection system in the Town and regionally. CAL FIRE will strive to improve the effectiveness of the existing program.
11. CAL FIRE will establish a station cover plan that ensures that when adequate resources are available, appropriate Town fire stations are covered. This will include the use of mutual aid resources, call back of off duty personnel and/or activation of volunteer fire fighters.
12. CAL FIRE will provide information relative to the CAL FIRE Emergency Command Center dispatching Town fire apparatus to emergencies in and adjacent to the Town under the standard response plans and terms of automatic or mutual aid agreements approved by the Town Council. All alternatives presented in this proposal include CAL FIRE provided fire dispatching services.
13. CAL FIRE will provide training to all employees, by qualified instructors, that will meet or exceed the accepted industry standards, requirements, and specific operational needs of the Town. CAL FIRE will provide transitional training to Town firefighters to assist them in understanding and succeeding within CAL FIRE.
14. CAL FIRE will provide information about providing emergency repair on an emergency basis for Town fire apparatus.
15. The Town, Butte County and the State will benefit from the ability to immediately share resources as needed during emergencies. The use of a closest resources concept more efficiently and economically provides for the speed and weight of response needs of the Town and surrounding area.



16. CAL FIRE personnel assigned within the Town cooperative agreement will be responsible for enforcement of State fire codes and the Paradise Municipal Codes related to outdoor fire prevention and life safety inspections as directed by the Town. Assigned personnel will also issue Town burning permits.
17. CAL FIRE will provide personnel as needed to the Town Emergency Operations Center (EOC) when activated and participate in and provide training as needed related to EOC operations. The Town of Paradise may assign Town personnel to CAL FIRE Incident Command Team (ICT) Deployments that may affect the Town or vicinity. This representative's contact on the ICT will typically be the assigned Liaison Officer.

## **Contracting Process**

It is our recommendation that the Town Council review the service alternatives and costs to determine the type and level of service then make a formal request to negotiate a cooperative agreement with the state. CAL FIRE will work with your staff on the details of the agreement. Once approved, CAL FIRE will return to the Town Council with an executable agreement that details the delivery of that service level, the costs associated, and the entire transition and contract process.

If the Town Council decides to move forward with a cooperative agreement, we further recommend that the Town Council authorize the Town Manager and two Council members to negotiate on their behalf in order to work through the details of the agreement. A satisfactory document can then be presented to the Council for review and adoption. The CAL FIRE Unit Chief is the authorized representative for CAL FIRE for these negotiations and for contract administration.

Once an acceptable service level, price, and transition process is approved, CAL FIRE will begin the formal actions required to enact the agreement including transitioning the administration, operations and employees to CAL FIRE. It takes 90 to 120 days for the State Personnel Board to hear and approve the formal transition of the Town of Paradise employees into California Civil Service with CAL FIRE.

## **Budget and Payment for Services**

The fire department budget will be approved by the Town Council in the same manner as today. The most significant difference is that personnel costs for full-time employees and other services paid for directly by CAL FIRE will show as a line item contract amount to CAL FIRE. This line item will include only those items that CAL FIRE pays for out-of-pocket and receives reimbursement from the Town. Other budget items will be managed the same as the current fire department administration, following Town purchasing and budget rules. CAL FIRE's chief officer assigned to Paradise will assist with developing the fire department budget.

CAL FIRE provides a quarterly payment schedule for personnel and operational services delivered. We enter into a "Not to Exceed" contract with the Town for an amount to cover costs for personnel and contracted operational services. The contract is for

reimbursement of actual direct and indirect expenses incurred by CAL FIRE in providing the service. Payments are made to CAL FIRE in arrears, on a quarterly basis as follows:

December – First Quarter actual billing (July, August, September)  
January – Second Quarter actual billing (October, November, December)  
February – Fourth Quarter *estimated* billing (April, May, June)  
April – Third Quarter actual billing (January, February, March)

After the end of the fiscal year, reconciliation is performed and either a clean-up billing or a credit is issued. We strive to make all estimates for billing purposes as accurate as possible to avoid any large clean-up billings. CAL FIRE billing practices are compliant with Office of Management and Budget Circular A-87 principles and procedures.

## **Conclusion**

Fire department effectiveness is governed by several issues including the following, the speed of response and the weight of response. Speed of response requires that first due emergency response resources be strategically located within a jurisdiction. Weight of response is related to multiple resources responding to significant emergencies like structure fires, vegetation fires, traffic collisions or complex rescues. For significant emergencies enough fire fighters must assemble at the scene in a reasonable amount of time to intervene and control the emergency before it can escalate. For a structure fire, and other significant emergencies or multiple less serious emergencies, the Town cannot assemble enough Town firefighters to adequately intervene. This indicates a weight of response problem that requires assistance through various agreements from surrounding fire departments. This is a common issue with all fire departments in Butte County.

The Paradise Town Council has a need to provide an important emergency service delivery system within limited revenues. By recognizing the benefits of a cooperative agreement for fire protection and emergency response with CAL FIRE, and partnering with Butte County in a regional solution while retaining local control, the Town can provide the level of service desired by the community.

Citygate Associates LLC describes the purpose and methods of a jurisdiction's fire department in the following way:

Why does a fire department exist?

- A fire department exists to provide neighborhood response to mitigate and terminate emergencies while small, and to lessen the human and economic impacts of threatening situations.

How does the fire department lessen emergency severity?

- By providing a layered service approach, sensitive to risks, population densities and demands for service.

What does the fire department do to control emergencies?

- The fire department deploys the appropriate type of unit for quick first response, followed up as needed with multiple, diverse unit types for complex emergencies.

This proposal maintains the purpose, methods and deployment of fire protection in the Town of Paradise and adds the benefit of full regional integration of fire resources. This benefits the citizens of the Town of Paradise, Butte County and the State of California.

# What is CAL FIRE?

**Mission Statement: The California Department of Forestry and Fire Protection (CAL FIRE) serves and safeguards the people and protects the property and resources of California.**

The California Department of Forestry and Fire Protection (CAL FIRE) is an emergency response and resource protection department. CAL FIRE protects lives, property and natural resources from fire, responds to emergencies of all types, and protects and preserves timberlands, wildlands, and urban forests. The department's varied programs work together using ongoing assessments of the condition of natural resources and challenges of an increasing population to plan protection strategies for California. Department personnel and equipment are a familiar sight throughout the state with responsibility for protecting over 31 million acres of California's privately-owned wildlands and providing emergency services of all kinds through local government agreements within 33 of California's 58 counties.

## **Fire and Emergency Response**

CAL FIRE responds on average to more than 5,000 wildland fires that burn over 172,000 acres each year. In addition, department personnel answer the call more than 350,000 times for other emergencies including structure fires, automobile accidents, medical aids, water rescues, civil disturbances, search and rescues, hazardous material spills, train wrecks, floods, and earthquakes. Because of CAL FIRE's size and major incident command experience, the department often assists at or commands major incidents or disasters statewide. These emergencies include command of large wildfires and wildfire sieges, assisting local agencies during major fires, earthquakes and floods and other state agencies such as the Department of Public Health during disease outbreaks.

## **Personnel and Equipment**

CAL FIRE covers its state emergency response mission with over 800 state and local funded fire stations, 39 conservation camps, 13 air attack bases, and 9 helitack bases. CAL FIRE's emergency response and resource protection mission is accomplished with a force of nearly 4,700 full-time fire professionals, foresters, and administrative employees, 2,500 seasonal firefighters, 5,000 local government volunteer firefighters, 2,000 Volunteers In Prevention, and 4,300 inmates and wards. To transport and support these forces, CAL FIRE operates over 1,095 fire engines (336 state and 759 local government), 215 rescue squads, 63 paramedic units, 38 aerial ladder trucks, 58 bulldozers, 5 mobile communication centers, and 11 mobile kitchen units. The department funds, via contract, an additional 82 engines and 12 bulldozers in six counties – Kern, Los Angeles, Marin, Orange, Santa Barbara, and Ventura. From the air, CAL FIRE operates 23 1,200-gallon airtankers, 11 helicopters, and 13 air tactical planes.

## **Agency Cooperation**

The State of California employs a robust mutual aid system that is essential to intervene in the diverse risks Californians face every day. CAL FIRE cooperative efforts via contracts and cooperative agreements between state, federal, and local agencies are an essential aspect of the mutual aid system in California.

### **Fire and Emergency Response Training**

CAL FIRE provides fire and emergency response training to its employees locally, regionally and at the CAL FIRE Academy in Lone. The Office of the State Fire Marshal (OSFM), a member of the CAL FIRE team since 1995, provides education and certification programs to the California fire service and its more than 900 fire departments. Through practical training exercises and classroom courses, every California firefighter is exposed to training standards that have been approved by CAL FIRE and the OSFM, among the best institutions in the nation for fire training education. Offering more than 1,000 classes annually, State Fire Training programs reach over 24,000 students each year. Over 2,000 CAL FIRE personnel attend the CAL FIRE Academy in Lone annually, participating in classes ranging from basic fire control to major incident command training using Incident Command System (ICS) and National Incident Management System (NIMS) principles and practices.

### **Life Safety and Fire Prevention**

The OSFM provides for fire safety where people live, work and congregate. OSFM staff enforce fire-related laws and codes in state-owned or operated buildings, adopt minimum building and fire safety regulations for use in all occupancies throughout the state, license those who inspect and service fire extinguishers, evaluate building materials against fire safety standards, approve fireworks devices, license fireworks technicians, operate the California All Incident Reporting System, (CAIRS), and regulate hazardous liquid pipelines that run throughout the state.

### **Enforcing Forest and Fire Laws**

CAL FIRE enforces state forest and fire laws by employing POST Certified law enforcement officers. CAL FIRE investigators determine fire causes and origins in all types of fires, interview witnesses, issue citations and vigorously investigate arson cases. The conviction rate of those arrested for arson investigated by CAL FIRE peace officers is very high. As appropriate, CAL FIRE investigators pursue civil and criminal cost collection in cases of negligence or intentionally caused wildfires.

### **Forestry**

CAL FIRE's mission emphasizes the management and protection of California's natural resources. This goal is accomplished through ongoing assessment and study of the state's natural resources and a variety of resource management programs. CAL FIRE oversees enforcement of California's forest practice regulations which guide timber harvesting on state and private lands. The reviews and inspections ensure protection of watershed and wildlife as well as renewal of timber resources. Department foresters and fire personnel work closely to encourage and implement fuels management projects to reduce the threat of uncontrolled wildfires.

## **CAL FIRE Serving Butte County, Biggs and Gridley**

CAL FIRE is divided into 21 Operational Units throughout California, one of which is the Butte Unit. The Butte Unit includes the Butte County Fire Department, Gridley Fire Department and the Biggs Fire Department. The fire departments administered in Butte County by CAL FIRE are combination fire departments. That means that the departments utilize career and volunteer fire fighters to meet our public safety objectives. The Butte Unit/Butte County Fire Department is staffed and deployed as follows:

- **462 Fire Control and Support Staff**
  - 294 CAL FIRE career firefighters and support staff
    - 75 State funding
    - 143 Local funding
    - 76 CAL FIRE seasonal firefighters
  - 168 Volunteer firefighters
- **21 Career Fire Stations**
  - 10 State Funded and 11 Local funding
- **27 Engine Companies (Summer)**
- **18 Engine Companies (Winter)**
  - 15 State funded, 12 Local funded (Summer)
  - 6 Amador funded, 12 Local funded (Winter)
  - 1 Truck Company Local funded
  - 2 Bulldozers State funded
  - 1 Air Tactical and 1 Air Tanker State funded
  - 15 Volunteer Fire Companies Local funded
    - 19 Engines
    - 17 Squads/Rescues
    - 13 Water tenders
    - 1 Breathing Support

The Butte County Fire Department, CAL FIRE and Paradise Fire Department are all involved in several specialty teams. These teams include the Butte County Interagency Hazardous Materials Response Team and several teams and groups that are functions of the Butte County Fire Chief's Association. These include the Butte County Interagency Rescue Group, the Fire Prevention Officers Group, the Information Officers Group and the Butte County Fire Investigation Team.

## Paradise Fire Department

The Paradise Fire Department is also a combination fire department and is currently deployed as follows:

- **34 Fire Control and Support Staff**
  - **24** career fire fighters (22 positions currently filled, 2 vacant)
  - **2** support staff
  - **10** volunteer fire fighters
- **3 fire stations (2 currently staffed)**
- **2 Engine Companies**
  - 4 reserve fire engines, 3 Type 1, 1 Type 3
  - 1 Type 3 rescue



## CAL FIRE COOPERATIVE FIRE PROTECTION PROGRAMS

Since the 1930s, local government entities such as cities, counties and districts have contracted with CAL FIRE to provide many forms of emergency services for their communities. CAL FIRE provides full-service fire protection and emergency services to many of the citizens of California through the administration of over 100 cooperative fire protection agreements in 33 of the State's 58 counties. Local governments are able to utilize this diversity and experience through their contracts and agreements with the Department. These agreements are models of efficient government by providing a measurable mutual benefit to both the local government agency and CAL FIRE. California law allows virtually all government entities to contract with one another for the provision of services. In fact, Government Code section 51530 encourages intergovernmental contracts, which "eliminate the need for duplicative facilities, equipment, and personnel." CAL FIRE is also authorized to enter into cooperative agreements by the Public Resources Code:

PRC 4142. (a) The department, with the approval of the Department of General Services, may enter into a cooperative agreement upon the terms and under the conditions as it deems wise, for the purpose of preventing and suppressing forest fires or other fires in any lands within a county, city, or district that makes an appropriation for that purpose.

**Only at the request of a local government jurisdiction does CAL FIRE produce a proposal to provide fire protection services by cooperative agreement.** Cooperative agreements are custom tailored to suit the desires and needs of the local community and the ability of CAL FIRE to deliver the service. All agreements are designed to keep control of the service as local as possible.

CAL FIRE operates in a decentralized organization structure. Operational and administrative decisions regarding these cooperative agreements are handled at the local level. The program guidance that comes from CAL FIRE in Sacramento is for program and statewide department continuity.

### General Proposal Steps and Tasks

1. Town of Paradise staff and CAL FIRE meet to clarify desired services and level of protection desired by the Paradise Town Council.
2. CAL FIRE, Town staff, and firefighters meet to clarify employees' rights, privileges, and conditions for a transition to CAL FIRE employment.
3. Town of Paradise will provide CAL FIRE with level of service description that identifies emergency response standards, administrative roles, budgeting processes, and the role of CAL FIRE in the Town of Paradise Fire Department Management Team.
4. CAL FIRE will prepare a comprehensive service proposal that will detail:
  - Services to be delivered including alternatives
  - Employee transition process
  - Salary and state civil service transition
  - Asset and facility management plan
  - Costs and payment schedule for services
  - Contractual agreement for services between the Town of Paradise and CAL FIRE (LG-1)
  - Additional information will include:
    - A ten year history of the statewide administrative fee charged to agencies that contract for CAL FIRE services



- A ten year history of employee salary and benefit increases
  - Optional costs and information related to vehicle/apparatus emergency repair, fire prevention services including inspection and investigation services
  - A description of the current Town of Paradise Volunteer Fire Fighter Program and potential changes or integration in the Butte County Fire Department Volunteer Fire Fighter Program
  - A description of the CAL FIRE/Butte County Fire Department Training and Safety Bureau including training courses available locally and at the State level
  - Description of the CAL FIRE Emergency Command Center including dispatch processes
  - Description of the Butte County Hazardous Materials Joint Powers Authority and the Town of Paradise commitment
  - Timetables for implementation
5. Presentation is made to the Paradise Town Council for acceptance and approval.
6. Implementation
- Existing personnel currently providing fire protection services are evaluated on an individual basis for experience, training, classification, and salary for transition into CAL FIRE positions.
  - A Memorandum of Understanding between the Town of Paradise Fire Fighters Association and the Town of Paradise is created to document the Paradise Fire Department employees' transition process, including return rights to the Town, leave credit disposition, continuation of medical benefits during transition, and other pertinent details.
  - Determination of classification and salary of Paradise Fire Department employees is made by CAL FIRE and forwarded to the State Personnel Board for formal action.
  - State Personnel Board formally adopts resolution allowing Paradise Fire Department employees into CAL FIRE civil service positions as fully tenured employees without participating in a civil service testing process.
  - Town of Paradise Fire employees become CAL FIRE employees and all employer responsibility is transferred to CAL FIRE.

## **The Contract**

The contract will be between the Town of Paradise and CAL FIRE and is commonly known as a "Local Government Agreement". The contract form used is called an LG-1 Cooperative Agreement for Fire Protection Services.

A contract is prepared that provides a detailed statement of work to be performed, liabilities, costs, payment schedules, indemnification, contract principals, terms of the agreement, and other specifics. The contract is then approved and signed by both parties. Typically the term of these fire protection contracts is for three (3) years, but they can be for as long as five (5) years if needed.

A transitional Memorandum of Understanding (MOU) is prepared that details the disposition of the current Town employees as they transition to state employment. This agreement is between the Town and the employees and establishes all conditions up to the moment they become state employees. This MOU will typically cover the following areas:

- Return rights to Town.
- Disposition of leave credits (sick leave, vacation).

## **Cooperative Fire Protection Proposal, Paradise Fire Department**

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- Continuity of medical and dental insurance during transition.
- Retirement account reciprocity.
- Salary rate at transition.
- Other details appropriate for the transition.

CAL FIRE prepares the necessary staff reports for the State Personnel Board that formally transitions the Town employees into state civil service. This process usually takes 90-120 days.

The Town of Paradise and CAL FIRE agree on the date to transition the management of the fire department to CAL FIRE.

## Services Provided to the Town of Paradise by CAL FIRE

The objective of this proposal and the service alternatives described below is to provide the Town of Paradise an efficient cost-effective fire protection services staffed and managed by CAL FIRE. In any jurisdiction, the local officials of that jurisdiction set the level of contract fire protection services. This document is intended to provide the Paradise Town Council with the information necessary to select the level and method of delivering fire protection services through CAL FIRE which best serves their constituents.

### Service Delivery Alternatives

The Town of Paradise requested that CAL FIRE provide a proposal including different service delivery alternatives and the associated costs. We have prepared service delivery alternatives based on the RFP provided by the Town. The Town may choose any of these alternatives or work with CAL FIRE staff to modify the service level during the approval process.

### Administrative and Support Services

The following section describes the administrative and support services components that will be delivered.

The CAL FIRE Unit Chief will be appointed as the Fire Chief of the Town of Paradise and will represent the Town in that capacity. The CAL FIRE Unit Chief or his representative will report to the Town Council and Town Manager as appropriate.

Many administrative and support services functions for the fire department will be managed as part of the Town of Paradise. This includes some clerical functions, town purchasing and finance procedures. Many of the personnel and management functions will be performed at CAL FIRE's headquarters office in Oroville. These include human resources duties such as payroll, employee benefit determination and assistance, personnel investigations, conduct and discipline, Equal Employment Opportunity responsibilities and personnel file record keeping. State employee bargaining is done by CAL FIRE and the Department of Personnel Administration. During transition, the sharing of Town and CAL FIRE personnel and specialists provides the most efficient system to ensure smooth operations. Individuals that are specialists in their field coordinate or advise on issues and reduce the amount of time generalist employees must take to familiarize themselves with the background information.

The administration and support services listed below will be provided through a combination of on-site and off-site personnel that will fully meet the administrative needs of a modern full service fire protection agency. By sharing of these resources, the Town and the State receive a mutual benefit.

#### **CAL FIRE will provide a Fire Department Administrator at Chief Officer Classification to:**

- Manage the fire department in a professional and efficient manner.
- Attend Town Council meetings.
- Prepare, present, and manage the fire department budget.
- Provide personnel management services.
- Attend other policy making meetings or events as appropriate or requested.
- Coordinate emergency planning with other agencies including automatic and mutual aid agreements.

**Chief Officers assigned:**

- CAL FIRE Assistant Chief – North Division Operations will be the primary administrative contact to the Town.
- CAL FIRE Battalion Chief(s) assigned to Town will manage the day-to-day personnel and operational functions.
- Prepare reports and other documents appropriate for management oversight and review by the Town Council consistent with the cooperative agreement.

**Provide 24/7 CAL FIRE Battalion Chief and Division Chief Officer Coverage:**

- Coverage for emergency response and a CAL FIRE Assistant Chief/Duty Chief for extended emergencies or administrative matters.
- A CAL FIRE Chief Officer will respond to all emergencies designated in the response plan for the Town that require the services of a chief officer.

**Provide employment opportunities with CAL FIRE for current Town of Paradise Fire Department permanent full-time employees:**

- Current full-time fire department employees of Town will be transitioned into CAL FIRE employment. It is anticipated that there will be no layoff of current Town employees as a result of this transition.
- The assigned classification and salary in CAL FIRE will be based on and commensurate with training, experience and position with the Town.

**Provide a level of service that meets the Town's needs:**

- Operational coverage and response will meet or exceed the standards of response cover as defined by the Town Council. Fire Protection programs will be managed as-is or enhanced.

Emergency response includes:

- Vehicle accident extrication.
- Basic Life Support Medical Response
- Fire Response (Structure/Vehicle/Vegetation etc.)
- Hazardous materials spill response.
- Hazardous conditions (i.e. flooding, downed power lines, etc.).
- Public Service Assists.
- CAL FIRE will ensure that when adequate resources are available the Town is covered. On the occasions when resources are drawn down to a point where there are not enough available resources to cover every station, remaining regional resources will be re-positioned to ensure the best operational coverage for all stations and/or a cover engine will be dispatched from another station or agency. This provides the quickest response for subsequent emergencies or support to the initial emergency.

## **CAL FIRE will Support the Volunteer Firefighter Program: Appendix M**

The Paradise Fire Department and the Butte County Fire Department are known as "Combination" fire departments. This means that fire protection is delivered within the town and surrounding area by utilizing the services of career and volunteer firefighters. Given current funding and local populations, this provides for the most effective method of providing fire protection. CAL FIRE is familiar with the combination approach to fire protection and understands and will provide the following:

- We recognize the important contributions and effectiveness of Volunteer Firefighters to the fire protection system in the Town and regionally. We will maintain, and work to improve, the effectiveness of the existing program.
- We will train, drill, and dispatch Volunteer Firefighters consistent with the standard response plan for the Town and applicable codes and statutes.
- We will assist in recruitment efforts to increase the number of Volunteer Firefighters who are able to respond within the Town.
- Maximize the development of skills and abilities of Volunteer Fire Fighters.
- Present emergency response opportunities to Volunteer Fire Fighters consistent with their time availability, personal objectives and individual capabilities.
- CAL FIRE will assist Volunteer Firefighters in qualifying for future career opportunities as seasonal CAL FIRE Firefighter I or other positions for which they qualify.
- CAL FIRE/Butte County Fire Department will work to determine the most appropriate way to integrate Town Volunteer Fire Fighters into the regional response system.
- If the Town Council approves a cooperative agreement with CAL FIRE the volunteer fire fighter program within the Town should initially remain the same. This means current selection and retention processes would remain the same. Training requirements, drill schedules would also remain the same. If desired CAL FIRE/Butte County Fire will work to convert the Paradise Fire Department volunteer fire fighter program to follow Butte County Fire Department operating procedures. This would include changes in volunteer compensation methods, selection and retention methods etc. Costs related to the volunteer fire fighter program including compensation/stipend, PPE, training etc. are the responsibility of the Town in either case.
- Whether retained by the Town or integrated into the Butte County Fire Department, Town volunteer fire fighters will receive and must maintain minimum training requirements required by law and department policy.

## **Provide professional fire department training programs: Appendix F**

- Provide training programs that satisfy mandated and regulated skills, delivered by qualified and certified instructors at Town of Paradise fire stations and in off-site settings.
- CAL FIRE has a full-time fire Training and Safety Bureau under the command of a CAL FIRE Battalion Chief. There are four full time Fire Captains assigned to the Training and Safety Bureau
- Volunteer and career training is provided on site as appropriate (Volunteer drills, etc.)
  - Training provided utilizes on-site and off-site training aids and facilities.
  - Training includes fire control methods, confined space rescue, vehicle extrication, hazardous materials emergency operations, medical training and other statutorily required training.

## **Cooperative Fire Protection Proposal, Paradise Fire Department**

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- Qualified and certified instructors and subject matter experts, including station personnel, training bureau personnel or other qualified personnel will coordinate and deliver the training programs.
- All required certifications and license requirements for employees assigned are offered and tracked.
- Career development training is available to all employees.
- New employee Joint Apprenticeship Committee program participation. (A three year certified training and development program.)

### **Fire apparatus and portable equipment:**

- The Town of Paradise will maintain ownership and title to all existing apparatus.
- CAL FIRE will utilize and operate existing Town of Paradise Fire Department Engines, Command Vehicles, and utility vehicles.
- CAL FIRE will review the current allocation of vehicles at the fire stations and make recommendations to the Town Council if appropriate.
- The Town of Paradise will be responsible for replacement of the existing Town fire apparatus upon its retirement from service. CAL FIRE will assist with developing and maintaining an approved apparatus replacement plan.
- Fire apparatus purchasing specifications and contract administration.
- All other portable fire equipment will be on a maintenance/replacement schedule. This equipment to include: radios, pagers, firefighter turnouts, personnel safety equipment, hose, ladders, and breathing apparatus.

This proposal does not include full service fleet management, maintenance and repair. The proposal does provide for fleet repair on an emergency basis. If the Town wishes to request full service fleet management the following is a brief description:

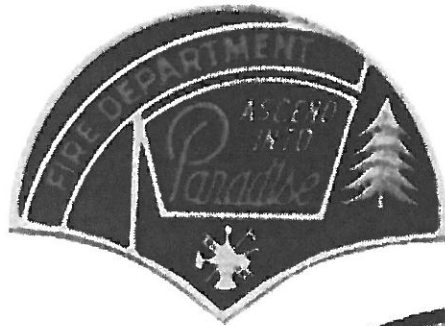
- CAL FIRE has a full-time professional fire service Fleet and Equipment Manager and Fire Service Mechanics for fire apparatus-specific repairs.
- Modern fire apparatus and automotive maintenance shops.
- Fleet management to assure compliance with applicable regulations and best management practices for fire apparatus.

### **Provide Facility Maintenance:**

- Facilities will be maintained and repaired by CAL FIRE staff, within the employee's capabilities and includes normal housekeeping, minor landscape maintenance and other minor repairs. More extensive repairs and maintenance will be accomplished through existing policies of the Town.



## SERVICE ALTERNATIVES FOR THE TOWN OF PARADISE





## SERVICE ALTERNATIVES FOR THE TOWN OF PARADISE

- Alternative 1 – Current staffing, two three-person engines, one each at two stations
- Alternative 2 – Three two-person engines, one each at three stations
- Alternative 3 – Two three person engines, one each at two stations, CAL FIRE Station 35 integration
- Alternative 4 – Two three-person engines, one each at two stations, minimum one fire captain on duty within Town
- Other Alternatives
  - ECC Alternative
  - Emergency Repair Alternative

### Town of Paradise Fire Department – Current Level of Service

#### Administrative and support services are delivered by:

- One full time Fire Chief.
- Three full time shift Battalion Chiefs
- 1 part time Administrative Assistant
- 1 part time inspector

#### Fire Station Staffing:

- Standard minimum daily staffing is six full time Town firefighters on duty on two fire engines (Three per engine, Fire Captain, Fire Apparatus Engineer and Firefighter) 24/7. Staffed fire stations are Station 1 at 767 Birch St and Station 3 at 1250 Wagstaff.

### Town of Paradise-Current Level of Service

- Six Town firefighters are on duty twenty four hours each day, every day, with the Chief and/or a Battalion Chief available daily on a twenty-four hour basis.

### Budget for above services for fiscal year 2011/2012

PFD Fire Personnel Budget (Current Staffing) 22 PY	\$2,728,088
PFD Fire Personnel Staffing (Fully Staffed) 24 PY	\$2,884,016

## Methodology used to Develop Proposal

The following criteria were used to identify rates and costs to provide as accurate comparisons as possible:

### Personnel Costs:

- Paradise Fire Department personnel costs determined using the Budget Worksheet Report and other information provided by the Town.
- CAL FIRE salary and benefits and administrative rates utilized are defined by CAL FIRE, current Memorandums of Understanding between the State of California and its labor groups, and applicable state laws or rules.
- CAL FIRE top step salary rates used  
(Top step rates are used for all contract calculations. The Town will be charged the actual rate, which could be less than top-step depending on the longevity of the employees assigned to the Town.)

The primary focus of the alternatives presented is to provide emergency response services to the citizens of the Town of Paradise. All alternatives presented maintain or improve the current level of service provided by the Town.

All presented alternatives provide administrative and support services including duty and operational chief officer coverage, training, and personnel services. Other fire department support will be delivered by a combination of personnel assigned to CAL FIRE and the Town of Paradise.

All alternatives presented include fire dispatching provided by the CAL FIRE Emergency Command Center. This provides for seamless command and control of Town, County and CAL FIRE emergency resources in the Paradise area.

Each alternative includes a number of relief personnel in addition to an overtime budget. This Approach allows for flexibility in day to day staffing and overtime administration. Alternative Three includes additional Firefighter I staffing to allow for three person staffing year round at CAL FIRE Station 35.

All of the proposed alternatives should be viewed as a starting point and are negotiable upon acceptance of the proposal by the Town Council. The alternatives are based on the Town's Request for Proposal.

## **Alternative 1 – Three-Person Engine Company, Two Stations**

Alternative 1 provides for:

- One Battalion Chief funded by Town (72 hour, three day coverage) remaining days covered by CAL FIRE BC's
- Two staffed stations, one engine each
- Fire Dispatching Services
- Three person staffing on each engine (Fire Captain (FC), Fire Apparatus Engineer (FAE), Firefighter II (FFII))

### **Daily Staffing**

- Minimum daily staffing will be two FCs, two FAEs and two FFII's, one Battalion Chief available 24/7 and a Duty Chief (DC). The Battalion Chief and Duty Chief coverage will be shared across jurisdictional boundaries.
- On-duty personnel will be able to staff two fire apparatus which will enable firefighters to respond to all types of calls for service.
- The assigned Battalion Chief will provide administrative and prevention services along with daily operational supervision.
- Volunteer Firefighters are dispatched for emergency response based on response plan and availability.

### **Estimated Alternative 1 Costs (F/Y 2012/2013) Include:**

- 1 Battalion Chief
- 5 - FC
- 6 - FAE
- 4 - FFII
- 2 stations staffed with 3 personnel
- 1 COMOPS (ECC)

### **Proposal for above services for fiscal year 2012/13:**

Fire Protection Personnel	\$1,533,948
Relief Fire Protection Personnel	347,317
ECC Personnel	79,521
Overtime Budget	309,350
Operating Costs	59,971
Administrative Costs	278,681
Total Fire Budget (F/Y 12-13)	<b>\$2,608,788</b>

(See detailed Alternative 1 fiscal sheet, Appendix I)

For 24/7 Battalion Chief Coverage dedicated to the Town: Add \$302,391 to this alternative.

## **Alternative 2 – Two-Person Engine Company at Three Stations**

Alternative 2 provides for:

- One Battalion Chief funded by Town (72 hour, three day coverage) remaining days covered by CAL FIRE BC's (24/7 Operations Coverage shared across jurisdictional boundaries)
- Three staffed stations, one engine each
- Two person staffing on each engine (FC and FAE)

### **Daily Staffing**

- Normal minimum daily staffing will be three FCs and three FAEs, one Battalion Chief available 24/7 and a Duty Chief (DC). The Battalion Chief and Duty Chief coverage will be shared across jurisdictional boundaries.
- On-duty personnel will be able to staff three fire apparatus which will enable firefighters to respond to all types of calls for service.
- The assigned Battalion Chief will provide administrative and prevention services along with daily operational supervision.
- Volunteer Firefighters are dispatched for emergency response based on response plan and availability.

### **Estimated Alternative 2 Costs Include:**

- 1 Battalion Chief
- 7 - FC
- 8 - FAE
  - 3 stations staffed with 2 personnel each
- 1 COMOPS (ECC)

### **Proposal for above services for fiscal year 2012/13:**

<b>Fire Protection Personnel</b>	<b>\$1,620,425</b>
<b>Relief Fire Protection Personnel</b>	<b>347,317</b>
<b>ECC Personnel</b>	<b>79,521</b>
<b>Overtime Budget</b>	<b>309,350</b>
<b>Operating Costs</b>	<b>59,971</b>
<b>Administrative Costs</b>	<b>289,023</b>
<b>Total Fire Budget (F/Y 12-13)</b>	<b>\$2,705,607</b>

(See detailed Alternative 2 fiscal sheet, Appendix I)

For 24/7 Battalion Chief Coverage dedicated to the Town: Add \$302,391 to this alternative.

### **Alternative 3 – Three- Person Engine Company at Two Stations CAL FIRE Station 35 Fully Integrated into Response Plan**

Alternative 3 provides for:

- One Battalion Chief funded by Town. (72 hour, three day coverage)  
Remaining days covered by CAL FIRE BC's (24/7 Operations Coverage shared across jurisdictional boundaries)
- Two staffed Paradise stations, one engine each
- Three person staffing on each engine (FC, FAE, FFII)
- Full integration of CAL FIRE Station 35 in response plan including Town participation in "Amador" program
  - 7 months (late Fall - late Spring) (*Amador Program Description, Appendix D*)
  - Town provides fire engine during Amador period
  - Town provides fire station during Amador period

### **Daily Staffing**

- Normal minimum daily staffing will be three FCs, three FAEs, three FFIIIs, one Battalion Chief available 24/7 and a Duty Chief (DC). The Battalion Chief and Duty Chief coverage will be shared across jurisdictional boundaries.
- On-duty personnel will be able to staff two Town fire apparatus which will enable firefighters to respond to all types of calls for service. CAL FIRE Station 35 will be fully integrated into the response plan.
- The assigned Battalion Chief will provide administrative and prevention services along with daily operational supervision.
- Volunteer Firefighters are dispatched for emergency response based on response plan and availability.

### **Estimated Alternative 3 Costs Include:**

- 1 Battalion Chief
- 5 - FC
- 6 - FAE
- 4 - FFII
  - 2 Town stations staffed with 3 personnel each
  - CAL FIRE Station 35 integrated fully in Town and regional response plan
- 1 Communications Operators (ECC)

Cooperative Fire Protection Proposal, Paradise Fire Department

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**Alternative 3 continued**

<b>Fire Protection Personnel</b>	<b>\$1,534,861</b>
<b>Relief Fire Protection Personnel</b>	<b>347,317</b>
<b>ECC Personnel</b>	<b>79,521</b>
<b>Overtime Budget</b>	<b>309,350</b>
<b>Operating Costs</b>	<b>59,971</b>
<b>Administrative Costs</b>	<b>278,790</b>
<b>Total Fire Budget (F/Y 12-13)</b>	<b>\$2,609,810</b>

(See detailed Alternative 3 fiscal sheet, Appendix I)

For 24/7 Battalion Chief Coverage dedicated to the Town: Add \$302,391 to this alternative.

**Alternative 4 – Three-Person Engine Company, Two Stations,  
One Fire Captain on duty per day in Town**

Alternative 4 provides for:

- One Battalion Chief funded by Town (72 hour, three day coverage) remaining days covered by CAL FIRE BC's
- Two staffed stations, one engine each
- Fire Dispatching Services
- Three person staffing on each engine (Fire Captain (FC), Fire Apparatus Engineer (FAE), Firefighter II (FFII) or FAE, FAE, FFII)

**Daily Staffing**

- Minimum daily staffing will be a minimum of one FC on duty at one of the Town fire stations, three FAEs and two FFII's, one Battalion Chief available 24/7 and a Duty Chief (DC). The Battalion Chief and Duty Chief coverage will be shared across jurisdictional boundaries.
- On-duty personnel will be able to staff two fire apparatus which will enable firefighters to respond to all types of calls for service.
- The assigned Battalion Chief will provide administrative and prevention services along with daily operational supervision.
- Volunteer Firefighters are dispatched for emergency response based on response plan and availability.

**Estimated Alternative 4 Costs (F/Y 2012/2013) Include:**

- 1 Battalion Chief
- 3 - FC
- 8 - FAE
- 4 - FFII
- 1 COMOPS (ECC)

**Proposal for above services for fiscal year 2012/13:**

Fire Protection Personnel	\$1,500,722
Relief Fire Protection Personnel	347,314
ECC Personnel	79,521
Overtime Budget	309,350
Operating Costs	59,971
Administrative Costs	274,707
<b>Total Fire Budget (F/Y 12-13)</b>	<b>\$2,571,585</b>

(See detailed Alternative 1 fiscal sheet, Appendix I)

For 24/7 Battalion Chief Coverage dedicated to the Town: Add \$302,391 to this alternative.

## **Service Level Alternatives Conclusion**

All proposed alternatives should be viewed as a starting point and are negotiable upon acceptance of the proposal by the Town Council.

If the Town Council decides to move forward with a cooperative agreement, CAL FIRE recommends that the Town Council authorize the Town Manager and two Council members to negotiate on the Town's behalf in order to work through the details of the agreement. This would include fine tuning the service level desired by the Town and would result in a satisfactory cooperative agreement document that can be presented to the Council for review and adoption.

## **Preferred Alternative**

The choice of a preferred alternative is based on capabilities and resources available. Alternative 3 provides for full integration of Town and CAL FIRE resources within the Town limits and should be considered as the preferred alternative.

## **Other Alternatives and Services**

### **Provide Fire Department Emergency Dispatch Services**

An important aspect of a cooperative agreement that provides efficiency and economy of scale should include dispatching as a component. This proposal includes providing full service fire department command and control through the CAL FIRE/Butte County Fire Department Emergency Command Center (ECC).

The ECC is responsible for dispatching appropriate Town, County and State fire apparatus to all emergencies within the Town and surrounding areas. In addition to this, the ECC coordinates all mutual aid responses within Butte County.

Command and control dispatch services are accomplished as follows:

Emergency call is initiated, most often via 9-1-1, and is answered by Paradise Police Department Dispatch. Paradise PD Dispatch is a Primary Public Safety Answering Point (PSAP).

Paradise PD dispatcher determines the emergency response needed is a fire department responsibility and immediately transfers caller to the ECC

9-1-1 information related to caller ID and location is automatically relayed during the one button transfer process

ECC determines the type of emergency and dispatches the closest appropriate resource(s)

The status and location of fire resources controlled by the ECC are available within the CAL FIRE Computer Aided Dispatch (CAD) system. This ensures the



closest appropriate resources are dispatched to an emergency. It also allows for efficient movement of additional resources to worsening emergency situations and resources needed to provide coverage behind committed resources.

All resources committed to an emergency are in contact with the ECC and provide information related to the status of the emergency, resource status such as whether a fire engine is committed or available at scene, and the estimated commitment time at the emergency.

The response to emergencies begins when the public safety agency is notified by 9-1-1 or some other method. The initial call taking and efficient and quick transfer of a fire department emergency by the PSAP, in this case the Paradise Police Department, to the ECC is a vital link. Ongoing training between the Paradise PD and the ECC, and communication between the police and fire chiefs is vital. Both would be a priority in implementing any cooperative fire protection agreement.

Based on the number of calls for service within the Town of Paradise the dispatching portion of this cooperative agreement will require funding two CAL FIRE communications officers that will be assigned to the ECC in Oroville. Those employee costs are included in each alternative presented in this document. A complete description of the CAL FIRE ECC is located in Appendix E.

### **Dispatch Alternatives**

**Town of Paradise retains fire dispatch responsibilities.** This option would have Paradise Police Department dispatchers do all fire department dispatching as they do now. This option would ensure immediate dispatch of fire department resources that are assigned within the Town of Paradise. All other response needs would be requested as automatic or mutual aid through the Oroville ECC as they are now. CAL FIRE will work with the Paradise Police Department to streamline automatic and mutual aid requests as much as possible. This option will not provide for the most accurate resource status or timely response of regional resources to the Town or surrounding areas. All four alternatives include dispatch services from CAL FIRE. If this option is chosen each alternative cost can be reduced by approximately \$160,000.

**Dispatch services are provided by CAL FIRE but costs are increased over a two or three year period to pay for two communications operators.** The first year of a cooperative agreement would include approximately \$80,000 for one communications operator that would be assigned at the Oroville ECC. By the second or no later than the third year an additional amount, approximately \$80,000, would be appropriated by the town to allow for one additional communication operator to be assigned to the ECC. This option will place a short term burden on the ECC by not immediately providing staffing to adequately handle the increased volume of emergency calls within the Town.

### **Emergency Fire Engine Repair Alternative**

CAL FIRE/Butte County Fire Department will provide assistance as needed on an emergency basis to troubleshoot and if possible repair Town fire engines. This alternative will provide for a not to exceed amount of \$5000 payable to CAL FIRE based

on actual costs to provide the service. Final billing for this service will be based on the actual costs of the service, which may include overtime costs, not to exceed \$5000 in a fiscal year. Costs for this service would be billed quarterly along with all other agreement costs as a line item. This amount is an estimate based on the potential needs of the Town and is included within the overtime costs listed in each alternative. If the need is greater than anticipated CAL FIRE and the Town would negotiate appropriate changes to this amount in future agreement cycles.

### **Fire Prevention and Investigation Services**

CAL FIRE will assist the Town with the following programs.

- Fire and life safety inspections
  - Engine based as required by the Town.
- Public education (Engine based as desired by the Town)
  - School and civic programs
  - Community Outreach and information
- Fire Hazard Reduction Program as required by Town ordinance(s)
  - Emergency response pre-planning
  - Paradise Fire Safe Council assistance as needed
  - Special event fire safety plans/inspections
- Code adoption
  - Tri-annual California Fire Code update process (Working with the Town Fire Marshal)
  - The Office of the State Fire Marshal is a program within CAL FIRE. This provides enhanced access to the code adoption process by units and agencies in cooperative agreements.

CAL FIRE will provide arson investigation and law enforcement assistance on an as-needed basis and as assistance to the Town of Paradise Police Department. The Town of Paradise must continue to support fire department personnel assigned to the Butte County Fire Investigation Team. This support includes allowing for periodic training and overtime as needed for training and response.

**CAL FIRE understands that fire marshal duties are assigned within the Development Services Department of the Town. This arrangement will require careful coordination between the assigned fire marshal and the fire chief or designee. Currently the fire chief and fire marshal meet weekly to discuss life safety, fire code and development issues that involve fire department input. This must continue as part of any cooperative agreement. The fire marshal should also maintain his or her membership within the Butte County Fire Chief's Association Fire Prevention Officers. This group meets regularly to discuss code and other issues related to fire and life safety. Professional training specific to fire marshal duties should be provided for by the Town for this important fire and life safety position. If required in the future, this function can be added to the cooperative agreement.**

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## APPENDIX A

### Frequently Asked Questions about CAL FIRE Protection Services

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***Will the Town of Paradise lose local control?***

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No.

- The Town Council will retain full control of setting the level of service, including where stations are located, what types of services are delivered (e.g. paramedic), and the budget for fire protection for the community. CAL FIRE is a contractor/partner that delivers the level of service that the community wants, professionally, efficiently, and economically.
- The most significant difference is the change in responsibility in the management of employees. CAL FIRE is responsible for all employment services and labor relations issues that include employee labor relations and bargaining, salaries, discipline, worker's compensation for injury, hiring, and training.
- CAL FIRE is a unique state agency in that the decision-making process is decentralized, thus allowing local decision-making to occur locally. "CAL FIRE Sacramento" does not dictate levels of service for local contracts. The service level is determined by the local agency. CAL FIRE Sacramento's role is to maintain consistency in statewide programs.

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***Will CAL FIRE send the Town of Paradise fire equipment to a major fire somewhere else in the state leaving the City unprotected?***

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No.

- CAL FIRE will be contractually obligated to provide 24/7 fire protection coverage to the Town of Paradise and will do so.
- CAL FIRE does believe in the closest resource concept in a regional fire protection model but not to the detriment of providing primary protection to the community served. The fire stations in Paradise will be designated as "must cover" stations. The public is best served by this model.
- We will not send fire apparatus out of the community except by mutual or automatic aid agreements that are in place and approved by the Town Council. Essentially, most of the rules that apply today for the Town of Paradise would apply to CAL FIRE.

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***Aren't CAL FIRE employees just trained in wildland fire protection?***

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No.

- CAL FIRE is California's State Fire Department. We are a full-service fire protection organization and our employees are trained in all phases and types of fire protection and emergency medical service. CAL FIRE responds to more than 300,000 emergencies per year of which over 6,000 are wildland fires.
- CAL FIRE is the "all risk" fire department for approximately 140 local government agencies throughout California. CAL FIRE provides municipal fire protection to communities that range in population from 3,000 to 149,000 and includes services

## Cooperative Fire Protection Proposal, Paradise Fire Department

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such as ambulance and engine company paramedics, ladder truck operations, aircraft rescue firefighting, hazardous materials teams, and civil disaster planning.

- CAL FIRE provides the most diverse fire protection programs of any fire department in this county. We respond to fires, medical emergencies, hazardous materials spills, technical rescues, vehicle accidents, technical rescues and swift water rescues. The CAL FIRE Butte Unit Chief serves as the countywide fire rescue mutual aid coordinator.

### *Does CAL FIRE provide paramedic service?*

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Yes.

- CAL FIRE currently provides paramedic services in many communities throughout the state at those locations where the local agency has requested them.
- Paramedic service can be provided by engine company, rescue squad, or ambulance-based depending on the level of service desired and approved by the local governing authorities.

### *What will happen to the Paradise Fire Department identity?*

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- All fire apparatus and stations will continue to be identified as the Paradise Fire Department or the identity that the Town of Paradise chooses. Typically CAL FIRE may ask to place a seal on the apparatus adjacent to the Town logos to signify our partnership in providing fire protection.

### *What happens to the employees and volunteers that make up the Paradise Fire Department today?*

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- The current permanent full-time employees of the Town of Paradise will be offered employment with CAL FIRE in a civil service position consistent with their current assignment or training and experience. **There will be no layoffs as a result of this transition.** Their seniority and pay are protected and brought with them. In some instances, they may accrue better benefits than they currently enjoy, such as enhanced retirement benefits or access to additional health care providers.
- The volunteer firefighters will stay as the Town of Paradise volunteers in the same capacity that they are today. The volunteers will remain a critical and functional part of the fire protection system in the Town.

### *Will the existing Town of Paradise employees remain working at the fire stations in the City?*

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Yes and No.

- **There will be no layoffs as a result of this transition.** If there are employees that are surplus to the needs of the service level they will be reassigned to a CAL FIRE position elsewhere in the Unit or in another operational unit within CAL FIRE.
- We know from experience in these transitions that a mentoring program and process is necessary to make an effective change. Existing CAL FIRE employees will need a period of time to learn the nuances of the Town of Paradise; vice versa the current

Town of Paradise employees will need a period of time to learn the policies and procedures of CAL FIRE. Somewhat like an exchange student program, by a blending of current CAL FIRE and current Town employees assigned to the fire station, this can be achieved.

- Some of the Town employees may want to pursue opportunities elsewhere in CAL FIRE. Every effort will be made to accommodate this career development opportunity. The mentoring of CAL FIRE employees into how the Town fire stations operate is critical to a smooth transition.

***Why does CAL FIRE enter into these agreements?***

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- It is good government and creates the best platform for delivering emergency services to the public inside the community and adjacent to it. It is part of the Department's mission, assigned by the Legislature, to provide contract fire protection services to California's communities where there is a mutual benefit.
- CAL FIRE benefits by adding these quality employees of the Town of Paradise to our staff. It provides greater "bench strength" for management of large emergencies. The Town of Paradise employees will get assigned to major emergencies where they will receive training and experience that they could not obtain any other way. This training and experience will better prepare them for managing a future major emergency in the Town.





## APPENDIX B

### Town Of Paradise Employee Transition

CAL FIRE will transition Town of Paradise employees into our department as fully tenured members that enjoy the same benefits and opportunities as existing CAL FIRE employees.

CAL FIRE has transitioned literally hundreds of local government employees into state civil service and the process is well documented. ***Each transitioned employees circumstances are unique related to pay and benefits therefore any comparisons in this proposal are generalized based on information available as it was prepared.***

#### Summary of the Process:

- Open discussions are held with the Paradise Council, Town Manager, fire department staff, labor representation, and the public about the concept.
- Town of Paradise determines level of service desired. ***This level of service must be within the limitation of CAL FIRE policy. CAL FIRE will not enter into a cooperative agreement that is substantially unworkable or unsafe for employees.***
- Town of Paradise approves comprehensive proposal.
- Existing personnel currently providing fire protection services are evaluated on an individual basis for experience, training, classification, and salary for transition into CAL FIRE positions.
- A Memorandum of Understanding between the Town of Paradise Fire Department employees and the Town of Paradise may be created to document the Paradise Fire Department employees' transition process.
- Determination of classification and salary of Paradise Fire Department employees is made by CAL FIRE and forwarded to the State Personnel Board for formal action.
- State Personnel Board formally adopts resolution allowing Paradise Fire Department employees into CAL FIRE civil service positions as fully tenured employees without participating in a civil service examination process.
- Town of Paradise Fire employees become CAL FIRE employees and all employer responsibility is transferred to CAL FIRE.

#### Employee Transition - Memorandum of Understanding:

A Transitional MOU may be prepared that details the disposition of the current Town of Paradise fire fighters before they transition to State civil service. This agreement is between the Town of paradise and its employees. CAL FIRE is not included in these negotiations or a stakeholder in the MOU.

#### State Civil Service Classification:

The current permanent full-time employees of the Town of Paradise Fire Department will be offered employment with CAL FIRE in a civil service position consistent with their current assignment. The state civil service classification is determined by evaluating the Town of Paradise Fire Department employee's existing classification, duty statement, salary, and organizational structure compared to the same or similar classifications used within CAL FIRE. As close a match as possible is made and the employee is then blanketed into that state civil service classification.



### **Permanent Appointment:**

CAL FIRE has made every effort to offer fire protection proposals that operationally, fiscally, and personally best fit the needs of the Town of Paradise. CAL FIRE will hire the Town of Paradise Fire Department employees that are included in the agreed on contract. The process for the Town of Paradise Fire Department employees that are assimilated into CAL FIRE is prescribed clearly in law and takes from three to four months to process. Officially, these employees become state civil service employees "without the benefit of civil service examination." They do not serve a probationary period unless they are currently on probation with their local government. The State Personnel Board makes the civil service appointment at one of their regularly scheduled public hearings. CAL FIRE closely follows the guidelines established in the State Constitution for the transition of employees into state civil service that result from these cooperative agreements.

***Article VII, Section 6 (c) of the California Constitution allows the State Personnel Board to transfer, or "blanket-in" by board resolution local government employees when the work that was performed by these employees is assumed by the state.***

### **Seniority:**

Once transitioned, service with the Town of Paradise Fire Department will be reviewed and credited to employees based on the State's qualifying service requirement. Currently, a State employee must have 11 or more working days of paid time per month for the month to be qualifying. In other words, for each qualifying month as described, a Town of Paradise Fire Department employee will receive one month of state service. State service is used to determine certain benefits, including longevity pay and vacation/annual leave accrual rates.

Seniority is calculated similarly to State service and is used for transfers, layoffs, or demotions when necessary.

### **Promotion, Transfers, Assignments**

Town of Paradise Fire Department employees that are transitioned into CAL FIRE are fully tenured employees and enjoy the same rights, privileges, and opportunities that any other CAL FIRE employee of the same classification and seniority. They would be eligible to compete for promotion if they meet the minimum qualifications. The years spent with the Town of Paradise Fire Department may count as credit towards qualifying experience on a year-for-year basis.

Town of Paradise Fire Department employees would be eligible to transfer or ask for re-assignment anywhere in California that CAL FIRE operates the same as any other CAL FIRE employee. These voluntary transfer rules are contained in the MOU between CDF Firefighters Local 2881 and CAL FIRE. There are criteria that must be met to be successful in the change of work location, such as satisfactory performance in their current position for the previous 24 months.

Promotions, transfers, and re-assignments are predominantly voluntary. Occasionally, due to operational needs, an employee may be involuntarily re-assigned within CAL FIRE.

### **Training**

Training records of the Town of Paradise Fire Department employees will be compared to those of CAL FIRE employees of the same classification. Any training courses that are necessary will be provided to the Town of Paradise Fire Department employees. Since CAL FIRE participates in the Joint Apprenticeship Certification (JAC) program for new employees, the transitioned employees may be entered into the JAC program for training purposes. The determination for

## **Cooperative Fire Protection Proposal, Paradise Fire Department**

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JAC status is based on years of experience, training records, and other education or experience. The CAL FIRE Sub-JAC committee evaluates the individuals and determines if it is appropriate to enroll them in JAC or provide a training plan that will establish Journey level status outside of JAC. Those enrolled in the JAC program may be required to take the third (3<sup>rd</sup>) year examination to journey or achieve equivalency. Sub-JAC Committee membership is evenly distributed between labor and management.

*Customized training programs will be developed for each employee to ensure that they are placed in a successful situation and have received or will receive training that meets or exceeds other CAL FIRE employees at their classification.*

### **Salary:**

Once the state civil service classification is determined, the Town of Paradise Fire Department employee's existing salary at the time of transition will be compared to that of the new classification. If the Town of Paradise Fire Department employee is within the minimum and maximum of the salary range for the state civil service classification, the employee will retain his or her salary. If the employee's salary is above the maximum for the state civil service classification, the salary may be maintained at that rate (e.g., red circled). Red circle rates are retained until the maximum salary of the classification equals or exceeds the red circle rate. If the employee's salary is below the minimum of the state civil service classification the salary will be raised to the minimum of the classification, and the employee will be given annual step raises until he or she reaches the maximum salary range.

CAL FIRE employees are paid their base pay plus any applicable differentials once per calendar month. Fire protection employees receive a supplemental Extended Duty Week Compensation check at the end of each 28-day work period, which is calculated using the base salary, red circle rate, and any applicable pay differentials.

### **Base Pay**

A fire protection employee's monthly salary is based on a work schedule for an average 53 hours per week, which is established by the federal Fair Labor Standards Act (FLSA) as the standard work week for firefighters eligible for Section 7K of the FLSA.

### **EXTENDED DUTY WEEK COMPENSATION (EDWC)**

EDWC for CAL FIRE employees eligible for the Section 7K of the FLSA is calculated on a 28-day work period. Since CAL FIRE employees predominantly work scheduled 72-hour duty weeks, this portion of hours is known as EDWC (the difference between 53 hours and 72 hours per week). A supplemental check at the end of the 28-day work period is issued to compensate the employee for the EDWC and for any unplanned overtime that was worked during the 28-day work period. EDWC does count as income for California Public Employees' Retirement System (CalPERS) calculation purposes. Unplanned overtime does not count as compensation for CalPERS retirement calculation purposes.

## Cooperative Fire Protection Proposal, Paradise Fire Department

Current pay rates (2011-2012) for CAL FIRE employees are as follows:

EMPLOYEE CLASSIFICATION	MINIMUM SALARY RANGE	MAXIMUM SALARY RANGE	EDWC PAY	EDWC WITHOUT HAZMAT
Communications Operator	\$3,016	\$4,114	N/A	\$3,565
Firefighter II (FF II)	\$2,777	\$3,374	\$1,837*	\$1,767
Fire Apparatus Engineer (FAE)	\$3,325	\$3,849	\$2,081*	\$2,010
Fire Captain (FC)	\$3,648	\$4,432	\$2,380*	\$2,310
Battalion Chief (BC)	\$4,641	\$5,643	\$2,334*	\$2,280
Assistant Chief (AC)**	\$6,316	\$7,659	N/A	N/A

\*Effective January 1, 2012, Bargaining Unit 08 employees at the maximum rate of the classifications listed above and who have a minimum of 12 qualifying pay periods will receive an increase. The EDWC is calculated (rounded) utilizing the maximum rate of the classification adjusted to reflect an annualized increase and includes the Longevity Pay Differential (7%) and Educational Incentive Pay Differential.

\*\*Working title of Division Chief.

### Education Incentive Pay

Eligible CAL FIRE employees who have completed their JAC apprenticeship and reached journey level status may be compensated with an additional educational incentive differential of \$75.00 per monthly pay period.

Permanent employees in specific classifications that do not require JAC certification may also be eligible for this incentive if they have completed 60 units from an accredited community college, college, or university.

### Longevity Pay Differential:

Eligible CAL FIRE employees that have achieved certain benchmarks in years of service receive a monthly base pay differential at a percentage rate calculated on the employee's base salary as follows:

Years of Service	Pay differential increase
17 & 18 years	1 % of Base pay
19 years	2 % of Base pay
20 years	3 % of Base pay
21 years	4 % of Base Pay
22, 23, & 24 years	5 % of Base Pay
25 years and above	7 % of Base Pay

### HAZMAT Pay Differential

Rank and file employees and excluded employees associated with Bargaining Unit (BU) 8 regularly assigned to any CAL FIRE dedicated HAZMAT emergency response unit on a full-time basis, or at the discretion of the Unit Chief, and any BU 8 employee who is a HAZMAT Technician

## **Cooperative Fire Protection Proposal, Paradise Fire Department**

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or Specialist, who is required to maintain certification and a yearly baseline physical as part of his or her assignment as a member of a HAZMAT Response Team shall be eligible to receive a pay differential of \$150 per pay period while so assigned.

### **Deferred Compensation:**

CAL FIRE employees are eligible to participate in several tax deferred programs that invest pre-tax income into tax deferred investments.

### **Uniform Allowance:**

Eligible BU 8 employees may receive a \$540 per year uniform allowance and an additional \$ 290 per year work boot allowance. This counts as annual income for CalPERS retirement calculation purposes.

Additional information on uniform allowances can be found in the appropriate bargaining unit MOU.

### **HEALTH BENEFITS (HEALTH, VISION, AND DENTAL COVERAGE)**

CAL FIRE employees are provided with health benefit coverage for employees and family through CalPERS. CalPERS has a selection of plans to choose from that provide different types of coverage such as health maintenance organizations, preferred provider plans, or choose your own physician plans. The cost for each benefit is dependent upon the collective bargaining identifier of an employee, how many dependents the employee enrolls, and which plan the employee enrolls in.

BU 8 employees are given a Consolidated Benefit (CoBen) Allowance to offset the price of total premium cost of benefits (health, dental, and vision). See table of rates below for most fire protection classifications:

<b>FAMILY STATUS</b>	<b>COBEN ALLOWANCE</b>
Employee only	\$509 per month
Employee with one dependant	\$973 per month
Employee and two or more dependants	\$1,268 per month

**NOTE:** Non-fire protection classification rates are available upon request.

If an employee chooses a health plan that exceeds these amounts the employee will be responsible for the difference, which will be payroll deducted.

### **Post Retirement Health Care Coverage**

CAL FIRE employees are provided with post retirement health care coverage paid by the employer. There is a vesting period of 10 years of CAL FIRE or other state department service to receive the employer's contribution. After 10 years, the employee receives 50% of the employer contribution and the employer contribution increases by 5% each year until reaching 100% employer contribution after 20 years of state service. Service time with the Town of Paradise Fire Department DOES NOT count towards this coverage, only time actually working as a state employee counts.

### **Previous State Employee Credit towards Post Retirement Health Care Coverage**

## **Cooperative Fire Protection Proposal, Paradise Fire Department**

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Some Town of Paradise Fire Department employees may have worked for the State of California prior to their current employment with the city. This prior state employment experience counts towards this plan. If they were state employees after to January 1, 1989, they may receive the benefit with reduced years of service requirement as follows:

### ***Began Working for the State of California after January 1, 1989***

Employees must work for the State of California for minimum of 10 years to vest into employer contribution of post retirement health care. Ten years qualifies for 50% employer contribution and increases by 5% employer paid per year, reaching 100% after 20 years of state employment. Refer to Government Code Section 22874.

*Additional information is available upon request for individuals who were state employees prior to January 1, 1989. Town of Paradise Fire Department employees should contact CalPERS for their particular circumstances.*

## **LEAVE CREDITS**

### **Vacation and Sick leave**

Vacation and sick leave credits are converted prior to being credited to an employee transitioned to the state. Credits are converted by the following formula: Hours of credit each month as a Town of Paradise Fire Department employee divided by the hours of credit each month a CAL FIRE employee would receive.

As an example: Town of Paradise Fire Department employees earn 12 hours of sick leave per month; CAL FIRE employees earn eight hours of sick leave per month. Thus, 12 divided by 8 = 1.5. This is the conversion factor. The next step is to take the Town of Paradise Fire Department employee's sick leave balance and divide it by the conversion factor. This is the balance the Town of Paradise Fire Department employee will be allowed to carry over.

For vacation or annual leave credits, there is a maximum amount of hours an employee can carry over. The maximum hours are determined by calculating what the employee would earn in a year as a state employee (based on his or her credited years of state service). This is the maximum carry over amount allowed for vacation or annual leave credits. Any hours above the maximum must be resolved between the employee and the Town of Paradise Fire Department prior to the transition. This agreement is normally contained within the Transitional MOU.

### **Annual Leave vs. Sick Leave and Vacation**

CAL FIRE employees may choose between two patterns of accumulating leave credits:

1) Annual Leave and 2) Vacation and Sick Leave.

### **Annual Leave**

Annual leave can be used as vacation or sick leave at the employee's choice. It is subject to maximum balances. The accrual rate is determined by adding four hours per month to the vacation rate for the number of years of state service the employee has.

### **Vacation Leave**

Vacation is accumulated at a rate based on the years of service as shown in the chart below for BU 8 employees. Vacation is subject to maximum balances per year.



## Cooperative Fire Protection Proposal, Paradise Fire Department

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### Sick Leave

Sick leave is accumulated at the rate of eight hours per month. There is no maximum amount or limit. Sick leave balances remaining at the time of retirement can count towards service credit for retirement purposes. Sick leave can be used only for authorized medical reasons or bereavement leave.

YEARS OF SERVICE	VACATION	SICK LEAVE	ANNUAL LEAVE
1 mo. – 3 yrs.	8 hours (2.4 weeks)	8 hours	12 hours (3.6 weeks)
37 mo. – 10 yrs.	11 hours (3.3 weeks)	8 hours	15 hours (4.5 weeks)
121 mo. – 15 yrs.	13 hours (3.9 weeks)	8 hours	17 hours (5.1 weeks)
181 mo. – 20 yrs.	14 hours (4.2 weeks)	8 hours	18 hours (5.4 weeks)
Over 20 yrs.	15 hours (4.5 weeks)	8 hours	19 hours (5.7 weeks)

### RETIREMENT

#### Safety Member employees

Certain BU 8 employees are members of the CalPERS Peace Officer and Firefighter (POFF) safety retirement program. The Town of Paradise Fire Department employees who fall into this category will become members of that plan. The Miscellaneous retirement formula is 2% per year of service credit at age 60.

Upon retirement the employee will receive compensation based on a combination of retirement systems to which he or she has contributed over his or her years of employment. Some employees will have been members of only CalPERS, while some will have participated in multiple programs and plans. Most retirement programs have "reciprocity agreements" with other programs. Each Town of Paradise Fire Department employee's retirement compensation calculations will be different based on the programs and plans of which the employee has been a member.

*It is strongly recommended that each Town of Paradise Fire Department employee contact CalPERS and obtain a personal evaluation of his or her retirement circumstances.*

#### Union Representation:

Fire protection employees in rank and file classifications are represented by CDF Firefighters, Local 2881 (BU 8). Membership is not required; however, a Fair Share agreement is in effect between CAL FIRE and CDF Firefighters, Local 2881. The MOU extended through June 30, 2013, is in effect. The MOU addresses wages, hours, and other terms and conditions of employment. New MOUs are negotiated by CAL FIRE and the CDF Firefighters Union and go into effect once approved by the Legislature, signed by the Governor, and ratified by the Local 2881 membership.

Non-fire protection employees (excluding those designated managerial, supervisory, and confidential) will be represented by one of the state's 21 collective bargaining units. Representation by a particular bargaining unit is based upon the classification determined by CAL FIRE. These bargaining units also have MOUs in which wages, hours, and other terms and conditions of employment are addressed.

Current CAL FIRE/CDF Firefighters MOU link:  
[www.dpa.ca.gov/bargaining/contracts/](http://www.dpa.ca.gov/bargaining/contracts/)

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## APPENDIX C

### Comparison of Personnel Benefits Town of Paradise and CAL FIRE

Comparison of benefits to personnel based on the most recent Memorandum of Understanding (MOU) for Town of Paradise and CAL FIRE, each full service fire agencies. Each transitioned employees circumstances are unique related to pay and benefits therefore any comparisons in this proposal are generalized based on information available in MOUs and department policies.

<b>Town of Paradise</b>	<b>CAL FIRE</b>
<b>EMT Incentive Pay:</b>  \$30 per month	<b>EMT Incentive Pay:</b>  Not available
<b>HazMat Incentive Pay:</b>  <ul style="list-style-type: none"> <li>5% increase per month in base salary</li> </ul>	<b>HazMat Incentive Pay:</b>  <ul style="list-style-type: none"> <li>\$150 per pay period for eligible employees</li> </ul>
<b>Education Incentive Pay:</b>  <ul style="list-style-type: none"> <li>None</li> </ul>	<b>Education Incentive Pay:</b>  <ul style="list-style-type: none"> <li>\$75.00 per pay period for eligible employees</li> </ul>
<b>Retirement:</b>  <ul style="list-style-type: none"> <li>California Public Employees Retirement System 3% @ 50</li> <li>9% employee contribution</li> </ul>	<b>Retirement:</b>  <ul style="list-style-type: none"> <li>California Public Employees Retirement System 3%@50 or 3%@55 (See below)</li> <li>10% employee contribution</li> </ul>
<b>Retirement Formula Plans:</b>  <p>Paradise fire fighters with prior CAL FIRE service time that have not been cashed out may be eligible for 3%@50 formula after transition to CAL FIRE. There is a possibility cashed out time could be purchased back.</p> <p>Paradise fire fighters who do not have previous qualifying CAL FIRE time would transition to 3%@55 formula.</p>	
<b>Deferred Compensation Program:</b>  <ul style="list-style-type: none"> <li>457 Plan – voluntary, employer contribution not available;</li> </ul>	<b>Deferred Compensation Program:</b>  <ul style="list-style-type: none"> <li>457 Plan – voluntary, employer contribution not available</li> <li>401 Plan – voluntary, employer</li> </ul>



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	contribution not available
<b>Uniform Allowance:</b> <ul style="list-style-type: none"> <li>\$995.00 Annually (Paid bi-weekly in 26 increments totaling \$995)</li> </ul>	<b>Uniform Allowance:</b> <ul style="list-style-type: none"> <li>\$830.00 (Paid once annually)</li> </ul>
<b>Holiday Accrual:</b> <ul style="list-style-type: none"> <li>&lt;15 years service – 7.5 24 hour shift days off or pay equivalent</li> <li>&gt;15 years of service – 8.5 24 hour shift days off or pay equivalent</li> <li>No carry-over. Unused accrual paid out annually</li> </ul>	<b>Holiday Accrual:</b> <ul style="list-style-type: none"> <li>13 floating holidays and 1 personal holiday accrued annually</li> <li>Maximum carry-over 6 days</li> </ul>
<b>Vacation Accrual:</b> <ul style="list-style-type: none"> <li>5-11 shift days annual accrual (varies; based on years of service)</li> <li>Maximum annual carry-over two times annual earnings</li> </ul>	<b>Vacation Accrual:</b> <ul style="list-style-type: none"> <li>8 - 15 hours accrued per month (varies; based on years of service)</li> <li>Maximum annual carry-over 640 hours.</li> </ul>
<b>Vacation Buy out:</b> <ul style="list-style-type: none"> <li>Upon separation, 100% of accrued vacation paid out.</li> </ul>	<b>Vacation Buy out:</b> <ul style="list-style-type: none"> <li>Upon separation, 100% of accrued vacation paid out.</li> </ul>
<b>Sick Leave Accrual:</b> <ul style="list-style-type: none"> <li>12 hours per month</li> <li>Maximum accrual 2800 hours</li> </ul>	<b>Sick Leave Accrual:</b> <ul style="list-style-type: none"> <li>1 shift day per month (8 hours per month)</li> <li>No maximum accrual amount</li> </ul>
<b>Annual Leave Program:</b> <ul style="list-style-type: none"> <li>Not available</li> </ul>	<b>Annual Leave Program:</b> <ul style="list-style-type: none"> <li>12-19 hours accrued per month</li> </ul>
<b>Annual Leave Buy out:</b> <p>Not available</p>	<b>Annual Leave Buy out:</b> <p>Upon separation, 100% of accrued annual leave paid out.</p>

# Cooperative Fire Protection Proposal, Paradise Fire Department

<b>Sick Leave Buy out:</b>  100% toward PERS service credit	<b>Sick Leave Buy out:</b>  100% toward PERS service credit (Use toward service credit depends on years of service at retirement age)
<b>Compensatory Time Off:</b>  Available, employee option	<b>Compensatory Time Off:</b>  Not available
<b>Will Paradise fire fighters lose their seniority for vacation or annual leave credit accrual and vacation requests?</b> <ul style="list-style-type: none"> <li>No, Paradise fire fighters will retain their years of service and will accrue vacation or leave credits based on their service time.</li> <li>They will also retain their seniority for annual vacation requests.</li> </ul>	
<b>Employee Health Insurance:</b> <ul style="list-style-type: none"> <li>Employer pays approximately 80% of premium cost, based on PER Choice at each level of coverage. 2012 Town Caps:  Employee only offset is \$442.11  Employee plus 1 offset is \$884.20  Employee plus 2+ offset is \$1,148.47</li> </ul>	<b>Employee Health Insurance:</b> <ul style="list-style-type: none"> <li>There are several insurance plans available from the employer.</li> <li>BU 08 employees receive the following amounts to offset the price of the total premium cost for benefits (health, dental, vision): \$529 for employee only, \$1014 for employee and plus one dependant, or \$1320 for employee plus two or more dependants for the 2012 calendar year.</li> </ul>
<b>Will Paradise have to fund the entire cost of post employment health benefits?</b> <ul style="list-style-type: none"> <li>Through the same transitional MOU the Town may elect to pay to vest employee's years of service with Paradise or not vest this time. It is up to the Town and the firefighters. Should the Town choose to vest its employees CAL FIRE will hold a Promissory Note for up to 10 years at a fixed rate of interest. Other financing methods may also be available.</li> </ul>	
<b>Hours per shift:</b>  53 hrs + 3 FLSA @ ½ pay  Shift schedule is 48 on, 96 off	<b>Hours per shift/week:</b>  53 hrs + 19 FLSA @ 1 ½ pay  Shift schedule is 72 on, 96 off

## Cooperative Fire Protection Proposal, Paradise Fire Department

<b>Life Insurance:</b> <ul style="list-style-type: none"><li>• Employer pays full premium. Benefit - 1.5 times annual salary, maximum benefit up to \$100,000. CSFA Life Insurance available</li></ul>	<b>Life Insurance:</b> <ul style="list-style-type: none"><li>• Available to excluded (Not rank and file) employees. This is a State paid benefit.</li></ul>
<b>Long Term Disability Insurance:</b> <ul style="list-style-type: none"><li>• Employer pays full premium. Benefit – 1.5 times annual salary up to \$100,000</li></ul>	<b>Long Term Disability Insurance:</b> <ul style="list-style-type: none"><li>• Available to excluded (not rank and file) employees in permanent positions only.</li><li>• No employer contributions toward premium.</li></ul>
<b>Physical Training Program:</b> <p>\$90 gym membership reimbursement and 1 hour per day by Fire Department Policy</p>	<b>Physical Training Program:</b> <p>Employer sponsored, 1 hour per shift day per MOU, fire station based</p>
<b>Longevity</b> <ul style="list-style-type: none"><li>• 10 years = 2.5%</li><li>• 15 years = 5%</li><li>• 25 years = 7.5%</li></ul>	<b>Longevity</b> <ul style="list-style-type: none"><li>• 17 &amp; 18 years = 1%</li><li>• 19 years = 2%</li><li>• 20 years = 3%</li><li>• 21 years = 4%</li><li>• 22-24 years = 5%</li><li>• 25 years = 7%</li></ul>

The comparisons above relate only to certain benefits provided by the Town of Paradise Fire Department and CAL FIRE to its respective employees. Other provisions of the Town of Paradise/Paradise Fire Fighters Association MOU and the State of California/CDF Firefighters MOU should also be compared by Town employees and interested parties. The current State of California/CDF Firefighters MOU is available on the California Department of Personnel Administration website at the follow link:

<http://www.dpa.ca.gov/bargaining/contracts/index.htm#bu8>

## APPENDIX D

### Amador Plan Description

Public Resources Code Section 4144 establishes the Amador Plan. This program allows local agencies to provide fire protection in the fall, winter and spring utilizing existing CAL FIRE personnel, facilities and equipment. This program shares the cost of providing this service as follows:

### Amador Engine Staffing

The minimum staffing of an Amador Plan fire engine is two personnel daily. One company officer is provided by CAL FIRE at no cost for base salary or benefits. The second fire fighter, usually a Firefighter I, is paid for by the local agency for the duration of need. In Butte County the typical duration of need is approximately seven months. The local agency is also responsible for all unplanned overtime related to this program during the seven month Amador period.

Other costs associated with the program that are the responsibility of the local agency include a fire engine rental fee of \$1341 per month. Engine rental costs are apportioned based on current FEMA Type III Engine rates. Facility operating costs of \$980 per month for maintenance and \$900 per month for all utilities. These local agency costs would not be required if the local agency provides a fire engine and/or facility.

The Schedule A administrative charge, calculated annually, will be assessed on the total costs of each agreement.

### Other Program Guidelines

When considering potential Amador Plan cooperative fire protection agreements under PRC 4144, the following guidelines will be used:

- The efficiency of CAL FIRE's fire protection system in its primary mission of wildland fire protection, as well as response to major fires or other natural disasters will not be reduced or impaired. CAL FIRE's ability to assign fire protection resources to areas of the state during periods of critical fire weather or major fires shall receive priority over agreements made with local entities pursuant to Section 4144.
- Amador equipment will be located to provide the most efficient protection for both the state and local mission.



## APPENDIX E

### CAL FIRE/Butte County Fire Department Emergency Command Center

#### **Background:**

The Oroville Emergency Command Center (ECC) is the command and control dispatch center for the CAL FIRE Butte Unit and the Butte County Fire Department including the Cities of Biggs and Gridley. The ECC is staffed by one Battalion Chief, five Fire Captains and five Communications Operators. The minimum staffing level for the ECC is one Fire Captain (Supervisor) and two dispatchers (Fire Captains or Communications Operators) for the day shift (0700 – 1900) and one Fire Captain (Supervisor) and one dispatcher (Fire Captain or Communications Operator) for the night shift (1900 – 0700). During the summer period each shift is increased by one dispatcher (Fire Captain or Communications Operator) on High Fire Danger days because of the increased call volume due to vegetation fires and the additional personnel needed to order resources. The shift supervisor is referred to as the ECC Duty Officer and those duties are assigned to one Fire Captain per shift. In 2010, the ECC answered approximately 18,621 emergency phone calls (911 and Seven Digit Emergency) and approximately 16,334 administrative phone calls that resulted in 15,903 events that required responses to 12,547 incidents.

#### **Command and Control:**

The ECC is called a "Command Center" because the Duty Officers are experienced Fire Captains that speak on behalf of the Fire Chief. They are able to apply their knowledge and experiences from their field assignments to the situations being dispatched, modifying the response when appropriate to achieve the best outcome for the incident. The ECC is the Incident Commander of all incidents until the first resource arrives at scene and assumes command of the incident. The ECC Duty Officer is responsible for communications with the Unit Duty Chief. This includes but is not limited to, keeping them informed of the current major activity both in and out of the Unit, status of the department's resources and any other interesting information. The ECC facilitates station coverage as needed to maintain the Department's response capabilities.

CAL FIRE uses a three level Command and Control System. This system is used to ensure there is oversight and support at all levels of CAL FIRE. The first level is the Unit ECC and the Unit Duty Chief. The second level is the Region Operations Coordination Center (OCC) and the Region Duty Chief. The final level is the Sacramento Command Center and the CAL FIRE Department Duty Chief. Under this system, if an incident requires more resources than what is available to a Unit a request is placed to the OCC for those resources. The OCC then places those requests with the Units within the region using the closest forces concept based on the priority of the incident in relation to other incidents within the region or the state.

#### **Event Processing:**

All 911 calls are answered by a Primary Public Safety Answering Point (PSAP) which is the Law Enforcement Agency for that jurisdiction. The ECC is a Secondary Public Safety Answering Point (SPSAP), which means the call is transferred by the PSAP to the ECC once it is determined that the call is not a law enforcement incident. The ECC then verifies the location of the emergency, determines the type of emergency, obtains the reporting parties name and call back number and any additional information that is pertinent to the incident being dispatched. This same process is used for all reports of emergencies on a Seven Digit Emergency or Administrative Line; with the exception that most of those calls are direct to the ECC and not transferred by a PSAP.

#### **Dispatching System:**

## **Cooperative Fire Protection Proposal, Paradise Fire Department**

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CAL FIRE uses Northrop Grumman's Altaris Computer Aided Dispatch System (CAD). CAL FIRE purchased Altaris CAD in 2002. Altaris CAD is a "Geo-Based" CAD that means the incident location is verified using a latitude and longitude. Altaris CAD then ensures the closest forces are dispatched by taking into account the road system (travel distance and road type) and street speeds.

CAL FIRE has made several enhancements to Altaris CAD over the years that have reduced redundant effort and increased efficiency providing a better service to the public we serve. One of the notable enhancements is the CAD to CAD Interface. The CAD to CAD Interface has allowed each of the CAL FIRE ECCs to share resource location and status to ensure the closest resource is dispatched to an incident even if that resource is from another county. The CAD to CAD Interface also allows CAD to CAD sharing with other CAD Systems outside of CAL FIRE. CAL FIRE / Butte County Fire Department has had discussions with local fire agencies as well as local ambulance companies about using this functionality to increase efficiency and work continues to achieve this goal.

### **Resource Ordering Status System (ROSS):**

CAL FIRE uses the National Resource Ordering and Status System (ROSS) to process orders for resource as needed. ROSS enables dispatch offices to electronically exchange and track information in near real-time. ROSS tracks all tactical, logistical, service and support resources mobilized by the incident dispatch community.

CAL FIRE has made an enhancement to Altaris CAD that allows information to be shared between the two systems reducing the need to re-enter information from one system to the other.

### **Mutual Aid Coordination / CAL EMA Operational Area Coordinator:**

The Butte County Fire Department is the CAL EMA Operational Area Coordinator. As the Department holds this role the ECC is the Operational Area Coordination Center for the County. In this capacity the ECC oversees and coordinates resource allocations and mobilizations between the Local Government Fire Departments in Butte County. The ECC also coordinates the mobilization of local government resources to incidents outside of Butte County. Similar to the CAL FIRE Command and Control system, CAL EMA has a three level system.

If the agencies within Butte County can not fill all the needed resource requests, those requests are placed to the region level and filled from other Operational Areas within the region using the closest forces concept.

### **Staff funding:**

CAL FIRE funds one Battalion Chief, three Fire Captains and ½ of a Communications Operator position.

Butte County Fire Department funds two Fire Captains and 4 Communications Operators positions.

The City of Gridley funds ½ of a Communications Operator position.

Increased staffing on High Fire Danger days is funded by CAL FIRE



## APPENDIX F

### CAL FIRE/Butte County Fire Department Training and Safety Bureau

#### Personnel assigned by position and funding source:

One Battalion Chief, State funded  
Four Fire Captains, County funded (Two SAFER Grant)  
Office Assistant, County funded extra help fund (Part time)

The CAL FIRE Academy and Northern Region Training program work hand in hand with the CAL FIRE Butte Unit to facilitate the States training program and support the Butte Unit's personnel training needs. The region wide training process is accomplished through technical, fiscal, facilities, administrative, database, Academy, southern region, Federal and local cooperator coordination within CAL FIRE policy and procedures.

The CAL FIRE Butte Unit/Butte County Fire Department and contract cities have an excellent cooperative working relationship with the member agencies of the Butte County Training Officers Association (City of Oroville, Chico, Paradise and El Medio Fire Departments, USFS Plumas National Forest, Butte County Emergency Management). It is the goal of the Butte County Training Officers Association to provide quality low cost training to its member agencies and surrounding fire agencies. Annually the Butte County Training Officers Association coordinates multiple Office of State Fire Marshal (OSFM) courses including but not limited to: Fire Officer Courses, Chief Officer Courses, Auto Extrication, Low Angle Rope Rescue Operations and Rescue Systems 1. In addition, the Butte County Training Officers Association also financially supports the consumable items at the Butte County Fire Departments Truck Academy. Every Training Officer Association member agency gets slots in every Truck Academy.

The Butte County Fire Department has recently rewritten the volunteer firefighter training requirements and created a tiered level of response program. The minimum training requirements have been updated to provide the volunteer firefighter (regardless of desired level of response) the minimum mandated training required by state and federal law as well as the minimum training required for the volunteer firefighter to perform their assigned duties.

The levels of response are:

Support Responder, works in a support role only at emergencies  
EMS Responder, responds to EMS emergencies and performs support responder duties  
Full Responder, responds to all emergencies and fires, and performs EMS and support responder duties  
Water Tender and Breathing Support Responder, Operates a Water Tender or Breathing Support and performs EMS and support responder duties

### BUTTE COUNTY FIRE DEPARTMENT TRAINING MISSION

The Butte County Fire Department Training Program goal is to assure quality service to the public by developing the skills and abilities of all Butte County Fire Department's career and volunteer personnel. This is accomplished through training that is economical, effective, and consistent with the needs of the public, Butte County, CAL FIRE, and the employee.

### GENERAL PROGRAM GOALS

- Enforce state/federal law, and CAL FIRE-Butte County Fire Department training policies, procedures and protocols as they apply to career and volunteer personnel.



- Ensure that all personnel receive the opportunity for training that is required for their specific positions.
- Document all employees training in a common database (Train Tracker and TMS).
- Work with CAL FIRE Region Office regarding the allocation of training for CAL FIRE personnel and the presentation of training at regional training locations.
- Work with cooperators at the Butte Community College to ensure communications, cooperation and coordination of all public safety training.
- Work with cooperators as a member of the Butte County Training Officers Association.
- The Bureau will assist and closely coordinate all training with assigned battalion training representatives.

## APPENDIX G

### Hazardous Materials Joint Powers Authority

The "Hazardous Materials Team Special Mutual Aid Joint Powers Agreement" (HazMat JPA) was signed by all participating jurisdictions (Cities of Oroville, Gridley, Biggs, Chico, Town of Paradise, County of Butte) on December 18, 1990, which enabled:

1. Establishment of the Butte County Hazmat Response Agency
2. Establishment of a HazMat Team that consists of a specified number of trained personnel from each participating agency:
  - a. PRA (minimum 4, maximum 6)
  - b. ORO (minimum 4, maximum 6)
  - c. CHI (minimum 6, maximum 12)
  - d. GRD (minimum 1)
  - e. BUT (minimum 10, maximum 16)
3. Equipment – Butte County has possession of and is responsible for the maintenance of all equipment. Currently, the HazMat Team maintains two Cal EMA Type-2 HazMat response units and one HazMat support unit.
  - a. HazMat 64 and Hazmat Support 64 are located at BCFD Kelly Ridge Fire Station
  - b. HazMat 5 is located at Chico Fire Bidwell Park Fire Station
4. Dispatch – Cal Fire/BCFD ECC maintains status and dispatching for HazMat response unit(s) and team members, based on incident levels and needs
5. Services provided – The HazMat Team may provide the following services to each jurisdiction:
  - a. Assist w/ Size-up/Command
  - b. Assist w/ Rescue/EMS
  - c. Identification of hazards
  - d. Contacting specialized resources
  - e. Cooperating with other agencies
  - f. Assist w/ extinguishing fires
  - g. Containing/mitigating spills/releases
  - h. Establishing Safe Refuge Areas and perimeter
  - i. Advising on clean up options
6. Training – All members must be trained at the CSTI HazMat Specialist level and maintain currency, by participating in regular team training as well as formal training, as specified in the HazMat Team Standard Operating Procedures Manual. Furthermore, HazMat Team members must maintain clearance with annual medical screening and Respiratory Fit testing.
7. Cost Contributions – .15 cents per capita is collected annually from each participating agency and deposited into the HazMat JPA trust fund, administered by the County of Butte.

8. Management – the Butte County Fire Chiefs' Association is the managing entity, with day-to-day operations delegated to an appointed HazMat Team member (HazMat Team Coordinator)
9. Workmen's Compensation – remains with the participating agencies in which the employees are employed
10. Incident Costs – Reimbursement costs, when there is a responsible party/person, are prepared by the HazMat Team coordinator. When reimbursements are received they are deposited into the HazMat trust fund.
11. Insurance – The County of Butte provides public liability, property damage, and collision insurance for the HazMat vehicles.

## APPENDIX H

### **CAL FIRE/Butte County Fire Department Fire Prevention Bureau**

The Fire Prevention Bureau is located at the CAL FIRE/Butte County Fire Department headquarters in Oroville. Responsibilities include fire law enforcement, fire cause and origin determination, arson case investigation, public education, public information, and maintaining fire cause statistics. The Fire Prevention Bureau is also responsible for life safety code inspections and pre-development comments regarding life safety. Bureau personnel work closely with Butte County Development Services and other Butte County Departments on code and ordinance adoption related to life and fire safety. The Fire Prevention Bureau's jurisdiction is within all unincorporated areas of Butte County. The Bureau assists other agencies with fire investigation on a mutual aid basis or as members of the Butte County Fire Investigation Team. Bureau personnel are also members of the Butte County Fire Chief's Association Fire Prevention Officers group. This group works together to maintain consistency across jurisdictional lines regarding fire and life safety codes and best practices.

The Fire Prevention Bureau is staffed as follows:

- One Bureau/Battalion Chief, State funded
- One Fire Captain Specialist, State funded
- One Fire Captain/Fire Marshal, County Funded
- One Fire Prevention Specialist II, State Funded
- ½ Fire Prevention Specialist I, County Funded
- One Office Assistant, County Funded



# APPENDIX I

CAL FIRE Schedule A-4142 Fiscal Sheets



SCHEDULE A- 4142  
INDEX 2100  
PCA

**Alternative 1**

THIS IS SCHEDULE A -4142 OF THE COOPERATIVE AGREEMENT, DATED JULY 1, 2012  
BETWEEN THE STATE OF CALIFORNIA DEPARTMENT OF FORESTRY AND FIRE PROTECTION  
AND THE TOWN OF PARADISE, A LOCAL AGENCY.

**PERSONAL SERVICES**

No.	Class.	Period	Mos	Rate	Total Salary	Benefits	Total
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**Salaries**

Station 1	2 Captain	7/1-6/30	24	\$4,701	\$112,824	\$63,475	\$176,299
	2 Engineer	7/1-6/30	24	\$4,083	\$97,992	\$55,130	\$153,122
	2 FFII	7/1-6/30	24	\$3,578	\$85,872	\$48,312	\$134,184
Station 2	2 Captain	7/1-6/30	24	\$4,701	\$112,824	\$63,475	\$176,299
	2 FAE	7/1-6/30	24	\$4,083	\$97,992	\$55,130	\$153,122
	2 FFII	7/1-6/30	24	\$3,578	\$85,872	\$48,312	\$134,184
Station 3	Captain	7/1-6/30		\$4,701	\$0	\$0	\$0
	Engineer	7/1-6/30		\$4,083	\$0	\$0	\$0
Relief Personnel	1 Captain	7/1-6/30	12	\$4,701	\$56,412	\$31,737	\$88,149
	2 Engineer	7/1-6/30	24	\$4,083	\$97,992	\$55,130	\$153,122
	0 FFII	7/1-6/30	0	\$3,578	\$0	\$0	\$0
Command Staff	1 Division Chief	7/1-6/30	0	\$11,194	\$0	\$0	\$0
	1 Battalion Chief	7/1-6/30	12	\$5,868	\$70,416	\$39,616	\$110,032
Dispatch	1 Comm Ops	7/1-6/30	12	\$4,562	\$54,744	\$24,777	\$79,521

**Overtime and Supplemental Pay**

FLSA	5 Captain		65	\$2,310	\$150,150	\$43,348	\$193,498
	6 Engineer		78	\$2,010	\$156,780	\$45,262	\$202,042
	4 FFII		52	\$1,767	\$91,884	\$26,527	\$118,411
	1 Batt. Chief		13	\$3,938	\$51,194	\$14,780	\$65,974
Extended Duty Pay	1 Divison Chief		0	\$1,954	\$0	\$0	\$0
Unplanned 1 1/2 Time	Safety				\$300,000	\$4,350	\$304,350
	Miscellaneous - HEM				\$5,000		\$5,000



## Supplemental Pay

Education	16 Employees	204	\$75	\$15,300	\$222	\$15,522
Haz Mat	4 Employee	48	\$150	\$7,200	\$104	\$7,304
	Totals			\$1,650,448	\$619,688	\$2,270,136
<b>Subtotal Personal Service</b>						<b>\$2,270,136</b>

**OPERATING EXPENSE**

	No.	Type	Mos.	Rate		Total
Travel in state		Supplies				
		Training				\$42,000
		Schedule D Maint.				
<b>Subtotal travel in state</b>						<b>\$42,000</b>
Personal care						
Uniform allowance						
	16 Full Time Wearers (Unit 8)			\$830	\$13,280	\$4,102
	1 Comm. Op.		0	\$450	\$450	\$139
						\$589
<b>Subtotal Uniforms</b>						<b>\$17,971</b>
<b>Total Operating Costs</b>						<b><u>\$59,971</u></b>

**Total personal service and  
Operating Expense** **\$2,330,107**

Administrative charge 11.96% \$278,681

**GRAND TOTAL SCHEDULE A** **\$2,608,788**  
=====

SCHEDULE A- 4142  
INDEX 2100  
PCA

**Alternative 2**

THIS IS SCHEDULE A -4142 OF THE COOPERATIVE AGREEMENT, DATED JULY 1, 2012  
BETWEEN THE STATE OF CALIFORNIA DEPARTMENT OF FORESTRY AND FIRE PROTECTION  
AND THE TOWN OF PARADISE, A LOCAL AGENCY.

**PERSONAL SERVICES**

No.	Class.	Period	Mos	Rate	Total Salary	Benefits	Total
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**Salaries**

Station 1	2 Captain	7/1-6/30	24	\$4,701	\$112,824	\$63,475	\$176,299
	2 Engineer	7/1-6/30	24	\$4,083	\$97,992	\$55,130	\$153,122
	FFII	7/1-6/30	0	\$3,578	\$0	\$0	\$0
Station 2	2 Captain	7/1-6/30	24	\$4,701	\$112,824	\$63,475	\$176,299
	2 FAE	7/1-6/30	24	\$4,083	\$97,992	\$55,130	\$153,122
	FFII	7/1-6/30	0	\$3,578	\$0	\$0	\$0
Station 3	2 Captain	7/1-6/30	24	\$4,701	\$112,824	\$63,475	\$176,299
	2 Engineer	7/1-6/30	24	\$4,083	\$97,992	\$55,130	\$153,122
Relief	1 Captain	7/1-6/30	12	\$4,701	\$56,412	\$31,737	\$88,149
	2 Engineer	7/1-6/30	24	\$4,083	\$97,992	\$55,130	\$153,122
	FFII	7/1-6/30		\$3,578	\$0	\$0	\$0
Command	1 Division Chief	7/1-6/30	0	\$11,194	\$0	\$0	\$0
	1 Battalion Chief	7/1-6/30	12	\$5,868	\$70,416	\$39,616	\$110,032
Dispatch	1 Comm Ops	7/1-6/30	12	\$4,562	\$54,744	\$24,777	\$79,521

**Overtime and Supplemental Pay**

FLSA	7 Captain	91	\$2,310	\$210,210	\$60,688	\$270,898
	8 Engineer	104	\$2,010	\$209,040	\$60,350	\$269,390
	FFII		\$1,767	\$0	\$0	\$0
	1 Batt. Chief	13	\$3,938	\$51,194	\$14,780	\$65,974
Extended I	1 Divison Chief	0	\$1,954	\$0	\$0	\$0
Unplanned 1 1/2 Time						
	Safety			\$300,000	\$4,350	\$304,350
	Miscellaneous - HEM			\$5,000		\$5,000

Supplemental Pay

Education	16 Employees	192	\$75	\$14,400	\$209	\$14,609
Haz Mat	4 Employee	48	\$150	\$7,200	\$104	\$7,304
	Totals			\$1,709,056	\$647,556	\$2,356,612

**Subtotal Personal Service \$2,356,612**

**OPERATING EXPENSE**

No.	Type	Mos.	Rate	Total
Travel in state	Supplies			
	Training			\$42,000
	Schedule D Maint.			

**Subtotal travel in state \$42,000**

Personal care

Uniform allowance

16 Full Time Wearers (Unit 8)	\$830	\$13,280	\$4,102	\$17,382
1 Comm. Op.	0	\$450	\$139	\$589

**Subtotal Uniforms \$17,971**

**Total Operating Costs \$59,971**

**Total personal service and Operating Expense \$2,416,584**

Administrative charge 11.96% \$289,023

**GRAND TOTAL SCHEDULE A \$2,705,607**

SCHEDULE A- 4142  
INDEX 2100  
PCA

**Alternative 3**

THIS IS SCHEDULE A -4142 OF THE COOPERATIVE AGREEMENT, DATED JULY 1, 2012  
BETWEEN THE STATE OF CALIFORNIA DEPARTMENT OF FORESTRY AND FIRE PROTECTION  
AND THE TOWN OF PARADISE, A LOCAL AGENCY.

**PERSONAL SERVICES**

No.	Class.	Period	Mos.	Rate	Total Salary	Benefits	Total
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**Salaries**

Station 1	2 Captain	7/1-6/30	24	\$4,701	\$112,824	\$63,475	\$176,299
	2 Engineer	7/1-6/30	24	\$4,083	\$97,992	\$55,130	\$153,122
	2 FFII	7/1-6/30	24	\$3,578	\$85,872	\$48,312	\$134,184
Station 2	2 Captain	7/1-6/30	24	\$4,701	\$112,824	\$63,475	\$176,299
	2 Engineer	7/1-6/30	24	\$4,083	\$97,992	\$55,130	\$153,122
	2 FFII	7/1-6/30	24	\$3,578	\$85,872	\$48,312	\$134,184
Station 35	Captain	7/1-6/30		\$4,701	\$0	\$0	\$0
	Engineer	7/1-6/30		\$4,083	\$0	\$0	\$0
	1 FFI	11/5/1930	0	\$3,061	\$0	\$0	\$0
Relief	1 Captain	7/1-6/30	12	\$4,701	\$56,412	\$31,737	\$88,149
	2 Engineer	7/1-6/30	24	\$4,083	\$97,992	\$55,130	\$153,122
	0 FFII	7/1-6/30	0	\$3,578	\$0	\$0	\$0
Command	1 Division Cr	7/1-6/30	0	\$11,194	\$0	\$0	\$0
	1 Battalion C	7/1-6/30	12	\$5,868	\$70,416	\$39,616	\$110,032
Dispatch	1 Comm Op	7/1-6/30	12	\$4,562	\$54,744	\$24,777	\$79,521

**Overtime and Supplemental Pay**

FLSA	5 Captain	65	\$2,310	\$150,150	\$43,348	\$193,498
	6 Engineer	78	\$2,010	\$156,780	\$45,262	\$202,042
	4 FFII	52	\$1,767	\$91,884	\$26,527	\$118,411
	1 Batt. Chief	13	\$3,938	\$51,194	\$14,780	\$65,974
	1 FFI	0	\$1,119	\$0	\$0	\$0
Extended I	1 Divison Chief	0	\$1,954	\$0	\$0	\$0
Unplanned 1 1/2 Time						
	Safety			\$300,000	\$4,350	\$304,350
	Miscellaneous - HEM			\$5,000		\$5,000

Supplemental Pay

Education	16 Employees	216	\$75	\$16,200	\$235	\$16,435
Haz Mat	4 Employee	48	\$150	\$7,200	\$104	\$7,304
	Totals			\$1,651,348	\$619,701	\$2,271,049

**Subtotal Personal Service \$2,271,049**

**OPERATING EXPENSE**

No.	Type	Mos.	Rate	Total
Travel in state	Supplies			
	Training			\$42,000
	Schedule D Maint.			
	<b>Subtotal travel in state</b>			<b>\$42,000</b>

Personal care

Uniform allowance

16 Full Time Wearers (Unit 8)	\$830	\$13,280	\$4,102	\$17,382
1 Comm. Op.	0	\$450	\$450	\$139
0 Full Time Wearers (Unit 8)	\$70	\$0	\$0	\$0
	<b>Subtotal Uniforms</b>			<b>\$17,971</b>
	<b>Total Operating Costs</b>			<b><u>\$59,971</u></b>

**Total personal service and Operating Expense \$2,331,020**

Administrative charge 11.96% \$278,790

**GRAND TOTAL SCHEDULE A \$2,609,810**

SCHEDULE A- 4142  
INDEX 2100  
PCA

**Alternative 4 (3:0 less Captains)**

THIS IS SCHEDULE A -4142 OF THE COOPERATIVE AGREEMENT, DATED JULY 1, 2012  
BETWEEN THE STATE OF CALIFORNIA DEPARTMENT OF FORESTRY AND FIRE PROTECTION  
AND THE TOWN OF PARADISE, A LOCAL AGENCY.

**PERSONAL SERVICES**

No	Class	Period	Mos	Rate	Total Salary	Benefits	Total
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**Salaries**

Station 1	1 Captain	7/1-6/30	12	\$4,701	\$56,412	\$31,737	\$88,149
	3 Engineer	7/1-6/30	36	\$4,083	\$146,988	\$82,695	\$229,683
	2 FFII	7/1-6/30	24	\$3,578	\$85,872	\$48,312	\$134,184
Station 2	1 Captain	7/1-6/30	12	\$4,701	\$56,412	\$31,737	\$88,149
	3 FAE	7/1-6/30	36	\$4,083	\$146,988	\$82,695	\$229,683
	2 FFII	7/1-6/30	24	\$3,578	\$85,872	\$48,312	\$134,184
Station 3	Captain	7/1-6/30		\$4,701	\$0	\$0	\$0
	Engineer	7/1-6/30		\$4,083	\$0	\$0	\$0
Relief Personnel	1 Captain	7/1-6/30	12	\$4,701	\$56,412	\$31,737	\$88,149
	2 Engineer	7/1-6/30	24	\$4,083	\$97,992	\$55,130	\$153,122
	FFII	7/1-6/30	0	\$3,578	\$0	\$0	\$0
Command Staff	1 Division Chief	7/1-6/30	0	\$11,194	\$0	\$0	\$0
	1 Battalion Chief	7/1-6/30	12	\$5,868	\$70,416	\$39,616	\$110,032
Dispatch	1 Comm Ops	7/1-6/30	12	\$4,562	\$54,744	\$24,777	\$79,521

**Overtime and Supplemental Pay**

FLSA	3 Captain		39	\$2,310	\$90,090	\$26,009	\$116,099
	8 Engineer		104	\$2,010	\$209,040	\$60,350	\$269,390
	4 FFII		52	\$1,767	\$91,884	\$26,527	\$118,411
	1 Batt. Chief		13	\$3,938	\$51,194	\$14,780	\$65,974
Extended Duty Pay	1 Division Chief		0	\$1,954	\$0	\$0	\$0
Unplanned 1 1/2 Time	Safety				\$300,000	\$4,350	\$304,350
	Miscellaneous - HEM				\$5,000		\$5,000

## Supplemental Pay

Education	16 Employees	204	\$75	\$15,300	\$222	\$15,522
Haz Mat	4 Employee	48	\$150	\$7,200	\$104	\$7,304
	Totals			\$1,627,816	\$609,091	\$2,236,907
<b>Subtotal Personal Service</b>						<b>\$2,236,907</b>

**OPERATING EXPENSE**

	No.	Type	Mos.	Rate		Total
Travel in state		Supplies				
		Training				\$42,000
		Schedule D Maint.				
<b>Subtotal travel in state</b>						<b>\$42,000</b>
Personal care						
Uniform allowance						
	16 Full Time Wearers (Unit 8)			\$830	\$13,280	\$4,102
	1 Comm. Op.		0	\$450	\$450	\$139
						\$589
<b>Subtotal Uniforms</b>						<b>\$17,971</b>
<b>Total Operating Costs</b>						<b><u>\$59,971</u></b>

**Total personal service and  
Operating Expense** **\$2,296,879**

Administrative charge 11.96% \$274,707

**GRAND TOTAL SCHEDULE A** **\$2,571,585**  
=====







## APPENDIX J

### Side By Side Alternative Comparisons







## APPENDIX K

10 Year CAL FIRE Employee Compensation, Benefit Comparison/  
10 Year CAL FIRE Administrative Rate Comparison  
10 Year CAL FIRE Employee Salary Comparison



# Schedule A Agreement Historic Benefit Rates FY 99/00 - FY 11/12

	99/00	00/01	01/02	02/03	03/04	04/05	05/06	06/07	07/08	08/09	09/10	10/11	11/12
Retirement	4.58	2.73	9.64	13.93	20.33	23.84	23.56	24.51	25.55	26.06	25.85	27.35	27.42
Retirement Offset	1.88	1.88	1.88	1.88	1.88	1.88	1.88	1.88	1.88	1.88	1.88	1.88	1.88
Health/Dental/Vision	10.76	11.28	11.56	12.91	13.78	14.84	17.01	18.09	19.44	21.03	22.63	24.13	21.47
IDL/NDI	0.44	0.56	0.7	0.91	0.92	0.69	0	0	0	0	0	0	0
SSI (OASDI)	0	0	0	0	0	0	0	0	0	0	0	0	0
Medicare Tax	1.25	1.4	1.5	1.56	1.65	1.81	1.45	1.45	1.45	1.45	1.45	1.45	1.45
Life Insurance	0.01	0.01	0.01	0.01	0	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01
Survivor's Benefits	0.14	0.15	0.14	0.15	0.15	0.23	0.17	0.15	0.15	0.14	0.12	0.12	0.13
Worker's Compensation	4.41	4.26	3.95	3.74	3.49	3.14	3.19	4.38	6.12	6.78	6.02	6.02	5.78
Unemployment Insurance	1.4	1.47	1.02	1.1	1.1	1.51	1.51	1.51	1.51	0	0	0	0
Statewide Pro Rata	5.93	2.42	0.01	1.01	2.97	2.08	3	5.89	0	0	0	0	0
Employee Leave Buyout	0	0	0	0	0	0	0	0	0	0	0	0	0
Total Staff Benefit Rate	30.8	26.16	30.41	37.2	46.27	50.03	51.78	57.87	56.11	57.35	57.96	61.32	56.26
Unemployment Rate on FFI's only										20.02	17.51	17.51	17.51

## Schedule A Administrative Rate FY 99/00 to FY 11/12

Pro Rata													
Fire Indirect									3.58	3.4	4.5	3.63	4.98
Total Administrative Rate	11.13	11.13	11.13	11.13	10.18	9.5	9.1	9.92	10.65	9.68	11	11.06	11.96



# Cal Fire 10 Year Salary History

Position	2000/01'	2001/02'	2002/03'	2003/04'	2004/05'	2005/06'	2006/07'	2007/08'	2008/09'	2009/10'	2010/11'	2011/12'
DC	Salary	6410	6666	6666	6999	6999	6999	7659	7659	7659	7659	7812
	ERB	641	667	667	700	700	700	2551	2551	2551	2551	2633
<b>Total</b>		<b>\$7,051</b>	<b>\$7,333</b>	<b>\$7,333</b>	<b>\$7,699</b>	<b>\$7,699</b>	<b>\$7,699</b>	<b>\$10,210</b>	<b>\$10,210</b>	<b>\$10,210</b>	<b>\$10,210</b>	<b>\$10,445</b>
BC	Salary	5169	5376	5376	5643	5643	5643	5643	5643	5643	5643	5756
	FLSA OT	956	1076	1076	1663	1663	3570	3570	3570	3570	3570	3938
<b>Total</b>		<b>\$6,125</b>	<b>\$6,452</b>	<b>\$6,452</b>	<b>\$7,306</b>	<b>\$7,306</b>	<b>\$9,213</b>	<b>\$9,213</b>	<b>\$9,213</b>	<b>\$9,213</b>	<b>\$9,213</b>	<b>\$9,694</b>
FC	Salary	4059	4221	4221	4432	4432	4432	4432	4432	4432	4432	4521
	FLSA OT	580	603	603	944	944	2120	2297	2297	2297	2297	2310
<b>Total</b>		<b>\$4,639</b>	<b>\$4,824</b>	<b>\$4,824</b>	<b>\$5,376</b>	<b>\$5,376</b>	<b>\$6,552</b>	<b>\$6,729</b>	<b>\$6,729</b>	<b>\$6,729</b>	<b>\$6,729</b>	<b>\$6,831</b>
FAE	Salary	3525	3666	3666	3849	3849	3849	3849	3849	3849	3849	3926
	FLSA OT	504	524	524	819	819	1809	1960	1960	1960	1960	2010
<b>Total</b>		<b>\$4,029</b>	<b>\$4,190</b>	<b>\$4,190</b>	<b>\$4,668</b>	<b>\$4,668</b>	<b>\$5,658</b>	<b>\$5,809</b>	<b>\$5,809</b>	<b>\$5,809</b>	<b>\$5,809</b>	<b>\$5,936</b>
FFII	Salary	2415	3213	3213	3374	3374	3374	3374	3374	3374	3374	3441
	FLSA OT	397	459	459	718	718	1586	1718	1718	1718	1718	1767
<b>Total</b>		<b>\$2,812</b>	<b>\$3,672</b>	<b>\$3,672</b>	<b>\$4,092</b>	<b>\$4,092</b>	<b>\$4,960</b>	<b>\$5,092</b>	<b>\$5,092</b>	<b>\$5,092</b>	<b>\$5,092</b>	<b>\$5,208</b>
<b>Com Op</b>	<b>Salary*</b>	<b>\$2,882</b>	<b>\$2,997</b>	<b>\$2,997</b>	<b>\$3,147</b>	<b>\$3,147</b>	<b>\$3,147</b>	<b>\$3,147</b>	<b>\$4,570</b>	<b>\$4,570</b>	<b>\$4,570</b>	<b>\$4,661</b>

\* Comm Operators do not get FLSA planned OT.

\*\* Dispatcher Clerk/Comm Operator Upgrade

## APPENDIX L

### DIRECT FIRE PROTECTION SERVICES PROVIDED BY CAL FIRE

Services provided may include the following:

Full fire protection services (fire control, basic life support, advanced life support, rescue etc)  
Fire department dispatching services  
"Amador" agreements  
Wildland fire protection agreements  
Emergency Services Management

These services may be provided individually or in combination based on the contracting agency's needs.

### COUNTIES

The following Counties have Cooperative Fire Protection Agreements with CAL FIRE. Cooperative Fire Protection Agreements can be for a wide variety of services depending upon a local government entity's needs.

Alameda	Humboldt	Monterey	San Diego	Sonoma
Amador	Lake	Napa	San Mateo	Tehama
Butte	Lassen	Nevada	Santa Clara	Trinity
Calaveras	Madera	Placer	Santa Cruz	Tuolumne
El Dorado	Mariposa	Riverside	San Luis Obispo	Yuba
Fresno	Mendocino	San Benito	Shasta	
Glenn	Merced	San Bernardino	Siskiyou	

### CITIES

The following Cities have Cooperative Fire Protection Agreements with CAL FIRE. Cooperative Fire Protection Agreements can be for a wide variety of services depending upon a local government entity's needs. Cities listed below within Riverside County contract with the Riverside County Fire Department (RCFD). Riverside County has a cooperative agreement for fire protection with CAL FIRE.

Atwater	Canyon Lake	Highland	Moreno Valley	Temecula
Auburn	Coachella	Indian Wells	Palm Desert	Yucaipa
Banning	Desert Hot Springs	Indio	Pismo Beach	
Beaumont	Elsinore	La Quinta	Perris	
Biggs	Gridley	Madera	Rancho Mirage	
Calimesa	Grover Beach	Marysville	San Jacinto	

### FIRE PROTECTION DISTRICTS

The following Fire Protection Districts have Cooperative Fire Protection Agreements with CAL FIRE. Cooperative Fire Protection Agreements can be for a wide variety of services depending upon a local government entity's needs.

Amador FPD	Leggett Valley FPD	Pioneer FPD
Aromas Tri County FPD	Fresno County FPD	Shaver Lake FPD
Bald Mountain FPD	Janesville FPD	Smartville FPD
Cachagua FPD	Jenny Lind FPD	South Lake County FPD
Carmel Highlands FPD	Hamilton City FPD	South Monterey County FPD
Cloverdale FPD	Higgins FPD	South Santa Clara County FPD
Crest Forest FPD	Hopland Sanel Valley FPD	Standish Litchfield FPD

## **Cooperative Fire Protection Proposal, Paradise Fire Department**

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Cypress FPD  
Deer Springs FPD  
Foothill FPD  
Forty-Niner FPD

Orange Cove FPD  
Pajaro Valley FPD  
Peardale/Chicago Park FPD  
Penn Valley FPD

Stanislaus Consolidated FPD  
Truckee FPD  
Valley Center FPD  
Weott FPD

### **WILDLAND FIRE PROTECTION AGREEMENTS**

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The following Cities have Wildland Fire Protection Agreements with CAL FIRE. These agreements augment existing city fire department resources specifically for wildland fire fighting services.

Anaheim City  
Chino Hills City  
Arcata City  
Auburn City

Lincoln City  
Rocklin City  
Trinidad City  
Murietta City

Redlands City  
Truckee City

### **COUNTY SERVICE AREAS**

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The following County Service Areas have Cooperative Fire Protection Agreements with CAL FIRE. Cooperative Fire Protection Agreements can be for a wide variety of services depending on a local government's needs.

Fresno/Shaver Lake CSA #31  
Pajaro Dunes CSA #1  
San Mateo CSA #1

Siskiyou/McCloud CSA #4  
Sonoma/Sea Ranch CSA #40  
Sonoma/Wilmar CSA #40

### **COMMUNITY SERVICE DISTRICTS**

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The following Community Service Districts have Cooperative Fire Protection Agreements with CAL FIRE. Cooperative Fire Protection Agreements can be for a wide variety of services depending upon a local government entity's needs.

Avila Beach CSD  
Cameron Park CSD  
Comptche CSD  
Loma Rica/Browns Valley CSD

Morongo Valley CSD  
Pebble Beach CSD  
Rubidoux CSD  
Weott CSD

### **WATER DISTRICTS**

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The following Water Districts have Cooperative Fire Protection Agreements with CAL FIRE. Cooperative Fire Protection Agreements can be for a wide variety of services depending upon a local government entity's needs.

Arrowbear County Water District  
Metropolitan Water District (MWD)  
Upper Llagas Creek MWD

## APPENDIX M

### Paradise Fire Department/BCFD Volunteer Fire Fighter Program Comparison

The Paradise Fire Department and the Butte County Fire Department are known as "Combination" fire departments. This means that fire protection is delivered within the town and surrounding area by utilizing the services of career and volunteer firefighters. Given current funding and local populations, this provides for the most effective method of providing fire protection. CAL FIRE is familiar with the combination approach to fire protection and understands and will provide the following:

If the Town Council approves a cooperative agreement with CAL FIRE the volunteer fire fighter program within the Town should initially remain the same. This means current compensation, selection and retention, training requirements and drill schedules would remain the same. If desired by the Town CAL FIRE/Butte County Fire will work to converting the Paradise Fire Department volunteer fire fighter program to follow Butte County Fire Department operating procedures. This would include changes in volunteer compensation methods, selection and retention methods etc. Costs related to the volunteer fire fighter program including compensation/stipend, PPE, training etc. are the responsibility of the Town in either case.

The following is a brief comparison of Paradise and BCFD volunteer fire fighter programs:

	Paradise	Butte County
Compensation, Stipend	\$5.50 per call	\$7.50 per call
Regular Training Drill Stipend	\$10 per drill	\$7.50 per drill
Weekend Training		Up to \$19.00 per day
Regular Drills Per Year	24, 2 per month	24, 2 per month
Life Insurance	Yes, CSFA	No
Retirement Benefit	Yes, CSFA	No
Response Requirements	Per Standard Response Plan	Per Standard Response Plan
Public Donation Fund Raising	Yes, 501C3	Yes, 501C3

Personnel protective equipment (PPE) is provided by the Town and County to their volunteer fire fighters.

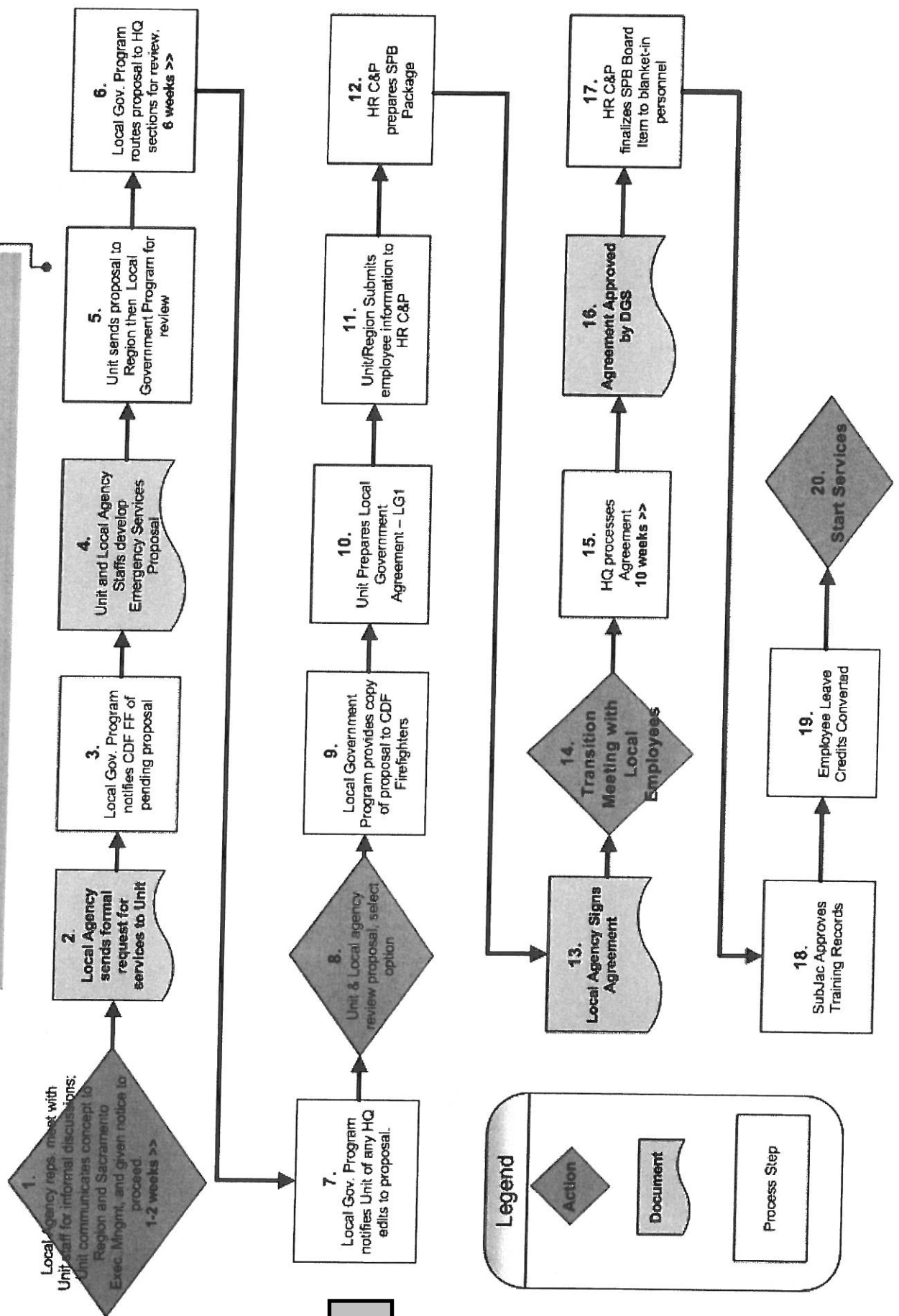
Whether retained by the Town or integrated into the Butte County Fire Department, Town volunteer fire fighters must maintain minimum training requirements required by law and department policy.



# CAL FIRE Partnership Agreement

## Flow Chart

July 30, 2009





## **CAL FIRE Cooperative Agreement Administrative Rate**

CAL FIRE is required to recover its full costs when providing goods or services to other government entities. This requirement is found in the State Administrative Manual (SAM) Section 8752, which provides:

*“The State policy is for departments to recover full costs whenever goods or services are provided for others. This policy, which applies to all departments, regardless of funding sources, is to be followed in all cases except where statutes prohibit full cost recovery.”*

Additionally, SAM Section 8752.1 defines indirect costs as:

*“Department indirect costs (overhead) are support costs which fund the statewide organization.”*

CAL FIRE complies with these requirements by applying an Administrative Charge to all agreements where CAL FIRE provides goods or services to other government entities. The Administrative Charge (Rate) utilized for Local Government Cooperative Fire Protection Agreements is comprised of two components; CAL FIRE indirect costs and the Statewide Pro Rata charges.

This Administrative Rate is determined annually, utilizing the standards established by the United States Office of Management and Budget (OMB), which are found in Circular A-87, “Cost Principles for State, Local, and Indian Tribal Governments”.

It is important that all cooperating agencies recognize that the Administrative Rate is only intended to offset CAL FIRE’s indirect costs and its share of Statewide Pro Rata. Each cooperative agreement must fund any direct costs necessary for that particular agreement.

Listed below are the categories included when calculating the annual Administrative Rate, together with a brief description of what is included within that category.

### **CAL FIRE INDIRECT COSTS**

#### **Region and Unit Administration**



Includes indirect costs associated with administrative and operational support provided at the Region and Unit level, including but not limited to the Unit Chief, Administrative Officer, various support positions and related position costs.

### **Headquarters Program Administration**

Within this category are indirect costs associated with the Cooperative Fire Program including local government contract administration; Command and Control Program management including, but not limited to the statewide telecommunications systems such as radio, microwave, telephone and paging systems, Computer Aided Dispatching system, statewide and national Multi-Incident Resource Processing System and Resource Ordering & Status System, Emergency Activity Reporting System. This category also includes overhead functions that support multiple programs or activities associated with Executive Administration, Board of Forestry, Public Education and Public Affairs.

### **Business Services**

Indirect costs associated with the budgeting, accounting and purchasing functions, including but not limited to, the state contract purchasing system administration. Additionally, this category includes functions related to maintenance of property records and inventory and specialized technical expertise in engineering, construction and facility maintenance.

### **Information Services**

Includes indirect costs associated with the information technology functions including but not limited to, program and system development, maintenance and technical support of CAL FIRE's statewide computer network system, including email accounts and other software licenses.

### **Human Resources**

Includes indirect costs associated with support provided by state-funded personnel in the human resources functions, including but not limited to, employment recruitment, testing, selection and adverse (disciplinary) action processes, Equal Employment Opportunity program, attendance and program time reporting, payroll systems, employee benefits programs including health, dental and vision insurances; rehabilitation and disability programs and investigations; return to work functions, Employee Assistance Program, Critical Incident Stress Management; Substance Abuse Assistance Program, the Injury and Illness Prevention Program, the Respiratory Protection Program, and Labor Relations functions including but not limited to collective bargaining, contract administration, grievance/complaint review and processing and Fair Labor Standards Act compliance.

NOTE: This does not include costs of physical examinations for any paid-call personnel included within cooperative agreements. Those costs are charged as direct costs to the particular cooperator.

### **Training**

Includes indirect costs associated with the administration of CAL FIRE's statewide training programs, including but not limited to, curriculum development, operation of the CAL FIRE Academy, and administration of the California Fire Fighter Joint Apprenticeship Committee training program.

### **Legal, Law Enforcement and Code Development**

Includes indirect costs associated with legal counsel services, legislative liaison and tracking services, and fire prevention law enforcement program.

### **Fleet Management**

Includes indirect costs associated with fleet management, maintenance and repair program, including available technical mechanical expertise and industry liaison services.

### **STATEWIDE PRO RATA**

The Statewide Pro Rata are the costs that other state agencies charge CAL FIRE for supporting our operations, including Finance -CALSTARS, Legislature, State Controllers Office, State Personnel Board, Department of Personnel Administration, etc. The amount assessed to CAL FIRE is established annually by the Department of Finance based on Department budget appropriations and supporting Agency workload.

Due to the potential for significant fluctuations in the State's Pro Rata from year to year, the calculation of the administrative rate uses a five year average of statewide Pro Rata charges. Use of the average Pro Rata costs allows for the Administrative Rate to more consistent each year.





# TOWN OF PARADISE

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September 19, 2011

Mr. George Morris, Fire Chief  
CAL FIRE/Butte County Unit  
Department of Forestry & Fire Protection  
176 Nelson Avenue  
Oroville, CA 95965

Dear George:

Please, accept the attached Request for Proposal (RFP) from the Town of Paradise as our Town's committed interest in receiving from CAL FIRE a formal proposal for contracted personnel services based on the service level alternatives and options outlined in the RFP.

As stated in the RFP, the Town is open to CAL FIRE adding to your proposal any further variations on our identified alternatives and options that you believe might be helpful to the Town in the course of its evaluation of your proposal.

You may contact me at anytime if there is any further information that you will need from the Town in order to complete the proposal.

We understand that it's most likely that CAL FIRE will submit your proposal to the Town within the next three months. We look forward to receiving your proposal and beginning this highly important evaluation part of the process.

Sincerely,

Charles Rough  
Town Manager



## **Town of Paradise Request for Proposal**

The Town Council of the Town of Paradise respectfully requests that the CAL FIRE/Butte County Unit provide a proposal for a full-service fire protection contract based on the Town's Request for Proposal contained in this document.

This Request for Proposal is based on the Town's need to determine the feasibility of a possible personnel services contract with CAL FIRE.

Our intent is to maintain our current ISO rating as reasonably possible in terms of staffing, station coverage, response times, resources at scene of incident, training, etc.

The purpose of this formal Request for Proposal is to obtain from CAL FIRE a detailed proposal for evaluation purposes that provides us with specific costs which CAL FIRE will charge the Town for the various personnel service-related contract alternatives/options included in this Request for Proposal.

### **Basic Contract Services Criteria with CAL FIRE**

#### **Term of Contract:**

The personnel services contract with CAL FIRE shall be an initial three-year contract with an early-out provision included in the contract in the event that the Town determines that the personnel services contract with CAL FIRE is no longer in the best interests of the Town. All subsequent personnel services contracts beyond the first three-year contract with CAL FIRE shall contain the same early-out provision.

#### **Town Authority, Control & Responsibility:**

1. The Town Council shall maintain local discretionary decision-making, identity, and control over level of service (staffing levels, station configuration, etc.), budget, and funding for emergency fire protection, emergency medical response, and basic life support in the Town provided by CAL FIRE.
2. The Town of Paradise shall retain ownership, control, and responsibility for the maintenance and replacement of all real property assets and equipment, including fire apparatus.
3. Fire Marshal duties, which include the enforcement of Title 19 of the California Code of Regulations and all applicable codes in the Paradise Municipal Code pertaining to building/fire codes, and building safety inspections, shall continue to be the Town's responsibility, and will not be part of the personnel services contract with CAL FIRE.

## Town of Paradise Request for Proposal

-2-

### **CAL FIRE Contractual Duties, Responsibilities & Obligations:**

1. CAL FIRE's services, provided through a contract with the Town, will meet the Town's desired service levels at an economical cost, as identified in this Request for Proposal.
2. CAL FIRE's emergency fire protection, emergency medical response and basic life support services will include commercial, residential, and wild land fire protection, outdoor fire safety inspections and wild land fire prevention, investigation; hazardous materials incident response in conjunction with the Haz Mat JPA; vehicle fires; emergency vehicle extrication; hazardous conditions response (flooding, downed power lines, earthquake, terrorist incident, etc.); Emergency Medical Technician (EMT) level emergency medical and rescue response; and public service assistance.
3. CAL FIRE will provide for the professional management and operational control of the fire department following the level of service and policies established by the Town Council.
4. CAL FIRE will recruit, test, hire, train, and manage full-time personnel required to deliver this service. Labor negotiations, Worker's Compensation, personnel administration, employee benefits, and career development will be CAL FIRE's responsibility.
5. CAL FIRE will staff the identified fire stations with qualified personnel at levels established by the Town Council.
6. CAL FIRE through agreed on station staffing and configuration, as well as initial, and extended emergency response deployment will meet the standards of response cover needs for the Town and community.
7. CAL FIRE will designate which fire stations as "must cover" stations. "Must cover" means that any time the staffed apparatus are committed to an emergency or activity that precludes a response to a second incident, the City will be covered by either: 1) Cover engine will be dispatched from another station, 2) Call back of off-duty personnel, or 3) Activation of volunteer fire fighters. This will provide an immediate fire engine for second emergency or support to the initial emergency.
8. CAL FIRE will provide training to all employees, by qualified instructors, that will meet or exceed the accepted industry standards, requirements, and specific operational needs of the Town.

## **Town of Paradise Request for Proposal**

**-3-**

9. CAL FIRE will initially maintain the Paradise Volunteer Fire Fighter Program until the Town and CAL FIRE determines when it's appropriate to transition our program to CAL FIRE's existing volunteer program. The Town recognizes the importance and effectiveness of the contribution of an active, well trained volunteer fire program to the Town's overall fire protection and deployment process. CAL FIRE will strive to improve the effectiveness of the volunteer program by offering volunteer firefighters additional certifications and training whenever needed and/or required.
10. The Town will receive a depth of coverage that is a combination of CAL FIRE managed state funded personnel and resources operating from Town stations and adjoining CAL FIRE/Butte County Unit station(s). There will be no charges from CAL Fire to the Town, or vice versa from the Town to Cal-Fire, for mutual coverage support during emergencies that were considered automatic mutual aid between the Town and CAL-FIRE prior to this contract.
11. The state will act as the Town's agent in recovering suppression costs of a fire caused by negligence, violation of law, or failure to correct noticed fire safety violations when using the Town's equipment and personnel under terms of the Town's contract agreement with CAL FIRE.
12. During the contract with CAL FIRE the Town of Paradise seal/logo will still be prominently displayed on all Town-owned fire engine apparatus, and in addition will include a reference to CAL FIRE.
13. CAL FIRE will be responsible for the enforcement of all applicable State fire codes and code provisions in the Paradise Municipal Code pertaining to outdoor fire prevention and life safety inspections, and issuance of Town burn permits.
14. CAL FIRE will maintain a representative in the Town's Emergency Operations Center (EOC) when the EOC is activated. Likewise, CAL FIRE will allow a Town representative at CAL FIRE's Incident Command throughout the duration of an emergency.

### **Dispatch Optional Service:**

As part of its evaluation of a possible fire services contract with CAL FIRE, the Town of Paradise is seeking level of service and cost-related information concerning the CAL FIRE 9-1-1/Emergency Command Center (ECC).



## **Town of Paradise Request for Proposal**

**-4-**

It is our understanding that if the Town were to contract for this optional service that CAL FIRE will assume responsibility for all fire/medical emergency dispatching of emergency resource units covered by the Town's agreement with CAL FIRE.

The Town understands that it's likely that contracting for dispatch services through CAL FIRE will involve additional contract costs involving additional dispatcher positions. In order to determine if this is a preferred option for the Town, the Town needs to know the following information:

- a. Actual cost for each contracted dispatcher position (i.e. salary & benefits) that would be required with the Town contract.
- b. Any other identified costs that will be charged to the Town (administrative fee, etc.) under a contract with CAL FIRE for dispatching the Town fire/medical 911 calls through the CAL FIRE Command (Dispatch) Center.
- c. Identification of emergency response level of service improvements in utilizing the CAL FIRE Command (Dispatch) Center, as opposed to continuing to dispatch Paradise 9-1-1 medical/fire calls through the Town's communications/ dispatch center.
- d. Identification of any disadvantages to contract the dispatch of 9-1-1 fire/emergency calls through the CAL FIRE Command (Dispatch) Center (ECC).

### **Actual Fire Service Delivery Alternatives:**

The Town of Paradise seeks to maintain, as well as to possibly improve fire protection and emergency response capabilities in our community. Therefore, the Town is seeking information related to three different possible service delivery alternatives. The primary difference between the three service delivery alternatives is the number and classification of the fire fighters on duty at each fire station, the number of fire stations staffed on a year-around, or seasonal, 24/7 basis, and how Station # 35 factors into each alternative.

#### **Service Delivery Alternative #1**

- (1) Asst. Chief (Two options: 100% dedicated to Town or shared w/CAL FIRE)
- (1) Battalion Chief on 24/7 basis (Two options: 100% dedicated to Paradise or shared with Battalion #1)
- (3) - Person engine crew (Captain, Engineer, Firefighter II)
- (2) - Active fire stations

\*Special Note: Station #35 treated as same point of automatic & mutual aid agreements

## **Town of Paradise Request for Proposal**

-5-

### **Service Delivery Alternative #2**

- (1) Asst. Chief (Two options: 100% dedicated to Town or shared w/CAL FIRE)
- (1) Battalion Chief on 24/7 basis (Two options: 100% dedicated to Paradise or shared w/Battalion #1)
- (2) - Person engine crew (Captain, Engineer)
- (3) - Active fire stations

\* Special Note: Station #35 treated as same point of automatic & mutual aid agreements

### **Service Delivery Alternative #3** (Blended State/County Fire Station Alternative)

- (1) Asst. Chief (Two options: 100% dedicated to Town or shared w/CAL FIRE)
- (1) Battalion Chief on 24/7 basis (Two options: 100% dedicated to Paradise or shared w/Battalion#1)
- (3)- Person engine crew (Captain, Engineer, Firefighter II for two of the stations)
- (3)- Active fire stations (third station is Station #35)

\* Special Note: (During Winter (Amador) period Town will provide a fire engine & one (1) Firefighter II for Station #35; During fire season, Station #35 shall be designated a must cover station.

CAL FIRE should be aware that while the ultimate objective to further improve response times for the Town (and CAL FIRE) is to have a future road connection for Forest Road to Skyway, we would ask that in the interim CAL FIRE considers the possible use of our current Wagstaff station for any of the three alternatives identified above.

### **Administrative and Support Services:**

1. The CAL FIRE/Butte County Fire Chief will be appointed as fire chief for the Town of Paradise, and will represent the Town in that capacity. The CAL-FIRE/ Butte County Unit Fire Chief shall report to the Town Manager/Director of Emergency Services.

This individual will manage the fire department in a professional and efficient manner, attend Council meetings, prepare, present and manage the fire department budget, provide personnel management services, attend other policy meetings or events as appropriate or requested, and coordinate emergency planning with other agencies including automatic and mutual aid agreements.

2. The administrative and support services functions for the infrastructure of the fire department (i.e. major improvements, repairs and maintenance of Town-owned fire

## **Town of Paradise Request for Proposal**

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3. facilities; and maintenance and replacement of fire apparatus equipment, etc) will be managed by the Town of Paradise.
4. All administrative and support services, and management functions related to contracted fire personnel (i.e. personnel administration, labor relations, contract negotiations, etc, disciplinary actions, uniforms, turnouts, medical response & firefighting materials and supplies, etc.) will be performed by CAL-FIRE.

### **Chief Officers Assigned:**

Depending on the fire delivery level of service determined by the Town, either the CAL FIRE Assistant Chief/Division Chief, or the CAL FIRE Battalion Chief assigned to Paradise will serve as the primary administrative contact to the Town, and/or manage the day-to-day personnel and operational functions of the department.

### **CAL FIRE Will Provide Employment Opportunities for Current Town of Paradise Permanent Full-Time Fire Employees:**

In the event, that the Town decides to contract fire personnel services to CAL FIRE, the full-time fire department employees of the Town will be transitioned into CAL-FIRE employment. There won't be any layoffs of current Town fire employees as a result of the transition.

The assigned classification and salary in CAL FIRE will be based on and commensurate with training, experience and position with the Town.

It is understood that separate from this Request for Proposal and CAL FIRE's submittal of an actual fire services proposal in response to the Town's RFP, issues related to current Town fire employee benefits will be addressed in a Transition Memorandum of Understanding Agreement between the Town of Paradise and the Paradise Fire fighters Association, prior to approval of an actual cooperative services contract between the Town of Paradise Town Council, the State of California, and CAL FIRE.

### **Communications Performance Standards**

In the event that the Town were to choose the CAL FIRE dispatch option mentioned previously in this RFP, the Town's Dispatch/Communications Center will continue as the primary 9-1-1 answering point (PSAP) for the Town under this agreement. CAL FIRE ECC will dispatch all fire and medical units, and make all other notifications and requests to assisting agencies for additional resources. CAL FIRE ECC would also be the coordination point for outside agencies to mitigate a fire, rescue, or medical emergency. This would include other fire agencies for mutual and automatic aid.

## **Town of Paradise Request for Proposal**

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### **Town-Owned Facility Maintenance Responsibilities:**

Town-owned fire station facilities will be maintained and repaired by CAL FIRE staff within their skills including normal housekeeping, minor landscape maintenance and minor repairs. More extensive repairs and maintenance will be performed by the Town.

### **Fire Prevention and Investigation Services:**

CAL FIRE will assist the Town with the following programs:

- Outdoor fire and life safety inspections and enforcement as per applicable State and Town Paradise Municipal Codes
- Public education (i.e. school and civic programs, community outreach, etc)
- Fire hazard Reduction Program (i.e. emergency response pre-planning, special event fire safety plans/inspections)

CAL FIRE will provide arson investigation, and related law enforcement assistance (to the Paradise Police Department) on an as-needed basis.

### **Identification of Current CAL FIRE Administrative Fee:**

The proposal from CAL FIRE will include an identification of the current administrative fee that CAL FIRE will charge to the Town under a fire services contract, both in terms of actual dollars and the current percentage rate, an indication as to how long this current administrative fee has been in effect, how much longer this current administrative fee is expected to remain effective and a projection of future administrative fee increases, an explanation as to what expenses (pro-rated, etc.) the current administrative fee covers, and how it was applied to this specific contract proposal.

### **Regular Reporting & Billing Requirements to the Town:**

CAL FIRE will provide a monthly fire department activity report to the Town Manager, which the Town Manager shall in turn copy to the Town Council. The monthly activity report will include all fire department activities for a given month broken down by category (i.e. emergency fire suppression incidents, property loss estimates (if applicable), emergency medical responses, coverage or response time issues (if any), other emergency-related incidents, fire volunteer program, support and activities, etc.).

CAL FIRE will provide an annual fire department report to the Town Manager, which in turn will be presented by CAL FIRE to the Town Council in public session for the benefit of the

## **Town of Paradise Request for Proposal**

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community. This annual report will be a detailed summary of the department's activities (as mentioned above) and statistical data broken down by category for the previous year, as well as an identification of challenges and issues addressed during that time period, or that remain unresolved.

CAL-FIRE will provide detailed billings, based on the Town's personnel services contract with CAL FIRE, to the Town's Finance Director for payment.

### **The CAL FIRE Proposal Shall Also Include the Following:**

1. Request a 10-year history of the statewide administrative fee charged to other agencies contracting for CAL FIRE services.
2. Request a ten-year history of CAL FIRE salary and benefit increases that have been passed on in the form of increased costs to its contracting agencies, especially municipalities.
3. Besides providing the Town with specific costs associated with the three service level alternatives identified in this RFP, we ask that CAL FIRE include in their proposal any further variations on the three service level alternatives (and their costs as well), or additional level of service alternatives for the Town to consider that might be applicable to providing contracted fire services to the Town.
4. Provide as an option the cost/rates of CAL FIRE providing possible emergency back-up maintenance & repair of our fire apparatus by CAL FIRE during fire season.
5. Provide as an option the cost of CAL FIRE providing the Town with fire prevention services that would include state mandated facility and commercial building inspections, outdoor fire and life safety inspections, and enforcement of Town outdoor burn regulations and other applicable regulations under the Paradise Municipal Code.
6. Provide as an option the cost of CAL FIRE immediately absorbing our current fire volunteer program into CAL FIRE's existing fire volunteer program.
7. Identify a realistic time frame that such a contract would actually be in place if the Town Council approves going forward with a contract with CAL FIRE.
8. Please, submit 10 hard copies of your CAL FIRE proposal, as well as the proposal on CD format, to the attention of Town Manager Chuck Rough, Town of Paradise, 5555 Skyway, Paradise, CA 95969.

**Town of Paradise/Paradise Fire Department**  
**CONTRACT ANALYSIS RATING FORM**  
**FIRE PROTECTION CHARACTERISTICS**  
**CONTRACT AREA RATING RANGE SCORE**  
**April 2011**

1. Geographic Relationship to CAL FIRE Direct Protection (SRA)  
0 – 4                      4

The Town of Paradise is surrounded by SRA protected by CAL FIRE and the Butte County Fire Department.

2. Land Use and Development  
0 – 4                      2

See attached zoning and land use information from the Town of Paradise General Plan.

3. Population Density  
0 – 2                      2

The Town of Paradise population is approximately 26,500 based on recent census data. The Town limits encompass 18 square miles and approximately 11554 acres. The population density is approximately 1470 persons per square mile. Hundreds of acres within the Town limits are wild lands. Overall density is limited by terrain and the lack of a municipal sewer system. Nearly every vegetation fire that occurs near the Town limits is immediately a threat to SRA.

4. Economic and Social Relationship to Watershed and to Natural Resources  
0 – 2                      2

The Town of Paradise is located at the margins of the Sierra Nevada/Cascade foothills making the topography unique. The Town topography runs from an elevation of 1400' to 2400' with associated changes in fuel types throughout this range (Brush and Gray Pine to Ponderosa Pine timber). The Towns location in the Sierra Nevada foothills, topography, vegetation, weather and gold rush history are a source of pride for the community. Below is a paragraph from the Town of Paradise website that helps explain their feelings about their community:

*When you live in the Sierra Nevada foothills surrounded by Ponderosa Pine, Incense Cedar, and California Black Oak, it is easy to be green. The enticing beauty of the foothills was the draw that brought many of us to Paradise, and the community is committed to preserving these*

*environmental assets that add so much to an increasingly rare quality of life.*

The water supply for the Town of Paradise is gathered from watershed and stored in reservoirs that are located within SRA adjacent to the Town.

5. Insurance Services Office Rating  
0 – 2                      0

The Paradise Fire Department currently enjoys an ISO 3 rating. The last ISO rating was done in 2006. Preparation for the re-rating process will likely begin in approximately 2-3 years. Maintaining this rating is a high priority for the Town.

6. Fire Safety Planning  
0 – 2                      2

Fire Protection Planning/Fire Marshal duties will be retained by the Town. The Town employs a Fire Marshal/Building Official that works closely with the fire chief but is not employed by the fire department.

The Town of Paradise has a serious Wildland Urban Interface (WUI) problem given the topography and fuels the Town is set in. The Town acknowledges this fact and is extremely active in the Paradise Fire Safe Council and the Butte County Fire Safe Council. The Town of Paradise has been very cooperative in a regional approach to fuels management in areas bordering the town and along evacuation routes. This problem is a focal point of the Town's current General Plan.

7. Specialized Services  
0 – 4                      4

The Paradise Fire Department has active members of several emergency response teams including the Butte Interagency Rescue Team (BIRG), Butte Interagency HazMat Team (JPA), and the Butte County Fire Investigation Team. All of the above are multi-agency teams that respond as needed to any jurisdiction within Butte County.



8. Effects on CAL FIRE SRA Protection  
0 – 5                      5

CAL FIRE/Butte County Fire Department and Paradise Fire Department have automatic aid and Mutual Threat Zone (MTZ) agreements in place that address emergency response in and surrounding the Town of Paradise. Nearly every vegetation fire that occurs near the Town limits is immediately a threat to SRA. A cooperative agreement (Schedule A) will enhance response efficiency in the Paradise area.

9. Depth and Flexibility  
0 – 6                      5

Depth and flexibility will be enhanced for the Town, CAL FIRE and the Butte County Fire Department. The Paradise Fire Department currently staffs 2 fire engines with 3 personnel each. PFD can call back and staff additional engines as needed including one Type 3 engine. The increased availability and numbers of CAL FIRE/BCFD personnel along with the personnel assigned to Paradise will allow for more flexibility and depth when staffing additional resources as needed within the Butte Unit.

10. Dispatch and Communication  
0 – 4                      3

PFD is currently dispatched by a combined police/fire dispatch center operated by the Paradise Police Department. A cooperative agreement with the Town may include dispatch services provided by CAL FIRE at the Oroville Emergency Command Center. Including dispatch services in the agreement may add dispatching personnel to the ECC.

11. Administration  
0 – 2                      2

A cooperative agreement with the Town of Paradise may provide for sufficient chief officers to provide the level of coverage desired by the Town. This may include one assistant chief and one battalion chief. The CAL FIRE Butte Unit Chief will be designated the Paradise fire chief.



12. Support Services  
0 – 2            0

Support services will be provided by the Town as needed. This will include purchasing assistance, human resources assistance as needed, fleet maintenance and repair for PFD apparatus. PPE and other fire fighting equipment needs will meet CAL FIRE specifications as equipment is replaced.

Fleet maintenance may be an open question. The FEM and maintenance staff currently assigned within the Butte Unit are, in my opinion, at maximum effort trying to maintain the current fleet.

13. Fire Prevention  
0 – 2            2

Fire investigation oversight will fall within the CAL FIRE/BCFD Fire Prevention Bureau. Several current employees of the Paradise Fire Department are members of the Butte County Fire Investigation Team. Fire prevention education and engineering duties are yet to be determined. Paradise Fire Department and CAL FIRE/BCFD personnel currently work closely on these issues.

14. Training  
0 – 2            1

Paradise Fire Department personnel are well trained and involved in multi agency training on a regular basis. This includes Butte County Fire Chief's Training Officers Association sponsored training, Butte Interagency Rescue Group (BIRG) training, Interface Zone training and Butte Interagency Hazardous Materials Team training.

TOTAL: LOCAL AGENCY:            33

Highly Appropriate 33 – 43

Appropriate 22 – 32

Marginally Appropriate 15 – 21

Inappropriate 0 - 14

<u>Basic Orientation #54</u>	CFA	10/5/11	10/6/11	
<u>Firefighter Academy #30</u>	CFA	10/10/11	11/18/11	
<u>Forest Practice Enforcement #20</u>	Ft. Bragg	10/17/11	10/21/11	
<u>Supervision 3 #23</u>	CFA	10/31/11	11/4/11	
<u>ATV Riders Training</u>	LMU	11/9/11	11/9/11	Dates confirmed 7/19
<u>Pre Fire Workshop</u>	CFA	11/14/11	11/18/11	New class 7/19
<u>Training Officers Workshop</u>	CFA	11/28/11	12/2/11	
<u>Supervision 4 #18</u>	CFA	12/5/11	12/9/11	
<u>Incident Management 2 #1</u>	MTC	1/2/12	1/6/12	
<u>Fire Crew Captain Admin #42</u>	CFA	1/9/12	1/13/12	
<u>Incident Management 3 #37</u>	CFA	1/9/12	1/13/12	
<u>LE Basic Academy #54</u>	CFA	1/9/12	5/25/12	
<u>S 375 Air Support Group Supervisor</u>	CFA	1/9/12	1/12/12	
<u>S 470 Air Operations Branch Director</u>	CFA	1/9/12	1/13/12	
<u>Supervision 2 #1</u>	MTC	1/9/12	1/13/12	
<u>Fire Crew Captain Ops #42</u>	CFA	1/16/12	1/20/12	
<u>Firefighter Academy #31</u>	CFA	1/16/12	2/24/12	
<u>S 390 Intro Wildland Fire Behavior Calcs #1</u>	MTC	1/16/12	1/20/12	
<u>CNR ECC Support Team Workshop 2012</u>	MTC	1/17/12	1/19/12	
<u>I 300 Intermediate ICS #1</u>	MTC	1/23/12	1/25/12	
<u>S 420 Command and General Staff #1</u>	WFTC	1/23/12	1/27/12	Class moved to WFTC 7/18
<u>Supervision 3 #24</u>	CFA	1/23/12	1/27/12	
<u>InciNet Training</u>	MTC	1/24/12	1/26/12	
<u>I 400 Advanced ICS #1</u>	MTC	1/25/12	1/27/12	
<u>Supervision 2 #2</u>	MTC	1/30/12	2/3/12	
<u>ECC Academy #106</u>	CFA	2/6/12	3/2/12	
<u>Incident Management 2 #2</u>	MTC	2/6/12	2/10/12	
<u>S 390 Intro Wildland Fire Behavior Calcs #2</u>	MEU	2/6/12	2/10/12	
<u>Supervision 2 #3</u>	LNU	2/6/12	2/10/12	
<u>I 400 Advanced ICS #2</u>	MEU	2/13/12	2/15/12	Dates confirmed 7/20
<u>S 390 Intro Wildland Fire Behavior Calcs #3</u>	MTC	2/13/12	2/17/12	
<u>S 404 Safety Officer #35</u>	CFA	2/20/12	2/24/12	
<u>Purchasing Certification (includes Cal Card) #1</u>	MTC	2/21/12	2/23/12	
<u>RT 378 Aerial Supervision Recertification (ATGS/H</u>	WFTC	2/21/12	2/23/12	
<u>Facility Maintenance #1</u>	MTC	2/27/12	2/29/12	Dates confirmed 7/22
<u>S 372 Helicopter Management</u>	WFTC	2/27/12	3/1/12	
<u>ArcView</u>	CFA	2/28/12	3/1/12	New class 9/19
<u>I 300 Intermediate ICS #2</u>	MTC	2/28/12	3/1/12	
<u>Facility Maintenance #2</u>	MTC	2/29/12	3/2/12	Dates confirmed 7/22
<u>C 310 Expanded Incident Support Dispatcher</u>	CFA	3/5/12	3/9/12	
<u>Firefighter Academy #32</u>	CFA	3/5/12	4/13/12	
<u>Incident Management 2 #3</u>	LNU	3/5/12	3/9/12	
<u>RT 372 Helicopter Management Recertification #1</u>	WFTC	3/5/12	3/7/12	
<u>S 430 Operations Section Chief #16</u>	CFA	3/5/12	3/9/12	
<u>Supervision 4 #19</u>	CFA	3/5/12	3/9/12	

<u>S 341 GIS Specialist</u>	WFTC	3/6/12	3/8/12
<u>C 342 Documentation Unit Leader</u>	MTC	3/7/12	3/8/12
<u>RT 372 Helicopter Management Recertification #2</u>	WFTC	3/7/12	3/9/12
<u>ECC Academy #107</u>	CFA	3/12/12	4/6/12
<u>Incident Management 3 #38</u>	CFA	3/12/12	3/16/12
<u>RX 410 Smoke Management Techniques</u>	WFTC	3/12/12	3/16/12
<u>Purchasing Certification (includes Cal Card) #2</u>	MTC	3/13/12	3/15/12
<u>WIMS</u>	WFTC	3/13/12	3/15/12
<u>Basic Firefighter #1</u>	CFA	3/19/12	4/13/12
<u>Fire Crew Captain Admin #43</u>	CFA	3/19/12	3/23/12
<u>S 339 Division Group Supervisor</u>	MTC	3/19/12	3/22/12
<u>Fire Crew Captain Ops #43</u>	CFA	3/26/12	3/30/12
<u>Geographic Intermediate Air Operations (GIAO)</u>	MTC	3/27/12	3/29/12
<u>MCC Technician Refresher</u>	Redding	4/2/12	4/2/12
<u>S 491 National Fire Danger Rating System</u>	WFTC	4/2/12	4/6/12
<u>MCC Technician</u>	Redding	4/3/12	4/6/12
<u>Company Officer Academy #38</u>	CFA	4/9/12	5/18/12
<u>ECC CAD Admin #10</u>	CFA	4/9/12	4/13/12
<u>S 339 Division Group Supervisor Refresher</u>	MTC	4/9/12	4/10/12
<u>Purchasing Certification (includes Cal Card) #3</u>	MTC	4/10/12	4/12/12
<u>Military Helicopter Manager/Agency Aviation Milita</u>	CFA	4/13/12	4/15/12
<u>Air Rescue (Hoist) #16</u>	CFA	4/16/12	4/20/12
<u>HFEO Academy #38</u>	CFA	4/16/12	6/22/12
<u>S 490 Adv. Wildland Fire Behavior Calcs #5</u>	CFA	4/16/12	4/20/12
<u>Regional Instructor Orientation</u>	MTC	4/18/12	4/18/12
<u>Ethics and Leadership in the Classroom</u>	MTC	4/19/12	4/19/12
<u>Air Rescue (Hoist) #17</u>	CFA	4/23/12	4/27/12
<u>C 402 Agency Representative/Liaison #1</u>	CFA	4/23/12	4/27/12
<u>S 244/245 Field Observer/Display Processor</u>	MTC	4/23/12	4/27/12
<u>C 378 Aerial Supervision #29</u>	WFTC/NCTC	4/30/12	5/11/12
<u>HazMat IC #1</u>	Redding	5/3/12	5/4/12
<u>Air Tanker Base Manager</u>	Redding	5/7/12	5/11/12
<u>HazMat IC #2</u>	Redding	5/10/12	5/11/12
<u>Company Officer Academy #39</u>	CFA	5/28/12	7/6/12
<u>Air Rescue (Hoist) #18</u>	CFA	6/4/12	6/8/12
<u>Patrol Rifle #9</u>	CFA	6/4/12	6/8/12
<u>Air Rescue (Hoist) #19</u>	CFA	6/11/12	6/15/12
<u>Basic Forest Practice #15</u>	CFA	6/11/12	6/15/12
<u>C 234 Firing Methods and Procedures #1</u>	LNU	6/11/12	6/14/12
<u>C 234 Firing Methods and Procedures #2</u>	TGU	6/18/12	6/22/12
<u>Firearms Instructor #11</u>	CFA	6/18/12	6/22/12
<u>Company Officer Academy #37</u>	CFA	TBA	TBA
<u>FI 210 Wildland Fire Cause Determination #1</u>	SCU	TBA	TBA
<u>FI 210 Wildland Fire Cause Determination #2</u>	SHU	TBA	TBA
<u>FI 210 Wildland Fire Cause Determination #3</u>	BTU	TBA	TBA
<u>30 Strike Team/Task Force Leader #1</u>	MTC	TBA	TBA

Postponed for later date TBD

Date change 9/21

Date change 9/21

**CAL FIRE/Butte County Fire Department  
11/12 Local Training Classes**

Butte County Training Officer Association Courses				
Fire Command 1A	11/14-18/2011	0800	CFTC	Mark Wygant
Fire Command 1B	1/2-6/2012	0800	CFTC	Mark Wygant
Training Instructor 1A	1/9-13/2012	0800	CFTC	Mark Wygant
Training Instructor 1B	2/20-24/2012	0800	CFTC	Mark Wygant
Training Instructor 1C	3/19-23/2012	0800	CFTC	Mark Wygant
Self Paced DVD's and On-Line Classes				
Communicable Disease	Available on DVD			
HazMat FRO Recertification	Available on DVD Soon or Self Paced			
CS-100	<a href="http://training.nwccg.gov/courses/i100.html">http://training.nwccg.gov/courses/i100.html</a>			
CS_200 (Volunteers Only)	<a href="http://training.fema.gov/emiweb/is/is200a.asp">http://training.fema.gov/emiweb/is/is200a.asp</a>			
NIMS-700	<a href="http://training.fema.gov/emiweb/is/is700a.asp">http://training.fema.gov/emiweb/is/is700a.asp</a>			
NIMS-800	<a href="http://training.fema.gov/emiweb/is/is800b.asp">http://training.fema.gov/emiweb/is/is800b.asp</a>			
S-110	<a href="http://training.nwccg.gov/courses/s110.html">http://training.nwccg.gov/courses/s110.html</a>			
S-130	<a href="http://training.nwccg.gov/courses/s130.html">http://training.nwccg.gov/courses/s130.html</a>			
S-190	<a href="http://training.nwccg.gov/courses/s190.html">http://training.nwccg.gov/courses/s190.html</a>			
S-290	<a href="http://www.meted.ucar.edu/dl_courses/S290/">http://www.meted.ucar.edu/dl_courses/S290/</a>			
L-180	Available at the above S-130 Link (Module 4)			
Water Rescue Awareness	Available on DVD			
Swift Water FRO Refresher	Available on DVD			
DGS Defensive Driver	<a href="http://www.dgs.ca.gov/orim/Programs/DDTOnlineTraining.aspx">http://www.dgs.ca.gov/orim/Programs/DDTOnlineTraining.aspx</a>			
EMS/HazMat CE's (CFF JAC)	<a href="http://www.cffiac.org/go/jac/training/terrorism-consequence-management/">http://www.cffiac.org/go/jac/training/terrorism-consequence-management/</a>			
EMS CE's (8 hours)(Prenhall)	<a href="http://wps.prenhall.com/chet_limmer_fire_9/0.6063.197023-.00.html">http://wps.prenhall.com/chet_limmer_fire_9/0.6063.197023-.00.html</a>			
Training Location Legend				

**CAL FIRE/Butte County Fire Department  
11/12 Local Training Classes**

<b>DTO</b>	<b>Durham Training Office</b>
<b>FS66</b>	<b>Wyandotte Fire Station</b>
<b>FS36</b>	<b>Jarbo Gap Fire Station</b>
<b>FS74</b>	<b>Gridley Fire Station</b>
<b>OTG</b>	<b>Openshaw Training Grounds</b>
<b>BC</b>	<b>Butte College</b>
<b>CFTC</b>	<b>Chico Fire Training Center</b>
<b>GCC</b>	<b>Gold Country Casino</b>
<b>BCS&amp;R</b>	<b>Butte County Search &amp; Rescue Building</b>

**CAL FIRE/Butte County Fire Department  
11/12 Local Training Classes**

Course	Dates	Time	Location	Coordinator	Scheduled
<b>Emergency Medical Services Training</b>					
CPR/AED	10/04/11	0900	DTO	FC Porter	X
CPR/AED	12/13/11	0900	DTO	FC Porter	X
CPR/AED	02/02/12	0900	DTO	FC Porter	X
CPR/AED	02/14/12	0900	FS74	FC Norman	X
CPR/AED	03/03/12	1300	FS74	FC Norman	X
CPR/AED	04/17/12	0900	DTO	FC Porter	X
EMT Skills					
EMT Skills	01/19/12	0900	DTO	Porter/Norman	X
EMT Skills	02/06/12	0900	DTO	Porter/Norman	X
EMT Skills	03/13/12	0900	DTO	Porter/Norman	X
EMT Skills	04/19/12	0900	DTO	Porter/Norman	X
<b>CE Class, Cardiac Emergencies</b>					
CE Class, Cardiac Emergencies	10/04/11	1300	DTO	FC Porter	X
CE Class, Patient Packaging	10/23/11	0900	Openshaw	FC Porter	X
CE Class, Airway Management	11/16/11	0900	DTO	FC Porter	X
CE Class, Skills Practice	11/16/11	1300	DTO	FC Porter	X
CE Class, Skills Practice	12/12/11	0900	DTO	FC Porter	X
CE Class, Gang Awareness	1/??/12	TBA	DTO	FC Porter	
CE Class, MCI's	01/17/12	0900	DTO	FC Porter	X
CE Class, Air Ambulance	02/14/12	0900	Forebay	FC Porter	X
CE Class, Patient Exam	02/16/12	0900	DTO	FC Porter	X
<b>CE Class, MCI</b>					
CE Class, MCI	11/21/11	0900	FS74	FC Norman	X
CE Class, Trauma	12/21/11	0900	FS74	FC Norman	X
CE Class, Cardiac	12/30/11	0900	FS74	FC Norman	X
CE Class, Gang Awareness	01/10/12	0900	FS74	FC Norman	X
CE Class, Pediatric Emergencies	01/26/12	1300	FS74	FC Norman	X
CE Class, Respiratory Emerg.	02/11/12	1300	FS74	FC Norman	X
CE Class, Cardiac	02/27/11	0900	FS74	FC Norman	X
CE Class, Patient Packaging	03/18/12	1300	FS74	FC Norman	X



**CAL FIRE/Butte County Fire Department  
11/12 Local Training Classes**

Course	Dates	Time	Location	Coordinator	Scheduled
<b>Rescue Training</b>					
Extrication 1	TBA	0900	CFTC	FC Keen	
Extrication 2	TBA	0900	CFTC	FC Keen	
Extrication 3	TBA	0900	CFTC	FC Keen	
Extrication Update Course	TBA	0900	DTO	FAE Ekdahl	
Low Angle Rope Rescue Ops	11/2-4/2011	0900	BC	FC Porter	X
Rescue Systems 1	11/28-12/2/2011	0900	BC	FC Porter	X
FFSTEP FF Safety & Survival	9/1-2/2011	0900	DTO/Open	Needles/Porter	X
FFSTEP FF Safety & Survival	9/3-4/2011	0900	DTO/Open	Needles/Porter	X
FFSTEP FF Safety & Survival	TBA	0900	Openshaw	FC Waters	
FFSTEP FF Safety & Survival	TBA	0900	Openshaw	FC Waters	
River and Flood Operations	2/14-16/2012	0900	FS74	FC Norman	X
River and Flood Technician	2/21-23/2012	0900	FS74	FC Norman	X
Boat Rescue Technician	10/26-28/2011	0900	DTO	FC Norman	X
Boat Rescue Technician	3/20-22/2012	0900	FS74	FC Norman	X
Water Rescue (Veh in Water)	02/27/12	0900	DTO	FC Norman	X
Water Rescue Symposium	4/16-20/2012	0800	MTC	FC Norman	

**CAL FIRE/Butte County Fire Department  
11/12 Local Training Classes**

Course	Dates	Time	Location	Coordinator	Scheduled
<b>Power Saws Training</b>					
S-212 Field Recertification	TBA 3 Days	0900	FS36	FC Needles	
S-212 Field Recertification	TBA 3 Days	0900	FS36	FC Needles	
S-212 Field Recertification	TBA	0900	FS36	FC Needles	
S-212 Field Recertification	TBA	0900	FS36	FC Needles	
S-212 Classroom	TBA	0900	FS66	FC Needles	
<b>Hazardous Materials FRO Training</b>					
CE Class,	TBA	TBA	TBA	TBA	
CE Class,	TBA	TBA	TBA	TBA	
CE Class,	TBA	TBA	TBA	TBA	
CE Class,	TBA	TBA	TBA	TBA	
E Class,	TBA	TBA	TBA	TBA	
E Class,	TBA	TBA	TBA	TBA	
CE Class,	TBA	TBA	TBA	TBA	
CE Class,	TBA	TBA	TBA	TBA	
<b>Wildland Firefighter Safety and Survival</b>					
Wildland FF S&S Level 1	TBA			FC Needles	
Wildland FF S&S Level 1	TBA			BC Shorrock	
Wildland FF S&S Level 2	TBA			FC Brownell	
Wildland FF S&S Level 2	TBA			BC Shorrock	
Rattle Snake Staff Ride	TBA			FC Brownell	
Rattle Snake Staff Ride	TBA			FC Brownell	



**CAL FIRE/Butte County Fire Department  
11/12 Local Training Classes**

Course	Dates	Time	Location	Coordinator	Scheduled
<b>Other Training</b>					
FF Returnee Academy	May			Cadre	
FF Returnee Academy	June			Cadre	
Truck Academy	December 5-9, 2011	0800	Gridley	Cadre	X
Truck Academy	Spring	0800	Gridley	Cadre	
EEO	Spring	0900	DTO	Martin/Perry	
EEO	Spring	0900	FS66	Martin/Perry	
EEO	Spring	0900	FS66	Martin/Perry	
EEO	Spring	0900	DTO	Martin/Perry	
JAC Orientation	July	0900		FC Brownell	
JAC Testing	July	0900		FC Brownell	
S-290	TBA			Waters/Hawks	
S-232, Dozer Boss	TBA			Kielhorn/Morris	
CPR Rollout	10/03/11	0900	DTO	FC Porter	X
PSFA Rollout	TBA			FC Porter	
Land Navigation	TBA			Waters/Hawks	
Pot Garden Awareness	TBA				
Advanced PPE Inspection	11/01/11	0900	DTO	Guest	X
High Rise	12/15-16/2011	0800	GCC	Guest	X
High Rise	12/21-22/2011	0800	GCC	Guest	X
High Rise	2/6-7/2012	0800	GCC	Guest	X
Course	Dates	Time	Location	Coordinator	Scheduled

**CAL FIRE/Butte County Fire Department  
11/12 Local Training Classes**

<b>Volunteer Training</b>						
Support Module	11/5, 6, 12, 13/2011	0900	DTO	FC Needles		X
Support Module	May-12	0900	DTO	FC Needles		
EMS Module	12/3, 4, 10, 11/2011	0900	DTO	FC Waters		X
EMS Module	Jun-12	0900	DTO	FC Waters		
Wildland Module	Jan-12	0900	TBD	FC Sjolund		
Structure Module	Feb-12	0900	TBD	FAE Finkeneller		
EVOC	2013	0900	DTO	FC Needles		
Incident Management (Vol)	Spring 2012	0900	DTO	FC Sjolund		
Pump Operations	2013	0900	DTO	FC Finney		
Leadership for Volunteers	In Development					
Leadership for Volunteers	In Development					
Water Tender Module	In Development					
<b>Other Proposed Training Courses</b>						
TIC Operations	In Development			FC Brownell		
Building Construction	In Development			FC Norman		
Course	Dates	Time	Location	Coordinator	Scheduled	

**CAL FIRE/Butte County Fire Department  
11/12 Local Training Classes**

<b>Training Courses Offered During the Vounteer Modules and FF Returnee Academies</b>					
<b>Firefighter Returnee Academy</b>					
HazMat FRO Recertification	Offered during the FF Returnee Academy	2 times per year			
EEO	Offered during the FF Returnee Academy	2 times per year			
<b>Support Module</b>					
Full 16 Hour HazMat FRO	Offered during the Support Module	Twice per year			
Confined Space Awareness	Offered during the Support Module	Twice per year			
EEO	Offered during the Support Module	Twice per year			
<b>EMS Module</b>					
Full PSFA Course	Offered during the EMS Module	Twice per year			
Full Communicable Disease	Offered during the EMS Module	Twice per year			
Full CPR/AED Course	Offered during the EMS Module	Twice per year			
<b>Wildland Module</b>					
S-212 Classroom	Offered during the Wildland Module	Once per year			
FF Safety and Survival, Level 1	Offered during the Wildland Module	Once per year			
<b>Structure Module</b>					
Fire Control 3 or Burn Building	Offered during the Structure Module	Once per year			
Course	Dates	Time	Location	Coordinator	Scheduled

**CAL FIRE/Butte County Fire Department  
11/12 Local Training Classes**

<b>Butte County Training Officer Association Courses</b>				
<b>Fire Command 1A</b>	<b>11/14-18/2011</b>	<b>0800</b>	<b>CFTC</b>	<b>Mark Wygant</b>
<b>Fire Command 1B</b>	<b>1/2-6/2012</b>	<b>0800</b>	<b>CFTC</b>	<b>Mark Wygant</b>
<b>Training Instructor 1A</b>	<b>1/9-13/2012</b>	<b>0800</b>	<b>CFTC</b>	<b>Mark Wygant</b>
<b>Training Instructor 1B</b>	<b>2/20-24/2012</b>	<b>0800</b>	<b>CFTC</b>	<b>Mark Wygant</b>
<b>Training Instructor 1C</b>	<b>3/19-23/2012</b>	<b>0800</b>	<b>CFTC</b>	<b>Mark Wygant</b>
<b>Self Paced DVD's and On-Line Classes</b>				
<b>Communicable Disease</b>	<b>Available on DVD</b>			
<b>HazMat FRO Recertification</b>	<b>Available on DVD Soon or Self Paced</b>			
<b>CS-100</b>				<a href="http://training.nwccg.gov/courses/1100.html">http://training.nwccg.gov/courses/1100.html</a>
<b>CS_200 (Volunteers Only)</b>				<a href="http://training.fema.gov/emiweb/is/is200a.asp">http://training.fema.gov/emiweb/is/is200a.asp</a>
<b>NIMS-700</b>				<a href="http://training.fema.gov/emiweb/is/is700a.asp">http://training.fema.gov/emiweb/is/is700a.asp</a>
<b>NIMS-800</b>				<a href="http://training.fema.gov/emiweb/is/is800b.asp">http://training.fema.gov/emiweb/is/is800b.asp</a>
<b>S-110</b>				<a href="http://training.nwccg.gov/courses/s110.html">http://training.nwccg.gov/courses/s110.html</a>
<b>S-130</b>				<a href="http://training.nwccg.gov/courses/s130.html">http://training.nwccg.gov/courses/s130.html</a>
<b>S-190</b>				<a href="http://training.nwccg.gov/courses/s190.html">http://training.nwccg.gov/courses/s190.html</a>
<b>S-290</b>				<a href="http://www.meted.ucar.edu/dl_courses/S290/">http://www.meted.ucar.edu/dl_courses/S290/</a>
<b>L-180</b>	<b>Available at the above S-130 Link (Module 4)</b>			
<b>Water Rescue Awareness</b>	<b>Available on DVD</b>			
<b>Swift Water FRO Refresher</b>	<b>Available on DVD</b>			
<b>DGS Defensive Driver</b>				<a href="http://www.dgs.ca.gov/orim/Programs/DDTOnlineTraining.aspx">http://www.dgs.ca.gov/orim/Programs/DDTOnlineTraining.aspx</a>
<b>EMS/HazMat CE's (CFF JAC)</b>				<a href="http://www.cffiac.org/go/lac/training/terrorism-consequence-management/">http://www.cffiac.org/go/lac/training/terrorism-consequence-management/</a>
<b>EMS CE's (8 hours)(Prenhall)</b>				<a href="http://wps.prenhall.com/chet_limmer_fire_9/0,6063,197023-,00.html">http://wps.prenhall.com/chet_limmer_fire_9/0,6063,197023-,00.html</a>
<b>Training Location Legend</b>				

**CAL FIRE/Butte County Fire Department  
11/12 Local Training Classes**

<b>DTO</b>	<b>Durham Training Office</b>
<b>FS66</b>	<b>Wyandotte Fire Station</b>
<b>FS36</b>	<b>Jarbo Gap Fire Station</b>
<b>FS74</b>	<b>Gridley Fire Station</b>
<b>OTG</b>	<b>Openshaw Training Grounds</b>
<b>BC</b>	<b>Butte College</b>
<b>CFTC</b>	<b>Chico Fire Training Center</b>
<b>GCC</b>	<b>Gold Country Casino</b>
<b>BCS&amp;R</b>	<b>Butte County Search &amp; Rescue Building</b>

## APPENDIX D





# Cooperative Fire Service Proposal - CAL FIRE

Alternative 4 - Three-Person Engine Company, Two Stations  
(Plus Dispatch and without 24/7 Battalion Chief and One Fire Captain per day)  
(As Proposed less 1 Dispatcher for 1st Year, less Division Chief)  
Cost Analysis - 06/15/12

Account	Account Description	2010/11 Audited Actual	2011-12 Estimated Actual	2012/13 Estimated Budget without Cal Fire Proposal	2012/13 Estimated Budget with Cal Fire Proposal @ 12/1/12	2013/14 Estimated Budget without Cal Fire Proposal	2013/14 Estimated Budget with Cal Fire Proposal	2014/15 Estimated Budget without Cal Fire Proposal	2014/15 Estimated Budget with Cal Fire Proposal	2015/16 Estimated Budget without Cal Fire Proposal	2015/16 Estimated Budget with Cal Fire Proposal	2016/17 Estimated Budget without Cal Fire Proposal	2016/17 Estimated Budget with Cal Fire Proposal
5116.101	Life and Disability Insurance Life & Disab.	24,161	8,444	8,495	5,258	8,495	218,801	225,351	8,495	231,990	8,514	238,829	8,533
5119.100	Retiree Costs Medical Insurance	162,021	193,908	208,118	208,118	218,801	20,621	20,828	225,351	231,990	21,036	238,829	21,246
5122	Accrual Bank Payoff	7,502	-	-	-	-	-	-	-	-	-	-	-
5202.100	Operating Supplies General	29,545	20,215	20,417	20,417	20,621	20,621	20,828	20,828	21,036	21,036	21,246	21,246
5202.223	Operating Supplies FD Emergency Medical	353	-	-	-	-	-	-	-	-	-	-	-
5202.226	Operating Supplies FD Emergency Meals	293	-	-	-	-	-	-	-	-	-	-	-
5203.100	Repairs and Maint Supplies General	2,262	12,295	12,295	12,295	12,295	12,295	12,295	12,295	12,295	12,295	12,295	12,295
5203.116	Repairs and Maint Supplies Communications	73	-	-	-	-	-	-	-	-	-	-	-
5204	Subscriptions and Code Books	159	500	500	500	500	500	500	500	500	500	500	500
5209.101	Auto Fuel Expense Town Vehicles	27,161	28,000	28,840	28,840	29,705	29,705	30,596	30,596	31,514	31,514	32,460	32,460
5209.105	Auto Fuel Expense Employee Personal Vehicle	72	-	-	-	-	-	-	-	-	-	-	-
5213.100	Professional/Contract Services General	8,960	4,000	4,000	1,500,091	4,000	2,717,163	4,000	2,774,223	4,000	2,849,127	4,000	2,926,054
5214.100	Repair and Maint Service General	13,646	13,000	13,130	13,130	13,261	13,261	13,394	13,394	13,528	13,528	13,663	13,663
5214.116	Repair and Maint Service Communication	1,349	-	-	-	-	-	-	-	-	-	-	-
5216.100	Communications General Services	1,491	1,560	1,576	1,576	1,591	1,591	1,607	1,607	1,623	1,623	1,640	1,640
5219.100	Printing General	186	150	150	150	150	150	150	150	150	150	150	150
5220.100	Employee Development General	24,963	20,000	20,000	20,000	20,000	20,000	20,000	20,000	20,000	20,000	20,000	20,000
5223.105	Meals and Refreshments Emergencies and	1,026	1,000	1,000	1,000	1,000	1,000	1,000	1,000	1,000	1,000	1,000	1,000
5269.135	Emergency Incident Costs Fire Related	1,984	2,000	2,000	2,000	2,000	2,000	2,000	2,000	2,000	2,000	2,000	2,000
5303	Improvements	3,053	-	-	-	-	-	-	-	-	-	-	-
5304	Furniture & Equipment	27,446	25,000	25,000	25,000	25,000	25,000	25,000	25,000	25,000	25,000	25,000	25,000
5501	Debt Service Payment - Principal	158,451	136,766	146,316	146,316	138,286	138,286	118,735	118,735	128,735	128,735	128,735	128,735
	<b>Program 4630 - Fire - Suppression</b>	<b>2,985,079</b>	<b>3,140,527</b>	<b>3,319,973</b>	<b>3,136,228</b>	<b>3,378,196</b>	<b>3,180,374</b>	<b>3,434,172</b>	<b>3,225,680</b>	<b>3,508,896</b>	<b>3,318,499</b>	<b>3,573,761</b>	<b>3,403,572</b>
	<b>Program 4640 - Fire - Volunteer Program</b>												
5118	Volunteer Benefits	28,662	16,000	16,000	16,000	16,160	16,160	16,322	16,322	16,485	16,485	16,650	16,650
5202.100	Operating Supplies General	5,334	3,647	3,683	3,683	3,720	3,720	3,758	3,758	3,795	3,795	3,833	3,833
5202.220	Operating Supplies FD Personal Protective	1,500	-	-	-	-	-	-	-	-	-	-	-
5213.100	Professional/Contract Services General	5,648	4,500	4,500	4,500	4,500	4,500	4,500	4,500	4,500	4,500	4,500	4,500
5220.100	Employee Development General	2,968	2,500	2,500	2,500	2,500	2,500	2,500	2,500	2,500	2,500	2,500	2,500
5223.105	Meals and Refreshments Emergencies and	37	-	-	-	-	-	-	-	-	-	-	-
	<b>Program 4640 - Fire - Volunteer Program</b>	<b>44,147</b>	<b>26,647</b>	<b>26,683</b>	<b>26,683</b>	<b>26,880</b>	<b>26,880</b>	<b>27,079</b>	<b>27,079</b>	<b>27,280</b>	<b>27,280</b>	<b>27,483</b>	<b>27,483</b>
	<b>EXPENSE TOTALS</b>	<b>3,484,066</b>	<b>3,539,212</b>	<b>3,717,289</b>	<b>3,377,864</b>	<b>3,773,203</b>	<b>3,413,647</b>	<b>3,835,040</b>	<b>3,459,715</b>	<b>3,915,945</b>	<b>3,553,662</b>	<b>3,988,608</b>	<b>3,640,926</b>
	<b>OTHER ADJUSTMENTS</b>												
	Accrual Payoffs				148,760								
	Debt Service on CAL FIRE Note				42,642		85,284						85,284
	<b>GRAND TOTAL EXPENSES</b>	<b>3,484,066</b>	<b>3,539,212</b>	<b>3,717,289</b>	<b>3,569,266</b>	<b>3,773,203</b>	<b>3,498,931</b>	<b>3,835,040</b>	<b>3,544,999</b>	<b>3,915,945</b>	<b>3,638,946</b>	<b>3,988,608</b>	<b>3,726,210</b>
	<b>ADDITIONAL COST/(SAVINGS) WITH CAL FIRE</b>				<b>(148,023)</b>		<b>(274,272)</b>		<b>(290,042)</b>		<b>(276,998)</b>		<b>(262,398)</b>



# Cooperative Fire Service Proposal - CAL FIRE

Alternative 4 - Three-Person Engine Company, Two Stations  
(Plus Dispatch and without 24/7 Battalion Chief and One Fire Captain per day)  
(As Proposed less 1 Dispatcher for 1st Year, less Division Chief)  
Cost Analysis - 06/15/12

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<b>Fund 1010 - General Fund</b>													
<b>EXPENSE</b>													
<b>Department 35 - Fire</b>													
<b>Program 4610 - Fire - Administrative</b>													
5101	Salaries - Permanent	72,239	33,051	34,356	34,356	35,190	35,190	35,190	35,190	35,190	35,190	36,097	36,097
5104	Wages - PS Holiday Pay	2,962	-	-	-	-	-	-	-	-	-	-	-
5106.100	Incentives & Admin Leave Administrative Leave	4,393	-	-	-	-	-	-	-	-	-	-	-
5109.100	Allowances Uniform Allowance	334	-	-	-	-	-	-	-	-	-	-	-
5111	Medicare	1,229	479	498	498	510	510	510	510	510	510	523	523
5112.101	Retirement Contribution PERS	16,181	2,917	3,227	3,227	3,319	3,319	3,444	3,444	3,526	3,526	3,721	3,721
5113	Worker's Compensation	6,732	6,692	551	551	558	558	558	558	558	558	565	565
5114.101	Health Insurance M. D. & V.	10,060	3,123	3,123	3,123	3,123	3,123	3,123	3,123	3,123	3,123	3,123	3,123
5116.101	Life and Disability Insurance Life & Disab.	644	194	283	283	289	289	289	289	295	295	306	306
5119.100	Retiree Costs Medical Insurance	49,948	54,838	57,354	57,354	58,889	58,889	59,208	59,208	59,536	59,536	59,874	59,874
5119.120	Retiree Costs PERS 1959 Survivor Benefits	1,170	1,104	1,104	1,104	1,104	1,104	1,104	1,104	1,104	1,104	1,104	1,104
5122	Accrual Bank Payoff	5,772	-	-	-	-	-	-	-	-	-	-	-
5201.100	Office Supplies General	1,914	1,500	1,515	1,515	1,530	1,530	1,545	1,545	1,561	1,561	1,577	1,577
5202.100	Operating Supplies General	4,692	4,600	4,646	4,646	4,692	4,692	4,739	4,739	4,787	4,787	4,835	4,835
5203.100	Repairs and Maint Supplies General	3,271	2,500	2,525	2,525	2,550	2,550	2,576	2,576	2,602	2,602	2,628	2,628
5204	Subscriptions and Code Books	1,247	992	1,002	1,002	1,012	1,012	1,022	1,022	1,032	1,032	1,043	1,043
5205	Auto Fuel Expense Employee Personal Vehicle	316	-	-	-	-	-	-	-	-	-	-	-
521	Postage General	470	450	455	455	459	459	464	464	468	468	473	473
521	Utilities Water and Sewer	2,685	2,626	2,652	2,652	2,679	2,679	2,706	2,706	2,733	2,733	2,760	2,760
521	Utilities Electric and Gas	20,971	21,000	21,210	21,210	21,422	21,422	21,636	21,636	21,853	21,853	22,071	22,071
5211.139	Utilities Propane	340	500	505	505	510	510	515	515	520	520	526	526
5213.100	Professional/Contract Services General	43,838	165,000	165,000	165,000	169,950	169,950	175,049	175,049	180,300	180,300	185,709	185,709
5214.100	Repair and Maint Service General	19,043	18,621	18,621	18,621	18,621	18,621	18,621	18,621	18,621	18,621	18,621	18,621
5215.100	Rents and Leases Miscellaneous	853	350	350	350	350	350	350	350	350	350	350	350
5215.106	Rents and Leases Copiers	5,300	6,720	6,720	6,720	6,720	6,720	6,720	6,720	6,720	6,720	6,720	6,720
5216.100	Communications General Services	15,775	15,500	15,655	15,655	15,812	15,812	15,970	15,970	16,129	16,129	16,291	16,291
5218.100	Advertising General	2,400	250	250	250	250	250	250	250	250	250	250	250
5219.100	Printing General	256	700	700	700	700	700	700	700	700	700	700	700
5220.100	Employee Development General	3,339	1,500	1,500	1,500	1,500	1,500	1,500	1,500	1,500	1,500	1,500	1,500
5223.105	Meals and Refreshments Emergencies and	150	150	150	150	150	150	150	150	150	150	150	150
5260	Miscellaneous	263	150	150	150	150	150	150	150	150	150	150	150
5301	Land	115,691	-	-	-	-	-	-	-	-	-	-	-
5303	Improvements	15,231	4,200	4,200	4,200	4,200	4,200	4,200	4,200	4,200	4,200	4,200	4,200
5304	Furniture & Equipment	7,864	11,500	11,500	11,500	11,500	11,500	11,500	11,500	11,500	11,500	11,500	11,500
5501	Debt Service Payment - Principal	11,694	10,831	10,831	10,831	387	387	-	-	-	-	-	-
<b>Program 4610 - Fire - Administrative Totals</b>		<b>449,285</b>	<b>372,038</b>	<b>370,833</b>	<b>214,953</b>	<b>368,126</b>	<b>206,392</b>	<b>373,789</b>	<b>206,956</b>	<b>379,988</b>	<b>207,884</b>	<b>387,365</b>	<b>209,872</b>
<b>Program 4620 - Fire - Prevention</b>													
<b>Debt Service Payment - Principal</b>													
5501	Debt Service Payment - Principal	4,575	-	-	-	-	-	-	-	-	-	-	-
<b>Program 4630 - Fire - Suppression</b>													
5101	Salaries - Permanent	1,255,286	1,346,274	1,458,103	542,303	1,489,642	-	1,511,584	-	1,526,974	-	1,542,188	-
5104	Wages - PS Holiday Pay	79,602	86,088	50,583	14,796	52,605	-	54,029	-	55,016	-	55,955	-
5105	Salaries - Overtime/FLSA	394,486	408,000	409,234	170,362	418,231	-	424,498	-	428,831	-	433,121	-
5106.200	Incentives & Admin Leave Gym Reimbursement	4,590	5,040	6,840	3,420	6,840	-	6,840	-	6,840	-	6,840	-
5109.100	Allowances Uniform Allowance	24,298	21,890	21,890	9,121	21,890	-	21,890	-	21,890	-	21,890	-
5111	Medicare	23,757	26,713	27,687	10,761	28,292	-	28,713	-	29,008	-	29,299	-
5112.101	Retirement Contribution PERS	319,824	376,130	413,529	160,261	430,335	-	454,043	-	476,896	-	500,799	-
5113	Worker's Compensation	130,396	127,432	141,794	138,066	144,872	-	147,014	-	148,511	-	149,992	-
5114.101	Health Insurance M. D. & V.	254,179	276,122	298,476	122,447	309,783	-	321,610	-	332,845	-	343,626	-
5115	Unemployment Compensation	3,507	-	-	-	-	-	-	-	-	-	-	-

# Cooperative Fire Service Proposal - CAL FIRE

Alternative 3 - Three-Person Engine Company, Two Stations, plus Station 35 as Amador  
(Plus Dispatch and without 24/7 Battalion Chief)  
(As Proposed less 1 Dispatcher for 1st Year, less Division Chief, and less FF1)  
Cost Analysis - 06/15/12

Account	Account Description	2010/11 Audited Actual	2011-12 Estimated Actual	2012/13 Estimated Budget without Cal Fire Proposal	2012/13 Estimated Budget with Cal Fire Proposal @ 12/1/12	2013/14 Estimated Budget without Cal Fire Proposal	2013/14 Estimated Budget with Cal Fire Proposal	2014/15 Estimated Budget without Cal Fire Proposal	2014/15 Estimated Budget with Cal Fire Proposal	2015/16 Estimated Budget without Cal Fire Proposal	2015/16 Estimated Budget with Cal Fire Proposal	2016/17 Estimated Budget without Cal Fire Proposal	2016/17 Estimated Budget with Cal Fire Proposal
5114.101	Health Insurance M. D. & V.	254,179	276,122	298,476	122,447	303,783	-	321,610	-	332,845	-	343,626	-
5115	Unemployment Compensation	3,507	-	-	-	-	-	-	-	-	-	-	-
5116.101	Life and Disability Insurance Life & Disab.	24,161	8,444	8,495	5,258	8,495	-	8,495	-	8,514	-	8,533	-
5119.100	Retiree Costs Medical Insurance	162,021	193,908	208,118	208,118	218,801	218,801	225,351	225,351	231,990	231,990	238,829	238,829
5122	Accrual Bank Payoff	7,502	-	-	-	-	-	20,828	20,828	21,036	21,036	21,246	21,246
5202.100	Operating Supplies General	29,545	20,215	20,417	20,417	20,621	20,621	-	-	-	-	-	-
5202.223	Operating Supplies FD Emergency Medical	353	-	-	-	-	-	-	-	-	-	-	-
5202.226	Operating Supplies FD Emergency Meals	293	-	-	-	-	-	-	-	-	-	-	-
5203.100	Repairs and Maint Supplies General	2,262	12,295	12,295	12,295	12,295	12,295	12,295	12,295	12,295	12,295	12,295	12,295
5203.116	Repairs and Maint Supplies Communications	73	-	-	-	-	-	-	-	-	-	-	-
5204	Subscriptions and Code Books	159	500	500	500	500	500	500	500	500	500	500	500
5209.101	Auto Fuel Expense Town Vehicles	27,161	28,000	28,840	28,840	29,705	29,705	30,596	30,596	31,514	31,514	32,460	32,460
5209.105	Auto Fuel Expense Employee Personal Vehicle	72	-	-	-	-	-	-	-	-	-	-	-
5213.100	Professional/Contract Services General	8,960	4,000	4,000	1,522,389	4,000	2,756,191	4,000	2,814,071	4,000	2,890,051	4,000	2,968,082
5214.100	Repair and Maint Service General	13,646	13,000	13,130	13,130	13,261	13,261	13,394	13,394	13,528	13,528	13,663	13,663
5214.116	Repair and Maint Service Communication	1,349	-	-	-	-	-	-	-	-	-	-	-
5216.100	Communications General Services	1,491	1,560	1,576	1,576	1,591	1,591	1,607	1,607	1,623	1,623	1,640	1,640
5219.100	Printing General	186	150	150	150	150	150	150	150	150	150	150	150
5220.100	Employee Development General	24,963	20,000	20,000	-	-	-	-	-	-	-	-	-
5223.105	Meals and Refreshments Emergencies and	1,026	1,000	1,000	1,000	1,000	1,000	1,000	1,000	1,000	1,000	1,000	1,000
5269.125	Emergency Incident Costs Fire Related	1,984	2,000	2,000	2,000	2,000	2,000	2,000	2,000	2,000	2,000	2,000	2,000
5303	Improvements	3,053	-	-	-	-	-	-	-	-	-	-	-
5304	Furniture & Equipment	27,446	25,000	25,000	25,000	25,000	25,000	25,000	25,000	25,000	25,000	25,000	25,000
5501	Post Service Payment - Principal	158,451	136,766	146,316	146,316	138,286	138,286	118,735	118,735	128,735	128,735	128,735	128,735
Program 4630 - Fire - Suppression Totals		2,986,079	3,140,527	3,319,973	3,158,526	3,378,196	3,219,402	3,434,172	3,265,527	3,508,696	3,359,422	3,573,761	3,445,600
5118	Volunteer Benefits	28,662	16,000	16,000	16,000	16,160	16,160	16,322	16,322	16,485	16,485	16,650	16,650
5202.100	Operating Supplies General	5,334	3,647	3,683	3,683	3,720	3,720	3,758	3,758	3,795	3,795	3,833	3,833
5202.220	Operating Supplies FD Personal Protective	1,500	-	-	-	-	-	-	-	-	-	-	-
5213.100	Professional/Contract Services General	5,648	4,500	4,500	4,500	4,500	4,500	4,500	4,500	4,500	4,500	4,500	4,500
5220.100	Employee Development General	2,968	2,500	2,500	2,500	2,500	2,500	2,500	2,500	2,500	2,500	2,500	2,500
5223.105	Meals and Refreshments Emergencies and	37	-	-	-	-	-	-	-	-	-	-	-
Program 4640 - Fire - Volunteer Program Totals		44,147	26,647	26,683	26,683	26,880	26,880	27,079	27,079	27,280	27,280	27,483	27,483
EXPENSE TOTALS		3,484,066	3,539,212	3,717,289	3,400,162	3,773,203	3,452,675	3,835,040	3,499,562	3,915,945	3,594,586	3,988,608	3,682,954
OTHER ADJUSTMENTS													
Accrual Payoffs					148,760		-		-		-		-
Debt Service on CAL FIRE Note					42,642		85,284		85,284		85,284		85,284
GRAND TOTAL EXPENSES		3,484,066	3,539,212	3,717,289	3,591,564	3,773,203	3,537,959	3,835,040	3,584,846	3,915,945	3,679,870	3,988,608	3,768,238
ADDITIONAL COST/(SAVINGS) WITH CALFIRE					(125,725)		(235,244)		(250,194)		(236,075)		(220,370)

Alternative 3 - Three-Person Engine Company, Two Stations, plus Station 35 as Amador  
(Plus Dispatch and without 24/7 Battalion Chief)  
(As Proposed less 1 Dispatcher for 1st Year, less Division Chief, and less FF1)  
Cost Analysis - 06/15/12

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# Cooperative Fire Service Proposal - CAL FIRE

Alternative 2 - Two-Person Engine Company, Three Stations  
(Plus Dispatch and without 24/7 Battalion Chief)  
(As Proposed less 1 Dispatcher for 1st Year, and less Division Chief)  
Cost Analysis - 06/15/12

Account	Account Description	2010/11 Audited Actual	2011-12 Estimated Actual	2012/13 Estimated Budget without Cal Fire Proposal	2012/13 Estimated Budget with Cal Fire Proposal @ 12/1/12	2013/14 Estimated Budget without Cal Fire Proposal	2013/14 Estimated Budget with Cal Fire Proposal	2014/15 Estimated Budget without Cal Fire Proposal	2014/15 Estimated Budget with Cal Fire Proposal	2015/16 Estimated Budget without Cal Fire Proposal	2015/16 Estimated Budget with Cal Fire Proposal	2016/17 Estimated Budget without Cal Fire Proposal	2016/17 Estimated Budget with Cal Fire Proposal
5114.101	Health Insurance M. D. & V.	254,179	276,122	298,476	122,447	309,783		321,610		332,845		343,626	
5115	Unemployment Compensation	3,507	-	-	-	-	-	-	-	-	-	-	-
5116.101	Life and Disability Insurance Life & Disab.	24,161	8,444	8,495	5,258	8,495		8,495		8,514		8,533	
5119.100	Retiree Costs Medical Insurance	162,021	193,908	208,118	208,118	218,801	218,801	225,351	225,351	231,990	231,990	238,829	238,829
5122	Accrual Bank Payoff	7,502	-	-	-	-	-	-	-	-	-	-	-
5202.100	Operating Supplies General	29,545	20,215	20,417	20,417	20,621	20,621	20,828	20,828	21,036	21,036	21,246	21,246
5202.223	Operating Supplies FD Emergency Medical	353	-	-	-	-	-	-	-	-	-	-	-
5202.226	Operating Supplies FD Emergency Meals	293	-	-	-	-	-	-	-	-	-	-	-
5203.100	Repairs and Maint Supplies General	2,262	12,295	12,295	12,295	12,295	12,295	12,295	12,295	12,295	12,295	12,295	12,295
5203.116	Repairs and Maint Supplies Communications	73	-	-	-	-	-	-	-	-	-	-	-
5204	Subscriptions and Code Books	159	500	500	500	500	500	500	500	500	500	500	500
5209.101	Auto Fuel Expense Town Vehicles	27,161	28,000	28,840	28,840	29,705	29,705	30,596	30,596	31,514	31,514	32,460	32,460
5209.105	Auto Fuel Expense Employee Personal Vehicle	72	-	-	-	-	-	-	-	-	-	-	-
5213.100	Professional/Contract Services General	8,960	4,000	4,000	1,578,271	4,000	2,853,999	4,000	2,913,933	4,000	2,992,610	4,000	3,073,410
5214.100	Repair and Maint Service General	13,646	13,000	13,130	13,130	13,261	13,261	13,394	13,394	13,528	13,528	13,663	13,663
5214.116	Repair and Maint Service Communication	1,349	-	-	-	-	-	-	-	-	-	-	-
5216.100	Communications General Services	1,491	1,560	1,576	1,576	1,591	1,591	1,607	1,607	1,623	1,623	1,640	1,640
5219.100	Printing General	186	150	150	150	150	150	150	150	150	150	150	150
5220.100	Employee Development General	24,963	20,000	20,000	20,000	20,000	20,000	20,000	20,000	20,000	20,000	20,000	20,000
5223.105	Meals and Refreshments Emergencies and	1,026	1,000	1,000	1,000	1,000	1,000	1,000	1,000	1,000	1,000	1,000	1,000
5269.135	Emergency Incident Costs Fire Related	1,984	2,000	2,000	2,000	2,000	2,000	2,000	2,000	2,000	2,000	2,000	2,000
5303	Improvements	3,053	-	-	-	-	-	-	-	-	-	-	-
5304	Furniture & Equipment	27,446	25,000	25,000	25,000	25,000	25,000	25,000	25,000	25,000	25,000	25,000	25,000
5501	Debt Service Payment - Principal	158,451	136,766	146,316	146,316	138,286	138,286	118,735	118,735	128,735	128,735	128,735	128,735
Program 4630 - Fire - Suppression Totals		2,986,079	3,140,527	3,319,973	3,214,408	3,378,196	3,317,211	3,434,172	3,365,390	3,508,696	3,461,981	3,573,761	3,550,928
Program 4640 - Fire - Volunteer Program													
5118	Volunteer Benefits	28,662	16,000	16,000	16,000	16,160	16,160	16,322	16,322	16,485	16,485	16,650	16,650
5202.100	Operating Supplies General	5,334	3,647	3,683	3,683	3,720	3,720	3,758	3,758	3,795	3,795	3,833	3,833
5202.220	Operating Supplies FD Personal Protective	1,500	-	-	-	-	-	-	-	-	-	-	-
5213.100	Professional/Contract Services General	5,648	4,500	4,500	4,500	4,500	4,500	4,500	4,500	4,500	4,500	4,500	4,500
5220.100	Employee Development General	2,968	2,500	2,500	2,500	2,500	2,500	2,500	2,500	2,500	2,500	2,500	2,500
5223.105	Meals and Refreshments Emergencies and	37	-	-	-	-	-	-	-	-	-	-	-
Program 4640 - Fire - Volunteer Program Totals		44,147	26,647	26,683	26,683	26,880	26,880	27,079	27,079	27,280	27,280	27,483	27,483
EXPENSE TOTALS		3,484,066	3,539,212	3,717,289	3,456,044	3,773,203	3,550,483	3,835,040	3,599,425	3,915,945	3,697,145	3,988,608	3,788,282
OTHER ADJUSTMENTS													
Accrual Payoffs					148,760		-		-		-		-
Debt Service on CAL FIRE Note					42,642		85,284		85,284		85,284		85,284
GRAND TOTAL EXPENSES		3,484,066	3,539,212	3,717,289	3,647,446	3,773,203	3,635,767	3,835,040	3,684,709	3,915,945	3,782,429	3,988,608	3,873,566
ADDITIONAL COST/(SAVINGS) WITH CAL FIRE					(69,843)		(137,436)		(150,332)		(133,516)		(115,042)

# Cooperative Fire Service Proposal - CAL FIRE

Alternative 2 - Two-Person Engine Company, Three Stations

(Plus Dispatch and without 24/7 Battalion Chief)

(As Proposed less 1 Dispatcher for 1st Year, and less Division Chief)

Cost Analysis - 06/15/12

Account	Account Description	2010/11 Audited Actual	2011-12 Estimated Actual	2012/13 Estimated Budget without Cal Fire Proposal	2012/13 Estimated Budget with Cal Fire Proposal @ 12/1/12	2013/14 Estimated Budget without Cal Fire Proposal	2013/14 Estimated Budget with Cal Fire Proposal	2014/15 Estimated Budget without Cal Fire Proposal	2014/15 Estimated Budget with Cal Fire Proposal	2015/16 Estimated Budget without Cal Fire Proposal	2015/16 Estimated Budget with Cal Fire Proposal	2016/17 Estimated Budget without Cal Fire Proposal	2016/17 Estimated Budget with Cal Fire Proposal
Fund 1010 - General Fund													
EXPENSE													
Department 35 - Fire													
Program 4610 - Fire - Administrative													
5101	Salaries - Permanent	72,239	33,051	34,356	34,356	35,190	35,190	35,190	35,190	35,190	35,190	36,097	36,097
5104	Wages - PS Holiday Pay	2,962	-	-	-	-	-	-	-	-	-	-	-
5106.100	Incentives & Admin Leave Administrative Leave	4,393	-	-	-	-	-	-	-	-	-	-	-
5109.100	Allowances Uniform Allowance	334	-	-	-	-	-	-	-	-	-	-	-
5111	Medicare	1,229	479	498	498	510	510	510	510	510	510	523	523
5112.101	Retirement Contribution PERS	16,181	2,917	3,227	3,227	3,319	3,319	3,444	3,444	3,526	3,526	3,721	3,721
5113	Worker's Compensation	6,732	6,692	551	551	558	558	558	558	558	558	565	565
5114.101	Health Insurance M. D. & V.	10,060	3,123	3,123	3,123	3,123	3,123	3,123	3,123	3,123	3,123	3,123	3,123
5116.101	Life and Disability Insurance Life & Disab.	644	194	283	283	289	289	289	289	295	295	306	306
5119.100	Retiree Costs Medical Insurance	49,948	54,838	57,354	57,354	58,889	58,889	59,208	59,208	59,536	59,536	59,874	59,874
5119.120	Retiree Costs PERS 1959 Survivor Benefits	1,170	1,104	1,104	1,104	1,104	1,104	1,104	1,104	1,104	1,104	1,104	1,104
5122	Accrual Bank Payoff	5,772	-	-	-	-	-	-	-	-	-	-	-
5201.100	Office Supplies General	1,914	1,500	1,515	1,515	1,530	1,530	1,545	1,545	1,561	1,561	1,577	1,577
5202.100	Operating Supplies General	4,692	4,600	4,646	4,646	4,692	4,692	4,739	4,739	4,787	4,787	4,835	4,835
5203.100	Repairs and Maint Supplies General	3,271	2,500	2,525	2,525	2,550	2,550	2,576	2,576	2,602	2,602	2,628	2,628
5204	Subscriptions and Code Books	1,247	992	1,002	1,002	1,012	1,012	1,022	1,022	1,032	1,032	1,043	1,043
5205	Auto Fuel Expense Employee Personal Vehicle	316	-	-	-	-	-	-	-	-	-	-	-
5211	Postage General	470	450	455	455	459	459	464	464	468	468	473	473
5211	Utilities Water and Sewer	2,685	2,626	2,652	2,652	2,679	2,679	2,706	2,706	2,733	2,733	2,760	2,760
5211	Utilities Electric and Gas	20,971	21,000	21,210	21,210	21,422	21,422	21,636	21,636	21,853	21,853	22,071	22,071
5211.139	Utilities Propane	340	500	505	505	510	510	515	515	520	520	526	526
5213.100	Professional/Contract Services General	43,838	165,000	165,000	165,000	169,950	169,950	175,049	175,049	180,300	180,300	185,709	185,709
5214.100	Repair and Maint Service General	19,043	18,621	18,621	18,621	18,621	18,621	18,621	18,621	18,621	18,621	18,621	18,621
5215.100	Rents and Leases Miscellaneous	853	350	350	350	350	350	350	350	350	350	350	350
5215.106	Rents and Leases Copiers	5,300	6,720	6,720	6,720	6,720	6,720	6,720	6,720	6,720	6,720	6,720	6,720
5216.100	Communications General Services	15,775	15,500	15,655	15,655	15,812	15,812	15,970	15,970	16,129	16,129	16,291	16,291
5218.100	Advertising General	2,400	250	250	250	250	250	250	250	250	250	250	250
5219.100	Printing General	256	700	700	700	700	700	700	700	700	700	700	700
5220.100	Employee Development General	3,339	1,500	1,500	1,500	1,500	1,500	1,500	1,500	1,500	1,500	1,500	1,500
5223.105	Meals and Refreshments Emergencies and	150	150	150	150	150	150	150	150	150	150	150	150
5260	Miscellaneous	263	150	150	150	150	150	150	150	150	150	150	150
5301	Land	115,691	-	-	-	-	-	-	-	-	-	-	-
5303	Improvements	15,231	4,200	4,200	4,200	4,200	4,200	4,200	4,200	4,200	4,200	4,200	4,200
5304	Furniture & Equipment	7,864	11,500	11,500	11,500	11,500	11,500	11,500	11,500	11,500	11,500	11,500	11,500
5501	Debt Service Payment - Principal	11,694	10,831	10,831	10,831	387	387	373,789	373,789	379,968	379,968	387,365	387,365
	Program 4610 - Fire - Administrative Totals	449,265	372,038	370,633	214,953	388,126	206,392	373,789	206,956	379,968	207,884	387,365	209,872
	Program 4620 - Fire - Prevention												
5501	Debt Service Payment - Principal	4,575	-	-	-	-	-	-	-	-	-	-	-
	Program 4620 - Fire - Prevention Totals	4,575	-	-	-	-	-	-	-	-	-	-	-
	Program 4630 - Fire - Suppression												
5101	Salaries - Permanent	1,255,286	1,346,274	1,458,103	542,303	1,489,642	1,511,584	1,526,974	1,526,974	1,542,188	1,542,188	1,542,188	1,542,188
5104	Wages - PS Holiday Pay	79,602	86,088	50,583	14,796	52,605	54,029	55,016	55,016	55,955	55,955	55,955	55,955
5105	Salaries - Overtime/FLSA	394,486	408,000	409,234	170,362	418,231	424,498	428,831	428,831	433,121	433,121	433,121	433,121
5106.200	Incentives & Admin Leave Gym Reimbursement	4,590	5,040	6,840	3,420	6,840	6,840	6,840	6,840	6,840	6,840	6,840	6,840
5109.100	Allowances Uniform Allowance	24,298	21,890	21,890	9,121	21,890	21,890	21,890	21,890	21,890	21,890	21,890	21,890
5111	Medicare	23,757	26,713	27,687	10,761	28,292	28,713	29,008	29,008	29,299	29,299	29,299	29,299
5112.101	Retirement Contribution PERS	319,824	376,130	413,529	160,261	430,335	454,043	476,896	476,896	500,799	500,799	500,799	500,799
5113	Worker's Compensation	130,396	127,432	141,794	138,066	144,872	147,014	148,511	148,511	149,992	149,992	149,992	149,992



# Cooperative Fire Service Proposal - CAL FIRE

Alternative 1b - Three-Person Engine Company, Two Stations  
(Current Town Of Paradise Model - Plus Dispatch and without 24/7 Battalion Chief)  
(As Proposed less 1 Dispatcher for 1st Year, and less Division Chief)  
Cost Analysis - 06/15/12

Account	Account Description	2010/11 Audited Actual	2011-12 Estimated Actual	2012/13 Estimated Budget without Cal Fire Proposal	2012/13 Estimated Budget with Cal Fire Proposal @ 12/1/12	2013/14 Estimated Budget without Cal Fire Proposal	2013/14 Estimated Budget with Cal Fire Proposal	2014/15 Estimated Budget without Cal Fire Proposal	2014/15 Estimated Budget with Cal Fire Proposal	2015/16 Estimated Budget without Cal Fire Proposal	2015/16 Estimated Budget with Cal Fire Proposal	2016/17 Estimated Budget without Cal Fire Proposal	2016/17 Estimated Budget with Cal Fire Proposal
5114.101	Health Insurance M. D. & V.	254,179	278,122	298,476	122,447	309,783	-	321,610	-	332,845	-	343,626	-
5115	Unemployment Compensation	3,507	-	-	-	-	-	-	-	-	-	-	-
5116.101	Life and Disability Insurance Life & Disab.	24,161	8,444	8,495	5,258	8,495	-	8,495	-	8,514	-	8,533	-
5119.100	Retiree Costs Medical Insurance	162,021	193,908	208,118	206,051	218,801	218,801	225,351	225,351	231,990	231,990	238,829	238,829
5122	Accrual Bank Payoff	7,502	-	-	-	-	-	-	-	-	-	-	-
5202.100	Operating Supplies General	29,545	20,215	20,417	20,417	20,621	20,621	20,828	20,828	21,036	21,036	21,246	21,246
5202.223	Operating Supplies FD Emergency Medical	353	-	-	-	-	-	-	-	-	-	-	-
5202.226	Operating Supplies FD Emergency Meals	293	12,295	12,295	12,295	12,295	12,295	12,295	12,295	12,295	12,295	12,295	12,295
5203.100	Repairs and Maint Supplies General	2,262	-	-	-	-	-	-	-	-	-	-	-
5203.116	Repairs and Maint Supplies Communications	73	-	-	-	-	-	-	-	-	-	-	-
5204	Subscriptions and Code Books	159	500	500	500	500	500	500	500	500	500	500	500
5209.101	Auto Fuel Expense Town Vehicles	27,161	28,000	28,840	28,840	29,705	29,705	30,596	30,596	31,514	31,514	32,460	32,460
5209.105	Auto Fuel Expense Employee Personal Vehicle	72	-	-	-	-	-	-	-	-	-	-	-
5213.100	Professional/Contract Services General	8,960	4,000	4,000	1,521,793	2,755,147	13,261	4,000	2,813,005	4,000	2,888,956	4,000	2,966,958
5214.100	Repair and Maint Service General	13,646	13,000	13,130	13,130	13,261	13,261	13,394	13,394	13,528	13,528	13,663	13,663
5214.116	Repair and Maint Service Communication	1,349	-	-	-	-	-	-	-	-	-	-	-
5216.100	Communications General Services	1,491	1,560	1,576	1,576	1,591	1,591	1,607	1,607	1,623	1,623	1,640	1,640
5219.100	Printing General	186	150	150	150	150	150	150	150	150	150	150	150
5220.100	Employee Development General	24,963	20,000	20,000	-	-	-	-	-	-	-	-	-
5223.105	Meals and Refreshments Emergencies and	1,026	1,000	1,000	1,000	1,000	1,000	1,000	1,000	1,000	1,000	1,000	1,000
5269.125	Emergency Incident Costs Fire Related	1,984	2,000	2,000	2,000	2,000	2,000	2,000	2,000	2,000	2,000	2,000	2,000
5303	Improvements	3,053	-	-	-	-	-	-	-	-	-	-	-
5304	Furniture & Equipment	27,446	25,000	25,000	25,000	25,000	25,000	25,000	25,000	25,000	25,000	25,000	25,000
5501	Post Service Payment - Principal	158,451	136,766	146,316	146,316	138,286	138,286	118,735	118,735	128,735	128,735	128,735	128,735
Program 4630 - Fire - Suppression Totals		2,986,079	3,140,527	3,319,973	3,155,863	3,378,196	3,218,358	3,434,172	3,264,461	3,508,696	3,358,328	3,573,761	3,444,476
5118	Volunteer Benefits	28,662	16,000	16,000	16,000	16,160	16,160	16,322	16,322	16,485	16,485	16,650	16,650
5202.100	Operating Supplies General	5,334	3,647	3,683	3,683	3,720	3,720	3,758	3,758	3,795	3,795	3,833	3,833
5202.220	Operating Supplies FD Personal Protective	1,500	-	-	-	-	-	-	-	-	-	-	-
5213.100	Professional/Contract Services General	5,648	4,500	4,500	4,500	4,500	4,500	4,500	4,500	4,500	4,500	4,500	4,500
5220.100	Employee Development General	2,968	2,500	2,500	2,500	2,500	2,500	2,500	2,500	2,500	2,500	2,500	2,500
5223.105	Meals and Refreshments Emergencies and	37	-	-	-	-	-	-	-	-	-	-	-
Program 4640 - Fire - Volunteer Program Totals		44,147	26,647	26,683	26,683	26,880	26,880	27,079	27,079	27,280	27,280	27,483	27,483
EXPENSE TOTALS		3,484,066	3,539,212	3,717,289	3,397,499	3,773,202	3,451,630	3,835,040	3,498,496	3,915,945	3,593,490	3,988,608	3,681,829
OTHER ADJUSTMENTS													
Accrual Payoffs					148,760	-	-	-	-	-	-	-	-
Debt Service on CAL FIRE Note					42,642	85,284	85,284	-	-	-	-	-	-
GRAND TOTAL EXPENSES		3,484,066	3,539,212	3,717,289	3,588,901	3,773,202	3,536,914	3,835,040	3,583,780	3,915,945	3,678,774	3,988,608	3,767,113
ADDITIONAL COST/(SAVINGS) WITH CALFIRE					(128,388)	(236,288)	(236,288)		(251,260)		(237,170)		(221,495)

# Cooperative Fire Service Proposal - CAL FIRE

Alternative 1b - Three-Person Engine Company, Two Stations  
(Current Town Of Paradise Model - Plus Dispatch and without 24/7 Battalion Chief)  
(As Proposed less 1 Dispatcher for 1st Year, and less Division Chief)  
Cost Analysis - 06/15/12

Account	Account Description	2010/11 Audited Actual	2011-12 Estimated Actual	2012/13 Estimated Budget without Cal Fire Proposal	2012/13 Estimated Budget with Cal Fire Proposal @ 12/1/12	2013/14 Estimated Budget without Cal Fire Proposal	2013/14 Estimated Budget with Cal Fire Proposal	2014/15 Estimated Budget without Cal Fire Proposal	2014/15 Estimated Budget with Cal Fire Proposal	2015/16 Estimated Budget without Cal Fire Proposal	2015/16 Estimated Budget with Cal Fire Proposal	2016/17 Estimated Budget without Cal Fire Proposal	2016/17 Estimated Budget with Cal Fire Proposal
<b>Fund 1010 - General Fund</b>													
<b>EXPENSE</b>													
<b>Department 35 - Fire</b>													
<b>Program 4610 - Fire - Administrative</b>													
5101	Salaries - Permanent	72,239	33,051	34,356	34,356	35,190	35,190	35,190	35,190	35,190	35,190	36,097	36,097
5104	Wages - PS Holiday Pay	2,962	-	-	-	-	-	-	-	-	-	-	-
5106.100	Incentives & Admin Leave Administrative Leave	4,393	-	-	-	-	-	-	-	-	-	-	-
5109.100	Allowances Uniform Allowance	334	-	-	-	-	-	0	-	-	-	-	-
5111	Medicare	1,229	479	498	498	510	510	510	510	510	510	523	523
5112.101	Retirement Contribution PERS	16,181	2,917	3,227	3,227	3,319	3,319	3,444	3,444	3,526	3,526	3,721	3,721
5113	Worker's Compensation	6,732	6,892	551	551	558	558	558	558	558	558	565	565
5114.101	Health Insurance M. D. & V.	10,060	3,123	3,123	3,123	3,123	3,123	3,123	3,123	3,123	3,123	3,123	3,123
5116.101	Life and Disability Insurance Life & Disab.	644	194	283	283	289	289	289	289	295	295	306	306
5119.100	Retiree Costs Medical Insurance	49,948	54,838	57,354	57,354	58,889	58,889	59,208	59,208	59,536	59,536	59,874	59,874
5119.120	Retiree Costs PERS 1959 Survivor Benefits	1,170	1,104	1,104	1,104	1,104	1,104	1,104	1,104	1,104	1,104	1,104	1,104
5122	Accrual Bank Payoff	5,772	-	-	-	-	-	-	-	-	-	-	-
5201.100	Office Supplies General	1,914	1,500	1,515	1,515	1,530	1,530	1,545	1,545	1,561	1,561	1,577	1,576
5202.100	Operating Supplies General	4,692	4,646	4,646	4,646	4,692	4,692	4,739	4,739	4,786	4,786	4,835	4,834
5203.100	Repairs and Maint Supplies General	3,271	2,500	2,525	2,525	2,550	2,550	2,576	2,576	2,602	2,602	2,628	2,627
5204	Subscriptions and Code Books	1,247	992	1,002	1,002	1,012	1,012	1,022	1,022	1,032	1,032	1,043	1,043
520	Auto Fuel Expense Employee Personal Vehicle	316	-	-	-	-	-	-	-	-	-	-	-
521	Postage General	470	450	455	455	459	459	464	464	468	468	473	473
521	Utilities Water and Sewer	2,685	2,626	2,652	2,652	2,679	2,679	2,706	2,706	2,733	2,733	2,760	2,760
521	Utilities Electric and Gas	20,971	21,000	21,210	21,210	21,422	21,422	21,636	21,636	21,853	21,853	22,071	22,071
5211.139	Utilities Propane	340	500	505	505	510	510	515	515	520	520	526	526
5213.100	Professional/Contract Services General	43,838	165,000	165,000	165,000	169,950	169,950	175,049	175,049	180,300	180,300	185,709	185,709
5214.100	Repair and Maint Service General	19,043	18,021	18,621	18,621	18,621	18,621	18,621	18,621	18,621	18,621	18,621	18,621
5215.100	Rents and Leases Miscellaneous	853	350	350	350	350	350	350	350	350	350	350	350
5215.106	Rents and Leases Copiers	5,300	15,500	15,655	15,655	15,812	15,812	15,970	15,970	16,129	16,129	16,291	16,291
5216.100	Communications General Services	2,400	250	250	250	250	250	250	250	250	250	250	250
5218.100	Advertising General	256	700	700	700	700	700	700	700	700	700	700	700
5219.100	Printing General	3,339	1,500	1,500	1,500	1,500	1,500	1,500	1,500	1,500	1,500	1,500	1,500
5220.100	Employee Development General	150	150	150	150	150	150	150	150	150	150	150	150
5223.105	Meals and Refreshments Emergencies and	263	150	150	150	150	150	150	150	150	150	150	150
5260	Miscellaneous	115,691	-	-	-	-	-	-	-	-	-	-	-
5301	Land	15,231	4,200	4,200	4,200	4,200	4,200	4,200	4,200	4,200	4,200	4,200	4,200
5303	Improvements	7,864	11,500	11,500	11,500	11,500	11,500	11,500	11,500	11,500	11,500	11,500	11,500
5304	Furniture & Equipment	11,694	10,831	10,831	10,831	387	387	-	-	-	-	-	-
5501	Debt Service Payment - Principal	449,255	372,038	370,633	370,633	368,126	368,126	373,788	373,788	379,988	379,988	387,365	387,365
	<b>Program 4610 - Fire - Administrative Totals</b>												
	<b>Program 4620 - Fire - Prevention</b>												
5501	Debt Service Payment - Principal	4,575	-	-	-	-	-	-	-	-	-	-	-
	<b>Program 4630 - Fire - Suppression</b>												
5101	Salaries - Permanent	1,255,286	1,346,274	1,458,103	542,303	1,489,642	1,489,642	1,511,594	1,511,594	1,526,974	1,526,974	1,542,188	1,542,188
5104	Wages - PS Holiday Pay	79,602	86,088	50,583	14,796	52,605	52,605	54,029	54,029	55,016	55,016	55,955	55,955
5105	Salaries - Overtime/FLSA	394,486	408,000	409,234	170,362	418,231	418,231	424,498	424,498	428,831	428,831	433,121	433,121
5106.200	Incentives & Admin Leave Gym Reimbursement	4,590	6,840	6,840	3,420	6,840	6,840	6,840	6,840	6,840	6,840	6,840	6,840
5109.100	Allowances Uniform Allowance	24,298	21,890	21,890	9,121	21,890	21,890	21,890	21,890	21,890	21,890	21,890	21,890
5111	Medicare	23,757	26,713	27,687	10,761	28,292	28,292	28,713	28,713	29,008	29,008	29,299	29,299
5112.101	Retirement Contribution PERS	319,824	376,130	413,529	160,261	430,335	430,335	454,043	454,043	476,896	476,896	500,799	500,799
5113	Worker's Compensation	130,396	127,432	141,794	138,066	144,872	144,872	147,014	147,014	148,511	148,511	149,992	149,992

# Cooperative Fire Service Proposal - CAL FIRE

Alternative 1 - Three-Person Engine Company, Two Stations  
(Current Town Of Paradise Model - Less Dispatch and with 24/7 Battalion Chief, and 1/2 Division Chief)  
Cost Analysis - 06/15/12

Account	Account Description	2010/11 Audited Actual	2011-12 Estimated Actual	2012/13 Estimated Budget without Cal Fire Proposal	2012/13 Estimated Budget with Cal Fire Proposal @ 12/1/12	2013/14 Estimated Budget without Cal Fire Proposal	2013/14 Estimated Budget with Cal Fire Proposal	2014/15 Estimated Budget without Cal Fire Proposal	2014/15 Estimated Budget with Cal Fire Proposal	2015/16 Estimated Budget without Cal Fire Proposal	2015/16 Estimated Budget with Cal Fire Proposal	2016/17 Estimated Budget without Cal Fire Proposal	2016/17 Estimated Budget with Cal Fire Proposal
5114.101	Health Insurance M. D. & V.	254,179	276,122	298,478	122,447	309,783	309,783	321,610	321,610	332,845	332,845	343,626	343,626
5115	Unemployment Compensation	3,507	-	-	-	-	-	-	-	-	-	-	-
5116.101	Life and Disability Insurance Life & Disab.	24,161	8,444	8,495	5,258	8,495	8,495	8,495	8,495	8,514	8,514	8,533	8,533
5119.100	Retiree Costs Medical Insurance	162,021	193,908	208,118	208,118	218,801	218,801	225,351	225,351	231,990	231,990	238,829	238,829
5122	Accrual Bank Payoff	7,502	-	-	-	-	-	-	-	-	-	-	-
5202.100	Operating Supplies General	29,545	20,215	20,417	20,417	20,621	20,621	20,828	20,828	21,036	21,036	21,246	21,246
5202.223	Operating Supplies FD Emergency Medical	353	-	-	-	-	-	-	-	-	-	-	-
5202.226	Operating Supplies FD Emergency Meals	293	-	-	-	-	-	-	-	-	-	-	-
5203.100	Repairs and Maint Supplies General	2,262	12,295	12,295	12,295	12,295	12,295	12,295	12,295	12,295	12,295	12,295	12,295
5203.116	Repairs and Maint Supplies Communications	73	-	-	-	-	-	-	-	-	-	-	-
5204	Subscriptions and Code Books	159	500	500	500	500	500	500	500	500	500	500	500
5209.101	Auto Fuel Expense Town Vehicles	27,161	28,000	28,840	28,840	29,705	29,705	30,596	30,596	31,514	31,514	32,460	32,460
5209.105	Auto Fuel Expense Employee Personal Vehicle	72	-	-	-	-	-	-	-	-	-	-	-
5213.100	Professional/Contract Services General	8,960	4,000	4,000	1,724,279	4,000	3,017,980	4,000	3,081,358	4,000	3,164,554	4,000	3,249,997
5214.100	Repair and Maint Service General	13,646	13,000	13,130	13,130	13,261	13,261	13,394	13,394	13,528	13,528	13,663	13,663
5214.116	Repair and Maint Service Communication	1,349	-	-	-	-	-	-	-	-	-	-	-
5216.100	Communications General Services	1,491	1,560	1,576	1,576	1,591	1,591	1,607	1,607	1,623	1,623	1,640	1,640
5219.100	Printing General	186	150	150	150	150	150	150	150	150	150	150	150
5220.100	Employee Development General	24,963	20,000	20,000	-	-	-	-	-	-	-	-	-
5223.105	Meals and Refreshments Emergencies and	1,026	1,000	1,000	1,000	1,000	1,000	1,000	1,000	1,000	1,000	1,000	1,000
5269.135	Emergency Incident Costs Fire Related	1,984	2,000	2,000	2,000	2,000	2,000	2,000	2,000	2,000	2,000	2,000	2,000
5303	Improvements	3,053	-	-	-	-	-	-	-	-	-	-	-
5304	Furniture & Equipment	27,446	25,000	25,000	25,000	25,000	25,000	25,000	25,000	25,000	25,000	25,000	25,000
5501	Debt Service Payment - Principal	158,451	136,766	146,316	146,316	138,286	138,286	118,735	118,735	128,735	128,735	128,735	128,735
Program 4630 - Fire - Suppression Totals		2,985,079	3,140,527	3,319,973	3,360,415	3,378,196	3,481,191	3,434,172	3,532,814	3,508,696	3,633,926	3,573,761	3,727,515
Program 4640 - Fire - Volunteer Program Totals		44,147	26,647	26,683	26,683	26,880	26,880	27,079	27,079	27,280	27,280	27,483	27,483
EXPENSE TOTALS		3,484,066	3,539,212	3,717,289	3,602,052	3,773,203	3,714,464	3,835,040	3,766,849	3,915,945	3,869,089	3,988,608	3,964,869
OTHER ADJUSTMENTS													
Accrual Payoffs													
Debt Service on CAL FIRE Note													
GRAND TOTAL EXPENSES		3,484,066	3,539,212	3,717,289	3,793,454	3,773,203	3,799,748	3,835,040	3,852,133	3,915,945	3,954,373	3,988,608	4,050,153
ADDITIONAL COST/(SAVINGS) WITH CAL FIRE					76,165		26,545		17,093		38,429		61,545



# Cooperative Fire Service Proposal - CAL FIRE

Alternative 1 - Three-Person Engine Company, Two Stations  
(Current Town Of Paradise Model - Less Dispatch and with 24/7 Battalion Chief, and 1/2 Division Chief)  
Cost Analysis - 06/15/12

Account	Account Description	2010/11 Audited Actual	2011-12 Estimated Actual	2012/13 Estimated Budget without Cal Fire Proposal	2012/13 Estimated Budget with Cal Fire Proposal @ 12/1/12	2013/14 Estimated Budget without Cal Fire Proposal	2013/14 Estimated Budget with Cal Fire Proposal	2014/15 Estimated Budget without Cal Fire Proposal	2014/15 Estimated Budget with Cal Fire Proposal	2015/16 Estimated Budget without Cal Fire Proposal	2015/16 Estimated Budget with Cal Fire Proposal	2016/17 Estimated Budget without Cal Fire Proposal	2016/17 Estimated Budget with Cal Fire Proposal
<b>Fund 1010 - General Fund</b>													
<b>EXPENSE</b>													
<b>Department 35 - Fire</b>													
<b>Program 4610 - Fire - Administrative</b>													
5101	Salaries - Permanent	72,239	33,051	34,356	34,356	35,190	35,190	35,190	35,190	35,190	35,190	36,097	36,097
5104	Wages - PS Holiday Pay	2,962	-	-	-	-	-	-	-	-	-	-	-
5106.100	Incentives & Admin Leave Administrative Leave	4,393	-	-	-	-	-	-	-	-	-	-	-
5109.100	Allowances Uniform Allowance	334	-	-	-	-	-	-	-	-	-	-	-
5111	Medicare	1,229	479	498	498	510	510	510	510	510	510	523	523
5112.101	Retirement Contribution PERS	16,181	2,917	3,227	3,227	3,319	3,319	3,444	3,444	3,526	3,526	3,721	3,721
5113	Worker's Compensation	6,732	6,692	551	551	558	558	558	558	558	558	565	565
5114.101	Health Insurance M. D. & V.	10,060	3,123	3,123	3,123	3,123	3,123	3,123	3,123	3,123	3,123	3,123	3,123
5116.101	Life and Disability Insurance Life & Disab.	644	194	283	283	289	289	289	289	295	295	306	306
5119.100	Retiree Costs Medical Insurance	49,948	54,838	57,354	57,354	58,889	58,889	59,208	59,208	59,536	59,536	59,874	59,874
5119.120	Retiree Costs PERS 1959 Survivor Benefits	1,170	1,104	1,104	1,104	1,104	1,104	1,104	1,104	1,104	1,104	1,104	1,104
5122	Accrual Bank Payoff	5,772	-	-	-	-	-	-	-	-	-	-	-
5201.100	Office Supplies General	1,914	1,515	1,515	1,515	1,530	1,530	1,545	1,545	1,561	1,561	1,577	1,577
5202.100	Operating Supplies General	4,692	4,600	4,646	4,646	4,692	4,692	4,739	4,739	4,787	4,787	4,835	4,835
5203.100	Repairs and Maint Supplies General	3,271	2,500	2,525	2,525	2,550	2,550	2,576	2,576	2,602	2,602	2,628	2,628
5204	Subscriptions and Code Books	1,247	992	1,002	1,002	1,012	1,012	1,022	1,022	1,032	1,032	1,043	1,043
5209.105	Auto Fuel Expense Employee Personal Vehicle	316	-	-	-	-	-	-	-	-	-	-	-
5210	Postage General	470	450	455	455	469	469	464	464	468	468	473	473
5211	Utilities Water and Sewer	2,685	2,626	2,652	2,652	2,679	2,679	2,706	2,706	2,733	2,733	2,760	2,760
5211	Utilities Electric and Gas	20,971	21,000	21,210	21,210	21,422	21,422	21,636	21,636	21,853	21,853	22,071	22,071
5211	Utilities Propane	340	500	505	505	510	510	515	515	520	520	526	526
5213.100	Professional/Contract Services General	43,838	165,000	165,000	165,000	169,950	169,950	175,049	175,049	180,300	180,300	185,709	185,709
5214.100	Repair and Maint Service General	19,043	18,621	18,621	18,621	18,621	18,621	18,621	18,621	18,621	18,621	18,621	18,621
5215.100	Rents and Leases Miscellaneous	863	350	350	350	350	350	350	350	350	350	350	350
5215.106	Rents and Leases Copiers	5,300	6,720	6,720	6,720	6,720	6,720	6,720	6,720	6,720	6,720	6,720	6,720
5216.100	Communications General Services	15,775	15,500	15,655	15,655	15,812	15,812	15,970	15,970	16,129	16,129	16,291	16,291
5218.100	Advertising General	256	700	700	700	700	700	700	700	700	700	700	700
5219.100	Printing General	3,339	1,500	1,500	1,500	1,500	1,500	1,500	1,500	1,500	1,500	1,500	1,500
5220.100	Employee Development General	150	150	150	150	150	150	150	150	150	150	150	150
5223.105	Meals and Refreshments Emergencies and	263	150	150	150	150	150	150	150	150	150	150	150
5260	Miscellaneous	115,691	-	-	-	-	-	-	-	-	-	-	-
5301	Land	15,231	4,200	4,200	4,200	4,200	4,200	4,200	4,200	4,200	4,200	4,200	4,200
5303	Improvements	7,864	11,500	11,500	11,500	11,500	11,500	11,500	11,500	11,500	11,500	11,500	11,500
5304	Furniture & Equipment	11,694	10,831	10,831	10,831	387	387	-	-	-	-	-	-
5501	Debt Service Payment - Principal	449,265	372,038	370,633	370,633	368,126	368,126	373,788	373,788	379,968	379,968	387,365	387,365
<b>Program 4610 - Fire - Administrative Totals</b>					214,953	206,392	206,392	206,956	206,956	207,884	207,884	209,872	209,872
<b>Program 4620 - Fire - Prevention</b>													
<b>Debt Service Payment - Principal</b>													
5501	Program 4620 - Fire - Prevention Totals	4,575	-	-	-	-	-	-	-	-	-	-	-
<b>Program 4630 - Fire - Suppression</b>													
5101	Salaries - Permanent	1,255,286	1,346,274	1,458,103	542,303	1,489,642	1,489,642	1,511,584	1,511,584	1,526,974	1,526,974	1,542,188	1,542,188
5104	Wages - PS Holiday Pay	79,602	86,088	50,583	14,796	52,605	52,605	54,029	54,029	55,016	55,016	55,955	55,955
5105	Salaries - Overtime/FLSA	394,486	408,000	409,234	170,362	418,231	418,231	424,498	424,498	428,831	428,831	433,121	433,121
5106.200	Incentives & Admin Leave Gym Reimbursement	4,590	5,040	6,840	3,420	6,840	6,840	6,840	6,840	6,840	6,840	6,840	6,840
5109.100	Allowances Uniform Allowance	24,298	21,890	21,890	9,121	21,890	21,890	21,890	21,890	21,890	21,890	21,890	21,890
5111	Medicare	23,757	26,713	27,687	10,761	28,292	28,292	28,713	28,713	29,008	29,008	29,299	29,299
5112.101	Retirement Contribution PERS	319,824	376,130	413,529	160,261	430,335	430,335	454,043	454,043	476,896	476,896	500,799	500,799
5113	Worker's Compensation	130,396	127,432	141,794	138,066	144,872	144,872	147,014	147,014	148,511	148,511	149,992	149,992