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San Bernardino County

City of San Bernardino
Annexation into the
San Bernardino County Fire Protection District
Plan of Service

November, 2015

1. Annexation

The City of Bernardino (City) proposes to annex into the San Bernardino County Fire Protection District (County Fire), its Valley Service Zone and Fire Protection Service Zone 5 (FP-5) for the provision of fire suppression and emergency medical services. Annexation to the San Bernardino County Fire District will allow the City to take advantage of the substantial economies of scale available from the District, as well as existing District stations and personnel located nearby to the City. These factors will allow the City to reduce the overall level of City revenue allocated to fire service delivery, freeing up scarce City resources to address other critical service delivery needs in the community. This is consistent with the City's Plan of Adjustment filed with the bankruptcy court on May 30, 2015.

The reorganization of County Fire and annexation of the City into County Fire would result in the complete assumption of fire, rescue, and EMS services by County Fire for the City of San Bernardino. Through the reorganization process an agreement will be developed to transfer a percentage of the City's property tax to revenue to County Fire to support the short and long term costs of providing fire protection services. Following completion of the reorganization, and execution of the property tax reallocation agreement, the City will have no further funding obligations for fire suppression or emergency services within the City. The proposed start of service should the reorganization be approved is July 1, 2016. The following describes the plan of service that would be provided by County Fire to the City upon annexation.

2. Incident Response

A. Fire Suppression

County Fire is a full-service organization operating seventy fire stations serving approximately 750,000 citizens throughout the approximately 16,535 square miles of unincorporated territory plus seven incorporated cities including Adelanto, Fontana, Grand Terrace, Hesperia, Needles, Victorville, and Yucca Valley. County Fire provides a full range of emergency services including ladder trucks and elevated stream operations, fire boats for water rescues, snow cats for winter operations, heavy equipment dozers and front-loaders for flooding and earth moving, hand crews, ambulance transportation in seven ambulance operating areas, paramedics on engines and ambulances, and large

incident command and control capability. County Fire’s chief officers are trained to function in various Incident Command System (ICS) capacities while some participate on Interagency Management Teams. Levels of service vary in each community based on County Fire’s available revenue. Staffing in County Fire stations varies from all paid-call firefighters to two, or three, career firefighters on each fire engine.

The City of San Bernardino is located within San Bernardino County Fire’s Valley Service Zone. The Valley Service Zone currently staffs and deploys the following:

Table 1. County Fire Valley Service Zone Staffing and Resources

Personnel		Resources
Division Chief	1	Type I Engines
Battalion Chief(s)	6	Type III Engines
Administrative	3	Type VI Engines
Fire Captains	42	Ladder Trucks
Fire Engineers	42	Type I Hazmat Unit
Firefighters (PM)	54	Heavy Rescue
Firefighters	18	Squads
		Water Tenders
		Utilities
		Command Vehicles

To provide service to the City, County Fire would add an additional Division and Division Chief to the Valley Service Zone. County Fire would also add their current station in Mentone (Station 9) to the new Division.

B. Emergency Medical Response

County Fire is the largest provider of pre-hospital care in the County and second largest ambulance transport provider. This level of service is provided using Paramedic Engine/Truck/Squad Companies or Paramedic Ambulances depending on the need of the local communities. County Fire also has an extensive Automatic External Defibrillator (AED) program operating in 27 communities with 52 defibrillators.

C. Hazardous Materials Response

County Fire Hazardous Materials Division has maintained and implemented a comprehensive Hazardous Materials Emergency Response Team since 1983, which responds to all incidents associated with the release of hazardous materials or hazardous wastes throughout the County. The team is fully equipped and comprised of ten Registered Environmental Health Specialists who are trained to the State of California Hazardous Materials Specialist level.

For individual emergencies and disasters, hazardous materials responses are coordinated through the Incident Command System, the Standardized Emergency Management System (SEMS) and the automatic aid provisions. In addition to the ten Registered Environmental Health Specialists, County Fire maintains two Type II Hazardous Materials Response Units. One unit is located in the West Valley and one unit in the North Desert. The units are staffed with 36 Specialist Level members of the hazardous materials team. County Fire also maintains five Decontamination Trailers located in the various divisions for quick regional response. These units provide for the rapid decontamination and clothing of up to 500 victims for release or treatment during an emergency. Hazardous materials equipment, response, and training are coordinated through the Interagency Team concept adopted by the San Bernardino County Fire Chiefs' Association as an efficient delivery of specialized hazardous materials response throughout the County. Depending on the incident and resources available, members of the team may fill any position in the Incident Command System ranging from entry and de-con personnel, team leaders, HAZMAT group supervisor, PIO, safety officer and unified incident commanders.

The Hazardous Materials Emergency Response Team is critical to civil and criminal investigations. The team provides the expert testimony, obtains and prepares and documents evidence, and conducts the sampling maintaining the chain of custody for any evidence collected.

D. Rescue Operations

County Fire is one of California's largest Office of Emergency Services (OES) Urban Search & Rescue (USAR) local government resources. The County Fire currently deploys three Heavy Rescues and one Medium Rescues. County Fire has also been certified by the State of California as a Regional Taskforce for USAR providing RTF-6 for response throughout the State of California. County Fire currently has 70 personnel trained to "Heavy" Type I response capability, and these numbers continue to grow. Additionally, nearly all of County Fire's personnel have been trained in swift-water rescue, over-the-side rescue, and other various aspects of technical rescue. County Fire has also taken the lead within the County in the fight against terrorism. County Fire has been the recipient of numerous grants from the Federal Government for terrorism preparation. County Fire is also very active on the Terrorism Early Warning Group, the Terrorism Oversight Committee and Bio-Terrorism Operations Committee.

Urban Search & Rescue is considered a multi-hazard discipline; as it may be needed for a variety of emergencies or disasters, including earthquakes, storms and tornadoes, floods, dam failures, technological accidents, terrorist activities, and hazardous materials releases.

E. Mass-Casualty Incident Response

County Fire deploys trained and experienced personnel and resources to effectively manage mass-casualty incidents (MCI). Fixed resources include 11 self-contained MCI trailers stocked with medical equipment including backboards, blankets, trauma dressings, IV solutions, oxygen, triage tarps, etc., and each are designed to be towed or lifted by helicopter to the scene of a major medical incident. The MCI trailers are strategically located within each of the divisions near the likely locations of mass-casualty incidents such as transportation corridors and remote mountain communities. County Fire can also mobilize multiple ALS and BLS ambulances through existing Ambulance Mutual Aid Agreements on file with ICEMA. County Fire recognizes, and prepares for mass-casualty incidents in the event of an act of terrorism, natural disaster, or transportation incident.

F. Arson Investigation Services

County Fire provides Arson Investigation services for all areas served by the County Fire. The County Fire Fires Investigation Bureau has six investigators with at least one supervisor assigned daily. Fire prevention inspectors who are assigned a geographical region may also respond as fire investigator. The assigned investigator along with the back-up investigator covers all investigations after hours. The investigator who performs these duties are armed Peace Officers. Their responsibility is to conduct fire investigations for cause and origin, conduct criminal investigations, assist the local law enforcement agency, and County District Attorney with the prosecution of cases.

County Fire investigators work in conjunction with the San Bernardino County Sheriff Department Arson and Bomb Unit on multi-agency crime scene investigations. The Fire Investigation Unit conducts over 500 investigations annually.

G. Major Disaster Response

County Fire has a proven history of managing major incidents and disasters. Major disaster response usually includes the activation of Incident Management Teams to effectively manage the incident, and to free-up local resources and personnel. Several County Fire personnel on Interagency Management Teams functioning as Incident Commanders, Operation Section Chiefs, Logistics Chiefs, Safety Officers, Division/Group Supervisors, Public Information Officers, GIS Technical Specialists (mapping technicians), and Helicopter Coordinators. County Fire is also a participant in the San Bernardino County Chiefs Incident Management Team. Employees assigned to Incident Command Teams are all NWCG 310-1 Red-Card Certified (National Wildfire Coordinating Group). County Fire also has their own Type III Incident Management Team.

H. Confined-Space Operations

County Fire provides training to all suppression personnel to the Confined Space Awareness level. This level of training allows for basic confined space rescue operations and the establishment of the Incident Command System while awaiting the arrival of technical rescue team members. The majority of County Fire's personnel have obtained a higher level of training comprised of the Confined Space Rescue Operational level. County Fire has the capability of performing complex rescue operations using state-of-the-art rescue equipment. County Fire maintains and operates supplied-air breathing apparatus (SABA), intrinsically safe communications and lighting equipment, tripods for vertical entry and rescue operations, rope rescue systems, and other specialized equipment for complex confined space rescue operations.

3. Fire Prevention

A. Pre-development Planning

County Fire will assign members of the Fire Prevention Planning and Engineering Section to coordinate and participate in the City's development review process. This allows County Fire personnel to convey Fire Code requirements to contractors and developers interested in developing projects within the City. The Fire Prevention Planning and Engineering personnel will also review proposed developments, inspect proposed development sites, meet with City and County Building Officials, Planners and staff to make appropriate recommendations to developers.

B. Plan Submittal Review

The Fire Prevention Planning and Engineering Section will review all residential, commercial, industrial, and manufacturing plans as well as tract maps for compliance with the appropriate fire and building codes as well as our local ordinances and standards. The Prevention personnel will provide written comments to proposed developers and contractors regarding conditions and requirements for their projects and/or proposed developments. The Prevention staff will be available for questions pertaining to the proposed projects or developments.

C. Development Inspection

County Fire will provide site inspections of all developments within the City of San Bernardino requiring such inspections. Fire inspection personnel will coordinate and schedule inspection dates and times with the contractors and developers.

D. Post Occupancy Inspections

Pre-Fire Planning - County Fire will perform pre-fire inspection service assessments. An Engine company will perform these inspections through a coordinated effort with the Fire Prevention Division. Each engine company will be given a geographical area and be required to perform these inspections and generate pre-fire planning diagrams.

Permit Inspection and Permit Issuance - County Fire will provide annual inspections and permit issuance for occupancies as outlined in the California Fire Code and any County or City ordinances.

New Business Review - County Fire will perform new business occupancy inspections upon request from Land Use, Planning and Building and Safety. The expectation would be for Building and Safety to notify County Fire when a new business is being considered for a business license.

E. California Fire and Building Code Administration

County Fire administers the San Bernardino County Fire Code as amended from the California Fire Code as well as State Fire Marshal regulated sections of the California Building Code. A committee was established under the direction of the San Bernardino County Fire Chiefs' Association whose sole responsibility is to monitor changes, code adoptions and prepare staff reports with recommendations to the Fire Marshal for ordinance amendments and for proper interpretation of the San Bernardino County Fire Code.

F. San Bernardino City Fire Code Administration

As part of the annexation process, County Fire would require that related County ordinances and fee schedules would be adopted by the City.

G. Weed Abatement

County Fire performs vegetation risk assessments within its jurisdiction. Property owners are required to abate their property of weeds and vegetation that could create a fire hazard and pose a potential threat to adjacent properties. Property owners are given written notice to abate within a specified time frame to remain in compliance. County Fire will work with City code enforcement to gain voluntary compliance. If voluntary compliance is not obtained, there is an administrative citation process and a property lien process available depending on how compliant the property owner wishes to be. Generally, voluntary compliance has a high success rate in reducing neighborhood fire risk associated with vegetation management.

H. Fire Investigations

County Fire will provide fire investigative services and Fire Code law enforcement twenty-four hours per day in the City. Fire Investigators are sworn Peace Officers and Reserve POST certified investigators. County Fire also participates with the San Bernardino County Arson Task Force (SBCATF) under a cooperative agreement. The SBCATF provides additional investigations services for large scale and difficult to manage investigations without additional costs to jurisdictions.

I. Public Education and Special Events

Public education and special event management will be provided through County Fire's Community Safety Division with trained Fire Prevention Specialists. County Fire's public education programs include education for kindergarten through twelfth grade, the Juvenile Fire Starter Intervention program and customized program delivery for senior citizens.

Special event management incorporates all large venue events such as California Speedway and San Manuel Amphitheater as well as specialized management for individual jurisdictions events. Special Events Unit provides permitting and inspection services for all special events within County Fire's service area.

4. Dispatch/Communications

County Fire will transition the City of San Bernardino to the Confire JPA (CommCenter) Dispatch Center located in Rialto. County Fire will continue the use of the trunked Motorola 800 MHz radio system for all apparatus and staff vehicles and the County 900 MHz paging system. The Confire system also provides Automatic Vehicle Locators (AVL), Mobile Data Computer (MDC), and WiFi hotspots on all units to support the latest generation of Computer Aided Dispatch (CAD) and support. The Confire system dispatches the closest available unit by using the call location and real time AVL information to determine the closest unit. The MDC's provide call details, mapping and pre-plan information. Patient Care Reports are generated on tablet computers that are linked through the WiFi hotspot to the call data.

Confire is also a certified provider of Medical Priority Dispatch System (MPDS). The system is a medically approved, unified system used to dispatch appropriate aid to medical emergencies including systematized caller interrogation and pre-arrival instructions. MPDS starts with the dispatcher asking the caller key questions. These questions allow the dispatchers to categorize the call by chief complaint and set a determinant level ranging from A (minor) to E (immediate life threatening) relating to the severity of the patient's condition. The response then may be altered based on the determinant level. A two person squad may respond to A and B level calls without an engine company. This approach accomplishes two goals, ensuring a response and

evaluation to all 911 calls for service regardless of the status of the ambulance company and keeps the engine companies available and in their areas for the higher level calls. County Fire proposes to serve the City with one squad in the core of the city to run the low severity medical aid calls. The Confire JPA provides the network connectivity for all San Bernardino County Fire Stations to allow for system inter-action of various County Fire programs and management tools.

A. Estimated Average Response Time for Incident Response

Currently the City does not have a set response time goal. A June 2014 report by fire service consulting firm (Citygate) indicated that call to arrival time for 90% of calls was 9:36 minutes in 2013, which was above the time of seven minutes generally considered satisfactory in an urban setting. In particular call handling time of 2:31 and turnout time of 2:11 were significantly above industry standards.

County Fire’s goal is to meet the National Fire Protection Association (NFPA) 1710 recommendations for the arrival of the first unit in five minutes and the first alarm in eight minutes but only meets this in some urban areas. Ninety percent of County Fire’s calls are processed and dispatched in less than two minutes and eighteen seconds. Due to improvements in call processing time and as a result of utilizing County Fire Station 75, response times are expected to be at least be equal to current levels.

B. Existing Dispatch Equipment

The following dispatch equipment from the City Dispatch Center will be transferred to County Fire (Confire JPA) for continued used in dispatching and alerting units.

Item	Serial #	Location	Notes
Dell T3500 CPU	4B72FQ1	FD01 area	
Dell 2408WFP monitor	MX-OG283H•74262-891-234S	FD01 area	
Dell 2408WFP monitor	MX-OG283H7• 4262-891-103S	FD01 area	
Viewsonic VG930M-3 monitor	QC2101620855	FD01 area	
HP LaserJet Pro 300 Color MMP printer	CND8FCC8RY	FD01 area	
Dell Precision E22lhB	6MH6YR1	FD01 area	First in alerting client
HP DC 5000 MP CPU	2UB440020V	FD03 area	Internet PC
Acer 245HQ Monitor	20902875543	FD03 area	
Dell GX 270	F615341	FD01 area	Internet PC
First-IN keypad (Modell# FRIC-AU)	849817	FD01 area	
XTS 5000	721CLK0848	FD01 area	
Spectra (S45ZXA5JC7AK)	581AUA3125	FD01 area	
Dell T3500 CPU	4B71FQ1	FD02area	
Dell 2408WFP monitor	MX•OGM504-74262-7AJ-2CES	FD02 area	

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Dell 2408WFP monitor	MX-OGM504-46634-79H-1HFS	FD02 area	
HP RA373A monitor		FD02 area	
First-IN keypad (Model# FRIC•AU)	849819	FD02 area	
XTS 5000	721CLK0849	FD02 area	
Spectra (S45ZXASJC7AK)	581HRE0185	FD02 area	
Del T3500 CPU	4B63FQ1	FD03 area	
Dell 2408WFP monitor	MX•OGM504-74262 7AK ITIS	FD03 area	
Dell 2408WFP monitor	MX-OGM504-74262-B7A•2AAS	FD03 area	
HP RA373A monitor	CNN84500SQ	FD03 area	
First-IN keypad (Model# FRIC•AU)	849818	FD03 area	
XTS 5000	721CLK0847	FD03 area	
Spectra (S45ZXASJC7AK)	581AUA2573	FD03 area	
Dell T3500 CPU	GBG8PS1	Supervisor	
Acer 245HQ monitor	20902874743	Supervisor	
First-IN RIC (Model# QRIC-04-A-DT)	849845	Server Room	Radio interface controller
Dell Poweredge R710	JV7TBP1	Server Room	First in alerting server

Other notes: Each dispatch station has county radio console equipment, which is leased from the county. Each console has a Centercom Gold Series and Zetron 3022.

5. Administration

A. Liaison to the City

The Fire Chief of the San Bernardino County Fire Protection District will assign a Division Chief as the Fire Chief for the City of San Bernardino. The Division Chief shall act as liaison to the City regarding fire protection issues. If the City is required to maintain a Fire Chief, then the Mayor of the City of San Bernardino shall appoint such Fire Chief, subject to the approval of the City's Common Council, and the County Division Chief shall continue to be the liaison between County Fire and the City.

B. Meeting Attendance

The assigned Division Chief will attend all meetings as requested by the City. S/he will also attend Common Council meetings as the City Fire Chief or County Fire Division Chief and make appropriate reports on the activities of County Fire.

C. Reports and Records

County Fire maintains a variety of records that are typically maintained by fire departments. These records include emergency responses, company inspections, facility and equipment safety inspections, equipment repairs, employee time reports, etc. Quarterly staff reports, review and adoption of related codes, and other related reports requested by the City and/or City Manager will be provided in a reasonable time-frame that is mutually agreed upon by both parties.

D. Fire Complaints and Public Information

County Fire understands the need for positive, engaged community relationships, which is a major value for the County Fire organization. The values cited in County Fire's Mission Statement would be applied equally in the City of San Bernardino. Information requested through the Public Information Act is readily available through our division headquarters or fire department administrative headquarters. County Fire has an established fee schedule and members of the public wishing copies of documents are subject to the appropriate fees.

E. City of San Bernardino Identity

County Fire will work with the City Manager or his/her designee to maintain the history and identity of the San Bernardino City Fire Department as much as possible. This would include equipment identification, fire station signage, reports and records. County Fire's customer service philosophy is focused on meeting the needs of the customer in the shortest reasonable timeframe, without numerous referrals or transfers to other departmental agencies, and mostly being courteous, polite, and helpful in every manner.

F. Financial Management

County Fire will provide the City of San Bernardino financial reports whenever requested. County Fire will also work with the City to provide these reports in an acceptable format and include any reasonably obtainable information. County Fire shall maintain a separate accounting of all FP-5 funds generated and spent within the City of San Bernardino.

6. Facilities and Equipment

A. Buildings

All listed buildings and property of the San Bernardino City Fire Department would become property of County Fire following completion of the reorganization. This includes all City Fire property in each facility. For those properties transferred, County Fire will then be responsible for all future maintenance, repairs and replacement. All Quit Claim Seeds shall be ready for filing on the date of reorganization.

B. Equipment

Upon the occurrence of the reorganization the real property locations listed on Exhibit "A" ("Transferred Facilities and Vehicles") attached hereto and incorporated by reference (the "Transferred Facilities"), and the vehicles listed on Exhibit "B" (the "Transferred Vehicles"), together with all the fixtures and furnishings of the Premises, together with all firefighting equipment and apparatus used in connection with the Facilities and Vehicles, and all property, furniture, fixtures, materials, and equipment necessary or convenient to service, maintain, repair, provision or replace the Vehicles and the Premises, and any and all property, furnishings and equipment, real or personal, previously furnished by CITY for Office of Emergency Services, fire prevention services, fire protection and ALS/Paramedic services, for the purpose of performing the activities and fulfilling the responsibilities of County Fire shall become property of County Fire. County Fire shall be responsible for all future maintenance, repairs and replacement of vehicles, equipment, and facilities in the City of San Bernardino.

7. Miscellaneous

A. Assumption of Existing Personnel

1. Suppression Personnel. County Fire agrees to offer employment to all City Suppression Personnel to the extent that each of such Suppression Personnel successfully passes, in the sole determination of County Fire, the background check, including review of their City of San Bernardino personnel file, training records and applicable certificates, pre-employment physical, and drug test required by County Fire. Such Suppression Personnel will be hired as new County Fire employees for all purposes except those set forth below. Failure to pass the required background check/pre-employment physical or drug test shall disqualify a person from employment with County Fire.
2. Seniority of Suppression Personnel. County Fire agrees to maintain employee's City service dates for the following purposes, only: (i) County Fire's retirement contribution, with the rate to be determined by San Bernardino County Employees Retirement Association ("SBCERA"), recognizing that the reciprocal retirement contribution rate only applies if the employee does not elect retirement from City's retirement plan and takes all actions necessary to establish reciprocity; (ii) participation in the Retiree Medical Trust Fund; and (iii) vacation accrual rate.
3. Hiring of City Non-Suppression Personnel. Offers of employment to City non-suppression personnel with County Fire will be based on each person's experience, qualifications and certifications. The number of non-suppression personnel offered employment with County Fire will be determined by the

qualifications of the employees and the availability of positions within County Fire as of the date of reorganization. Any Non-Suppression Personnel offered employment by County Fire will be required to successfully pass, in the sole determination of County Fire, a background check including a review of their City of San Bernardino personnel file, training certificates and records, pre-employment physical, and drug test as required by County Fire. Failure to pass the required background check/pre-employment physical or drug test shall disqualify a person from employment with County Fire. All City Non-Suppression Personnel will be hired as new County Fire employees for all purposes except the following: (i) The County's miscellaneous employee retirement contribution rate as determined by the San Bernardino County Employees Retirement Association (SBCERA), recognizing that the reciprocal retirement contribution rate only applies if the employee does not elect retirement from City's retirement plan and takes all actions necessary to establish reciprocity; (ii) vacation accrual rate; (iii) participation in the Retirement Medical Trust; (iv) sick leave conversion eligibility. All Non-Suppression Personnel that are on probation at the time of employment with County Fire will be required to serve a twelve (12) month probationary period with County Fire. All City employees hired by County Fire will be eligible to compete for future promotional opportunities with County Fire as soon as they are eligible to do so. Time employed by the City will be counted for promotions within County Fire requiring a minimum amount of time with County Fire or achievement of a certain rank or position.

4. Vacation/Sick Leave. On or before the completion of the reorganization, City may remit to County Fire the cash value of up to 96 hours of vacation leave and up to 96 hours of sick leave, to the extent owing, of each hired employee's City's leave balances at the rate of pay the employee will be receiving at County Fire for purchase of leave balances for the hired employees (the "Vacation/Sick Leave Advance"). County Fire will have no responsibility for determining the appropriate number of hours to be purchased by City for employees hired by County Fire. Except to the extent covered by the Vacation/Sick Leave Advance, City will retain all liability for employee leave balances and related matters. City will similarly retain all liability for pre-existing medical conditions due to occupational injuries for all City employees hired by County Fire.
5. Unfunded Retirement Plan Liability. City will retain all liability for any unfunded retirement plan liability as of the annexation date for all City employees hired by County Fire. City will retain all liability for any promised retirement benefits, such as health insurance maintenance or payment. County Fire does not accept any liability regarding City employees that arises from City employment up through the reorganization date.

6. Positions with County Fire. Notwithstanding any provision to the contrary in the Personnel Rules for Board Governed Special Districts to which County Fire is subject, all Suppression Personnel and other City employees that are offered employment by County Fire upon or shortly after the annexation date will be offered comparable positions with County Fire at a base salary (without incentive) and step, as effective March 1, 2016, that is closest in pay to the City fire department position salary for that position, except in circumstances where City salary is higher than County Fire's top step for the position offered, in which case County Fire's top step will be applicable. Suppression Personnel hired by County Fire will be offered employment in positions as determined by County Fire. Management Suppression Personnel that are offered employment will be placed at the salary rate of a top step Captain with County Fire. Within thirty (30) days of employment with County Fire, all City Fire Management will be eligible to test for Chief Officer County Fire positions created through the annexation of the City of San Bernardino. All City Fire Management personnel successfully passing the testing process shall be placed on a promotional list that will be created on or about September 1, 2016. Such list shall be effective one (1) year from its creation or until there are no employees on the list, whichever occurs first. No hired Suppression Personnel will be placed at a salary level above a County Fire top step Captain. All Suppression Personnel that are on probation at the time of employment with County Fire shall serve a twelve (12) month probationary period with County Fire. All City employees hired by County Fire will be assigned to the retirement system associated with County Fire's classifications, and will be eligible to compete for future promotional opportunities with County Fire as soon as they are eligible to do so. Time employed by the City fire department and the rank with the City fire department will be counted for promotions within County Fire requiring a minimum amount of time with County Fire or achievement of a certain rank within County Fire.
7. Maintenance of Certifications. City Personnel hired by County Fire will be required to maintain all appropriate licenses, certifications and registrations for the position they are assigned.

The City and County will work together to make the transition as smooth as possible. The County will provide an orientation for City employees during the transition to cover options for City employees. The County will provide staff from the County's retirement system (SBCERA) to give City employees their options regarding the retirement system. The City has and will continue to meet and confer with the appropriate labor organizations representing both suppression and non-suppression personnel regarding the implementation of

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the above terms and consistent with applicable time-lines necessary to the annexation proceedings.

Employee Transition Plan:

City Job Classification	Number of City Positions	County Job Classification	Number of County Fire Positions
Suppression Staff			
Fire Chief	1	Fire Captain	1
Deputy Fire Chief	1	Fire Captain	1
Battalion Chief	6	Fire Captain	6
Fire Captain	37	Fire Captain	37
Captain/Investigator	1	Fire Captain	1
Fire Engineer	30	Fire Engineer	30
Firefighter/Paramedic	36	Fighter/Paramedic	36
SUPPRESSION TOTALS	112		112
Office Staff			
Administrative Analyst II	1	Staff Analyst I, II or Budget Officer	1
Executive Assistant to Director	1	Office Assistant II or III	1
Senior Admin. Assistant	3	OA I, II, Payroll Clerk, Fiscal Asst	3
OFFICE STAFF TOTALS	5		5

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Training Staff			
EMS Coordinator RN	1	No County Fire RN Position Available – Will work to place in County RN Position	0
TRAINING TOTALS	1		0
Dispatch			
Dispatch Supervisor	3	Dispatcher	3
Dispatcher II	8	Dispatcher	8
Dispatcher I (Flex)	1	Dispatcher	1
DISPATCH TOTALS	12		12
Fleet Services			
Equipment Maintenance Sup.	1	Fire Mechanic	1
Mechanic II	2	Fire Mechanic	3
Mechanic I (Flex)	1	Fire Mechanic or County Mechanic	0
Senior Warehouse Driver	1	Fire Equipment Tech	1
FLEET TOTALS	5		5
Fire Prevention			
Fire Marshal	1	Fire Prevention Supervisor or FPS	1

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Fire Risk Reduction Supervisor	1	Fire Prevention Officer or Fire Prevention Specialist	1
Fire Prevention Officer	4	Fire Prevention Officer or Fire Prevention Specialist	4
PREVENTION TOTALS	5		6

The County Fire positions listed in red will require review of the City employees' qualifications and experience to ensure the employees meet the minimum requirements for the County position and determine what position can be offered.

B. Workers Compensation Insurance

Workers compensation will be provided by County Fire in accordance with State law and its own policies and requirements. The City will have no responsibility for workers compensation expenses or administration after the date of annexation. Legacy workers' compensation costs will remain with the City. The City shall have provided County Fire and LAFCO with documentation evidencing, to the reasonable satisfaction of County Fire and LAFCO, that City has obtained or will obtain by the completion of the reorganization adequate worker compensation tail insurance covering all workers compensation claims of all City suppression personnel and other City employees to be hired by County Fire incurred before the annexation date.

C. Vehicle and Liability Insurance

Vehicle ownership along with vehicle liability insurance would be transferred to County Fire. The City will have no responsibility for vehicles or equipment expenses or administration after the date of annexation.

D. Subcontractors

County Fire does not intend to subcontract any portion of the service described herein.

E. Litigation

The disposition and impact of any litigation filed prior to the completion of the reorganization with City of San Bernardino fire department employees (individual or any collective bargaining group) will be the responsibility of the City of San Bernardino. If the reorganization is not completed because of any litigation the operation of the City Fire Department will continue with the City until the litigation is resolved and the reorganization is completed. The City and the San Bernardino City Professional

Firefighters' Union are currently in settlement discussions regarding administrative claims and lawsuits filed separately or in connection with the City's Bankruptcy Court proceedings.

F. Legacy Costs

All existing liabilities and legacy costs including but not limited to Workers Compensation, Retirement System unfunded liability, and existing leave balances shall remain with the City. The County shall only be liable for costs incurred after the reorganization date.

G. CFD Transfer

The north end Community Facilities District (CFD-1033) shall be transferred to the San Bernardino County Fire District through LAFCO pursuant to Government Code Section 56886(u). This funding shall continue to be used for the ongoing maintenance and operation of the Verdemont fire station.

H. City Contract with San Manual Fire

The City of San Bernardino has a contract with the San Manuel Band of Mission Indians to provide dispatching, mechanic, reserve units, fire prevention services, and automatic aid as needed. This contract expires June 30, 2017 and was prepaid by San Manuel. The remaining cash value of the contract for service between July 1, 2016 (reorganization date) and June 30, 2017 is \$86,333. This amount is included in year one of the five year financial projection for the County Fire District to provide this service for the remainder of the contract period. The County Fire District has the full ability and intent to provide the outlined services to the San Manuel Fire Department that were provided by San Bernardino City. At the conclusion of the existing contract the County Fire District intends to enter into a new contract with San Manuel Fire if they elect to continue the partnership with the District.

I. ARFF JPA

The County Fire District will continue the Aircraft Rescue and Firefighting joint Powers Authority that exists between Crafton Hills College, San Bernardino County Fire District, and the City of San Bernardino. This JPA operates the ARFF training facility at San Bernardino International Airport.

8. Staffing Plan

The City's Common Council chose and approved the submitted staffing model on August 24, 2015.

A. Facilities and Equipment

County Fire will take ownership of all listed facilities and vehicles upon completion of the annexation.

B. Equipment and Station Replacement Fund

County Fire would establish a capital replacement program for the replacement of City equipment and remodeling or replacement of stations as needed. County Fire proposes the vehicle replacement program be based on an age replacement schedule. Some vehicles may need replacement sooner while others may be extended depending on the usage of the vehicle. Any replacement schedule will need to meet County Fire's available funding and replacement policies. County Fire recommends the following vehicle and apparatus replacement schedule:

Table 2. Proposed City Vehicle Apparatus and Replacement Schedule

• Engine	20 years (10 to 12 years frontline/8 to 10 years reserve)
• Ladder Truck	20 years (10 to 12 years frontline/8 to 10 years reserve)
• Water Tender	20 years
• Brush Engine	20 years
• Squad	7 years (5 years frontline/2 years reserve)
• Staff Vehicle	7 years
• Command Vehicle	7 years (5 years frontline/2 years reserve)

County Fire will establish a Capital Replacement Fund starting at \$1,839,330 with the annexation in fiscal 2016/17 and increasing at 2% per year thereafter. The formula is based on the above replacement schedule and the following vehicles and stations.

Type	Number	Annual Reserve
Engine	10	630,697

City of San Bernardino Annexation into the San Bernardino County Fire Protection District - Plan of Service

Truck	2	221,340
Squad	1	34,355
Air/Light	1	11,985
Command	4	47,793
Brush Engine	5	153,677
Prevention Supervisor	2	7,344
Prevention	4	11,424
Utility	1	4,675
Generator	2	2,040
Station Replacement	10	714,000
Total		1,839,330

C. Service Level

County Fire believes this service model best meets the City's need to provide a level of service adequate for cities of comparable size, area, and demographics. County Station 75 (Muscoy) is integral to this service model. The ten identified fire stations would be staffed daily with 38 full-time employees as shown in the table below. Each unit would provide Advanced Life Support services and the fire stations will be supervised by a Battalion Chief who will be on-duty twenty-four hours per day, seven days per week and respond to all incidents requiring a Chief Officer. County Fire Station 75 would cover the current area served by Station 223. A future goal would be to add an additional squad to run the high volume of low priority medical aids in the core of the

City of San Bernardino Annexation into the San Bernardino County Fire Protection District - Plan of Service

City. This plan would use the Priority Dispatch Program to reduce the call volume for the engine companies and keep them available in their areas for major emergencies.

The annual estimated operating cost for fiscal 2016/17 excluding one-time start-up costs is \$31,411,666.

Table 3. Service and Staffing Plan

Position	#	Annual Operating Cost
Division Chief	0.93	277,958
Battalion Chief	2.80	752,536
Captain	36.00	7,717,896
Engineer	36.00	6,713,820
Firefighter/PM	39.00	6,423,846
Firefighter	3.00	453,021
Deputy Fire Marshal	1.00	231,659
Fire Prevention Supervisor	1.00	144,546
Fire Prevention Specialist	2.00	245,098
Fire Prevention Officer / Arson	1.00	191,805
Fire Prevention Officer	3.00	316,824
Fire Prevention OA II	1.00	60,440
Office Assistant III	0.93	56,400
Staff Analyst I	0.93	86,796
Total Personnel Costs	128.58	23,672,645
Station Expenses		2,143,275
Service/Supplies/Dispatch/MIS		2,534,749
Overhead/Support		1,221,667
Total Operating Expenses		5,954,691
Capital Improvement Fund		1,839,330
Total Personnel and Operating		\$31,411,666

Daily Staffing configuration:

Station 221 – Engine, Truck (CAP, ENG, FF/PM + CAP, ENG, FF/PM)

Station 222 – Engine (CAP, ENG, FF/PM)

Station 223 - **CLOSED**

Station 224- Engine, Truck (CAP, ENG, FF/PM + CAP, ENG, FF/PM)

Station 225 – Engine (CAP, ENG, FF/PM)

Station 226 – Engine, Squad (CAP, ENG, FF/PM + FF/PM, FF)

Station 227 – Engine (CAP, ENG, FF/PM)

Station 228- Engine (CAP, ENG, and FF/PM)

City of San Bernardino Annexation into the San Bernardino County Fire Protection
District - Plan of Service

Station 229- Engine (CAP, ENG, and FF/PM)

Station 230 - **CLOSED**

Station 231 – Engine (CAP, ENG, FF/PM)

Station 232 – Engine (CAP, ENG, FF/PM)

Exhibit A

Transferred Facilities and Vehicles

Facilities

- Station 221 - 200 E. 3rd Street (APN 0135-181-63-0000)
- Station 222 - 1201 W. 9th Street (APN 0139-241-07-0000)
- Station 224 - 2641 N. E Street (APN 0149-161-17-0000)
- Station 225 - 1640 W. Kendall Drive (APN 0266-601-03-0000)
- Station 226 - 1920 N. Del Rosa Avenue (APN 0273-011-22-0000)
- Station 227 - 282 W 40th Street (APN 0154-211-17-0000)
- Station 228 - 3398 E. Highland Avenue (APN 0285-191-05-0000)
- Station 229 - 202 N. Meridian Avenue APN 0142-051-13-0000)
- Station 231 - 450 E. Vanderbilt Drive (APN 0281-341-09-0000)
- Station 232 - 6065 Palm Avenue (APN 0261-191-06-0000)

- Fleet Facility – 120 S. D Street (APN 0136-122-89-0000 & 0136-122-90-0000)

Station 223 (2121 Medical Center Drive) and station 230 (502 S. Arrowhead) will not be transferred to County Fire.

VEHICLES

ID	YR	MAKE/MODEL	LICENSE	TITLE/CALL SIGN
AL-1	2002	PIERCE/SABER	1113897	AIR/LIGHT 221
BC-5	2002	CHEVY TAHOE	1113872	EMS Coord
BC-6	2002	CHEVY TAHOE	1136817	Res
BC-7	2007	CHEVY TAHOE	1245232	C-600
BC-8	2007	CHEVY TAHOE	1256945	DC-601
BC-9	2007	CHEVY TAHOE	1270315	BC-605
BC-10	2007	CHEVY TAHOE	1272826	BC-603
BC-11	2007	CHEVY TAHOE	1272827	BC-604
BC-12	2007	CHEVY TAHOE	1272828	BC-602
BE-1	2000	INTERNATIONAL	1041396	BE-225
BE-2	2000	INTERNATIONAL	1041397	BE-228
BE-3	2000	INTERNATIONAL	1041398	BE-232
BE-4	2002	INTERNATIONAL	1113898	BE-226

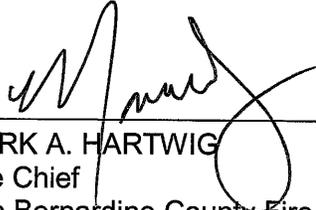
City of San Bernardino Annexation into the San Bernardino County Fire Protection District - Plan of Service

BE-5	2002	INTERNATIONAL	1113896	BE-227
FL-2	1999	CAT	1351160	FORKLIFT
G-1	2009	WHITEMAN	1413441	SBIA
G-2	2012	WHITEMAN	948867	SHOP
G-3		DAYTON	N/A	SBIA
HM-2	2000	PIERCE/SABER	1041399	HM-231
HM-3	2004	SPORT TRAILER	1176878	HM-231 TRAILER
HR-1	2002	PIERCE/SABER	1113899	HR-221
HR-2	2005	WELLS TRAILER	1202588	HR-221 TRAILER
MC-1	2011	MOTOR HOME	1353921	DISASTER PREP
ME-9	1999	PIERCE/DASH	1012639	RESERVE
ME-10	1999	PIERCE/DASH	1031234	RESERVE
ME-11	1999	PIERCE/DASH	1012638	RESERVE
ME-12	1999	PIERCE/DASH	1012637	RESERVE
ME-13	1999	PIERCE/DASH	1012641	RESERVE
ME-14	1999	PIERCE/DASH	1012642	RESERVE
ME-15	1999	PIERCE/DASH	1012643	RESERVE
ME-16	2000	PIERCE/DASH	1057355	ME-225
ME-17	2000	PIERCE/DASH	1057356	ME-227
ME-18	2000	PIERCE/DASH	1057357	ME-229
ME-19	2000	PIERCE/DASH	1057358	RESERVE
ME-20	2004	PIERCE/DASH	1149085	ME-232
ME-21	2008	PEIRCE/ARROW	1202931	ME-221
ME-22	2008	PEIRCE/ARROW	1202887	ME-222
ME-23	2008	PEIRCE/ARROW	1202889	RESERVE
ME-24	2008	PEIRCE/ARROW	1202888	ME-224
ME-25	2008	PEIRCE/ARROW	1202938	ME-231
ME-26	2008	PEIRCE/ARROW	1202940	ME-226
ME-27	2008	PEIRCE/ARROW	1202939	ME-228
RS-3	2003	CHEVY/PU	1169593	REPAIR
SQ-1	2008	FORD/F-450	1302512	MS
SQ-2	2011	FORD/F-450	1358360	MS
SS-18	2000	FORD/RANGER	1063863	PARTS
SS-20	2001	FORD/CROWN VIC	1288188	EQUIP. SUPER
SS-22	2001	FORD/F-250	1081865	DELEVERY
SS-23	2001	FORD/CROWN VIC	1119818	POOL
SS-24	2001	FORD/CROWN VIC	1119819	POOL
SS-25	2001	FORD/CROWN VIC	1119820	POOL
SS-26	2001	FORD/CROWN VIC	1119821	ADMIN
SS-27	2001	FORD/TAURUS	116308	POOL

City of San Bernardino Annexation into the San Bernardino County Fire Protection District - Plan of Service

SS-28	2002	CHEVY/S-10	1120978	PREVENTION
SS-29	2002	CHEVY/S-10	120977	PREVENTION
SS-30	2002	FORD/TAURUS	1132592	PREVENTION
SS-32	2002	FORD/TAURUS	1147946	PREVENTION
SS-34	2005	CHEVY/EQUINOX	1209227	PREVENTION
SS-35	2005	CHEVY/EQUINOX	1209223	PREVENTION
SS-36	2005	CHEVY/EQUINOX	1209228	PREVENTION
SS-37	2005	CHEVY/EQUINOX	1209229	PREVENTION
SS-38	2005	CHEVY/EQUINOX	1209224	PREVENTION
SS-41	2002	CHEVY/TAHOE	5XSM564	INVESTIGATIONS
SS-42	2005	FORD/F-150	8M17730	INVESTIGATIONS
SS-43	2006	FORD/CROWN VIC	1225383	SWAT - MEDICS
SS-44	2001	DODGE/RAM 2500	1202944	ARSON
SS-46	2006	TOTOTA/4 RUNNER	6WGR290	INVESTIGATIONS
SS-47	1988	FORD/PU	J4409	ATF (LOAN)
T-2	1993	SEAGRAVE	374833	RESERVE
T-3	1999	PIERCE/DASH	1012640	RESERVE
T-4	2008	PIERCE/ARROW	1202891	T-224
T-5	2008	PIERCE/ARROW	1202892	T-221
UT-1	2007	AZTEX/TRAILER	1202924	TRAILER 225
UT-2	2007	AZTEX/TRAILER	1202925	TRAILER 231
UT-3	2007	SPORT TRAILER	1234354	EXPLORER TRAILER
UT-4	2007	SPORT TRAILER	1234355	HONOR GD TRAILER
UT-5	2007	SCOTTY SAFETY	1234362	PUB ED TRAILER
UT-6	2008	FORD/F-450	1312634	STAKE BED
UT-7	2011	SPORT TRAILER	1361387	CERT TRAILER
UT-8	2011	SPORT TRAILER	1361388	CERT TRAILER
UT-9	2011	SPORT TRAILER	1361389	CERT TRAILER
UT-10	2011	SPORT TRAILER	1361390	CERT TRAILER
UT-11	2011	SPORT TRAILER	1361391	CERT TRAILER
UV-1	2007	KAWASAKI/MULE	N/A	MULE 231
UV-2	2007	KAWASAKI/MULE	N/A	MULE 225

- **P-2 1948 SEAGRAVE 126921 (parade vehicle) to remain as property of CITY.**



 MARK A. HARTWIG
 Fire Chief
 San Bernardino County Fire District

12-31-2015

 Date

RECEIVED

DEC 03 2015

LAFCO

Expenditures: San Bernardino County

2016/17
Forecast Per
Position

Number of
Positions

FY 2015/16
RFP Proposal

FY 2016/17
Forecast

FY 2017/18
Forecast

FY 2018/19
Forecast

FY 2019/20
Forecast

FY 2020/21
Forecast

Inflation Rate

5.0%

2.0%

2.0%

2.0%

3.0%

3.0%

Staffing:

	Number of Positions	FY 2015/16 RFP Proposal	FY 2016/17 Forecast	FY 2017/18 Forecast	FY 2018/19 Forecast	FY 2019/20 Forecast	FY 2020/21 Forecast
Suppression							
Division Chief	0.93	264,723	277,958	283,517	289,187	297,863	306,799
Battalion Chief	2.79	669,276	752,536	767,587	782,939	806,427	830,620
Captain	36	7,350,372	7,717,896	7,872,254	8,029,699	8,270,590	8,518,708
Engineer	36	6,533,100	6,713,820	6,848,096	6,985,058	7,194,610	7,410,448
Firefighter / Paramedic	39	6,117,930	6,423,846	6,552,323	6,683,369	6,883,870	7,090,386
Firefighter	3	452,010	453,021	462,081	471,323	485,463	500,027
Fire Prevention							
Deputy Fire Marshal	1	220,628	231,659	236,292	241,018	248,249	255,696
Fire Prevention Supervisor	1	137,663	144,546	147,437	150,386	154,898	159,545
Fire Prevention Specialist	2	233,426	245,098	250,000	255,000	262,650	270,530
Fire Prevention Officer / Arson	1	182,671	191,805	195,641	199,554	205,541	211,707
Fire Prevention Officer	3	301,737	316,824	323,160	329,623	339,512	349,697
Fire Prevention Office Assistant II	1	57,662	60,440	61,649	62,882	64,768	66,711
Non-Suppression							
Staff Analyst I	0.93	82,663	86,796	88,532	90,303	93,012	95,802
Office Assistant III	0.93	53,616	56,400	57,528	58,679	60,439	62,252
TOTAL SALARIES AND BENEFITS	128.58	22,657,477	23,672,645	24,146,097	24,629,020	25,367,892	26,128,928
Operating Expenses							
Services and Supplies / Dispatch / MIS		2,485,048	2,534,749	2,585,444	2,637,153	2,689,896	2,743,694
Station Expenses		2,101,250	2,143,275	2,186,141	2,229,863	2,274,461	2,319,950
Overhead and Support (11)		1,197,713	1,221,667	1,246,100	1,271,022	1,296,443	1,322,372
San Manuel Contract (10)			86,333	0	0	0	0
TOTAL OPERATING EXPENSES		5,784,011	5,986,024	6,017,685	6,138,039	6,260,799	6,386,015

Inflation Rate

2.0%

2.0%

2.0%

2.0%

2.0%

2.0%

CAPITAL IMPROVEMENT FUND (8) 1,803,265 1,839,330 1,876,117 1,913,639 1,951,912 1,990,950

TOTAL EXPENDITURES 30,244,753 31,497,999 32,039,899 32,680,698 33,580,603 34,505,894

Revenues:

Grants	0	0	0	0	0	0
Ambulance Fees (1)	349,854	356,851	363,988	371,268	378,693	378,693
Charges for Service - General (2)	23,737	24,212	24,696	25,190	25,694	25,694
Charges for Service - Govt. (3)	642,867	655,724	668,839	682,216	695,860	695,860
CFD (9)	835,323	852,029	869,070	886,451	904,180	904,180
Fire Prevention Fees (4)	1,190,372	1,214,179	1,238,463	1,263,232	1,288,497	1,288,497
FP-5 (5)	7,409,899	7,632,196	7,861,162	8,096,997	8,339,907	8,339,907

Revenue Before Property Tax 1,133,787 10,452,052 10,735,192 11,026,218 11,325,354 11,632,831

RFP Cost = Sal. / Ben. + Serv. / Sup. - Fire Prev. Revenue 27,307,701

Property Tax Required (Total Expenditures - Revenue before Property Tax) 21,045,947 21,304,707 21,654,480 22,255,249 22,873,063

Projected Property Tax (6) 29,678,631 30,568,989 31,486,058 32,430,640 33,079,253

Transfer Amount 21,071,828 21,703,982 22,355,101 23,025,754 23,486,270

To Valley Service Zone (94%)	19,807,518	20,401,743	21,013,795	21,644,209	22,077,094	22,077,094
To FPD Administration (6%)	1,264,310	1,302,239	1,341,306	1,381,545	1,409,176	1,409,176

Yearly Net 25,881 399,275 700,621 1,125,777 1,896,282 2,509,489

Fund Balance 25,881 425,156 1,125,777 1,896,282 2,509,489

City Retained Costs						
iBank Debt	152,906	152,564	152,212	151,850	151,478	151,478
Unfunded Pension Liability	2,367,442	2,367,442	2,367,442	2,367,442	2,367,442	2,367,442

Fleet Facility Lease / Purchase (7)	55,000	55,000	55,000	55,000	55,000	1,072,500
Total City Retained Costs	2,575,348	2,575,006	2,574,654	2,574,292	2,574,292	3,591,420

- 1 Fee for Providing Health Care (Average last 5 years)
- 2 Service Fees (Average last 7 years)
- 3 Strike Team, Airport, and other Reimbursements (3 Year Average)
- 4 Based on our analyses of current services and our fees
- 5 Based on 53,180 taxable parcels @148.23 (Fy 2016/17 rate) with 94% collection
- 6 3% per year growth through 2019/20 then 2%
- 7 Final Payment of \$1,072,500 due in 2020
- 8 Vehicle / Station Replacement and Major CIP Projects
- 9 Based on 2015/16 Assessed amount of 871,217 @ 94% collection + 2% for FY 2016/17
- 10 Contract Expires 6/30/2017
- 11 FPD Administration Amount
12/1/2015 @ 1200

