



**EL DORADO COUNTY FIRE PROTECTION DISTRICT
SPECIAL BOARD MEETING**

AGENDA

**City of Placerville
Town Hall
549 Main Street
Placerville, CA 95667**

**December 17, 2020
1:00 P.M. Open Session**

Dial in Number:

Special Board Meeting
Thu, Dec 17, 2020 1:00 PM - 2:00 PM (PST)

Please join my meeting from your computer, tablet or smartphone.

<https://global.gotomeeting.com/join/653641957>

You can also dial in using your phone.

United States: [+1 \(872\) 240-3212](tel:+18722403212)

Access Code: 653-641-957

Fire Chief, Tim Cordero

**Mark Brunton (Div. 1)
Mickey Kaiserman (Div. 2)
Chris Swarbrick (Div. 3)**

**Ken Harper (Div. 4)
Paul Gilchrest (Div. 5)**

1:00 P.M. OPEN SESSION

- 1. CALL TO ORDER:**
- 2. ROLL CALL:**
- 3. PLEDGE OF ALLEGIANCE:**

4. OATH OF OFFICE:

- Director Mark Brunton
- Director Ken Harper
- Director Paul Gilchrest

5. APPROVE AGENDA:

6. PUBLIC COMMENT:

(Any person wishing to address the Board on any item that is not on the agenda may do so at this time. Public comments are limited to three minutes per person).

7. DEPARTMENTAL MATTERS:

- A. Business Model Proposal by the JLMC
 - Review and Approve
- B. Administrative Strategic Planning
 - Update

8. FIRE CHIEF'S REPORT:

9. CLOSED SESSION:

CONFERENCE WITH LABOR NEGOTIATORS

El Dorado County Fire Protection District designated representatives: Fire Chief Tim Cordero, Division Chief Paul Dutch.

Employee organization: El Dorado County Professionals Firefighter Union, Local 3556.

10. REPORT OUT OF CLOSED SESSION:

CONFERENCE WITH LABOR NEGOTIATORS

El Dorado County Fire Protection District designated representatives: Fire Chief Tim Cordero, Division Chief Paul Dutch.

Employee organization: El Dorado County Professional Firefighter Union, Local 3556.

11. ADJOURNMENT:

In compliance with the Americans with Disabilities Act, if you are a disabled person and you need a disability related modification or accommodation to participate in this meeting, then please contact Fire Chief Tim Cordero by telephone at 530-644-9630 or by fax 530-644-9636. Request must be made as early as possible and at least one full business day before the start of the meeting.



El Dorado County Fire Protection District

Joint Labor Management Committee

Proposed Business Model Change



El Dorado County Fire Protection District

Mission Statement

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Core Values

- *We are dedicated to provide professional and courteous service to our citizens and communities with **Pride, Trust & Integrity.***
- ***Professionalism***
 - ***Respect***
 - ***Integrity***
 - ***Dedication***
 - ***Excellence***
 - ***PRIDE***



Identified Goals & Objectives:

- Enhance staffing levels across all engine companies to reflect 3/0
 - Increased fireground efficiency and enhance firefighter safety
- Retention and Attrition
 - Increase Paramedic engine rotation / reduce loss of rotation
 - Provide additional upward mobility
 - Provide stable staffing model to reflect National Standards
 - Invest in employee development and career opportunities
- Provide for proper training of new hires
 - All new hires should be sent through a Fire Academy, unless already attended
- Review callback procedures to ensure equal opportunities for all employees
- Provide a financially sustainable business model change




Staffing Model Enhancement to meet 3/0 Staffing Goal

- ▶ The District has strived to obtain a minimum staffing level of three firefighters per engine company (3/0), due to several financial constraints this goal has not been achieved. The District recently approached the voters for additional funding to provide 3/0 staffing across all engines within ECF. The voters soundly rejected this request for additional funding.
- ▶ The need for safe staffing levels still exists today across 4 of the 6 engines within the District.
- ▶ Absent of additional revenue streams being available, the District must seek alternative methods to achieve safe staffing levels.



Staffing Model Enhancement to meet 3/0 Staffing Model

- With the Cal Fire resources available at Station 20 in Camino, the opportunity exists to partner with Cal Fire under an “Amador Plan” for coverage in Camino.
- Implementing an Amador Plan will allow for the reallocation of the following personnel from Engine 21:
 - 3 Captains
 - 3 Firefighters
- A reallocation of 6 personnel from Engine 21 will provide the following enhancements:
 - 3 additional firefighters assigned to Engine 17
 - 3 additional firefighters assigned to Engine 19
- Current District staffing has 2 Captain vacancies, no demotions are in this plan
- The District will pursue a *Staffing for Adequate Fire and Emergency Response* Grant (SAFER) to enhance Station 72 staffing to 3/0
- Overall staffing levels within this plan:
 - 17 Captains (2 assigned to Fire Prevention)
 - 15 Engineer positions
 - 24 Firefighter / Paramedics
 - 12 Firefighter / EMT's



Amador Plan Station 20, Camino

- ▶ The enhanced staffing levels are achieved via a reallocation of personnel at Station 21.
- ▶ In order to ensure fire and EMS response in the Camino area, the District will enter into an Amador Plan agreement with Cal Fire.
- ▶ Current staffing at Station 20 includes a year-round State mission engine and a seasonal State mission engine. The District will contract to have the seasonal engine provide year-round coverage from Station 20. The coverage will consist of an “all risk” response.
- ▶ The engine(s) at Station 20 will also participate in the move-up and cover matrix, as well as participate in multi-company trainings.
- ▶ The financial cost to the District is limited to “non-fire season” coverage.
- ▶ Inter-Agency relations can be bolstered by joint trainings and administrative collaboration associated with the contract.



ECF Rank Structure

- Stations that staff both an Engine and Medic Unit will have the following structure:
 - 1 – Fire Captain
 - 1 – Engineer
 - 2 – Firefighter / Paramedics
 - 1 – Firefighter / EMT
- Stations staffed with an Engine only:
 - 1 – Fire Captain
 - 1 – Engineer
 - 1 – Firefighter / Paramedic (pending SAFER Grant or additional funding)
- Staffing levels may be achieved over time, depending on the Engineer promotions.
- *Staffing levels noted above are per shift*



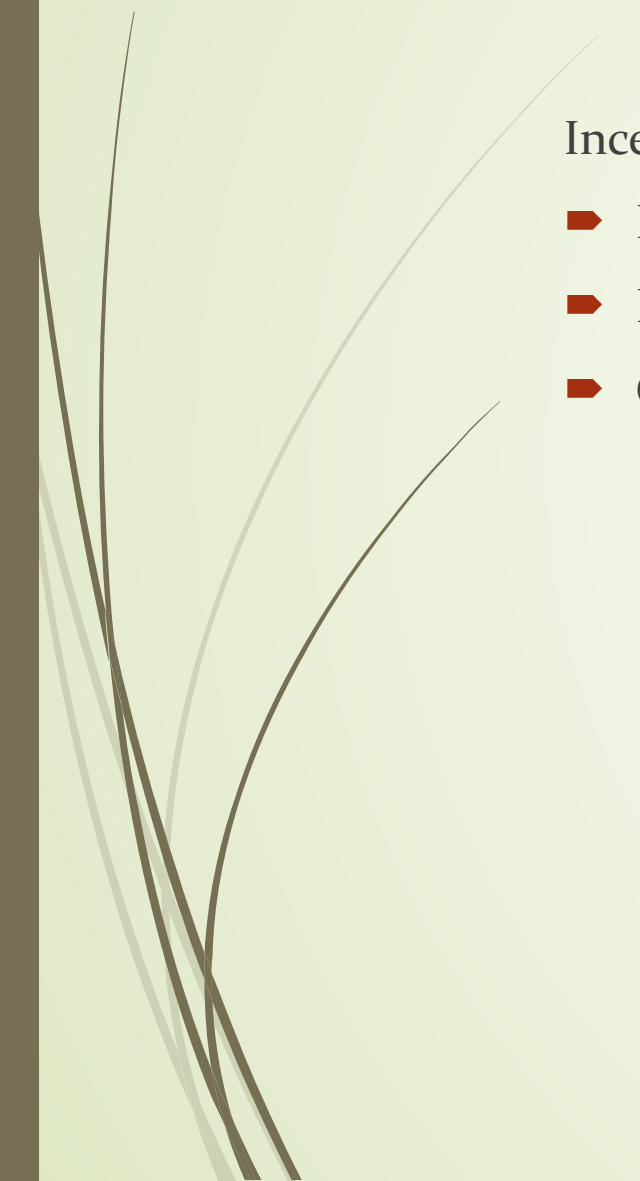
Engineer Position

- ▶ The District has begun the process of establishing a selection and testing criteria for the position of Engineer.
- ▶ Upon completion of the testing process and subsequent promotions, the District shall begin filling the newly created Engineer positions outlined within the Rank Structure.
- ▶ In the event all positions cannot be filled, the District will establish a “priority fill” order until 15 engineer promotions is achieved. In the interim time, 3/o staffing levels with consist of 2 firefighters per engine.
- ▶ The District will also establish an “Acting Engineer” list.



Incentive Pay for Paramedics

Incentive pay for Paramedic certification will be as follows:

- ▶ Firefighter / Paramedic – 12%, no change from current
 - ▶ Engineer / Paramedic – 6%, new rank and incentive schedule
 - ▶ Captain / Paramedic – 6%, no change from current
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Paramedic Downgrade

During the transition period for this Business Model, personnel are not allowed to either downgrade or otherwise allow the paramedic license, LEMSA accreditation or other requirements lapse.

The ability for personnel to downgrade is a desirable option for some members. The JLMC will revisit the topic of paramedic downgrades at a later date.



Paramedic Upgrade Program

- ▶ The District will continue to sponsor and support an EMT to Paramedic program
 - ▶ Support with class attendance
 - ▶ In-District paramedic internships, subject to FTO availability
 - ▶ EMT's who successfully complete the paramedic upgrade shall have first opportunity prior to outside hiring of a paramedic opening
 - ▶ Sponsorship of EMT to Paramedic will be closely monitored to avoid burdening District operations and staffing.
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Rank for Rank Structure

- ▶ To maintain engine / medic rotations and reduce “forced movement”, the District will adhere to a “Rank for Rank” with regards to shift trades.
 - ▶ Captain for Captain
 - ▶ Engineer for Engineer
 - ▶ FF/Paramedic for FF/Paramedic
 - ▶ FF/EMT for FF/EMT
- ▶ Overtime, either voluntary or mandatory, will also adhere to Rank for Rank, with the addition of “Acting” assignments when applicable. Qualified personnel are eligible to “work down” one rank under the same classification. i.e. an Engineer Paramedic may work down in a Firefighter Paramedic opening, however, an Engineer EMT cannot work down in a Firefighter Paramedic opening, only in a Firefighter EMT opening.
- ▶ This change will better ensure that personnel are not moved from their assignments to meet minimum staffing levels.




Voluntary Overtime Compensation

- ▶ Personnel who voluntarily accept overtime within their rank shall be compensated at their time and half rate.
- ▶ If an employee voluntarily accepts overtime at a lower rank, (i.e. an engineer accepts a shift as a firefighter) they will be compensated at the time and half rate of the lower rank.
- ▶ Mandatory overtime will always be compensated at the employee's current time and half rate, regardless of the position being filled.
- ▶ Exception: If a FF/Paramedic accepts overtime for a FF/EMT they will be compensated at the FF/Paramedic rate regardless of voluntary or mandatory overtime.



Telestaff and Mandatory Overtime

- ▶ The following changes will take place within our current Telestaff / Callback procedures:
 - ▶ Transition to a “positive” signup, allowing personnel to control their personal calendars for overtime opportunities
 - ▶ Personnel will have the ability to see pick lists for personnel available to cover time off requests
 - ▶ Personnel will only receive calls for overtime on days they have selected
 - ▶ Personnel who voluntarily accept 72 hours of overtime, in a 45-day period, will be rotated to the bottom of the mandatory (ATM) list.



Fire Academy / Basic Training

The Fire District shall assure that all newly hired firefighters have successfully completed the following base level of training, prior to employment:

State Fire Training (SFT) Accredited Regional Training Program (ARTP)


-or-

Accredited Local Academy (ALA)

If the District identifies a qualified candidate who does not meet this minimum requirement, the District will sponsor the candidate through either a SFT ARTP or ALA.



Station Bidding

- ▶ The November 2020 Station Bid will be postponed, pending this proposed business model change. Upon a final decision regarding the business model change, the District shall schedule the normal station bid as soon as practical. Bidding will be based on the new staffing model with increased staffing at Stations 17 & 19. This bid will not reflect dedicated engineer positions.
 - ▶ Upon completion of the engineer's exam, the District shall host a station bid to reflect the introduction of the engineer rank.
 - ▶ In the event 15 engineer positions cannot be filled post exam, the District may develop a “priority fill” order for the engineer positions.
 - ▶ In all bids, movement will occur at the first day of the following FLSA cycle.
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Summary of Business Model Change

The reallocation of our existing personnel is made available by partnering with an allied agency for services within the Camino response area. This partnership allows for the following enhancements to our personnel and delivery model:

- ▶ Engine's 17 & 19 enhanced staffing to 3/0 model
- ▶ Development of dedicated Engineer's position
- ▶ Newly created Engineer's position allows for upward mobility of firefighters
- ▶ Rank for Rank structure maintains continuity across staffing, ensuring personnel have consistent rotations and assignments
- ▶ Voluntary Overtime changes allows for more consistent and accurate budgeting
- ▶ Re-establishment of an accredited fire academy for all new hires, ensuring a consistent and safe base level training
- ▶ Opportunity to pursue 3/0 staffing for Station 72, establishing 3/0 staffing as a District minimum staffing level



Background: Members of the Board, management, and labor have partnered in an effort to create a business model change for the District. The goals of this business model change are to reduce the constant stream of employee attrition, increase engine rotation for our firefighters, and also attempt to create a path for upward mobility by creating additional promotional opportunities within the agency. This business model change does not decrease suppression personnel within our District; but rather it is a redeployment of the operational model. Simultaneously, it allows us to partner with another agency in an effort to minimize resource overlap. This business model change is not a revenue generator, nor was it ever intended to be one. More than likely, it will be a revenue/expenditure net neutral business model change for the District.

Station 21 Costs	JLMC business model change
(3) Captain Paramedics = \$528K	(6) Firefighter Paramedics = \$852K (programmed at top-step for side by side illustration)
(3) Firefighter Paramedics = \$453K	Amador contract = \$250K *Estimated to be less than half, but programmed at \$250K for budget
Class 4080 Household expenses = \$5K	15 Engineer promotions = \$114K Based off of hypothetical scenario of 8 FF/PM promotions 7 FF/EMT promotions
Class 4085 Refuse disposal = \$3K	
Class 4160 Vehicle maintenance supplies = \$11K	
Class 4164 Vehicle tires = \$5K	
Class 4606 Fuel purchases = \$21K	
Class 4620 Utilities = \$10K	
Class 6040 Apparatus fund = \$50K	
*Estimated savings derived from AT due to "closed shop" = \$40K - \$50K	
Total costs = \$1.136M	Total costs = \$1.216M *Savings reduction from true Amador costs and uncertainty of Engineer promotions will place true costs at roughly \$1.091M