



El Dorado Hills Fire Department

MEMORANDUM

DATE: September 2, 2011

TO: Honorable Suzanne Kingsbury,
Presiding Judge of El Dorado County Superior Court

FROM: The Board of Directors of the El Dorado Hills County Water District

RE: Response to Grand Jury Findings and Recommendations

Honorable Judge Kingsbury:

The El Dorado Hills County Water District (hereafter alternatively referred to as the "District" or "EDHFD") received the report of the El Dorado County Grand Jury with respect to the El Dorado Hills County Water District on June 9, 2011. As required by Penal Code Section 933, the District is permitted ninety (90) days within which to file a response to the Grand Jury's Report ("Report"), specifically addressing each of the Findings and Recommendations contained in the Report. The attached is our response.

As a preliminary matter, the District and its Board of Directors wish to convey our respect for the commitment and effort that the Grand Jury made in preparing this Report. We recognize that the Grand Jury's intention is to provide a measure of oversight and to make recommendations which might improve the District's operations and delivery of service. Accordingly, the District and its Board of Directors have given the Report the serious attention which it deserves.

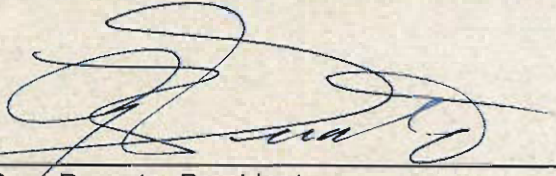
As will be more fully set forth hereinafter, many of the Grand Jury's recommendations have already been implemented and most were in process prior to receipt of the Report. Others are in the process of being implemented and others still will likely be implemented over time. There are some findings and recommendations with which we disagree either partially or wholly. The basis for that disagreement is fully set forth. In some instances, the disagreement results from a misunderstanding or misperception of facts, or from the limited information available to the Grand Jury and from which its findings were derived. In those instances, we have attempted to provide additional information or clarification.

There are certain areas within which we simply may have policy disagreement. In those instances, we have attempted to explain our policy rationale. The District's Board of Directors is a duly elected body charged with overseeing the operations of the District and setting appropriate policy. We take that responsibility very seriously. We strive at all times to do what we believe is in the best interest of the District and its residents and to provide to the District and its residents the highest level of emergency medical service and fire response that can be responsibly provided. The role of the Board necessarily entails making policy decisions, which, by their very nature, are susceptible to debate. What one individual views as a prudent policy furthering the interest of the District might be viewed by another as unnecessary, or even counterproductive. We recognize and respect the right of others to question or disagree with our decisions. We only ask that others recognize and respect this Board of Directors' authority to make and implement policy as it determines necessary.

We hope that you view this response in the same fashion in which we have viewed the Report.

Very truly yours,

EL DORADO HILLS COUNTY WATER DISTRICT



Greg Durante, President

EL DORADO HILLS FIRE DEPARTMENT



**Response to Grand Jury Report
Case # GJ010-013**

EL DORADO HILLS COUNTY WATER DISTRICT'S

RESPONSE TO REPORT OF THE GRAND JURY

INTRODUCTION:

The El Dorado Hills County Water District (hereafter sometimes referred to as the "El Dorado Hills Fire Department," the "District," or "EDHFD") submits this Response to that certain Grand Jury Report entitled "El Dorado Hills Fire Department Budget and Operational Review, Case No. 6J 010-013 (hereinafter "Report").

RESPONSE TO REASON FOR REPORT:

The Report indicates that a "County Official" advised the Grand Jury that EDHFD was "overspending its budget despite receiving a disproportionate amount of property tax revenue." The "County Official" was incorrect. The District has not overspent its budget in any year. All expenditures have been made within the constraints of adopted budgets. In certain years, one-time, planned expenditures for facilities or equipment may have resulted in expenditures in excess of revenues, but in all cases these were budgeted expenditures made from District Reserve Accounts. We acknowledge the District's tax increment is the envy of others, but we do not believe it disproportionate to the critical service provided to our residents. We expect our residents would agree. The District is fiscally sound with significant, planned reserves and no debt.

Reference is made to our former Chief's concerns over staffing and overtime issues resulting from prior labor agreements negotiated in 2006. We have addressed these issues. Modifications to these labor agreements were well under way prior to our receipt of the Report. The District has reduced staff and eliminated contractual requirements which generated overtime, as more fully discussed herein.

The District has taken the Report very seriously. Hundreds of District and consultant hours have been spent researching and responding to the Findings and Recommendations. Of the eight (8) Findings, the District agrees with three (3), partially agrees / partially disagrees with four (4) and completely disagrees with only one (1). The bases for disagreements are primarily fact-based, though some policy disagreements exist as well. We have fully documented the factual or policy bases for such disagreement in this Response.

Of the twelve (12) recommendations, the District has fully or partially implemented ten (10), and most of those were in process prior to the receipt of the Report. We have fully documented the policy bases upon which we have determined that the remaining two (2) recommendations warrant further study or are not warranted.

EL DORADO HILLS COUNTY WATER DISTRICT'S RESPONSES TO THE FINDINGS OF THE GRAND JURY

Finding No. 1. The District's salary and benefit package is significantly higher than other fire departments.

Response: The Board of Directors of the District partially disagrees with this finding. The Finding is worded in the present tense. As discussed below, the current salary and benefits package (2011-2013) compares favorably with comparable agencies in the region. We have contacted all of the agencies cited in the Report and have secured the controlling documents related to wages and benefits, both for the cited 2009/2010 fiscal year and the current fiscal year.

The Grand Jury appears to have mailed a survey to neighboring Districts and relied on the responses provided. Our research reveals numerous inaccuracies in the data provided to the Grand Jury. (See revised Table 4 below.)

Findings 2 - Response To GJ Table 4: Comparable Fire Departments (09/10 Fiscal Year)									
	EDC	EDH	Rocklin	Lincoln	SL Tahoe	Sac Metro	Folsom	SacCity	
Total Staff	79	58	36	24	33	542	72	560	
By Rank									
Chief	1	1	1	1	1	1	1	1	
Asst/Deputy Chief	2	1	0			3 AC (2 vacant), 4 DC (1 vacant), 1 FM	1	3 DC, SAC	
Division Chief	2	2			3		0		
Battalion Chief	4	3	4	2		17	5 BC, 1 FM	15	
Captain	20	13	9	6	3	138	15	107	
Engineer	5	12	9	N/A	9	135	15	94	
Firefighter	44	26	13	15	17	244	92 FF, 2 PM	335	
District Population	77000	42615	54754	41111	23896	640000	64394	530327	
District Square Miles	281	44	19.87	18.3	13	417	21.74	146.3	
Number of Stations	15 (7 staffed full-time)	4	3	3 (2 staffed)	4 (3 staffed)	41	4	23	
Station Staffing	2-5	3 to 6		3	4, 2, 4, 0		3-7		
Total Alarms	7565	2685	3578	2977	2916	75925	5600	68944	
% Medical Calls				67%	68%	68%		61%	
Fires		30		28	40			475	
Annual Property Loss (Fires)		\$1,207,000		>\$35000			\$1,223,160		
Engine Staffing	2 to 3	3 to 4		3	2	3	3	4	
Truck Staffing	0	4		N/A	0 (can crosstaff from ENG)	4	4	4	
Floaters Used?	No	No	No	No	Yes (pool)	No	Y (pool)		
Span of Control Captain to ENG/FF	1:1-4	1:2-5	1:2	1:2	1:1-3	1:2-5	1:2-5	1:3-5	
Base Salary									
Top Step FF	\$67,063	\$79,996	\$74,316	\$68,242	\$62,400	\$79,048.00	\$76,288	\$65,072	
Paramedic Increase	12%	9%	\$500/mo	N/A	10%	9.3%	\$500/mo	10%	
Top Step Eng	\$69,189	\$91,704	\$82,560	N/A	\$68,652	\$87,492.00	\$86,124	\$77,322	
Top Step Captain	\$83,691	\$105,144	\$94,368	\$86,184	\$78,936	\$98,030.00	\$94,728	\$87,416	
Top Step Battalion Chief	\$108,264	\$129,648	\$116,052	\$112,908	N/A	\$124,094		\$112,728	
Top Step Division Chief		\$142,620							
Top Step AC/Deputy Chief	\$122,720	\$161,148						\$168,943	
Top Step Chief	\$158,704	\$185,000	\$188,688	\$148,902	\$142,512			\$186,176	
Span of Control BC to Captain	1:6	1:4	1:3	1:2			1:4	1:8	
Salary Increase Eng To Captain	20%	13%	14%	N/A	15%	11%	10%	13%	
Total Budget 09/10	\$10,631,163	\$15,733,607	\$8,296,509	\$4,520,881	\$7,023,830	\$142,474,764	\$15,012,543	\$96,375,974	
Total Annual OT Budget	\$854,526			\$249,192		\$16,368,530			
AVG OT Pay/Employee	\$10,955			\$10,383		\$23,249			
Education Pay % of Budget				20% of base salary		4.6%			
Is EIP included in OT Calculation	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	
AVG EIP Per Employee	0			Reported as 12.29% of base pay per employee		\$12,788			
Employee Contributions									
Medical	0	No	0	0 with date of hire	0	0	0	0	
Dental/Vision	0	0	0	0 with date of hire	0	0	0	0	
Retirement (PERS)	0	0	0	0	0	0	0	0	
# of Staff Receiving Fire Officer Pay	None		17	15				N/A	
Fire Officer Pay Incentive		3%	\$75/mo	5%	2%	1%	5%	None	
Fire Chief Participation in MOU Negot		Yes		No					

Notes:

1. City pays medical/dental premiums up to \$1200.
2. City pays medical premiums up to \$1093.
3. City pays Kaiser premiums.
4. Employees pay percentage of rise in premiums based on date of hire.
5. City pays up to 150% of Kaiser premium
6. Dept pays cost of BS/Kaiser premium.

Total Staff adjusted to include sworn positions only.

The red entries reflect changes to Table 4 of the Report (pertaining to 09/10 wage and benefit comparisons). These changes reflect verified numbers derived from a review of the controlling documents. The number of corrections is obviously significant. A review of the data reveals that the District's 2009/2010 salary and benefit package, while higher, was not "significantly higher" than other comparable fire departments, and to the extent it was somewhat higher, there were several contributing factors, described below. Top step firefighter pay, while at the high end of the range, was within one percent (1%) of Sacramento Metro and two percent (2%) of Folsom. Top step engineer and captain pay were within five to six percent (5%-6%) of Sac Metro and Folsom.

The salary and benefit comparison at fiscal year 2009/2010 reflects salary and benefits at the conclusion of the District's previous Memorandum of Understanding, negotiated in 2006 at the height of the growth market. That package included cost of living adjustments in fiscal years 2006, 2007 and 2008 of four percent (4%), four and one-half percent (4.5%) and five percent (5%) consecutively, as correctly noted in the Report. The result of these consecutive salary adjustments placed our salary and benefit package at or near the top of the region, as surrounding agencies not encumbered by existing labor agreements made adjustments or held salaries and benefits at status quo. Since expiration of the 2006 MOU, we have made no cost of living adjustments and the current MOU, adopted in June, provides for no such adjustments through September of 2013. Furthermore, changes have been made to the recently adopted MOU to reduce educational incentive pay, to reduce overtime through modifications to minimum staffing requirements, and to require employee contributions to the PERS retirement programs.

The result of maintaining salaries at 2008 levels and implementing the aforementioned modifications to the MOU is a salary and benefits package which compares favorably with comparable departments within the region. Attachment No. 1 provides a comparison of salaries and benefits at four (4) comparable agencies, including our adjoining agencies of Sac Metro, Folsom and Roseville. While it is difficult to compare and contrast agencies given geographic, demographic and other variables, these agencies are adjacent (except Consumnes), minimum staffing levels are similar, ALS service is similar, and demographics and property values are similar. Most importantly, each of these agencies would compete with our District to attract and retain quality personnel. On that basis alone, a comparison of these agencies is legitimate, and these agencies are among those we have historically surveyed when comparing salaries and benefits. (Note: In its recently adopted MOU, the City of Folsom required analysis of comparable agencies, also identifying Sac Metro, EDH Fire, Roseville and Consumnes, together with the City of Sacramento as comparable agencies. (See page 11 of City of Folsom MOU at Attachment No. 11.)

A review of the comparison tables included in Attachment 1 reveals that the District is currently comparable to, or below, all of the other comparable agencies in terms of basic pay at all ranks of safety personnel and the lowest of all agencies in terms of maximum potential earnings (excluding overtime) at all ranks (with the exception of the Captain rank, where we are second lowest to Folsom). Medical, dental

and vision/life insurance programs are very comparable throughout the region and our vacation program also compares favorably.

In summary, the District has been proactive in addressing salary and benefit issues. The increases provided by the 2006 MOU may in retrospect be viewed as generous, but these salary levels have not been subsequently adjusted, and will not be adjusted, at least until September, 2013.

Additional Information:

- Comparison of Comparable Agencies (Attachment No. 1).
- 2011-2013 MOU (Attachment No. 2).
- Summary of various agency budget components (Attachment No. 3).
- Corrected Table 4 (Attachment No. 4).

Finding No. 2. The Grand Jury's survey of comparable fire departments revealed that the EDHFD pays higher salaries and benefits, but has lower service demands.

Response: The Board of Directors of the District partially agrees and partially disagrees with this finding. As noted in Response No. 1, the District does not pay higher salaries and benefits than comparable districts which would compete for quality personnel. Current salaries and benefits compare favorably with comparable agencies within the region (See Response to Finding No. 1 and referenced Attachments). Service demand in terms of the bare number of calls is not this District's guiding principle. Response time and response effectiveness to all portions of the District is the basis upon which the District's personnel and resources are deployed.

This District is comprised of both suburban and rural components, located at the base of the Sierra Nevada foothills. There are numerous areas of wildland/urban interface which provide unique challenges. The District is bisected by an interstate highway with only three (3), very spread out crossings at El Dorado Hills Boulevard, Silva Valley Parkway, and Bass Lake Road. East West corridors are also limited (3) and spread out (Highway 50, Serrano Parkway, Green Valley Road). We have a major business park, a major commercial center and a retirement community south of Highway 50. A major recreational facility (Folsom Lake) exists on our northern border. We serve rural areas as well, some heavily wooded and difficult to access. Wildland/grass fires are common. Development is spread to all corners of the District, and additional development is anticipated in most areas of the District, particularly on the eastern edge and in the area south of Highway 50. Significant infill is anticipated within existing projects, approved but un-built projects, and planned projects. Growth presents challenges.

The District has met the challenges presented by our geography, transportation constraints, growth patterns, etc., by committing to provide to all areas of our district efficient firefighting and Advanced Life Safety response. Our four (4) stations have been strategically located to provide ALS response to our residents within six (6) minutes ninety percent (90%) of the time. (See Response Time Graphic and Response Time Analysis, Attachment No. 5 and Response Statistics included in 2009 and 2010 Annual Reports at Attachment 6 and 7). Given the geographic, topographic and transportation constraints, and the spread-out development pattern, we view all four (4) of our stations as essential to deliver our citizens the quality care and efficient response they deserve. Importantly, these stations were built to serve both existing development and future growth. Calls at all stations will increase over time as planned development materializes. Again, call volume is not our measuring device; call responsiveness is.

The District also prides itself on a multitude of fire prevention and safety programs that are aggressively implemented and intended to reduce call volume. Building plan checks, property inspections of one hundred percent (100%) of our commercial customers, weed abatement programs, hazardous materials collection and infant car seat programs are among the many additional functions performed by the District. The District has taken on a multitude of west-slope and county-wide initiatives,

including development of the first fire-safe roofing ordinance, the residential sprinkler ordinance, and a number of grant applications. These programs are implemented between emergency service calls. We have been very active in the County Chiefs Association and in the Joint Powers Authority governing ambulance service. The District has taken the lead on a multitude of west-slope and countywide initiatives, to the benefit of the entire County. The District prides itself on its commitment to programs which prevent calls. We have developed a very aggressive Fire Prevention and Safety Education Program that is second to none. Those programs include: CPR coverage; in-school education; drug abuse/awareness programs; the "Every 15 Minutes" program; buckle-up-baby programs; and many others. (See further Statistics regarding various prevention and training programs in the 2009 and 2010 Annual Reports at Attachments 6 and 7).

The statistics cited in the Report at page 45 are susceptible to significant debate, both historically and currently. Because much has changed within the District since the Report was commenced, we believe focusing on improvements in the noted areas would be most helpful, rather than disputing those statistics. The following responses reflect the current status within the District.

- Firefighter, Engineer and Captain pay are comparable to similar agencies. (See Attachment No. 1)
- The number of staff assigned to engine (3) and truck (4) is comparable to all similar agencies.
- Major labor agreement modifications to minimum staffing and permissible use of floaters have been made and will significantly reduce overtime.
- Education Incentive Pay has been modified and reduced.
- Fire Officer pay has been eliminated for Chief Officers.
- Chief Officer pay has been eliminated for line personnel.
- Chief Officers have been reduced by three (3); Chief's salary is lower than the prior Chief.
- Battalion Chief Rank has been eliminated and with it three personnel.
- District now requires three percent (3%) retirement plan contribution from all employees.

Additional Information:

- See District 2011-2013 MOU at Attachment No. 2.
- 2009 Annual Report at Attachment No. 6.
- 2010 Annual Report at Attachment No. 7.
- Response Study and Response Time Analysis at Attachment No. 5.

Finding No. 3. The EDHFD's staffing and deployment strategy does not fit service demands of the community and is not cost effective.

Response: The District's Board of Directors partially agrees and partially disagrees with this finding. The District has undergone significant changes over the past twelve (12) months, most of which were implemented prior to receipt of the Grand Jury Report. We would agree with the assertion that the District organizational structure required some modification and would also agree that certain aspects of our negotiated MOU required revision to provide additional employer flexibility and reduce overtime costs. As a result, the District had independently undertaken an internal reorganization and implemented an attrition plan to modify the current structure. The administrative staff has been reduced from seven (7) chief officers to four (4) chief officers, with the three (3) battalion chief positions having been eliminated entirely. Future modification to the administrative structure may be necessary, dependent upon workload, etc. Six (6) personnel retired over the last ten (10) months and were not replaced.

Daily staffing of emergency response personnel has been reduced from a daily staffing minimum of seventeen (17) required personnel in 2009 to a minimum of fifteen (15) required personnel for fiscal year 2011/2012 and fourteen (14) personnel in fiscal year 2012/2013 and thereafter. All engines will be staffed with three (3) personnel while the truck will be staffed with four (4) personnel. Floaters will be utilized to reduce overtime.

Clearly, major reorganization was a District initiative well under way prior to receipt of the Report. That reorganization has been implemented. To the degree we thought this reorganization was beneficial, we obviously agree that the staffing strategy required attention.

We disagree with any implication that our deployment strategy is unusual or not effective, particularly since the MOU modifications were implemented. Our 48/96 schedule is common and has proved effective. Our engine staffing at three (3) and truck staffing at four (4) personnel represents best practices and is typical of like agencies. The span of control is typical of like agencies and we have eliminated an entire rank (Battalion Chief). The MOU has been modified to allow the use of floaters. The volunteer force is well-trained, well-equipped, well-involved, and supportive of existing utilization and practices.

Additional Information: 2011 – 2013 MOU at Attachment No. 2.

Finding No. 4. Calls for service at the EDHFD's four (4) fully-staffed stations are surprisingly low compared to the investment in staff equipment and facilities.

Response: We partially agree and partially disagree. This finding appears to us a restatement or combination of Findings 1 through 3. See responses to Finding Nos. 1 through 3 for full detail in terms of response.

In summary, the four (4) fully-staffed stations were planned, built and paid for in cash largely from the proceeds of development fees. The Development Fees were generated from the very homes and businesses these facilities now serve. Both the development community and our residents express appreciation that the District has constructed these facilities coincident with growth and not long after. The four (4) stations are strategically located to provide effective and efficient fire and life safety response to all developed areas of the District, while anticipating future growth in virtually all areas. Geographic, population, and transportation constraints were considered in locating these stations and in determining when to build and staff them, all within budgetary constraints. The District has been able to build and staff stations consistent with growth without debt and within budget. Growth will continue to occur, and with it call volumes will increase.

Lastly, on page 49 of the Report, Table 9, "Calls for Service Per Station," while accurately reflecting the information from our 2009 Annual Report, does not accurately reflect the actual response numbers. The Table reports only the station/response district from which the call for service originated and does not take into account multiple responses. More than twenty-seven percent (27%) of calls for service require response from more than one station, yet the Table does not reflect the second (or third) response. Accordingly, the response statistics are likely understated by at least twenty-seven percent (27%).

Additional Information:

- EDHFD Annual Report – 2009 (Attachment No. 6).
- EDHFD Annual Report – 2010 (Attachment No. 7).

Finding No. 5. The El Dorado Hills Fire Fighters Association (“Association”) is a primary contributor to the electoral campaigns of the District’s Board of Directors.

Response. We disagree with this finding. The finding of the Grand Jury is unsupported by any facts. The Grand Jury notes that none of the Board of Directors filed forms indicating they had spent over One Thousand Dollars (\$1,000.00) for their campaigns, so it is unclear upon what basis the finding is made. Current Directors Hidahl, Hartley and Barber all indicate that they have never accepted a penny of political contribution from the Association or its PAC. (See letters from each at Attachment No. 8). The Association reports that they have reimbursed some candidate filing fees (filing fees are approximately Five Hundred Dollars (\$500.00)) over time for various Board candidates. The Association has an affiliated political action committee (“PAC”), which from time to time endorses candidates for office and may independently post signs, send mailers, etc. Both the Association and the PAC are independent from the District.

The second paragraph under Finding No. 5 is comprised of four (4) sentences, none of which supports the finding that the Association is a primary contributor to the electoral campaigns of the Board members (addressed above) and all of which might mislead a reader of the Report. We will respond to these statements in order to add clarity. The Board is represented during contract negotiations by its general counsel and by special counsel with expertise in personnel matters. Two (2) Board members negotiate directly on behalf of the Board. The attorneys are not necessarily involved at all times, but are available for consultation. The Association is also represented, but their attorneys have not directly participated in negotiations for many cycles. The current president of the Board is a retired volunteer from the EDHFD, and proud of his service, but he is, and has for many, many years been an executive with Motorola. He is not a former District employee, nor was he ever a professional firefighter. A reader of the Report may be misled to believe that a former paid firefighter serves as President of the Board of Directors. Our Board of Directors is comprised of two executives with communication/technology companies, a retired former Assistant Fire Chief, a systems engineer, and a former State Assistant Superintendent of Schools and education consultant.

Additional Information:

- Letter from Director Hidahl (See Attachment No. 8A).
- Memo from Director Hartley (See Attachment No. 8B).
- Letter from Director Barber (See Attachment No. 8C).
- Letter from El Dorado Hills Professional Firefighters Association (See Attachment No. 9).

Finding No. 6. The EDHFD's indirect 911 system lengthens response times.

Response: The District agrees with this finding on the assumption that the finding refers to the "Cell Phone 911 Call System" maintained by the California Highway Patrol.

While we agree that the State (CHP) system for receiving and directing all cell phone 911 calls adds several steps and attendant delay, this is not a circumstance over which our agency exercises authority. We control response times after dispatch, and we make every effort to minimize response times to all areas of our District.

Unless and until the Cell Phone 911 Call System is improved, we must deal with its limitations. Efficient response times from and after dispatch relays the call are obviously critical in these circumstances. As stated elsewhere in this Response, efficient response to all areas of the District remains a priority and guides us in our staffing and deployment strategy. Pending improvement to the cellular 911 reporting and routing system, we attempt to educate our customers that the 911 calls are best made from landlines, if possible. We also publicize that emergency cellular calls can be made directly to the Camino dispatch center at (530) 626-4911.

Finding No. 7. West Slope Fire District Consolidation Planners should be cognizant of disparate fire fighter labor contracts.

Response: The District agrees with this finding. Significant study is necessary prior to any consolidations and/or annexations. The noted disparity in fire fighter labor contracts is but one of the items deserving of study. There are no reorganizations currently planned or contemplated.

Finding No. 8. Comments made by EDHFD union officials to the news media may mislead the public.

Response: The District's Board of Directors agrees in principle, but we believe the Finding is equally applicable to all others who deal with the media. The comments of any member of the department or any member of the public may be misleading if such statements are not fully thought out or fully supported by facts. Statements may also be misreported or quoted out of context. For our part, the Board of Directors attempts to funnel all communications through our president who, after consultation with legal counsel when necessary, attempts to succinctly state District positions and viewpoints.

The District's Board of Directors does not control union officials, who are independent from the District and have First Amendment rights which they may freely exercise. We agree that the dissemination of misinformation, whether purposeful or not, should be at all times avoided. Conclusory statements should have solid factual foundation.

Our agreement with this Finding No. 8 is not to be construed as agreement that misleading statements have been made, but as a simple acknowledgment that care must be taken when making statements to the media.

Additional Information: See EDH Professional Firefighters letter dated July 18, 2011, at Attachment No. 9.

EL DORADO HILLS COUNTY WATER DISTRICT'S
RESPONSE TO RECOMMENDATIONS OF THE GRAND JURY

Recommendation No. 1. During contract negotiations, the EDHFD Board of Directors must be aware of and take responsible action regarding contract provisions that impact long-term retirement costs in order to safeguard and protect tax payer funds.

Response: This recommendation has been implemented by virtue of adoption of the 2011/2013 MOU and will continue to be implemented on an ongoing basis.

The Board is aware of the impact of contract provisions that impact long-term retirement costs. We, like many agencies in California, are attempting to address retirement plan issues. The Public Employee Retirement System ("PERS") retirement programs, particularly as applied to safety officers, are the subject of ongoing scrutiny. There are legislative efforts to modify existing PERS retirement plans. We will continue to monitor those legislative efforts.

The District's current safety employees participate in the "3% at 50" retirement plan, as do virtually all fire and emergency response agencies in the region. It is the intention of this Board to modify existing retirement plans for new hires. Accordingly, a "re-opener" provision has been included in the current Memorandum of Understanding ("MOU") which allows the District to modify the retirement plan for any persons hired after July 1, 2011. Finally, the District has implemented in its current MOU an obligation for each employee to contribute three percent (3%) of his or her salary toward retirement plan obligations. This provision will be further evaluated and adjusted to meet budgetary and/or economic conditions on an ongoing basis.

The Recommendation raises specific compensation and benefits issues as they relate to retirement. The current MOU has modified the education incentive pay and changed it from a percentage of salary to a flat stipend. The ability to stack incentives has been eliminated. (See Response to Recommendation No. 2.)

Additional Information: 2011/2013 MOU between EDH Professional Firefighters and District at Attachment No. 2.

Recommendation No. 2. The El Dorado Hills Fire District should reconsider the purpose of educational incentives pay.

Response: This recommendation has been implemented. Modifications to our Educational Incentive Pay policy were under way prior to receipt of the Report.

The Board of Directors views educational incentive pay as a worthwhile tool to increase the knowledge base, leadership skills and general education of our employees. However, we have determined that the educational incentive pay as previously structured required modification. Accordingly, the Board, after negotiations with the represented groups, has modified and reduced the educational incentive pay structure and rendered the incentives non-stackable. Annual savings of Eighty-Five Thousand Dollars (\$85,000.00) are projected.

Earlier this year, the District undertook a search for a new Fire Chief. This search, performed with outside professional assistance, garnered more than fifty very well qualified candidates from throughout the western United States. Of the final five considered most qualified, two were internal candidates, including the eventual selection, Chief David Roberts. We believe the District's promotion of education and continued self-improvement contributed to the development of these two members of the department and to many others as well.

Additional Information: See 2011/2013 MOU at Attachment No. 2.

Recommendation No. 3. The Proposition 13 property tax revenue allocation to the EDHFD needs to be re-evaluated.

Response: Will not be implemented because it is not warranted. The District's Board of Directors disagrees with this recommendation and will not implement, nor advocate for the implementation of, this recommendation.

The EDHFD is a local public agency devoted to providing fire and emergency medical responses to the residents of El Dorado Hills. The tax increment the District receives has proved sufficient over the course of many, many years to provide appropriate service to the members of our community within reasonable response times to ensure their safety. We cannot think of any service rendered by a public agency which is more important than emergency medical and fire response. It has been the mission of this District to provide the absolute best quality service to our residents through strategically located stations, excellent facilities and equipment, and professional, well-trained personnel. The tax increment currently enjoyed by the District allows us to do that. Notwithstanding that tax increment, the downturn in the economy demonstrates that without sufficient resources and careful planning, this critical service can be compromised, and with it the safety of our citizens. Further, potential future elimination of our exemption from ERAF property tax shifts would reduce our revenues by as much as ten percent (10%), a potentiality we must guard against and plan for. We will resist any effort to diminish the tax increment available to the EDCWD which might compromise the service we provide or the safety of our residents. Despite the criticisms contained in the Grand Jury Report, most of which have either been addressed or will be addressed, we sincerely doubt that the residents of El Dorado Hills would advocate for the transfer of tax dollars from this important local agency to the County as a whole. Those tax dollars would not return to the El Dorado Hills community and the critical services we provide might be compromised.

As the economy recovers, growth will resume within the boundaries of the District. Through the course of the District's history, we have met the challenges of rapid growth through prudent planning. Our facilities are strategically located to serve our existing customers and to serve the anticipated development. We have maintained and built prudent reserves. Importantly, we have no debt. We have utilized our resources wisely and will continue to do so.

The Report suggests that the District should be "funded sufficiently to guarantee a reasonable level of quality public safety." We disagree. Our mission statement is "To Serve the Community of El Dorado Hills with Integrity and Excellence." Our goal is to provide to our residents the best quality fire and emergency medical response that can be prudently provided. We have done that and will continue to do so.

Recommendation No. 4. The Board of Directors must be more knowledgeable, professional and proactive with its labor negotiations efforts.

Response: This recommendation has been implemented and will continue to be implemented into the future. As noted elsewhere in this response, the District has changed in major ways over the course of the last eight (8) months. The Report suggests that the District engage management assistance. Upon the resignation of the prior chief, the District engaged the services of an outside consultant, Dr. Dan Haverty, former Folsom fire chief, to assist the Board with Chief replacement issues, union MOU negotiation issues, and overall budgetary issues. Dr. Haverty was instrumental in the hiring of our new Chief, the adoption of a balanced 2011/2012 budget, and the negotiation of significant modifications to the existing MOU with our paid firefighting personnel. Dr. Haverty and our staff provided the Board and its negotiating committee with information necessary to achieve a balanced budget and to make these MOU modifications.

The last sentence of the Grand Jury's recommendation reads as follows:

The Board of Directors needs to be more proactive and should assess and evaluate the long-term costs to tax payers when negotiated contract terms such as education pay, mandatory staffing, management pay, eliminating floaters, as well as zero cost retirement, medical and dental plans.

We agree. Through the course of the last six (6) months we have modified and reduced education incentive pay, reduced the mandatory staffing requirements contained within the MOU which generated undesirable overtime commitments, replaced the Chief at lower management pay, eliminated the Battalion Chief rank and three (3) personnel assigned to that rank, eliminated the restriction on the use of floaters and required all personnel to contribute three percent (3%) to the previously zero cost retirement plan. These initiatives were reaching conclusion when the Report was issued. Clearly, the Board was already proactively addressing issues later raised by the Grand Jury. Reopener provisions have been included within the new MOU to ensure that expenditure reductions are achieved.

Additional Information:

- 2011-2013 MOU, Attachment No. 2.
- Dr. Haverty's presentation (available upon request).

Recommendation No. 5. The Board of Directors must include their Fire Chief in labor negotiations to incorporate a management perspective.

Response: This recommendation has been implemented in the past, was implemented this year and will continue to be implemented in the future. With rare exception, the fire chief has always been involved in labor negotiations, either directly or as a consultant to the negotiating committee. We agree that the fire chief is an important person to involve in labor negotiations. As a general operating principle, it is our intention to include the Chief in any future labor negotiations. Chief Roberts was fully involved in the just concluded negotiations.

Recommendation No. 6. The Board of Directors should conduct a comprehensive study to compare its compensation package with other fire departments before approving a contract for 2011/2012.

Response: This recommendation was implemented subsequent to approving the 2011/2013 MOU in connection with this Response. The District's labor negotiations for 2011/2012 were commenced in late 2010 and concluded shortly after receipt of the Grand Jury Report. The District was assisted by an outside consultant, Dr. Daniel Haverty. The focus of the labor negotiations was to implement measures to reduce labor costs. Salary and/or benefit increases were not on the table. Reductions were.

The District adopted a twenty-seven (27) month Memorandum of Understanding which maintained current wage levels, reduced educational incentive pay, reduced staffing requirements, permitted the use of floaters, and required employees to contribute three percent (3%) of their salary toward retirement plan costs. Additionally, the District eliminated the Battalion Chief rank, preserved the right to modify the retirement plan for new hires, and provided for MOU "reopeners" if financial targets are not achieved.

A comprehensive study of comparable compensation and benefits was subsequently completed. (See Response to Findings 1 and 2 and the Attachments referenced therein) The District compares favorably with comparable agencies in terms of its current salary and benefits package.

Additional Information:

- Comparable Fire Departments Wages and Benefits (Current) at Attachment No. 1.
- Comparable Agency MOUs (Not attached, but available upon request).
- Budget Component Comparisons at Attachment No. 3.

Recommendation No. 7. The Board of Directors should determine whether national standards are applicable to the service demands of El Dorado Hills and not take national studies at face value.

Response: This recommendation has been implemented and will continue to be implemented over time. We do not take national standards “at face value.” We do, however, recognize that those standards exist and represent preferred methodologies to ensure the highest level of safety for citizens and agency personnel. Where economically feasible, we attempt to meet those standards which we view as applicable to our District and/or critical to our mission. Examples of the national standards and/or studies reviewed by the District are available upon request.

Additional Information: NFPA Study (available upon request)

Recommendation No. 8. The Board of Directors needs to consider more efficient measures to deploy El Dorado Hills Fire Fighters.

Response: This recommendation has been implemented and will continue to be implemented over time. As noted elsewhere in this Response, significant modifications to our organizational structure have been made over the past six (6) month, the District has downsized, mandatory staffing levels have been reduced, and the use of floaters to reduce overtime is now employed. (See Response to Findings 1-4 and Recommendation 5 and attachments referenced therein.)

As a general matter, we agree that more efficient methods of deployment need to be routinely examined and modified to achieve effective response in a fiscally prudent manner. The District conducts an annual, all-day Strategic Planning Workshop at which these issues are debated and to which the public is invited. Annual updates to our Fire Year Plan reflect adopted changes. There are many, many measures which might be employed and all should be examined. The four bullet points suggested by the Grand Jury are only examples. We do not wish to debate the particular examples but would offer the following initial comments to the four bullet points presented in the Report:

- **Response to Bullet Point #1.** The use of volunteer forces to reduce overtime has been utilized in the past and will be utilized in the future. We will continue to evaluate the ability to increase this utilization. Our volunteer staff is an integral part of the District. (See additional discussion of volunteers at Response to Recommendation 10).
- **Response to Bullet Point #2.** Temporary closures or reduction in service of one of the stations with the lowest service demand is not an option which the Board would wish to employ, unless financial circumstances became so dire as to require such drastic measures. We believe that all sectors of our community deserve efficient response. It may be true that a particular station may currently not have an overwhelming number of emergency responses. However, the heart attack victim who lives within a two minute response time of Station 87 may not understand that a response from Station 85 took eight (8) minutes when the District had full financial ability to maintain the Station 87 operations. Efficient response times are the gold standard throughout the nation when it comes to fire and emergency medical response. We have endeavored to strategically locate four (4) stations to ensure swift and effective response to all parts of the District under most conditions. Two (2) of our stations are located in only partially built out areas, with significant additional growth expected. Please see Attachment No. 5, which summarizes our response times throughout the District. Response effectiveness is priority for the District. Station closures are always an option, but a drastic and undesirable option.
- **Response to Bullet Point #3.** The Report cites at several places to an allegation that the prior Chief believed the District was overstaffed. To clarify, the former Chief believed the agency was overstaffed by one (1) personnel on a daily basis. Staffing has since been reduced by more than one (1) personnel (see

Response to Recommendation No. 3 above.) Changes to the existing MOU and to the District administration have reduced the staff by three (3) Battalion Chiefs. The fourth (4th) person at Station 87 has also been eliminated. Minimum staffing has been reduced. Modifications to the MOU now allow us to utilize floaters to backfill for overtime. Employer flexibility has been significantly improved.

There appears to be confusion regarding emergency medical response capabilities. To clarify, each of our four (4) stations is staffed with ALS paramedics. Each engine carries the identical medical equipment that an ambulance carries and can perform all the same procedures with the exception of transportation to the hospital. The utilization of multi-purpose firefighting/paramedic response engines represents best practices.

- **Response to Bullet Point #4.** The fourth bullet point recommends reducing or eliminating the rank of Battalion Chief. This recommendation was implemented prior to receipt of the Report. The Battalion Chief rank has been eliminated.

Additional Information:

- Response Analysis at Attachment No. 5.
- 2009 Annual Report at Attachment No. 6.
- 2010 Annual Report at Attachment No. 7.

Recommendation No. 9. Authorities considering consolidation and annexation of smaller El Dorado County fire districts into the EDHFD should closely consider the personnel costs before proceeding further.

Response: Our District has implemented this recommendation. We are opposed to any consolidations or annexations without appropriate study. We believe that further analysis is warranted on the part of all involved agencies. The Grand Jury can be certain that the EDHWD will make no move with respect to consolidation without a complete and thorough study.

Recommendation No. 10. The EDHFD should make broader use of volunteers to reduce overtime.

Response: This recommendation will not be implemented because it is not warranted, but will be further studied. The leadership of our volunteer force does not support the recommendation (See letter at Attachment No. 10). They advocate for no change to the mission of the volunteer force, which has continuously and effectively served the District since its inception. The mission of the volunteer program is ably described within the leadership's letter.

The District has historically maintained a volunteer program. The program is highly valued and effective in executing its mission. At various times in the past, the volunteers represented a significant portion of our emergency response personnel. The volunteers continue to be an integral part of the District and the community and are very well-trained and perform valuable service and serve as an effective back-up resource. However, the goal of the EDHFD was/is to maintain a full-time, paid staff of professionals, which we have accomplished.

The suggestion to make broader use of volunteers, while simple on its face, raises a number of issues, which we would need to study. In accordance with your Recommendations Nos. 1, 4 and 5, the Board of Directors would want to be fully-informed of all of the long-term consequences of issues raised by implementation of such a program and we would want to involve our existing volunteer force and its leadership in any such endeavor. We would want to be completely knowledgeable and proactive with our labor negotiations efforts with respect to implementing any such program and we would want to secure the input of our chief with respect to operational issues which might arise and from legal counsel as to the implications/ramifications of the Federal Fair Labor Standards Act. Finally, we would want to study the impact and effectiveness of similar programs employed by other agencies, if any exist. We have established a committee to further investigate.

The Grand Jury may underestimate the current deployment of our volunteer force on emergency and non-emergency bases. The volunteer force is an active and valued component of the District and will remain so.

Additional Information: Letter from District's Volunteer Leadership dated July 22, 2011 at Attachment 10.

Recommendation No. 11. The EDHFD should continue to research methods to reduce 911 call answering and processing time.

Response: This recommendation will be implemented in 2011/2012 by including it in our “Annual Goals.” We agree that cellular phone 911 response time is impacted by the current California Highway Patrol (“CHP”) processing protocols. We would like to implement improvements immediately. However, the CHP is the essential player in any such discussions. We will include as a goal for 2011/2012 the continuation of efforts to research 911 call processing time reductions.

We ask that the Grand Jury contact state representatives regarding this issue and encourage all other El Dorado County Fire agencies to become involved as well.

Recommendation No. 12. Representatives of the EDHFD Professional Firefighters Association should assure that their public statements are factually sound.

Response: Implemented to the extent possible. The Board of Directors agrees in principle that public statements should be factually sound. We have provided the EDH Professional Firefighter's Association with the Grand Jury's recommendation and with an indication that this Board of Directors agrees with that recommendation.

ATTACHMENTS

Firefighter/Paramedic Total Compensation Comparison

Department	El Dorado Hills	Roseville	Consumnes (Elk Grove)	Folsom	SacMetro
Top Step (includes EMT and/or EMTP incentive)	\$87,156.00	\$89,926.51	\$87,072.00	\$84,288.00	\$90,352.20
Uniform (annually)					
Uniform	\$500	City Provided	\$750	\$975	\$800
Boots	\$250	City Provided	\$300		
Class A	0	City Provided		City provided	
CSFM					
Fire Officer	\$250 (\$3000/yr)	5% ²	4%	5%	1%
Chief Officer		10% ² (\$8992.56/yr)	4%	10%	1%
HAZMAT		5% (\$4496.32/yr)	2%		5.5% (separate assignment, stackable = 4347.65)
Other CSFM			10%		5%
Stackable	No	No	Yes (max 8%)	Yes (Ed +CSFM max of 15%)	Yes (max of 6.5%)
Education					
Fire Tech Cert			2%		3%
AA/AS	\$250	5% ²	4%	5%	3.5%
BA/BS	\$500	10% ²	8%	10%	7.5%
MA/MS	\$750 (\$9000/yr)			5%	
Tuition			\$150/yr	\$800/yr	
Stackable	No	No	Yes (Ed + CSFM max of 14% = 11313.12	Yes (Ed + CSFM max of 15% = 11743.20)	Yes (Ed + CSFM max of 10.5%=\$8300.07/yr) ⁷
Longevity (annual)					
<5 years					
5-10 years					
10-15 years	\$500	2.5%	3%	2.5%	2%
15-20 years	\$750	5% (\$4496.32/yr)	5%	2.5%	4%
20-25 years	\$1000		7%, 18 years. 9%, 21 years. (\$7272.72/yr)	2.5% (Max of 7 1/2% = 5871.60)	6%
25-30 years	\$1500				8% (\$6323.87/yr)
30+	\$2000				
Total Maximum Salary	\$101,906.00	\$107,911.81	\$106,707.84	\$102,877.80	\$110,123.79
Insurance Premiums					

Medical	Dept. pays PERS HMP premium.	Dept. pays \$100S/mo of premium	District pays lesser of BS/Kaiser premium.	Dept. pays Kaiser premium.	District pays BS/Kaiser premium.
Dental	Dept. contributes max of \$200/mo into dental/vision fund.	Dept. pays premium.	District pays premium.	Dept. pays premium.	District pays 103.92/mo
Vision	Dept. contributes max of \$200/mo into dental/vision fund.	Dept. pays \$20/mo for premium.	District pays premium.	Dept. pays premium.	District pays 18.75/mo
Life	\$20,000 (no employee contribution)	2x annual salary (no employee contribution)	Yes	\$40,000	\$100,000 (without employee contribution)
Retirement					
Formula	3%@50	3%@50	3%@50	3%@50 ⁹	3%@50 ⁸
Contribution	3%	0	0	5%	9%
Vacation Accrual					
0-5 years	144 hrs (6 shifts)	144 hrs (6 shifts)	< 2 years: 216 hours (9 shifts), 2-5 yrs: 264 hrs (11 shifts)	292 hrs (12.2 shifts)	144 hrs (6 shifts)
5-10 years	192 hrs (8 shifts)	192 hrs (8 shifts)	312 hrs (13 shifts)	332 hrs (13.8 shifts)	216 hours (9 shifts)
10-15 years	240 hours (10 shifts)	216 hours (9 shifts)	360 hrs (15 shifts)	364 hrs (15.2 shifts)	264 hours (11 shifts)
15-20 years	264 hours (11 shifts)	240 hours (10 shifts)	360 hrs (15 shifts)	388 hrs (16.2 shifts)	288 hours (12 shifts)
20-25 years	288 hours (12 shifts)	264 hours (11 shifts)	408 hrs (17 shifts)	388 hrs (16.2 shifts)	312 hours (13 shifts)
Other Incentives	5 shifts paid holiday.	3 shifts paid holiday.	4 shifts paid holiday or time off.	Holiday Pay differential (6%).	6 shifts paid holiday or time off.
			Employer provided LTD plan.		Employer provided LTD plan.

1. One time payment.
2. Incentive is for AA/AS or Fire Officer, BA/BS or Chief Officer.
3. 5% is for assignment as full time HAZMAT team member, 2.5% for qualified personnel.
4. For employees regularly assigned to medic unit.
5. 5% is for employees regularly assigned to rescue unit, 2.5% for qualified personnel.
6. For employees regularly assigned to boat unit.
7. Max of CSFM and Education is 10.5%.
8. Employees hired after 6/22/2011 receive 3%@55.
9. Employees hired after 1/1/2011 receive 2%@50.

Not included in Total Maximum Salary

Engineer/Paramedic Total Compensation Comparison

Department	El Dorado Hills	Roseville	Consumnes (Elk Grove)	Folsom	SacMetro
Top Step (includes EMT and/or EMTP incentive)	\$96,288.00	\$94,422.84	\$95,352.00	\$92,124.00	\$97,778.22
Uniform (annually)					
Uniform	\$500	City Provided	\$750	\$975	\$800
Boots	\$250	City Provided	\$300		
Class A	0	City Provided		City provided	
CSFM					
Fire Officer	\$250	5% ²	4%	5%	1%
Chief Officer		10% ² (\$8992.65/yr)	4%	10%	1%
HAZMAT		5% (\$4496.33/yr)	2%		5.5% (separate assignment, stackable =
Other CSFM			10%		.5%
Stackable	No	No	Yes (max 8%)	Yes (Ed +CSFM max of	Yes (max of 6.5%)
Education (monthly)					
Fire Tech Cert			2%		3%
AA/AS	\$250	5% ²	4%	5%	3.5%
BA/BS	\$500	10% ²	8%	10%	7.5%
MA/MS	\$750			5%	
Tuition			\$150/yr	\$800/yr	
Stackable	No	No	Yes (Ed + CSFM max of 14% = \$12472.32)	Yes (Ed + CSFM max of 15% = \$12918.60)	Yes (Ed + CSFM max of 10.5%=\$9187.21/yr) ⁷
Longevity (annually)					
<5 years					
5-10 years					
10-15 years	\$500	2.5%	3%	2.5%	2%
15-20 years	\$750	5% (\$4496.33/yr)	5%	2.5%	4%
20-25 years	\$1000		7%, 18 years. 9%, 21 years. (\$8017.92/yr)	2.5% (Max of 7 1/2% = \$6495.30)	6%
25-30 years	\$1500				8% (\$6999.78/yr)
30+	\$2000				
Total Maximum Salary	\$111,038.00	\$112,408.15	\$116,892.24	\$112,512.90	\$119,577.57

Insurance Premiums	Medical	Dept. pays PER5 HMP premium.	Dept. pays \$1005/mo of premium	District pays lesser of BS/Kaiser premium.	Dept. pays Kaiser premium.	District pays BS/Kaiser premium.
		Dept. contributes max of \$200/mo into dental/vision fund.	Dept. pays premium.	District pays premium.	Dept. pays premium.	District pays 103.92/mo
	Dental	Dept. contributes max of \$200/mo into dental/vision fund.	Dept. pays \$20/mo for premium.	District pays premium.	Dept. pays premium.	District pays 18.75/mo
		Vision				
	Life	\$20,000 (no employee contribution)	2x annual salary (no employee contribution)	Yes	\$40,000	\$100,000 (without employee contribution)
		Retirement				
	Formula Contribution	3%@50	3%@50	3%@50	3%@50 ⁹	3%@50 ⁸
			3%	0	5%	9%
Vacation Accrual	0-5 years					
		144 hrs (6 shifts)	144 hrs (6 shifts)	< 2 years: 216 hours (9 shifts), 2-5 yrs: 264 hrs (11 shifts)	292 hrs (12 shifts)	144 hrs (6 shifts)
	5-10 years					
		192 hrs (8 shifts)	192 hrs (8 shifts)	312 hrs (13 shifts)	332 hrs (13.8 shifts)	216 hours (9 shifts)
	10-15 years					
		240 hours (10 shifts)	216 hours (9 shifts)	360 hrs (15 shifts)	364 hrs (15.2 shifts)	264 hours (11 shifts)
	15-20 years					
		264 hours (11 shifts)	240 hours (10 shifts)	360 hrs (15 shifts)	388 hrs (16.2 shifts)	288 hours (12 shifts)
	20-25 years					
		288 hours (12 shifts)	264 hours (11 shifts)	408 hrs (17 shifts)	388 hrs (16.2 shifts)	312 hours (13 shifts)
Other Incentives		5 shifts paid holiday.	3 shifts paid holiday.	4 shifts paid holiday or time off.	Holiday Pay differential (6%).	6 shifts paid holiday or time off.
				Employer provided LTD plan.		Employer provided LTD plan.

1. One time payment.
2. Incentive is for AA/AS or Fire Officer, BA/BS or Chief Officer.
3. 5% is for assignment as full time HAZMAT team member, 2.5% for qualified personnel.
4. For employees regularly assigned to medic unit.
5. 5% is for employees regularly assigned to rescue unit, 2.5% for qualified personnel.
6. For employees regularly assigned to boat unit.
7. Max of C5FM and Education is 10.5%.

8. Employees hired after 6/22/2011 receive 3%@55.
 9. Employees hired after 1/1/2011 receive 2%@50.
- Not included in Total Maximum Salary

Captain/Paramedic Total Compensation Comparison

Department	El Dorado Hills	Roseville	Consumnes (Elk Grove)	Folsom	SacMetro
Top Step (includes EMT and/or EMTP incentive)	\$109,356.00	\$108,710.36	\$104,472.00	\$100,728.00	\$108,911.76
Uniform (annually)					
Uniform	\$500	City Provided	\$750	\$975	\$800
Boots	\$250	City Provided	\$300		
Class A	0	City Provided		City provided	
CSFM					
Fire Officer	\$250 (\$3000/yr)	5% ²	4%	5%	1%
Chief Officer		10% ² (\$10452.92/yr)	4%	10%	1%
HAZMAT		5% (\$5226.46/yr)	2%		5.5% (separate assignment, stackable =
Other CSFM			10%		.5%
Stackable	No	No	Yes (max 8%)	Yes (Ed +CSFM max of	Yes (max of 6.5%)
Education					
Fire Tech Cert			2%		3%
AA/AS	\$250	5% ²	4%	5%	3.5%
BA/BS	\$500	10% ²	8%	10%	7.5%
MA/MS	\$750 (\$9000/yr)			5%	
Tuition			\$150/yr	\$800/yr	
Stackable	No	No	Yes (Ed + CSFM max of 14% = \$13749.12)	Yes (Ed + CSFM max of 15% = \$14209.20)	Yes (Ed + CSFM max of 10.5%=\$10293.19/yr) ⁷
Longevity (annually)					
<5 years					
5-10 years					
10-15 years	\$500	2.5%	3%	2.5%	2%
15-20 years	\$750	5% (\$226.46/yr)	5%	2.5%	4%
20-25 years	\$1000		7%, 18 years. 9%, 21 years. (\$8838.72/yr)	2.5% (Max of 7 1/2% = \$7104.60)	6%
25-30 years	\$1500				8% (\$7842.43/yr)
30+	\$2000				
Total Maximum Salary	\$124,106.00	\$129,616.20	\$128,109.84	\$123,016.80	\$133,239.70

Insurance Premiums	Medical	Dept. pays PERS HMP premium.	Dept. pays \$1005/mo of premium	District pays lesser of BS/Kaiser premium.	Dept. pays Kaiser premium.	District pays BS/Kaiser premium.
		Dept. contributes max of \$200/mo into dental/vision fund.	Dept. pays premium.	District pays premium.	Dept. pays premium.	District pays 103.92/mo
Dental	Vision	Dept. contributes max of \$200/mo into dental/vision fund.	Dept. pays \$20/mo for premium.	District pays premium.	Dept. pays premium.	District pays 18.75/mo
		Life \$20,000 (no employee contribution)	2x annual salary (no employee contribution)	Yes	\$40,000	\$100,000 (without employee contribution)
Retirement	Formula	3%@50	3%@50	3%@50	3%@50 ⁹	3%@50 ⁸
		Contribution 3%	0	0	5%	9%
Vacation Accrual	0-5 years	144 hrs (6 shifts)	144 hrs (6 shifts)	< 2 years: 216 hours (9 shifts), 2-5 yrs: 264 hrs (11 shifts)	292 hrs (12 shifts)	144 hrs (6 shifts)
		5-10 years	192 hrs (8 shifts)	312 hrs (13 shifts)	332 hrs (13.8 shifts)	216 hours (9 shifts)
Other Incentives	10-15 years	240 hours (10 shifts)	216 hours (9 shifts)	360 hrs (15 shifts)	364 hrs (15.2 shifts)	264 hours (11 shifts)
	15-20 years	264 hours (11 shifts)	240 hours (10 shifts)	360 hrs (15 shifts)	388 hrs (16.2 shifts)	288 hours (12 shifts)
	20-25 years	288 hours (12 shifts)	264 hours (11 shifts)	408 hrs (17 shifts)	388 hrs (16.2 shifts)	312 hours (13 shifts)
		5 shifts paid holiday.	3 shifts paid holiday.	4 shifts paid holiday or time off.	Holiday Pay differential (6%).	6 shifts paid holiday or time off.
				Employer provided LTD plan.		Employer provided LTD plan.

1. One time payment.
2. Incentive is for AA/AS or Fire Officer, BA/BS or Chief Officer.
3. 5% is for assignment as full time HAZMAT team member, 2.5% for qualified personnel.
4. For employees regularly assigned to medic unit.
5. 5% is for employees regularly assigned to rescue unit, 2.5% for qualified personnel.
6. For employees regularly assigned to boat unit.
7. Max of CSFM and Education is 10.5%.
8. Employees hired after 6/22/2011 receive 3% @ 55.

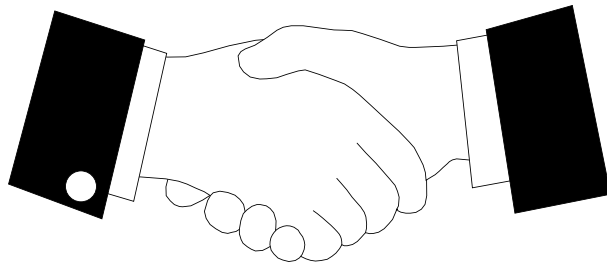
9. Employees hired after 1/1/2011 receive 2%@50.

Not included in Total Maximum Salary

MEMORANDUM

OF

UNDERSTANDING



July 1, 2011 – September 30, 2013

TABLE OF CONTENTS

I.	General	1
II.	Authorized Agents	1
III.	District and Employee Rights	2
IV.	Non-Discrimination	2
V.	Agency Shop	2
VI.	Seniority	3
VII.	Terms and Conditions of Employment	4
VIII.	Retirement	10
IX.	Benefits	11
X.	Holidays	12
XI.	Vacation	12
XII.	Sick Leave	13
XIII.	Bereavement Leave	16
XIV.	Station Staffing	16
XV.	Reduction of Force	16
XVI.	District Adoption of Rules and Regulations	17
XVII.	Full Understanding, Modification, Waiver	17
XVIII.	Term	18

MEMORANDUM OF UNDERSTANDING

I. GENERAL

- A. El Dorado Hills Professional Firefighters Association (herein referenced to as "Firefighters") and representatives of the El Dorado Hills County Water District (herein referenced to as "District") have met and conferred in good faith regarding wages, benefits, hours and other terms and conditions of employment with respect to employees of the District, have exchanged freely, information, opinions and proposals and have endeavored to reach agreement on all matters relating to the employment conditions and employer-employee relations of such employees.
- B. This Memorandum of Understanding ("MOU") is entered into pursuant to the Meyers-Milias-Brown Act (Government Code Sections 3500-3510) and has been jointly prepared by the parties.
- C. This Memorandum of Understanding shall be presented by the Firefighters to the employees in the District for ratification by said employees, and shall thereafter be presented to the Board of Directors, as the joint recommendations of the undersigned for salary and employee benefit adjustments for the period commencing July 1, 2011, upon execution and ratification by the employees and ending September 30, 2013.

This Memorandum of Understanding cancels all previous agreements and shall supersede any policies, practices or ordinance provisions with which it may be in conflict.

II. AUTHORIZED AGENTS

- A. For the purpose of administering the terms and provisions of this Memorandum of Understanding, the following authorized agents have been designated:

El Dorado Hills County Water District

Dave Roberts, Chief

1050 Wilson Blvd.

El Dorado Hills, CA 95762

El Dorado Hills Professional Firefighters

1050 Wilson Blvd.

El Dorado Hills, CA 95762

III. DISTRICT AND EMPLOYEE RIGHTS

- A. District Rights. District retains, solely and exclusively, all the rights, powers and authority exercised or held prior to the execution of this Memorandum of Understanding, except as expressly limited by a specific provision of this Memorandum of Understanding. Without limiting the generality of the foregoing, the rights, powers, and authority retained solely and exclusively by District and not abridged herein, include, but are not limited to, the following: To manage and direct its business and personnel; to manage, control, and determine the mission of its departments, building facilities, and operations; to create, change, combine or abolish jobs, departments and facilities in whole or in part; to direct the work force; to increase or decrease the work force and determine the number of employees needed; to hire, transfer, promote, and maintain the discipline and efficiency of its employees; to establish work standards, schedules of operations and reasonable work load; to specify or assign work requirements and require overtime; to schedule working hours and shifts; to adopt rules of conduct; to determine the type and scope of work to be performed by District employees and the service to be provided; to classify positions, to establish initial salaries of new classifications and to take whatever action necessary to prepare for and operate in an emergency.
- B. Employee Rights. The employee retains all rights conferred by applicable local, state and federal laws and in accordance with Sections 3500 of the Government Code.

IV. NON-DISCRIMINATION

- A. There shall be no discrimination because of race, creed, color, national origin, religion, or sex against any employee by the Firefighters or the District and to the extent prohibited by applicable State and Federal law; there shall be no discrimination against any handicapped person solely because of such handicap.

V. AGENCY SHOP

- A. It is recognized that all employees in the bargaining unit may or may not join the Association, at the individual's discretion, and that no such employee shall be required to become a member of the Association as a condition of initial or continued employment by the District.

- B. It is further recognized that the Association, as the only recognized bargaining representative, provides through the representation process for the improvement of wages, hours and other terms and conditions of employment for all bargaining unit employees, whether Association members or not. Therefore, all assigned to the bargaining unit shall, as a condition of continued employment, within thirty (30) days of the effective date of this provision or within thirty (30) days of the date of hire, whichever is later, either be a member of the Association and pay Association dues or pay an agency fee to the Association; or if prohibited by religious or conscientious objections, as described in the provision of 3502.5 of the Government Code, to a charitable organization agreed to by the parties under the provisions of 3502.5 of the Government Code, in an amount equal to ninety-five percent (95%) of the uniform Association dues, assessed uniformly against all Association Members. Such dues or fees shall be payroll deducted.

VI. SENIORITY

- A. The District shall establish a seniority list of regular status employees in the Association, which shall be updated by the District by October 1st of each year, and immediately be posted on the bulletin board of each fire department work location for thirty (30) days. Unless an objection to the seniority list as posted is made to the Association and the District by an employee within thirty (30) days from the day such list is posted, the list will be considered accurate and final.
- B. District seniority shall be based on total unbroken service in the District as a full-time regular employee receiving benefits. The actual date of hire shall be used for this determination.
- C. In the event two or more persons are hired on the same calendar date, seniority in the District shall be determined in accordance with their respective standing on the entry level hiring list. The employee attaining the highest numerical standing shall be the senior.
- D. In the event one or more person is promoted on the same calendar date, seniority in rank only shall be determined in accordance with the numerical standing on the ranked list established prior to the final Chief Interview. The employee with the highest standing shall be the more senior.

VII. TERMS AND CONDITIONS OF EMPLOYMENT

A. Salaries.

1. Paramedic Captain wage is formulated at four percent (4%) above a Captain wage. An Engineer Paramedic wage is formulated at five percent (5%) above an Engineer wage. A Paramedic Firefighter wage is formulated at nine percent (9%) above a Firefighter wage.
2. The salary ranges, based on employee classifications, shall be as follows, and the effective date of pay shall be the date of the first pay period, which includes July 1 of each year, to coincide with pay schedules.

Effective: July 1, 2011

STEPS	1	2	3	4	5
PARAMEDIC/ ADMIN. CAPT.	8,069	8,473	8,897	9,342	9,809
ADMIN. CAPT.	7,759	8,147	8,555	8,983	9,432
PARAMEDIC/ CAPTAIN	7,496	7,872	8,266	8,679	9,113
CAPTAIN	7,208	7,569	7,948	8,345	8,762
PARAMEDIC/ ENGINEER	6,601	6,931	7,278	7,642	8,024
ENGINEER	6,286	6,601	6,931	7,278	7,642
PARAMEDIC/ FIREFIGHTER	5,975	6,275	6,588	6,917	7,263
FIREFIGHTER	5,481	5,756	6,045	6,346	6,663

3. An employee shall remain in a step for a period of one year before being eligible for a step increase.
4. An employee's step increase will be the first day of the first full pay period on or after the anniversary date of the position.
5. A step increase is not an automatic payroll adjustment. Eligibility for a step increase will be based upon employee's performance and length of service.
6. Future cost-of-living increases will be added to the base salary increments and not to the paramedic pay differential.

7. No employee shall be involuntarily reassigned, through promotion, demotion or other action, to the forty- (40) hour captain/fire prevention specialist position.
8. The following is the formula for converting fifty-six- (56) hour leave to forty- (40) hour position leave:

$$\text{Hours on books} \times 71.5\% = \text{Converted Time}$$
9. The following is the formula for converting forty- (40) hour position leave to fifty-six- (56) hour leave:

$$\text{Hours on books} \times 140\% = \text{Converted Time}$$

B. Duty Hours and Schedule.

1. Employees assigned to a twenty-four (24) hour work schedule in fire suppression shall work a fifty-six (56) hour week. The fifty-six (56) hour week shall be scheduled as follows:

$$X \ X \ O \ O \ O \ O \ X \ X \ O \ O \ O \ O$$

Where: X = 24 consecutive hours ON DUTY.
O= 24 consecutive hours OFF DUTY.
2. Employees assigned to a forty- (40) hour work schedule (non-shift personnel) in fire suppression shall work Monday through Friday between the hours of 8:00 a.m. and 5:00 p.m., or at the Chief's discretion.
3. Employees shall be notified of shift assignments for the following year no later than October 1st. All shift assignment rotations shall occur during or after the second week of January in each year. The shift assignment rotation schedule for each rotation period shall be posted thirty (30) days after shift assignment notification. Notwithstanding anything contained within this M.O.U., the Chief shall retain the authority to make individual shift reassignments as necessary for personnel or operational reasons.

- C. Shift/Station Bidding. The Shift Bid Requests should start on or before September 1st to accommodate the District's obligation to post shift assignments by October 1st. Operationally, shift bid assignments are for a twenty-four (24) month period beginning on or before January 21st. Seniority Shift Bidding shall be based upon promotional (in rank) seniority list. The Firefighters will be responsible for the facilitation, execution, and overall supervision of the Shift Bidding Process. Shift bid packets shall consist of seniority list, bid dates and times, and appropriate calendar. Shift Bidding is based on hire / promotional date seniority starting with the highest seniority employee bidding first for each respective rank. Each employee shall observe his or her assigned shift bid time. An employee may not bid before his or her assigned time. Employees that fail to bid within the appropriate time window shall not bump, remove, or replace another employee shift bid/station assignment regardless of seniority. At the close of the shift bid, the Chief or Chief's Designee at

his discretion shall place any employee that has failed to bid at his/her designated time into the remaining open shift matrix.

1. During the shift bid, each employee will be notified of available stations and shifts including current assignments from previous bids.
2. The Chief or Chief's Designee may place employees into open slots for shift assignment prior to the initiation of the shift bidding process to meet the operational goals for that employee under the Priority Situations as follows:
 - a. Probationary- Firefighters, Engineers, Captains, BC's
 - b. Professional Development & Performance Improvement-Mentor and/or Trainee.
 - c. As part of Disciplinary Enforcement.
3. Shift bids shall be based on a three tier bidding process beginning first with the rank of Captain until all open Captain slots have been filled.
4. The second tier bidding process continues with the rank of Engineer until all open Engineer slots have been filled.
5. The third and last bidding process ends with the rank of Firefighter/Paramedic until all open Firefighter/Paramedic slots have been filled.
6. After shift assignments have been established and posted, and an operational need arises due to promotions, retirements, dismissal, unresolved conflict, or medical leave the Operations Chief may request voluntary movement from all personnel. If more than one qualified employee volunteers for movement, the Operations Chief shall consider the following:
 - a. Hire / Promotional Date Seniority. (Most Senior Employee)
 - b. Situational Priority.
7. After shift assignments have been established and posted, and an operational need arises due to promotions, retirements, dismissal, unresolved conflict, or medical leave, and after the Operations Chief requested voluntary movement from all personnel and no volunteers come forward, the Operations Chief shall consider the following:
 - a. Hire / Promotional Date Seniority. (Least Senior Employee)
 - b. Situational Priority.

D. Call Back Compensation.

1. Defined. When an employee returns to work because of a department request after the employee has completed his or her normal work shift and left the work station, the employee shall be credited with a minimum of two (2) hours plus any hours of work in excess of two (2) hours in which the employee is continuously engaged in work for which he or she was called back.
2. Compensation. "Call Back" time shall be overtime and shall be paid in accordance with overtime pay provisions.

E. Uniform and Uniform Allowance. Each employee shall receive an annual clothing allowance of FIVE HUNDRED DOLLARS (\$500.00), payable in equal installments on the first full pay period of July and January.

F. Overtime.

1. Authorization. The District Chief or his/her designee may require and shall authorize the performance of any overtime work in advance of being worked. If prior authorization is not feasible because of emergency conditions, a confirming authorization must be made on the next regular working day or as soon after as possible.
2. Definition. Overtime and hours worked shall be defined as per the Fair Labor Standards Act. The provisions of this paragraph are intended to comply with the rules set forth in the Fair Labor Standards Act (29 U.S.C. 201 et seq.) regarding overtime pay to personnel. At such time as said act may be amended to exempt District personnel from its provisions, then this Memorandum of Understanding shall be amended by action of the Board of Directors to provide that overtime shall be defined as any authorized time worked by shift personnel beyond fifty-six (56) hours in one work week and fifty-two (52) weeks per year and any authorized time worked by non-shift personnel in excess of forty (40) hours in one work week.

3. Compensation. Overtime shall be compensated at one and one-half (1-1/2) times the employee's basic hourly rate of pay. Basic hourly rate of pay for shift personnel shall be determined on the basis of fifty-six (56) hours per week and fifty-two (52) weeks per year. Basic hourly rate of pay for non-shift employees shall be determined on the basis of forty (40) hours per week and fifty-two (52) weeks per year.

However, in the event overtime is incurred due to a non-shift employee voluntarily filling in for shift personnel, overtime shall be calculated by converting the affected employee's salary from a 40-hour to a 56-hour work schedule (i.e., employee's basic weekly salary divided by 56 hours X number of hours worked X 1.5). If an employee is assigned a mandatory overtime, the overtime shall be compensated at one and one-half (1-1/2) times the employee's basic hourly rate of pay.

- G. Pay Days. Paydays shall be bi-weekly on Friday, unless a payday falls on a holiday, in which case the regular workday immediately prior to the holiday will be the appropriate payday.
- H. Education Pay. In addition to the base salaries set forth in Section A hereof, employees with the following educational degrees or certificates shall receive additional compensation as specified, provided a current certificate is presented to the District. To be compensated for an Associate's, Bachelor's, or Master's Degree, an employee must submit a diploma and an official copy of their transcripts to the department. A copy of the diploma (only) will be retained in the District files. No copies or other facsimiles of the employees' transcripts will be made by any member of the department. Both items will be returned to the employee immediately after the Chief verifies eligibility. The official transcripts should be mailed directly from the college or university where the degree was attained to the department addressed c/o Fire Chief XXX-Confidential. This will allow the chief to easily confirm that the degree has been „conferred' to the applicant. The official transcripts must be from a regionally or nationally accredited school, recognized by the U.S. Department of Education or the Council for Higher Education Accreditation (CHEA). (Exceptions to this rule must be approved by the Chief, or by appeal to the Board.)

All education degree incentives are non-stackable. The following monthly, fixed-rate educational incentives are subject to the same limitations and requirements outlined above.

AA/AS: \$250
BA/BS: \$500
MA/MS: \$750
Fire Officer: \$250
Chief Officer: \$0.00

- I. Paramedic Incentives. Paramedics must participate and complete run review sessions (critiques) and be a paramedic in good standing as required by the base hospital and EMS Agency of El Dorado County to be eligible for incentive pay.

1. District shall reimburse field training officer for internships and field accreditation up to the amount the District is reimbursed by the JPA.

a. Out of Grade Pay.

(1) Acting (Does not include shift trades).

- (i) When a Firefighter has been assigned as acting engineer or captain in the absence of the regular shift engineer or captain for a period of one (1) or more hours in one shift, he/she shall receive a five percent (5%) increase in salary for the hours worked in that position.
- (ii) When an engineer has been assigned as acting captain in the absence of the regular shift captain for a period of one (1) or more hours in one shift, he/she shall receive a five percent (5%) increase in salary for the hours worked in that position.
- (iii) When a captain has been assigned as acting battalion chief in the absence of the regular shift battalion chief for a period of 1 or more hours in one shift, he/she shall receive a five percent (5%) increase in salary for the hours worked in that position.
- (iv) Assignment of acting positions shall be at the discretion of the Chief or Deputy Chief.
- (v) Minimum qualifications for acting engineer and acting captain positions shall be established by the Chief.
- (vi) Eligibility for acting engineer, captain, or battalion chief positions does not entitle the employee to fill a permanent position when available. Testing for the permanent position will be done separately.

b. Downgrading (Does not include shift trades). Employees may voluntarily “downgrade” and work at a lower rank under the following circumstances:

- (1) The employee is qualified to work in the capacity of the position being filled (i.e. paramedic, driver/operator, etc.).
- (2) The position being filled by the downgrading employee is to avoid a mandatory fill of that position.
- (3) Downgrading may occur when authorized by the Fire Chief or his/her designee.
- (4) Employees who wish to downgrade and work at a lower rank shall have the same authority of the position they are filling.
- (5) Employees who wish to downgrade and work at a lower rank shall be paid at their normal overtime wage.

- c. Longevity Pay. The District shall provide an equitable distribution of longevity pay as set forth hereinafter. All personnel shall receive an annual longevity pay disbursement per the following schedule and paid in equal increments over twenty-six (26) pay periods and included on each pay period throughout the year.

Upon Completion of Years of Service	Annual Pay
10	\$500
15	\$750
20	\$1,000
25	\$1,500
30	\$2,000

*Note: Years of Service must be as a paid employee of the District and continuous, without interruption. Pay shall be updated on pay period following anniversary dates.

VIII. RETIREMENT

- A. Employees hired before July 1, 2011 shall be covered by the California Public Employees Retirement System (CalPERS) Three Percent (3%) at Fifty (50) formula for Safety Members (3% @ 50 Safety Plan), with the 1959 Survivor Benefits at the Third Level (Section 21573), with One Year Final Compensation (Section 20042) and other stipulations per contract with CalPERS currently in effect. The District shall treat Employer-Paid Member Contributions as CalPERS reportable compensation.
- B. Effective on the date of the contract amendment with CalPERS for cost sharing of additional benefits (Section 20516), employees shall contribute three percent (3%) of their CalPERS reportable compensation (exclusive of EPMC) to the employer's percentage contribution to CalPERS. (For this purpose only, reportable compensation will not include FLSA due to the complexity of the calculation.) Payments will be deducted on a pre-tax basis and applied towards the employer's contribution pursuant to IRC 414(h)(2) and Government Code Section 20516 and maintained in the employee's account.

IX. BENEFITS

A. Health.

1. District shall continue its participation in the Public Employees Retirement System (CalPERS) Health Program. Under this program, employees have a choice of all available HMO plans if offered in the area in which they live. If no HMO plan is offered, the employee will be allowed to choose to either use the District's address for HMO availability or subscribe to PERS Choice. District shall pay one hundred percent (100%) of the premiums for employee and dependent coverage as offered by the program. If an employee chooses, he/she may pay the difference between the HMO plan offered (or PERS Choice, where applicable) and the plan of their choice.
2. Health Benefits will be provided to retirees at the same level provided to then current personnel, as may be negotiated from time to time, whether or not the District remains in the CalPERS program.

B. Dental/Vision.

1. The District will allot into an accumulating fund (the Fund) for dental/vision care for each employee and their dependents as follows: One hundred twenty dollars (\$120.00) per month for an employee with no dependents, one hundred fifty dollars (\$150.00) per month for an employee with one dependent, and two hundred dollars (\$200.00) per month for an employee with two or more dependents. In the event that all employees agree to join the same dental/vision plan, Fund resources shall be used to pay the premiums for such plan, but in no event will the District be obligated to pay any funds in addition to those available in the Fund. So long as a single dental/vision plan has not been agreed to and joined by all the employees, each employee shall be entitled to draw up to his/her contributed share of the Fund for dental/vision charges, provided written verification of such charges is submitted to the District prior to reimbursement. All interest accrued on the Fund shall revert to the District.
2. Retirees shall carry over their existing dental/vision account balance with no further contributions by the District; and shall be allowed to draw up to his/her contributed share of the Fund for dental/vision charges, provided written verification of such charges is submitted to the District prior to reimbursement, until such fund is exhausted.

- C. Life Insurance. District shall maintain a TWENTY THOUSAND DOLLAR (\$20,000.00) term life insurance policy in the name of each employee; each employee shall have the right to designate the beneficiary of said policy.

- D. Disability Insurance. District shall maintain a sixty-day disability insurance policy as provided by California Association of Professional Firefighters for safety personnel.

X. HOLIDAYS

- A. The District shall provide an equitable distribution of holiday pay as set forth hereinafter. All shift personnel shall receive an annual holiday pay disbursement calculated by multiplying each affected employee's regular hourly wage by one hundred twenty (120) hours and divided by twenty-six (26) pay periods and included on each pay period throughout the year. These payments shall constitute the sole and exclusive mechanism of awarding to shift personnel any additional compensation for shift duty worked during holiday periods.
- B. All non-shift personnel shall receive the following paid holidays:
January 1 - New Year's Day
January - Martin Luther King Day (Observed)
February (3rd Monday) - President's Day
May (Last Monday) - Memorial Day
July 4 - Independence Day
September (1st Monday) - Labor Day
October 12 (Observed) - Columbus Day
November 11 (Observed) - Armistice Day
November (Fourth Thursday) - Thanksgiving
November - Friday after Thanksgiving
December 24 - Christmas Eve
December 25 - Christmas Day
- C. In the event non-shift personnel work on a holiday, he/she shall be entitled to compensation at two (2) times his/her basic rate of pay, calculated in accordance with Article VII, Section E(3), of this M.O.U.

XI. VACATION

- A. Benefits. Employees shall receive the following vacation benefits according to their years of employment with the District as follows:
1. Up to five (5) years employment: thirteen (13) working days per year for non-shift and one hundred forty-four (144) hours per year for shift employees.
 2. Six (6) years or more and up to and including ten (10) years employment: seventeen (17) working days per year for non-shift and one hundred ninety-two (192) hours per year for shift employees.

3. Eleven (11) years or more and up to and including fifteen (15) years employment: twenty-two (22) working days per year for non-shift and two hundred forty (240) hours per year for shift employees.
4. Sixteen (16) years or more and up to and including twenty (20) years employment: twenty-four (24) working days per year for non-shift and two hundred sixty-four (264) hours per year for shift employees.
5. Twenty (20) years or more employment: twenty-six (26) working days per year for non-shift and two hundred eighty-eight (288) hours per year for shift employees.

B. Limitations.

1. Vacation time may not be taken until after the completion of six months of continuous employment. Vacation will be accrued on a monthly basis with a maximum accumulation for non-shift employees of thirty-five (35) working days and for shift employees of three hundred eighty-four (384) hours.
2. Vacation time may be exercised at any time throughout the year after reasonable notice has been given by the employee, provided that only three (3) shift employees per shift will be allowed off at any given time, with the following exceptions:
 - a. The required two weeks of active duty and one weekend per month of required inactive duty for military leave is exempt from two-shift-employees per shift restriction.
 - b. Other exceptions as authorized by the Chief.
3. Upon separation from the District, an employee's unused vacation time will be compensated at one hundred percent (100%). During employment, an employee may sell his vacation time back to the District for one hundred percent (100%) of his basic hourly rate. Such payback period shall be quarterly (July, October, January, April) and request for the District to purchase such vacation time must be submitted, in writing, at least two weeks prior to the first of the quarter.

XII. SICK LEAVE

- A. The provisions of this section are intended to provide guidance with respect to the usage of sick leave. The provisions of this section are intended to comply with state and federal law related to sick leave usage, including, without limitation, the Family Medical Leave Act (FMLA), the California Family Rights Act (CFRA) and the California Pregnancy Disability laws. Although the provisions of this section are intended to comply with state and federal laws related to sick leave usage, any provision in this section found to be more lenient shall prevail.

- B. Sick Leave is defined as leave taken to care for self or family (kin) in the event of illness or injury, as defined in California Labor Code Section 233.
- C. Any employee exercising his/her leave rights shall be able to exhaust all available means of leave afforded to him/her, (i.e. sick leave, vacation time, shift trades, etc.) prior to initiating FMLA if he/she so chooses.
1. Sick Leave Accrual. Sick Leave shall be accrued on a prorated monthly basis at the following rate:
 - a. Non-shift personnel - 17 working days per year
 - b. Shift personnel - 192 hours per year
 - c. Sick leave shall start accruing on the first day of the month following one month of continuous service.
 - d. Maximum accumulation of sick leave shall be unlimited.
 2. Illness/Injury During Vacation. An employee who becomes ill or injured while on vacation may have such period of illness/injury charged to the employee's accumulated sick leave rather than vacation, provided that: Immediately upon return to duty, the employee submits to the Chief a written request for sick leave, accompanied by a signed statement from the employee's attending physician indicating the dates of the employee's illness.
 3. Procedure to Receive Sick Leave. To qualify for paid sick leave, the employee must notify his/her supervisor as soon as possible but not later than one hour after the start of the day's/shift's work. In the event sick leave is required by the employee for an unforeseen emergency, management personnel shall use reasonable discretion in the exercise of requiring notification.
 4. Maintenance of Benefits While on Leave.
 - a. The District will maintain all benefits of any employee who is absent from work up until that employee has exhausted all means of available leave. All means of available leave is defined as: employee's accrued sick leave, employee's vacation time, employee's trades, any donated sick leave by other employees of the District, and leave described in state and federal laws.
 - b. Employees are allowed to use accrued sick leave only for legitimate reasons permitted by these provisions. An employee found to have claimed/used sick leave fraudulently may be subject to discipline.
 5. Return to Work Physicals. Prior to the resumption of work duties after having extended sick leave usage or industrial disability leave due to injury or illness, an employee may be required to undergo a physical examination by the District's physician and/or a physical ability test, or submit a certificate of employability where it is in the District's best interest.

6. Payment of Unused Sick Leave.

- a. The payment of unused sick leave is authorized by the District as a means of rewarding employees who have made conscientious efforts to maximize their attendance on the job. Permanent employees, regardless of length of service, shall be entitled to payment for accrued sick leave as indicated below, up to their date of separation. However, employees whose separation is caused by dismissal shall not be entitled to payment for unused sick leave.

Number of Sick Leave Days Accumulated		
Shift Employees	Non-Shift Employees	Percentage of days for which Compensation is given
64+	135+	60
52-63	112-134	50
41-51	88-111	40
31-40	64-87	30
21-30	41-63	20
0-20	0-40	0

- b. In the event of a death, the beneficiary of the employee shall be paid for those sick leave hours for which the employee would have been paid had employment terminated on the date of death.
- c. Upon an employee's retirement, any unused sick leave hours/days for which compensation has not been awarded may be credited to the CalPERS Sick Leave Credit, if allowed, covered by the Contract between El Dorado Hills County Water District and the Public Employees Retirement System. An employee may at his/her discretion convert all unused sick leave to CalPERS "Sick Leave Credit" and forgo compensation outlined in the table above.

7. Donation of Sick Leave Hours. District shall allow employees to donate sick leave hours directly to another employee on an as needed basis. Hours shall be donated in 12-hour increments. Hours shall be adjusted according to the existing conversion formula found in Section VII of the MOU. The donating employee shall not donate sick leave hours if it would result in his/her sick leave accumulation dropping below 240 hours (with the exception of the allowable 96-hours per calendar year as outlined in CA State Labor Code). Prior to any transfer of hours, a District form shall be signed by each employee and approved by the Chief, stating that no compensation shall be received as a result of the donated hours.

XIII. BEREAVEMENT LEAVE

- A. Shift Personnel. One shift per person per occurrence shall be allowed for absence from duty due to the death of his or her parent, spouse, child, grandparent, grandchild, brother, sister, mother-in-law, father-in-law, or the death of any child or close relative who resides with the employee at the time of death, after which any leave would be considered under "XII. Sick Leave."
- B. Non-Shift Personnel. Two (2) days per person per occurrence shall be allowed for absence from duty due to the death of his or her parent, spouse, child, grandparent, grandchild, brother, sister, mother-in-law, father-in-law, or the death of any child or close relative who resides with the employee at the time of death, after which any leave would be considered under "XII. Sick Leave."

XIV. STATION STAFFING

- A. Effective July 1, 2011, the District and Firefighters agree that minimum daily staffing levels shall be fifteen (15) emergency response personnel per day. Effective October 1, 2012, the District and Firefighters agree that minimum daily staffing levels shall be fourteen (14) emergency response personnel per day. At these levels, engine staffing is considered full staffing and can be used to facilitate a tandem response with the Air Unit and/or Water Tender as deemed necessary for strategic operations. Emergency response personnel are defined as: all personnel currently assigned to a 24-hour work schedule as defined in MOU Section VII B 1.

XV. REDUCTION OF FORCE

- A. In the event the Board of Directors, in its exclusive judgment, ultimately decides that a reduction in force shall be implemented, the Board shall specify the number of positions to be authorized. Any lay-off of personnel initiated will be made on the inverse order of seniority hire date as defined in the MOU.
 - 1. Procedure.
 - a. The Fire Chief shall designate those employees to be laid off with the Board's specific number of authorized positions.
 - b. Employees shall be laid off in inverse order of District seniority by hire date. Employees shall be demoted in inverse order of seniority by promotional date.
 - c. An employee who bumps to a lower paying job classification will be placed on the applicable seniority list for that classification according to the employee's prior District service (promotion or hire date) in that rank.
 - d. Employees cannot bump into a lower paying job classification that they were never employed or did not complete a successful probation (unless they were promoted during probation).

- e. When vacancies occur within three years after the date an employee is laid off the employee shall be given the opportunity to be rehired to the former position in accordance with seniority and prior to any new employee in that classification. Rehired employees will have to pass physical examination and department physical agility test. If the notified (rehired) employee fails to respond within thirty (30) days of written notice he or she will have lost the right to rehire. Persons re-employed through this means shall retain all seniority accrued while working and layoff shall not be considered a break in employment.

XVI. DISTRICT ADOPTION OF RULES AND REGULATIONS

- A. The Board of Directors for the District has adopted Rules and Regulations, consistent with the operating procedures of the Department. To the extent that any conflicts arise between the District's Rules and Regulations and this Memorandum of Understanding, the terms and conditions of the Memorandum of Understanding shall control.

XVII. FULL UNDERSTANDING, MODIFICATION, WAIVER

- A. This Memorandum of Understanding sets forth the full and entire understanding of the parties regarding the matters set forth herein, and any other prior or existing understanding or agreements by the parties, whether formal or informal, relating to any such matters are hereby superseded or terminated in their entirety.
- B. It is agreed and understood that each party hereto voluntarily and unqualifiedly waives its right to negotiate, and agrees that the other party shall not be required to negotiate, with respect to any matter covered herein, during the term of this Memorandum of Understanding.
- C. No agreement, alteration, understanding, variation, waiver, or modification of any of the terms or provisions contained herein shall in any manner be binding upon their parties hereto unless made and executed in writing by all parties hereto, and if required, approved and implemented by the District's Board and Firefighters membership.
- D. The waiver of any breach, term, or condition of the Memorandum of Understanding by either party shall not constitute a precedent in the future enforcement of all its terms and provisions.

XVIII. TERM

- A. This Memorandum of Understanding represents the entire Agreement between the District and the Firefighters, cancels all previous agreements on items covered herein, and shall become of full force and effect on adoption by the Board of Directors and ratification by District's employees and shall continue in full force and effect until midnight September 30, 2013. Furthermore, this Memorandum of Understanding shall be automatically renewed on the same terms and conditions for an additional year unless either party shall give written notice to the other on or before September 1, 2013, of its intent to not have this Memorandum of Understanding renewed; and provided that either party shall be able to terminate such renewed Memorandum of Understanding by giving written notice to the other party, any time after September 1, 2013, of its intent to terminate this Memorandum of Understanding and any rights and obligations thereunder, which notice shall be effective thirty (30) days thereafter.
- B. In the event that the District is included within an incorporated city during the term of this agreement, the provisions of this agreement shall remain binding upon the successor City and the term of this agreement shall be extended until a new agreement between the Association and the City has been agreed upon.
- C. Notwithstanding the above-stated term, the parties agree that if certain conditions or events occur during the intended term hereof, the parties shall suspend certain provisions and reopen negotiations as to those provisions, as set forth hereafter.
- D. The terms and conditions set forth in this MOU were agreed upon after negotiation and represent the parties' effort to address declining revenue projections over the intended two fiscal year period. Specifically, the parties have attempted to address a projected year over year revenue decline of five percent (5%) per year over the next two fiscal years (per El Dorado County). The terms and conditions set forth herein are projected to maintain a balanced budget (i.e. expenditures=revenues) without drawing down existing reserves (excluding beneficial one-time cost saving measures such as the CalPERS side fund payoff) by reducing expenditures in each fiscal year by five percent (5%) from the prior year's level via cost savings and employee wage and benefit reductions, as set forth in this MOU and other employee agreements. The parties agree that if the revenue declines are worse than projected during the term hereof, or if hiring needs or other extraordinary circumstances occur, renegotiation of this MOU may be required. Accordingly, the parties agree upon the following:

1. In the event ad valorem property tax revenues in either fiscal year during the term hereof decline by more than five percent but less than ten percent from the prior year's level, the terms of this MOU shall remain in full force and effect, and any shortfall shall be funded from existing District reserves. In the event that ad valorem property tax revenues in either fiscal year during the term hereof decline by ten percent or more from the prior year's level, the terms and conditions of this MOU shall be automatically reopened and the parties shall thereafter make such modifications to the terms hereof to offset such additional revenue decline.
2. In the event that additional safety personnel are needed, in District's reasonable judgment, this MOU shall be automatically reopened for the limited purpose of establishing the terms and conditions of PERS retirement, health vesting requirements, and other terms applicable to such new hires.
3. In the event that the El Dorado County Joint Powers Authority reduces its funding to the District for ambulance operations, the terms and conditions of the MOU shall automatically be reopened and the parties shall thereafter make such modifications as necessary to address such funding reduction. The parties acknowledge and agree that a JPA funding reduction is an event wholly separate from the ad valorem property tax revenue declines addressed in subsection 1 above.
4. In the event that previously unforeseen legislative or governmental mandates are imposed upon the District which create budgetary issues, this MOU shall be automatically reopened and the parties shall thereafter make such modifications to the terms hereof to offset such additional revenue declines or required expenditures.
5. In the event the Chief reasonably determines in either Fiscal Year that the cost savings cannot be obtained, this MOU shall be automatically reopened and necessary modifications shall be made to ensure that the required cost savings can be achieved over the balance of the intended Term.
6. In the event any portion of the Retirement provisions set forth herein are invalidated, or the language or terms included therein are deemed unacceptable to CalPERS, this MOU shall be automatically reopened for the limited purpose of modifying the Retirement provision to satisfy CalPERS requirements.

In witness whereof, the parties hereto have caused this Memorandum of Understanding to be executed by affixing their signatures below.

DISTRICT:

EL DORADO HILLS COUNTY WATER DISTRICT

Dated: 7-19, 2011.

By: [Signature]
Its: President

ATTEST:

Dated: 7-19, 2011.

Connie G Bair
By: Connie Bair
Its: District Secretary

FIREFIGHTERS:

EL DORADO HILLS PROFESSIONAL FIREFIGHTERS

Dated: 7-19, 2011.

[Signature]
By: Tom Anselmo
Its: President

Effective:

Adopted: 7-1-11

Response To F1 Table 2: Key EDHFD Budget Components			
	Actual	Budgeted	Budgeted
	2009-10	2010-11	2011-12
Wages and Benefits	\$13,592,502	\$13,563,668	\$11,887,839
Operations	\$1,213,962	\$1,436,970	\$1,206,980
Contingency Funds		\$160,000	
Fixed Assets	\$88,389	\$948,000	\$75,000
Capital Reserve/Reserve Trsfr/Debt Svs	\$838,754	\$0	\$1,094,218
Total Budget	\$15,733,607	\$16,108,638	\$14,264,037
% Wages/Benefits of Total Budget	86%	84%	83%
% Wages/Benefits of Operations	92%	90%	91%

Response To F1 Table 2: Key EDC Fire Budget Components			
	2009-10	2010-11	2011-12
Wages and Benefits	\$8,952,000	\$11,554,909	\$8,857,004
Operations	\$1,255,128	\$1,594,124	\$1,284,124
Contingency Funds			
Fixed Assets	\$49,643	\$199,000	\$140,000
Capital Reserve/Reserve Trsfr/Debt Svs	\$374,392	\$513,000	\$563,000
Total Budget	\$10,631,163	\$13,861,033	\$10,844,128
% Wages/Benefits	84%	83%	82%
% Wages/Benefits of Operations	88%	88%	87%

Response To F1 Table 2: Key Rocklin Budget Components			
	2009-10	2010-11	2011-12
Wages and Benefits	\$6,388,872	\$6,149,005	\$6,513,230
Operations	\$743,940	\$688,732	\$174,600
Contingency Funds	\$0	\$0	\$0
Fixed Assets	\$0	\$0	\$0
Capital Reserve/Reserve Trsfr/Debt Svs	\$1,163,697	\$72,367	\$0
Total Budget	\$8,296,509	\$6,910,104	\$6,687,830
% Wages/Benefits	77%	89%	97%
% Wages/Benefits of Operations	90%	90%	97%

Response To F1 Table 2: Key Lincoln Budget Components			
	2009-10	2010-11	2011-12
Wages and Benefits	\$4,029,823	\$3,513,131	\$3,147,396
Operations	\$476,058	\$333,539	\$281,614
Contingency Funds			
Fixed Assets	\$15,000		\$165,000
Capital Reserve/Reserve Trsfr/Debt Svs			
Total Budget	\$4,520,881	\$3,846,670	\$3,594,010
% Wages/Benefits	89%	91%	88%
% Wages/Benefits of Operations	89%	91%	92%

Response To F1 Table 2: Key SL Tahoe Budget Components			
	2009-10	2010-11	2011-12
Wages and Benefits	\$5,875,293	\$5,839,046	
Operations	\$592,883	\$542,446	
Contingency Funds			
Fixed Assets	\$155,226	\$120,849	
Capital Reserve/Reserve Trsfr/Debt Svs	\$400,428	\$281,000	
Total Budget	\$7,023,830	\$6,783,341	
% Wages/Benefits	84%	86%	
% Wages/Benefits of Operations	91%	91%	

11-12 Not Available

Response To F1 Table 2: Key Sac Met Budget Components			
	2009-10	2010-11	2011-12
Wages and Benefits	\$129,992,738	\$130,054,992	\$124,207,951
Operations	\$12,255,771	\$14,739,846	\$14,990,563
Contingency Funds			
Fixed Assets	\$226,255	\$154,050	\$83,000
Capital Reserve/Reserve Trsfr/Debt Svs			
Total Budget	\$142,474,764	\$144,948,888	\$139,281,514
% Wages/Benefits	91%	90%	89%
% Wages/Benefits of Operations	91%	90%	89%

Response To F1 Table 2: Key Folsom Budget Components			
	2009-10	2010-11	2011-12
Wages and Benefits	\$12,917,323	\$12,834,438	\$11,859,945
Operations	\$1,405,706	\$1,776,367	\$1,310,004
Contingency Funds			
Fixed Assets	\$607,912	\$0	\$291,200
Capital Reserve/Reserve Trsfr/Debt Svs	\$81,602	\$132,000	\$177,845
Total Budget	\$15,012,543	\$14,742,805	\$13,638,994
% Wages/Benefits	86%	87%	87%
% Wages/Benefits of Operations	90%	88%	90%

Response To F1 Table 2: Key Sac City Budget Components			
	2009-10	2010-11	2011-12
Wages and Benefits	\$86,347,312	\$87,063,507	\$83,989,846
Operations	\$9,204,948	\$9,721,990	\$10,147,322
Contingency Funds			
Fixed Assets	\$399,652	\$1,663,203	\$1,396,843
Capital Reserve/Reserve Trsfr/Debt Svs	\$424,062	\$420,730	\$422,865
Total Budget	\$96,375,974	\$98,869,430	\$95,956,876
% Wages/Benefits	90%	88%	88%
% Wages/Benefits of Operations	90%	90%	89%

Findings 2 - Response To GJ Table 4: Comparable Fire Departments (09/10 Fiscal Year)

	EDC	EDH	Rocklin	Lincoln	SL Tahoe	Sac Metro	Folsom	SacCity
Total Staff	76	58	36	24	33	542	72	560
By Rank								
Chief	1	1	1	1	1	1	1	1
Asst/Deputy Chief	2	1	1 FM			5 AC (2 vacant), 4 DC (1 vacant), 1 FM	1	3 DC, 5AC
Division Chief		2			3		0	
Battalion Chief	4	3	4	2		17	5 BC, 1 FM	15
Captain	20	13	9	6	3	138	15	107
Engineer	5	12	9	N/A	9	135	15	94
Firefighter	44	26	13	15	17	244	32 FF, 2PM	335
District Population	77000	42615	54754	41111	23896	640000	64394	530327
District Square Miles	281	44	19.87	18.3	13	417	21.74	146.3
Number of Stations	15 (7 staffed full-time)	4	3	3 (2 staffed)	4 (3 staffed)	41	4	23
Station Staffing	2-5	3 to 6	3-4	3	4,2,4,0		3-7	
Total Alarms	7565	2635	3578	2977	2926	75525	5600	68944
% Medical Calls		55	67%	67%	68%	68%		61%
Fires		30	140*	28	40			475
Annual Property Loss (Fires)		\$1,207,000	\$2,746,106	>\$35000			\$1,223,180	
Engine Staffing	2 to 3	3 to 4	3	3	2	3	3	4
Truck Staffing					0 (can crosstaff from ENG)			
Floaters Used?	0	4	3-4	N/A		4	4	4
Span of Control Captain to ENG/FF	1:1-4	1:2-5	Yes	No		Yes (pool)	No	Y (pool)
Base Salary			1:2	1:2	1:1-3	1:2-5	1:2-5	1:3-5
Top Step FF	\$67,063	\$79,996	\$74,316	\$68,242	\$62,400	\$79,048.00	\$78,288	\$65,072
Paramedic Increase	12%	9%	\$500/mo	N/A	10%	9.3%	\$500/mo	10%
Top Step Eng	\$69,189	\$91,704	\$82,560	N/A	\$68,652	\$87,492.00	\$86,124	\$77,322
Top Step Captain	\$83,691	\$105,144	\$94,368	\$86,184	\$78,936	\$98,030.00	\$94,728	\$87,416

Findings 2 - Response To GJ Table 4: Comparable Fire Departments (09/10 Fiscal Year)

	EDC	EDH	Rocklin	Lincoln	SL Tahoe	Sac Metro	Folsom	SacCity
Top Stop Battalion Chief	\$108,264	\$129,648	\$116,052	\$112,908	N/A	\$119,316		\$112,723
Top Stop Division Chief		\$142,620						
Top Step AC/Deputy Chief	\$122,720	\$161,148				AC \$151632, DC\$166788		\$168,943
Top Step Chief	\$158,704	\$185,000	\$188,688	\$148,902	\$142,512	\$224,736		\$186,176
Span of Control BC to Captain	1:6	1:4	1:3	1:2			1:4	1:8
Salary Increase Eng To Captain	20%	13%	14%	N/A	15%	11%	10%	13%
Total Budget 09/10	\$10,631,163	\$15,733,607	\$8,296,509	\$4,520,881	\$7,023,830	\$142,474,764	\$15,012,543	\$96,375,974
Total Annual OT Budget	\$854,526	\$2,093,591	\$52,989,211	\$249,192	\$222,578	\$16,368,530	\$579,993	
AVG OT Pay/Employee	\$10,955	\$37,385	\$15,585	\$10,383		\$23,249		
Education Pay % of Budget		2.8%	0.41%	20% of base salary		4.6%		
Is EIP included in OT Calculation	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
AVG EIP Per Employee	0	\$5,585	\$1,714	Reported as 12.29% of base pay per employee		\$12,788		

Employee Contributions

Medical	0	No	0	0	Varies with date of hire	0	0	0
Dental/Vision	0	0	0	0	Varies with date of hire	0	0	0
Retirement (PERS)	0	0	0	0	0	0	0	0
# of Staff Receiving Fire Officer Pay	None		11	17	16			N/A
Fire Officer Pay incentive		3%	\$75/mo	5%	2%	1%	5%	None
Fire Chief Participation In MOU Negot		Yes		No				

Notes:

1. City paid medical/dental premiums up to \$1200.
2. City paid medical premiums up to \$1093.
3. City paid Kaiser premiums.
4. Employees paid percentage of rise in premiums based on date of hire.

Findings 2 - Response To GJ Table 4: Comparable Fire Departments (09/10 Fiscal Year)

	EDC	EDH	Rocklin	Lincoln	SL Tahoe	Sac Metro	Folsom	SacCity
--	-----	-----	---------	---------	----------	-----------	--------	---------

5. City paid up to 150% of Kaiser premium

6. Dept paid cost of BS/Kaiser premium.

Total Staff adjusted to include sworn positions only.

EL DORADO HILLS FIRE DEPARTMENT

Overall Average Response Time: Medical Aids, Wildland Fires & Structure Fires

Numbers exclude Medic Unit (M85)

Numbers include First Arrive on Scene: Truck or Engine

EDH District ONLY (No Mutual Aid)

<u>Type of Incident</u>	<u>Year</u>	<u>Overall Average Response Time</u>
Medical Aids	Dec - Jan 2010	5:54
Medical Aids	Jan -July 2011	5:48
Structure Fires		
	Dec - July 6th 2011	5:34
	Jan - Dec 2010	6:08
Wildland Fires		
	Dec - July 6th 2011	8:00
	Jan - Dec 2010	8:00

RESPONSE TIME SURVEY SUMMARY

The following exhibits show response times to the more populated areas of the Fire District. It does not reflect total response time, which includes reporting the emergency and call processing.

A six-minute response zone for each existing station, and the proposed Business Park Station, is included on individual maps.

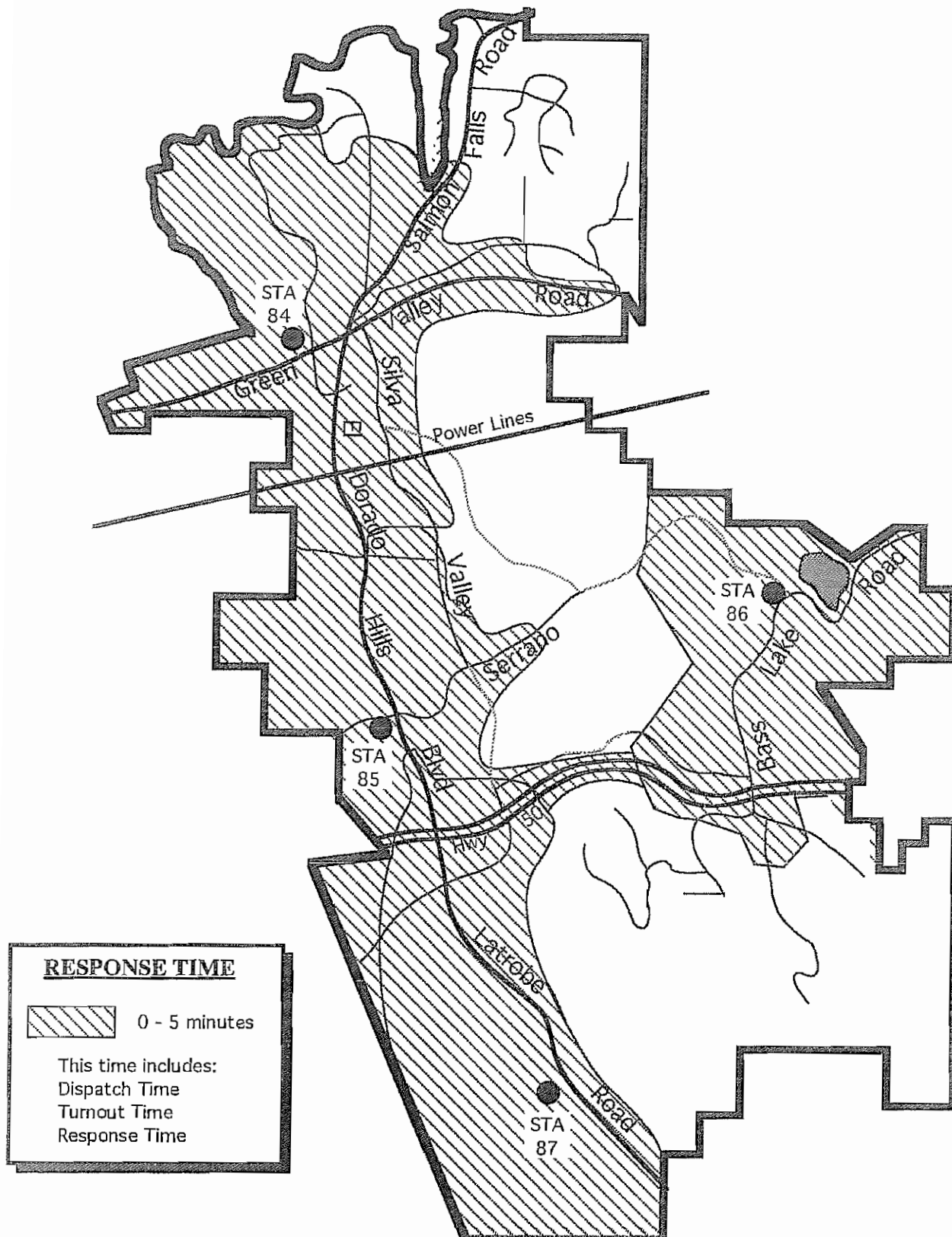
Response times are one of the major factors in determining locations of future fire stations. A study of residential structure fires completed by the National Fire Protection Association (NFPA) reveals that a fire reaches a critical state within an elapsed time of four to ten minutes. Once a fire reaches this critical point, it spreads with extreme intensity, compounding loss and manpower factors. The NFPA recommends that Fire Department efforts should be concentrated on attacking fires before they reach this critical stage.

Another area of concern regarding response times is medical calls. Forty to fifty percent of the calls answered by this Department are medical aid related. A critical time factor for survival of a person not breathing is four to six minutes before permanent brain damage or death occurs.

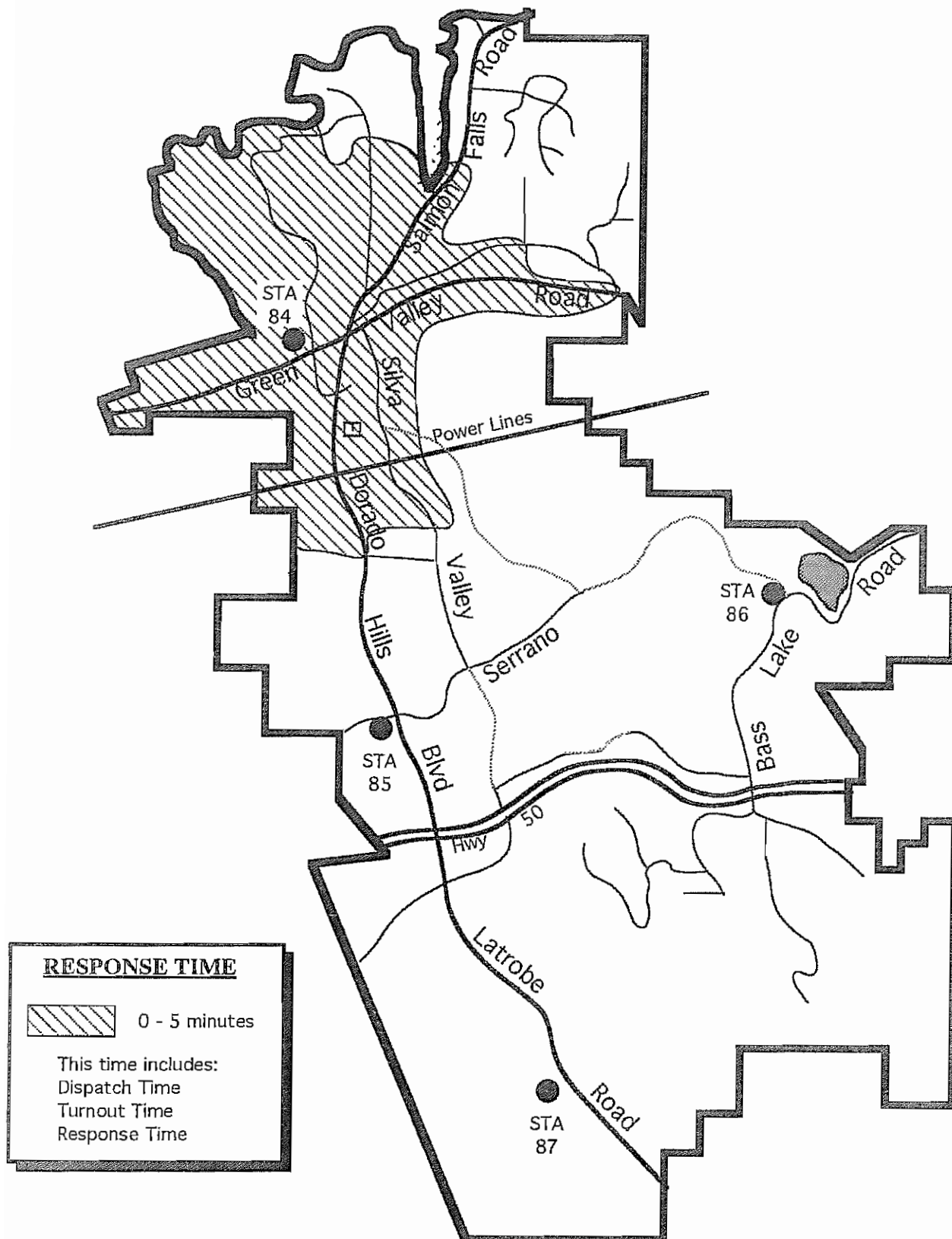
With this information and other time factors, which would add to the total response time, we can surmise that the optimum response time should be six minutes or less. The District has adopted a goal of a six-minute response time to ninety percent of the incidents within the District. This meets and is in concurrence with the El Dorado County General Plan response time criteria.

In addition, each station would provide the other stations with a backup response for structure fire, wildland fire, and multiple alarm situations.

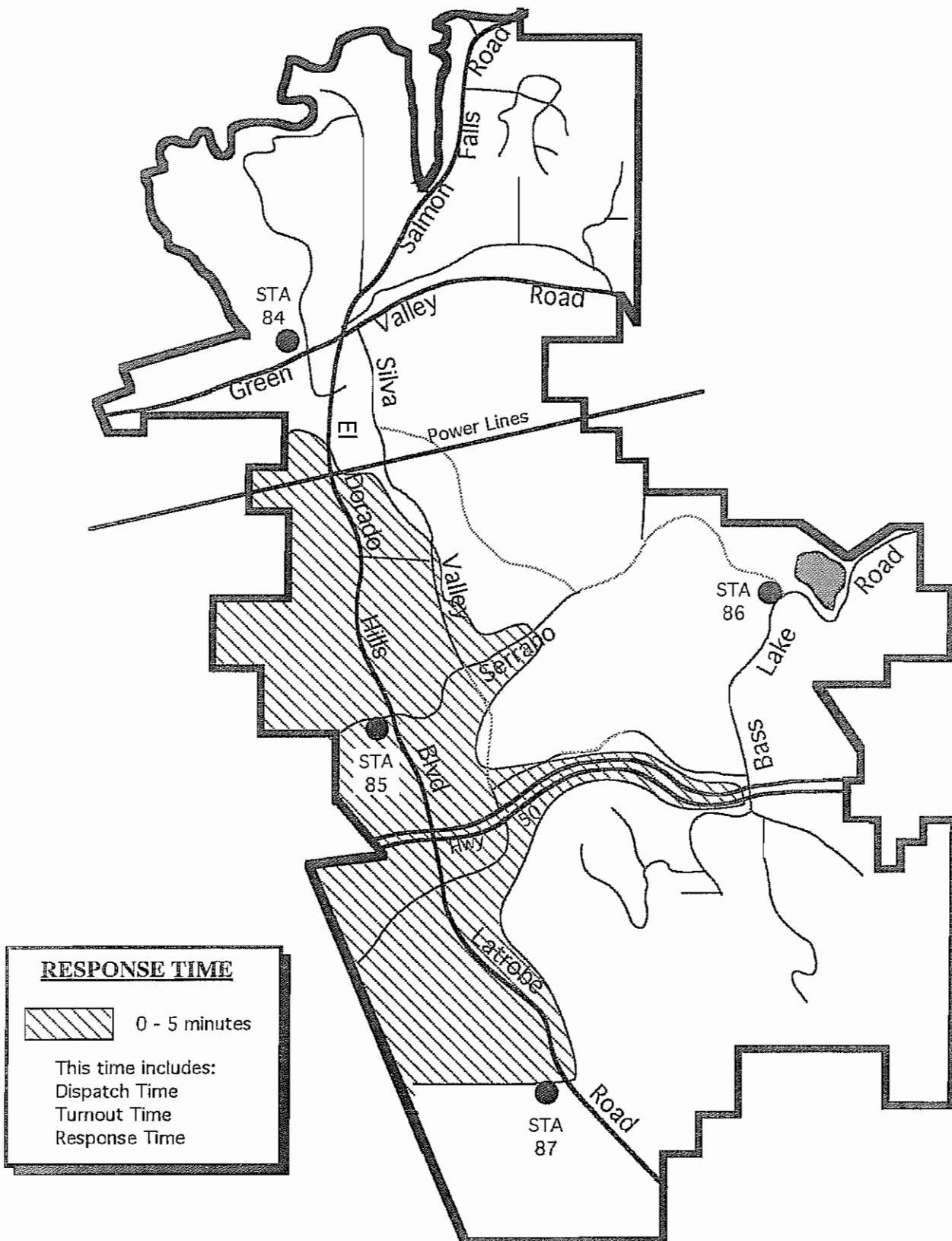
El Dorado Hills Fire Department All Stations



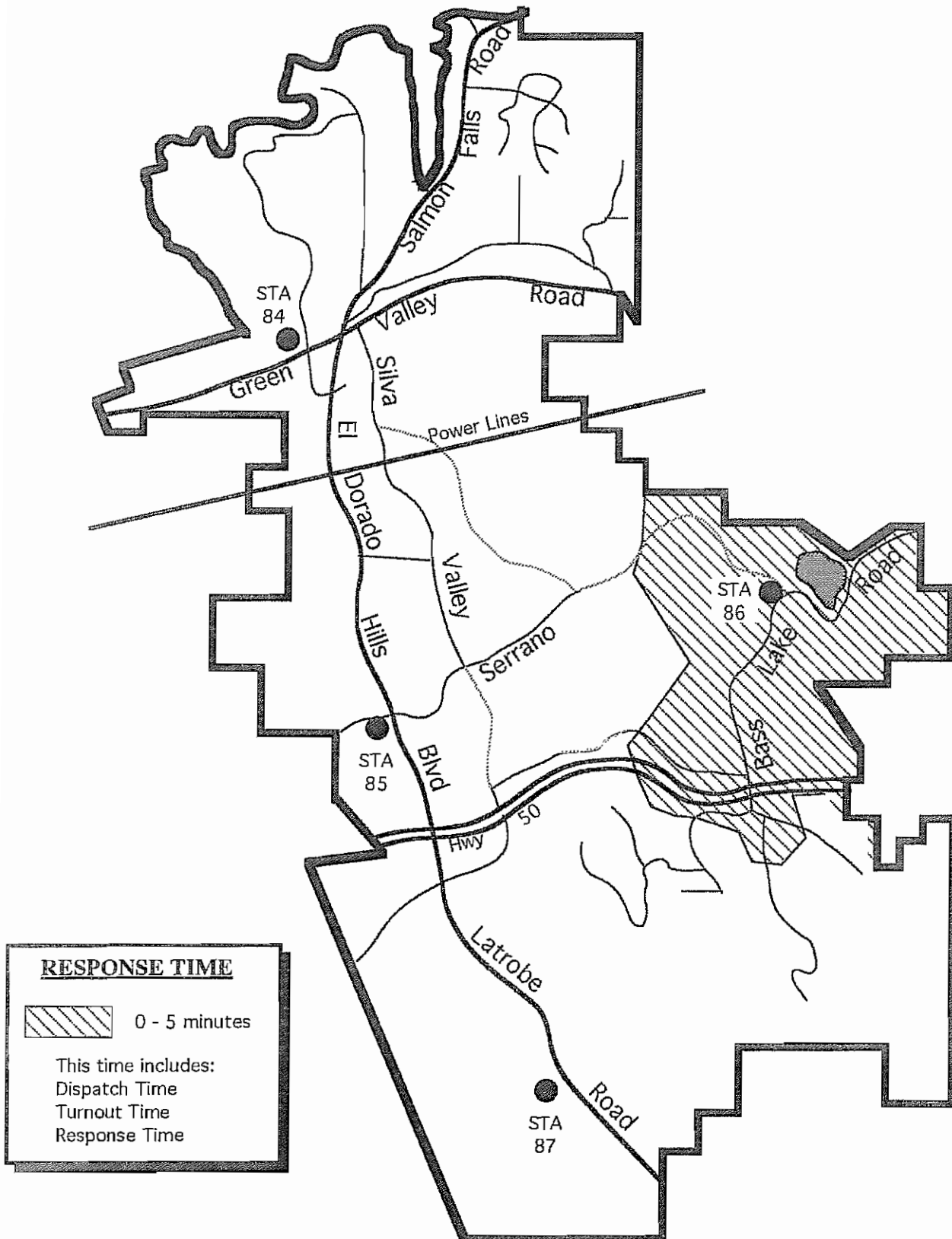
El Dorado Hills Fire Department Station 84



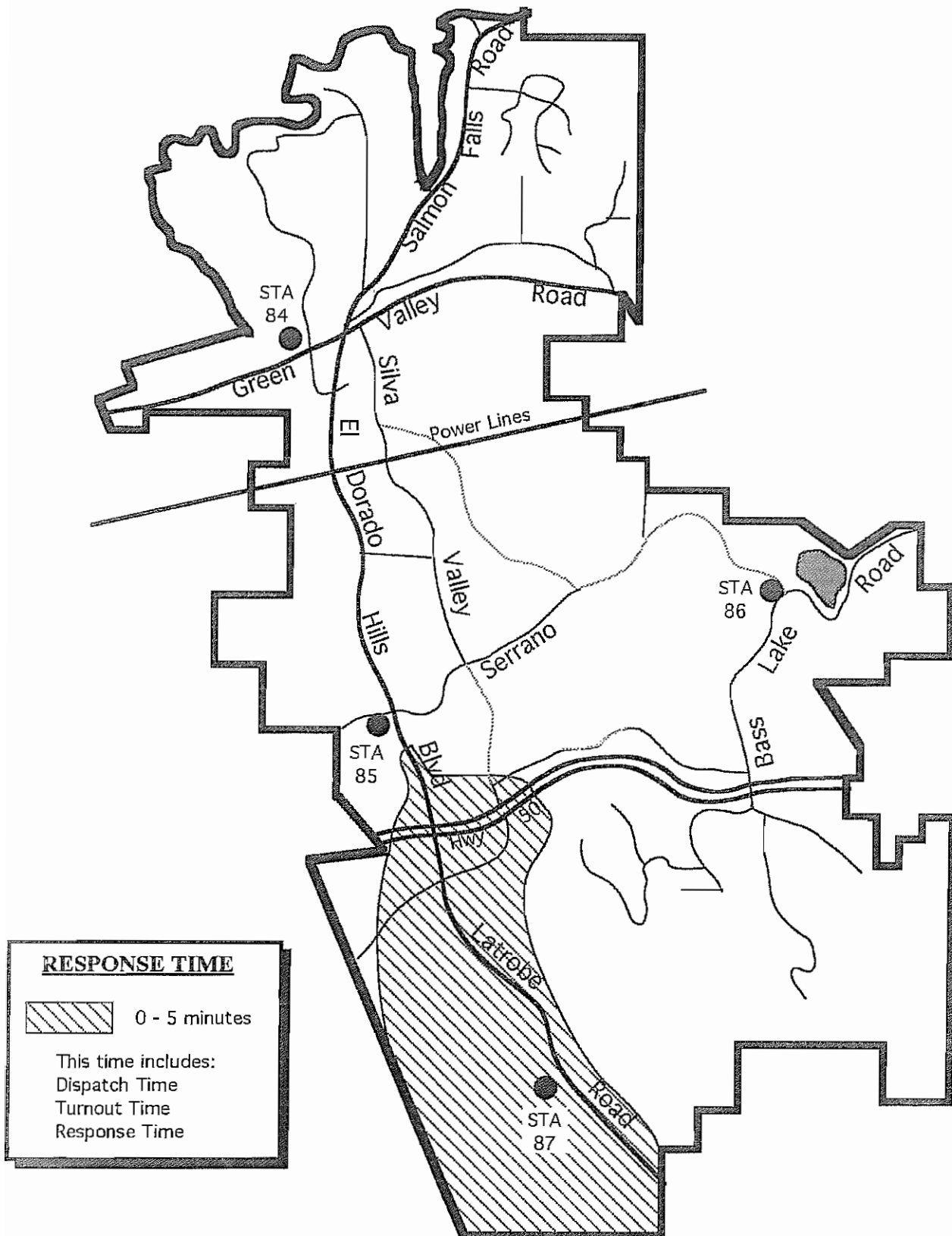
El Dorado Hills Fire Department Station 85



El Dorado Hills Fire Department Station 86



El Dorado Hills Fire Department Station 87



EL DORADO HILLS **FIRE DEPARTMENT**



2009 Annual Report

HIGHWAY 50 INCIDENT

Dear Members of the Board:



It is my pleasure to present the 2010 Annual Report for the El Dorado Hills County Water District (Fire Department). I am pleased to report that despite the serious economic downturn both regionally and locally, we have been able to continue to provide the El Dorado Hills community with extraordinary customer service.

Through continued focus on our Core Values of “Integrity, Service and Excellence” in all we do, our Department has grown in experience and depth. We have fulfilled all requirements placed upon us and met new challenges. The state of the economy has demanded that we pay close attention to our budget and plan accordingly. We have been successful at making the necessary adjustments without sacrificing service levels. In an effort to make every attempt not to deficit spend in 2010, I anticipate further adjustments will need to be made.

The problematic area continues to be lack of residential and commercial growth which decreases income and creates an imbalance in expenditures versus revenues. If revenue continues to decline, we will be faced with some critical decisions in order to balance the budget.

Our calls for service decreased by approximately 13 percent. This is attributable to Medic 86 moving to El Dorado County Fire’s area. Our structure fire call numbers decreased by approximately 28 percent; wildland fires decreased by 50 percent. This decline may be a direct result of our Prevention efforts; however, more ongoing data is needed in order to substantiate this decline. The opening and staffing of Station 87 has greatly reduced response times to an area of our District that needed help.

In closing, it continues to be my pleasure to serve as your Fire Chief. I thank you for your support and governance. I wish to thank my Administrative Staff for all their dedication and service that go far beyond the everyday tasks. We are truly blessed and fortunate to serve and work in such a great community and Department.

Sincerely,

A handwritten signature in dark ink that reads "Brian K. Veerkamp". The signature is written in a cursive, flowing style.

EL DORADO HILLS FIRE DEPARTMENT

Brian K. Veerkamp
Fire Chief

Table of Contents

District Information

<i>Synopsis.....</i>	<i>1</i>
<i>Board of Directors</i>	<i>2</i>
<i>Fire Department Personnel</i>	<i>3</i>
<i>Volunteer Personnel.....</i>	<i>4</i>
<i>District Assessed Value / Property Tax Revenue</i>	<i>5</i>
<i>Annual Revenue / Annual Budgets.....</i>	<i>6</i>
<i>Budget Analysis.....</i>	<i>7</i>
<i>Residential Growth / Population Growth</i>	<i>8</i>
<i>Total Homes by Response Area</i>	<i>9</i>
<i>Homes Constructed by Response Area</i>	<i>10</i>
<i>Homes Constructed per Year / per Month.....</i>	<i>11</i>
<i>Development Fees per Month / Annual Development Fees.....</i>	<i>12</i>
<i>Commercial / Residential Development.....</i>	<i>13</i>

Calls for Service

<i>Synopsis.....</i>	<i>14</i>
<i>Alarm Statistics</i>	<i>15</i>
<i>Alarms Graphs.....</i>	<i>16</i>
<i>Alarms per Year / per Month</i>	<i>17</i>
<i>Alarms per Day / per Time of Day.....</i>	<i>18</i>
<i>Volunteer Alarm Responses</i>	<i>19</i>
<i>Incidents by Response Zone</i>	<i>20</i>

Fire Training

<i>Synopsis.....</i>	<i>21</i>
<i>Paid Training Summary.....</i>	<i>22</i>
<i>Volunteer Training Summary.....</i>	<i>23</i>

<i>Perfect Drill Attendance</i>	<i>24</i>
<i>Special Training Summary.....</i>	<i>25</i>
<i>Most Responses Award</i>	<i>26</i>

Fire Safety & Fire Protection

<i>Synopsis.....</i>	<i>27</i>
<i>Staff Hours per Year</i>	<i>28</i>
<i>Fire Prevention Activities</i>	<i>29</i>
<i>Public Education Programs.....</i>	<i>30</i>
<i>Hazard Reduction Program.....</i>	<i>31</i>
<i>Annual Fire Loss.....</i>	<i>32</i>
<i>Annual Residential Fire Sprinklers.....</i>	<i>32</i>
<i>Annual Fire Station Tours</i>	<i>33</i>

Apparatus

<i>Synopsis</i>	<i>34</i>
<i>Apparatus Description.....</i>	<i>35, 36</i>
<i>Utility Staff Vehicles</i>	<i>37</i>

District Information



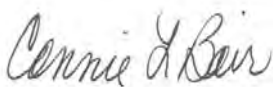
DISTRICT INFORMATION

Staffing, development, revenue and District assessed value decreased slightly in 2009 for the first time in our history. Highlights are as follows:

- Again this year, a Budget Advisory Committee reviewed all budget items prior to the Board receiving them.
- Assessed Value for the District is down 4% for 2009. This is the first time we have had a reduction in Assessed Value. The District still has an average 10% increase over the past five years. The Assessed Value has decreased based on homes and commercial structures being reassessed and the recent flood of foreclosures.
- Property Tax Revenue as projected decreased 3.5% for the 2009/2010 fiscal year; however this may vary based on Supplemental Tax Revenue. Property Tax Revenue is up an average of 9% per year over the past five years. (These figures are distorted by the Supplemental Tax Revenue which was also higher in previous years.)
- The Commercial Development also follows the decline in the economy. There was no new commercial development in 2009, with only 10,767 square feet in 2008. Over the past five years, the average increase is 250,000 square feet.
- There is less than a 1/2% increase in homes in the District, which is down from last year (a total of 54 homes built). This has negatively impacted projected Development Fees and Property Tax Revenue.
- Development Fee Revenue collected in 2009 was \$214,870. Residential home starts have declined dramatically over the past two years. (This does not include the development fees that were refunded based on builders changing their plans.)

As you can see, the El Dorado Hills Fire District is growing at a very modest rate especially compared to years past. The Department remains proactive in meeting the ongoing challenges it faces to manage the growth and development needs in our community. Staff will continue to maintain control of the budget in these difficult economic times.

EL DORADO HILLS FIRE DEPARTMENT



Connie L. Bair
Chief Financial Officer

BOARD OF DIRECTORS

		<u>Elected/Appointed</u>
President	Jim Hartley	2000
Vice-President	Greg Durante (Appointed May 2008)	2008
Director	John Hidahl	2000 (1981 -1998)
Director	Mark Thomsen	2006
Director	Barbara Winn (Appointed January 2009)	2009

Board Secretary

Connie Bair
(1983)

Board Counsel

Mike Cook
(1988)

Committees

Administrative Committee	John Hidahl Jim Hartley
Fire Committee	Barbara Winn Greg Durante
Joint Powers Authority	Barbara Winn Mark Thomsen
	(Alternate)

ADMINISTRATIVE PERSONNEL

Chief, Brian Veerkamp	(1993)
Deputy Chief, Dennis Planje	(1988)
CFO, Connie Bair	(1983)
Division Chief, David Kennedy	(1996)
Division Chief, James O'Camb	(1996)
Battalion Chief, Dwight Piper	(1995)
Battalion Chief, Brad Ballenger	(1988)
Battalion Chief, Dave Roberts*	(1993)
Fire Prev. Specialist, Wally Jukes	(2008)
System Admin, Angelica Silveira	(2002)
Admin. Assistant, Sandy Sanders	(2005)
Admin. Assistant, Stephanie Martincek	(2007)
Admin. Assistant, Kristin Cramer	(2008)
Operations Support Tech., Allan Orr	(2008)

CAPTAIN

Steve Maranville	(1985)
Antonio Moreno	(1986)
Dale Jankowski	(1989)
Michael Wilson*	(1995)
David Merino*	(1996)
John Niehues	(1990)
Russ Hasemeier*	(1991)
Brian Bresnahan*	(1997)
Steve Enos	(1990)
Chris Storz	(1993)
Tom Anselmo*	(1998)
Jon Zellhoefer*	(2001)
Kasey Owens*	(2001)

ENGINEER

Stewart DiMuccio	(1980)
Rob Karnow*	(2000)
John Johnston*	(1999)
Hank Ferlini*	(1999)
Matt Beckett*	(2001)
David Brady*	(2001)
Benjamin Cowles*	(2001)
Mike Gygax*	(2001)
Phil Wesson*	(2001)
Mathew Eckhardt*	(2003)
Dan Nelson*	(2004)
Michael LeBlanc*	(2001)

FIREFIGHTER

Lantz Burvant*	(2000)
Mark Ali*	(2001)
James Davidson*	(2001)
Robyn Toy*	(2001)
Carmen Stiern*	(2001)
Dale Hemstalk*	(2002)
Stacy Minnich*	(2002)
Josh Bailey*	(2003)
Jeno Inzerillo*	(2003)
Michael Lovinger*	(2003)
Bryan Ferry*	(2003)
Matt Belleci*	(2004)
Josh Couch*	(2004)
Brenton Warren*	(2004)
Jeff Cummins*	(2007)
Ryan Hathaway*	(2007)
Chris Landry*	(2007)
Brian Lowe*	(2007)
Michael MacKenzie*	(2007)
LisaMarie Perillo*	(2007)
John Schureman*	(2007)
James Sommercamp*	(2007)
Dave Ward*	(2007)
Sean Ward*	(2007)
Thomas Zarback*	(2007)
Brian Wilkey*	(2008)

RETIRED

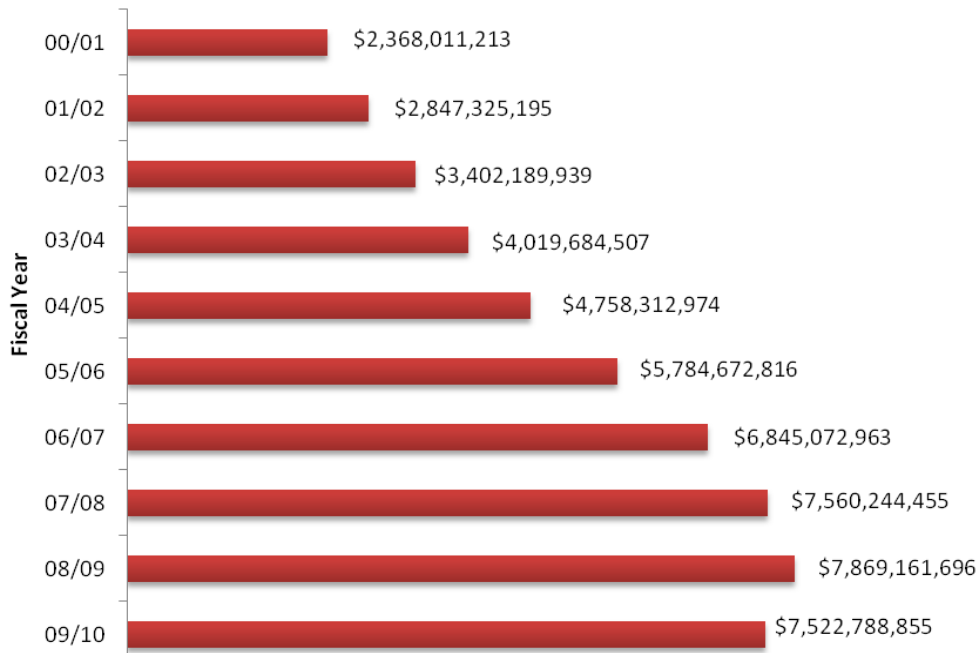
Stewart DiMuccio	12/30/09
David Kennedy	12/28/09
Dennis Planje	12/30/09

*Paramedic

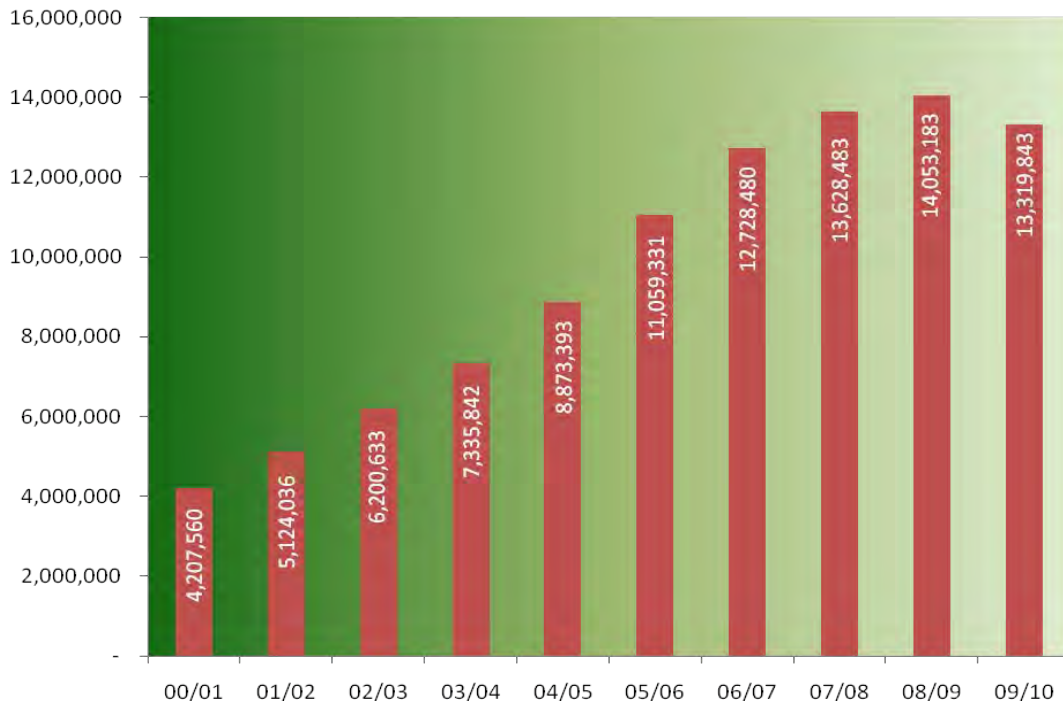
VOLUNTEER PERSONNEL

<u>NAME</u>		<u>TITLE</u>	<u>HIRED YEAR</u>
Ackerman	Mark	Lieutenant	2002
Albillar	Aaron	Firefighter	2009
Austerman	Robert	Firefighter	2009
Baughman	Gregory	Lieutenant	2005
Benke	Dustin	Firefighter	2006
Bennett	Ryan	Firefighter	2009
Binion	Michael	Firefighter	2007
Boeker	Bobby	Engineer	2004
Bowthorpe	Thomas	Firefighter	2008
Brown	Benjamin	Firefighter	2008
Burdette	Cody	Firefighter	2008
Cheetham	Jeff	Firefighter	2008
Currie	Jason	Firefighter	2000
Daily	Brian	Firefighter	2006
Enyck	Brandon	Firefighter	2006
Frey	Lucus	Firefighter	2009
Fuccella	Vincent	Firefighter	2008
Gohagan	John	Firefighter	2007
Griffis	Samson	Firefighter	2008
Gutierrez	Ruben	Firefighter	2009
Hughes	Robert	Lieutenant	2007
Johnson	Scott	Firefighter	2007
Manriquez	Thomas	Firefighter	2008
Mattson	Kyle	Firefighter	2009
McCarthy	Sean	Firefighter	2009
McKenzie	Justin	Firefighter	2009
Moestopo	John	Firefighter	2009
Nugent	Dion	Firefighter	2008
Phillips	Adam	Firefighter	2004
Phillips	Raymond	Firefighter	2009
Polson	John	Firefighter	2009
Roppolo	Mike	Lieutenant	1994
Ross	David	Firefighter	2008
Sand	Erik	Firefighter	2007
Teshima	Peter	Firefighter	2009
Thalhamer	Todd	Lieutenant	1998
Torres	Dennis	Lieutenant	1999
Vail	Scott	Firefighter	2001
Vickers	Josh	Lieutenant	2004
Webb	Darrin	Firefighter	2002
Warren	Thomas	Photographer	1994

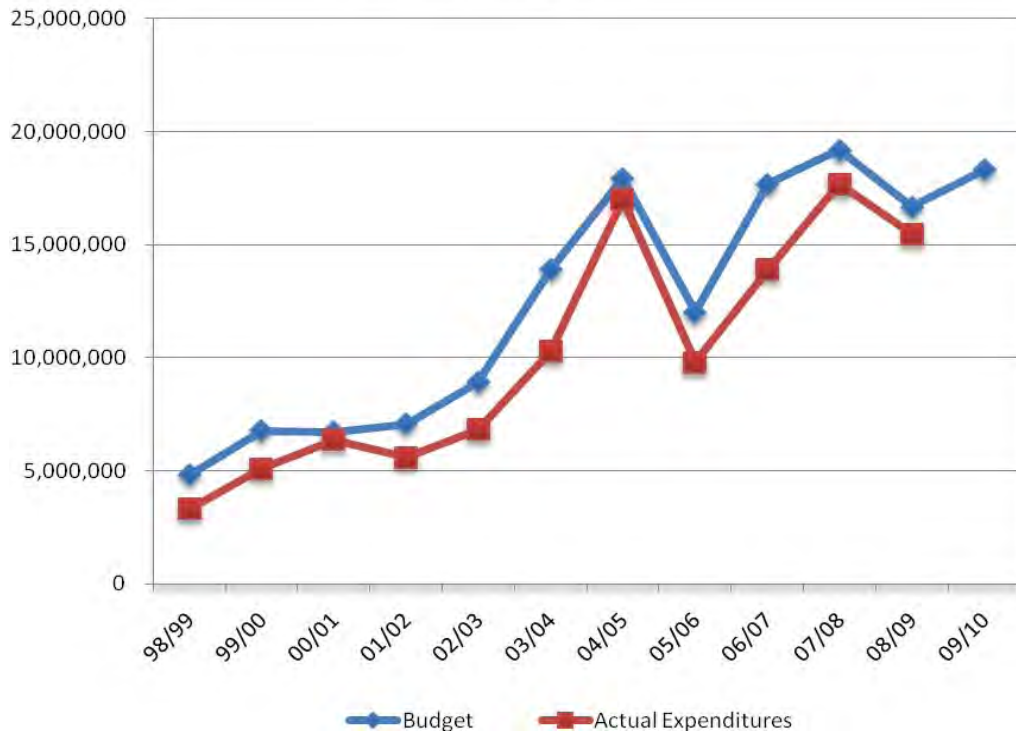
District Assessed Value



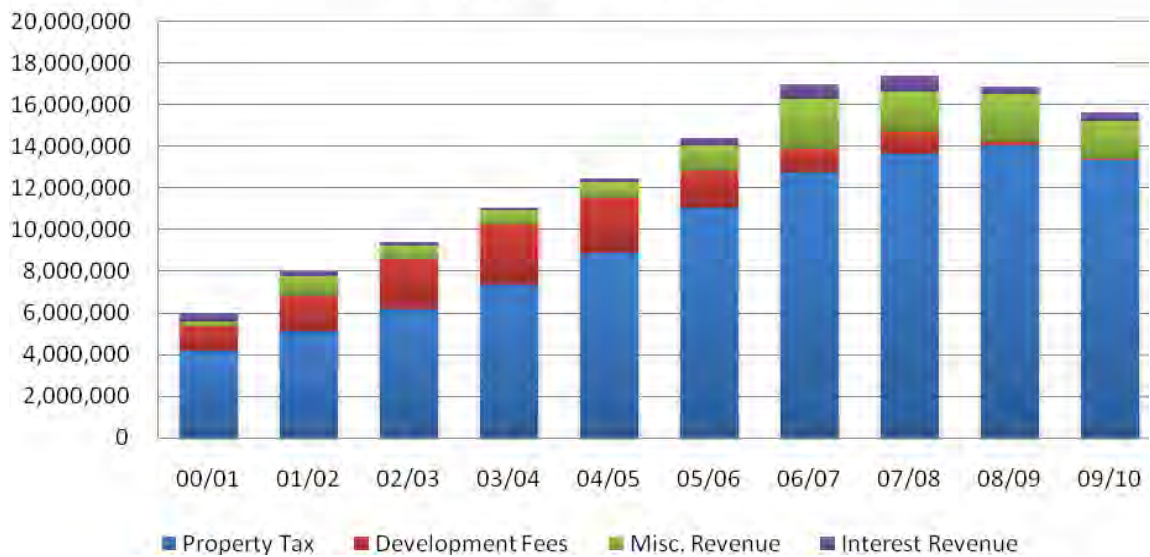
Property Tax Revenue



Annual Budgets

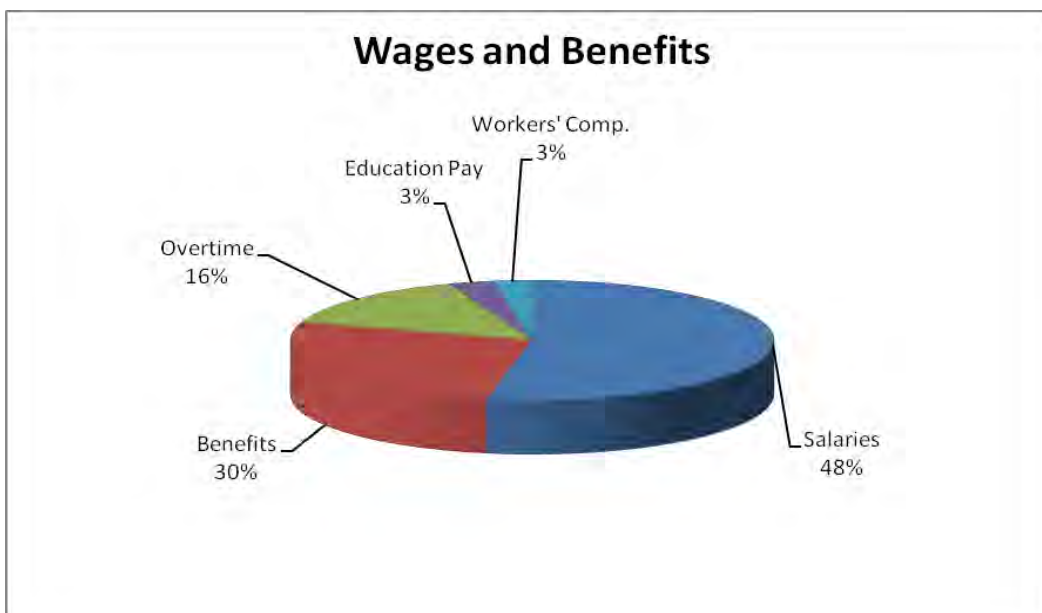
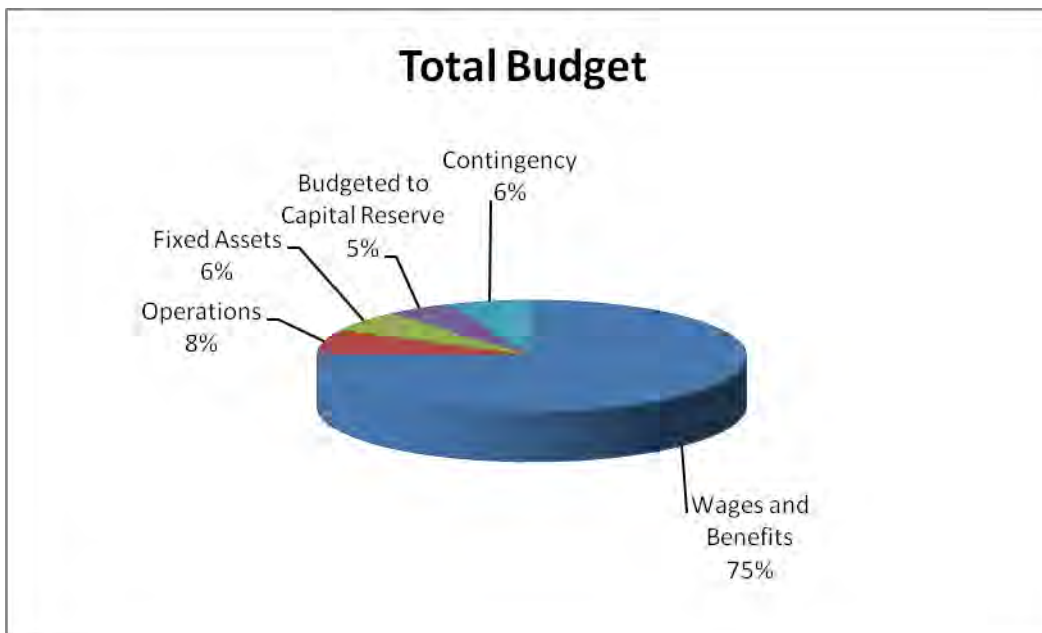


Annual Revenue

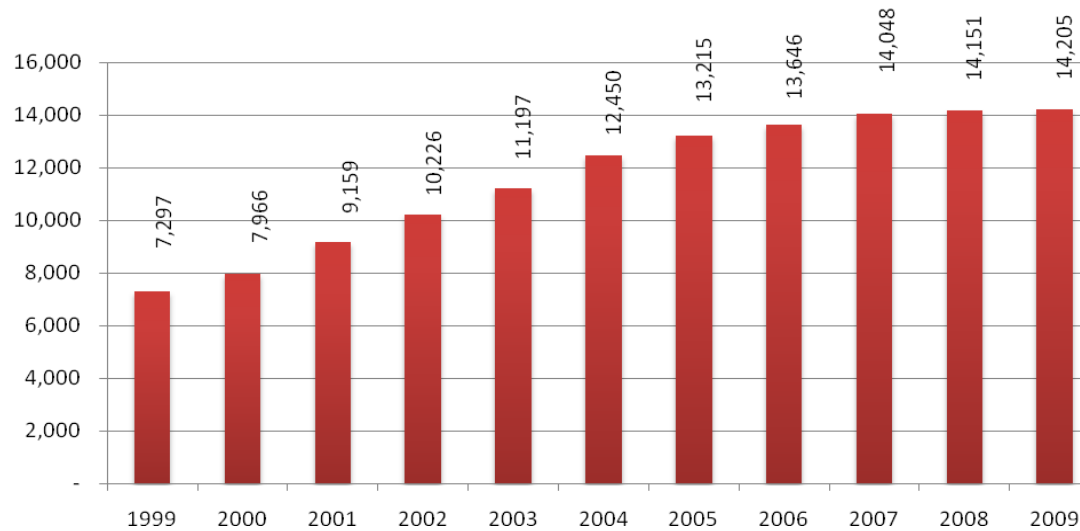


2009/2010 Budget Analysis

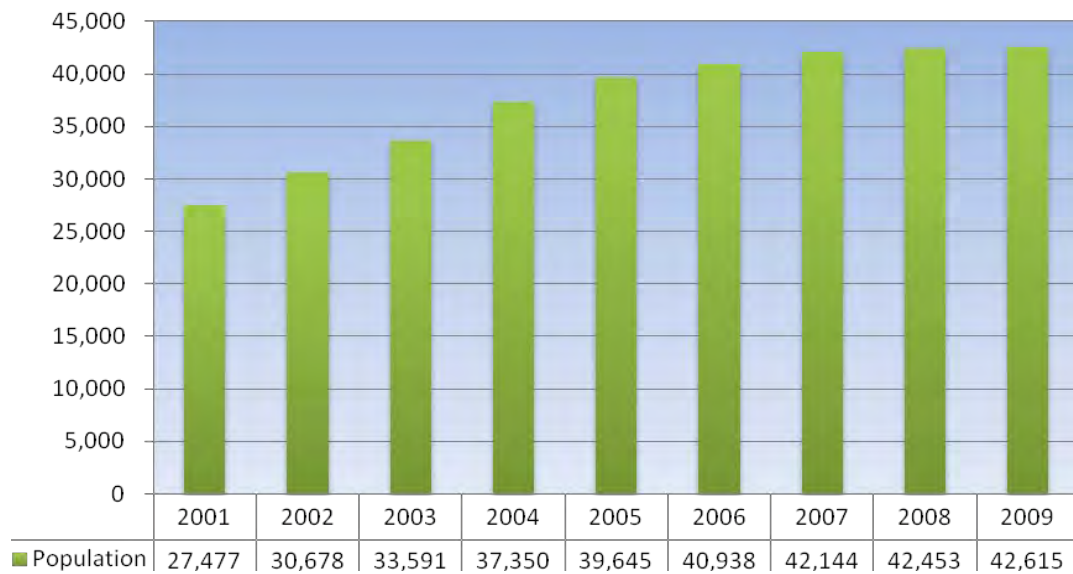
(Total Budget - \$18,304,077)



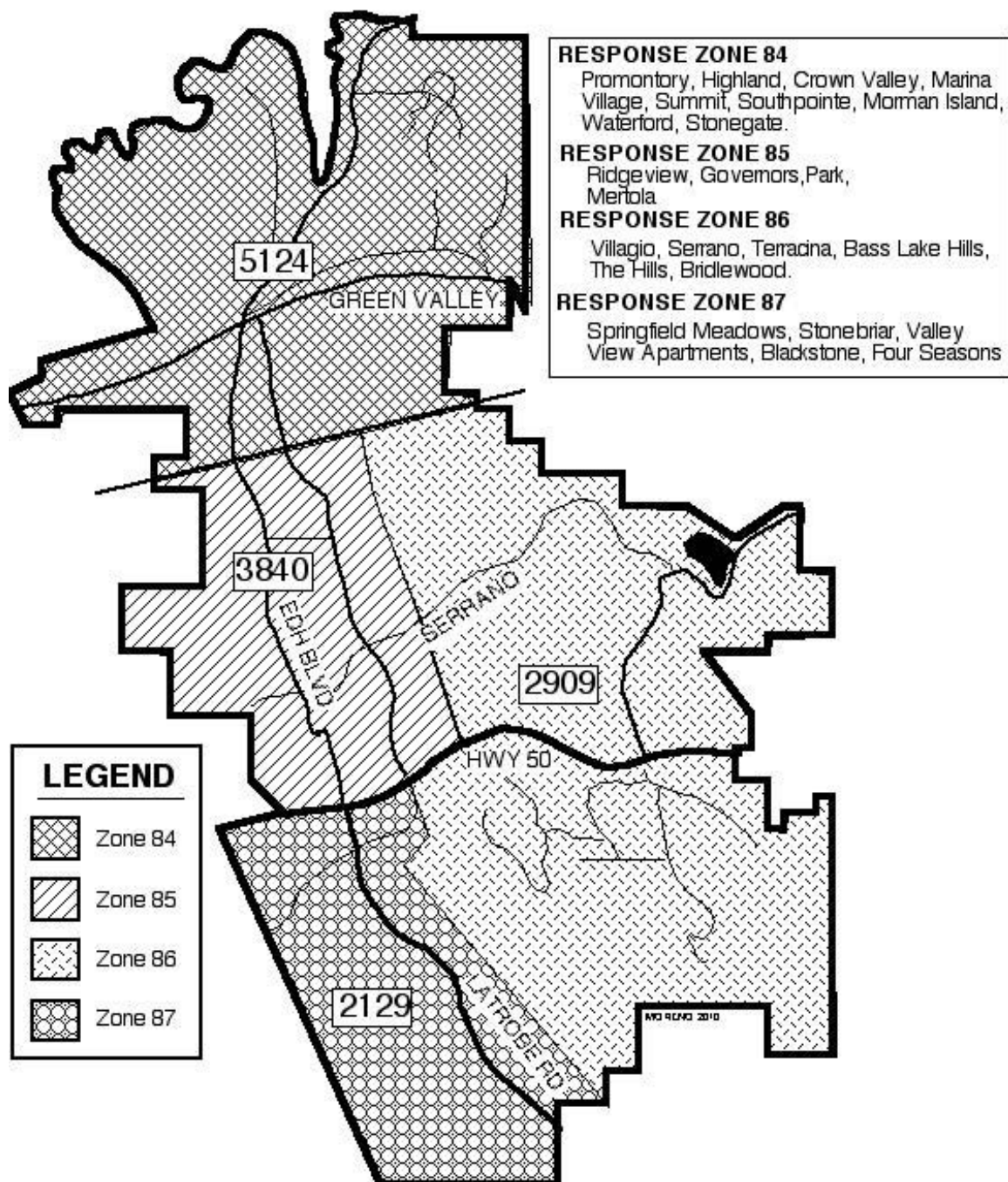
Residential Growth (Housing Units)



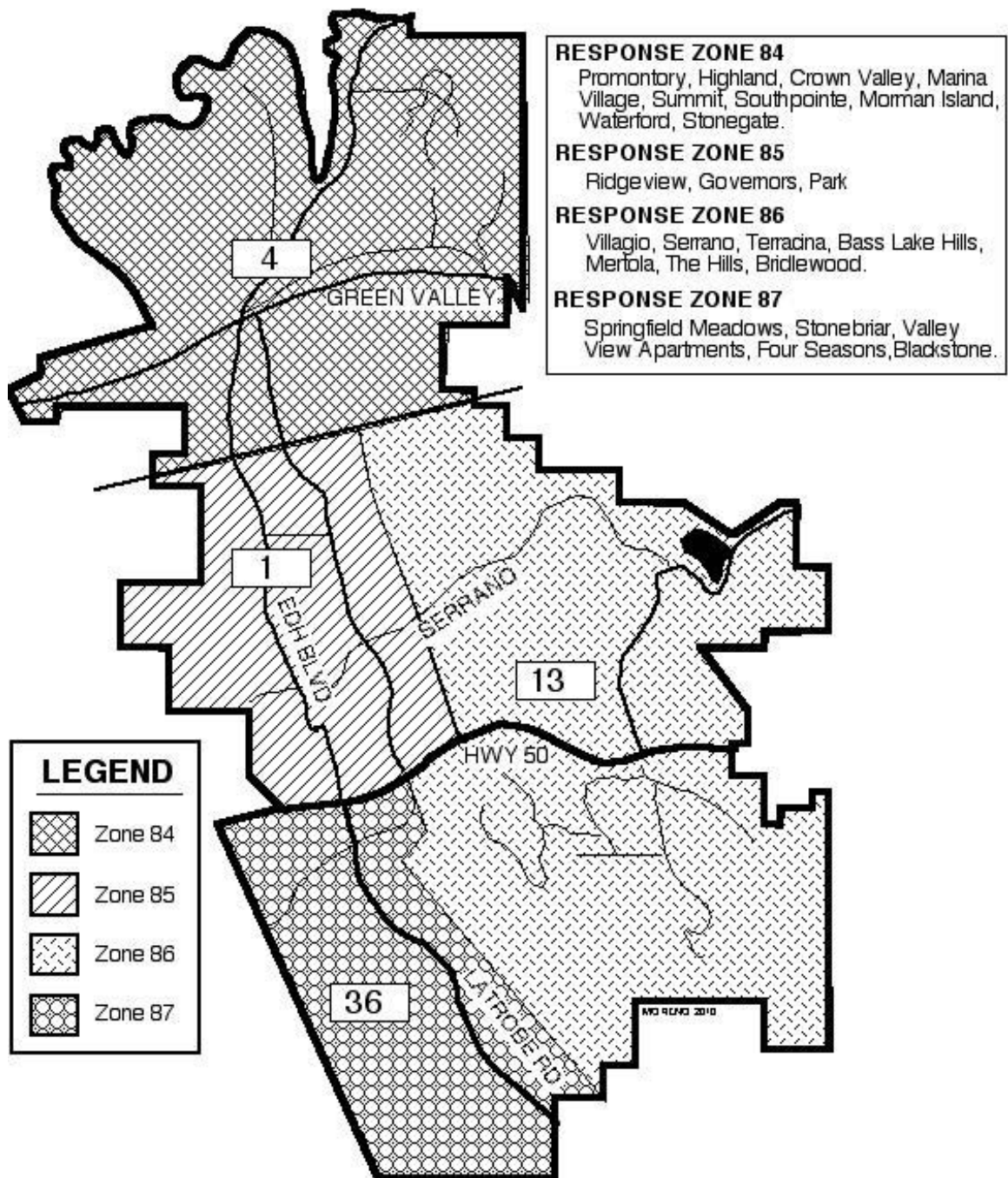
Population Growth



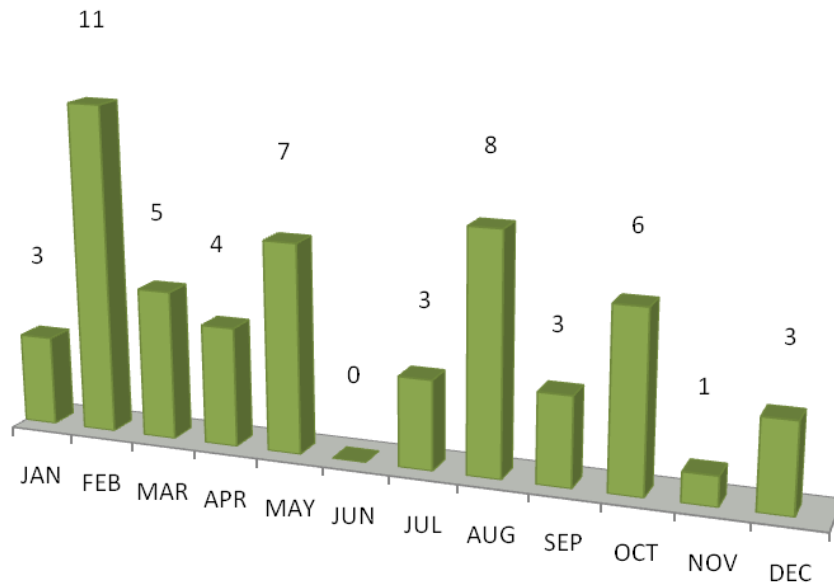
2009 Total Homes by Response Area



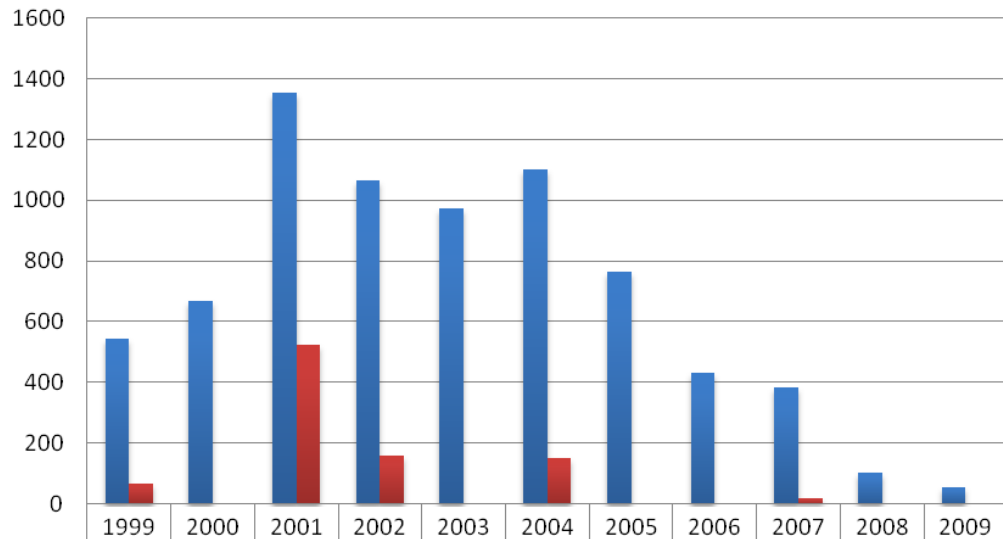
2009 Homes Constructed by Response Area



Homes Constructed Per Month

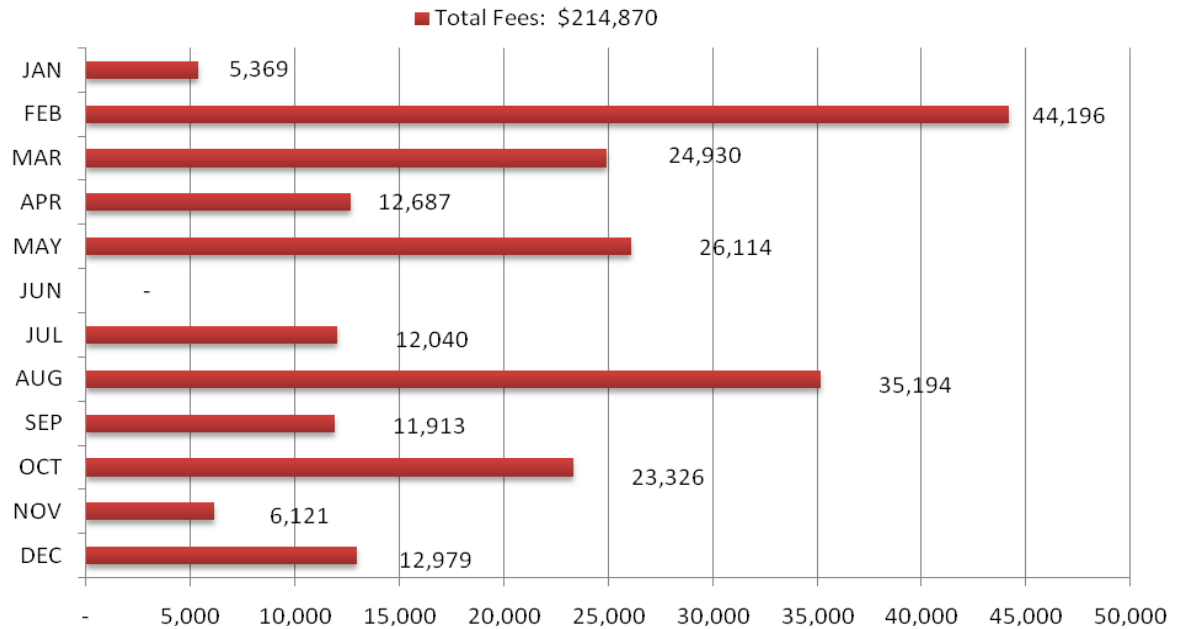


Homes Constructed Per Year

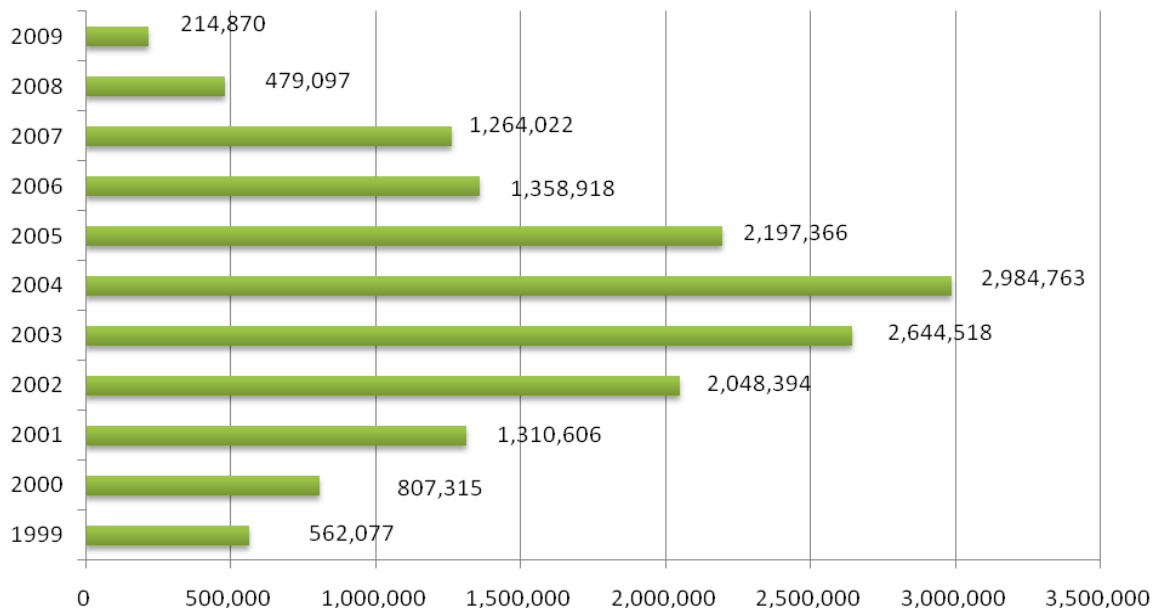


■ Homes	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009
■ Apartments	544	669	1353	1067	971	1101	764	431	383	103	54
	68		524	160		152			19		

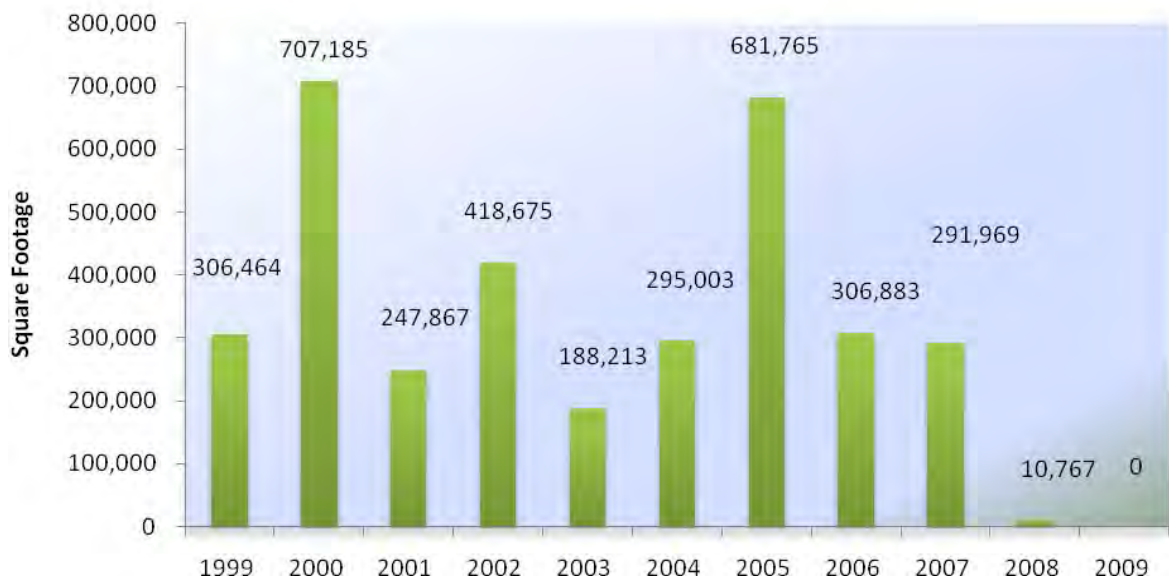
Development Fees Per Month



Annual Development Fees

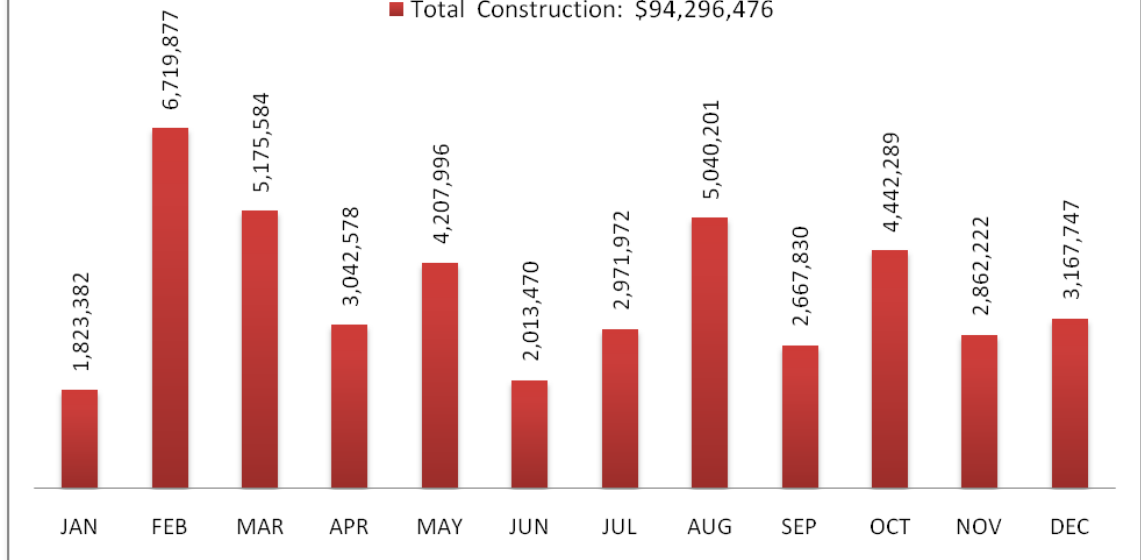


Commercial Development



2009 Construction

■ Total Construction: \$94,296,476



Calls for Service



CALLS FOR SERVICE

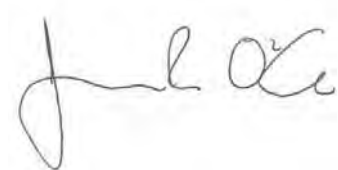
The community continues to see a downward trend in emergency calls for service in 2009. The poor economic climate appears to be one of the main driving forces of the overall decrease in emergency and non-emergency calls for service to the community of El Dorado Hills and the surrounding Automatic Aid areas. 2009 was a mild year for wildland fires both locally and throughout the state. The following are the highlights of the service calls that our personnel responded to throughout the busy year:

- General Medical Aids – a general decrease by approximately 11%. Although the overall numbers are down for medical calls, the number of critical transports seems to be increasing.
- Wildland/Grass/Brush Fires – a decrease by approximately 30% indicates the very light year for wildland fires locally as well as across the state.
- Fires in Buildings/Structures – a decrease by 27%. A decrease can be attributed to safer building construction and public education on fire safety.
- Medic 85 responses out-of-District have decreased significantly due to the impact of another medic unit in our system. This has enabled Medic 85 to remain in District for the needs of the El Dorado Hills community.

The volunteer and paid staff continues to refine joint operations to make back-to-back emergency responses as seamless as possible. Quick responses have no doubt helped with many life saves in El Dorado Hills this year. Many letters of appreciation from the public as well as the El Dorado County Emergency Medical Services have been received in recognition of the exceptional service provided by emergency personnel.

The El Dorado Hills Fire Department will continue to adjust to the needs of the community. We will continue to provide exceptional service with integrity and excellence to our community.

EL DORADO HILLS FIRE DEPARTMENT

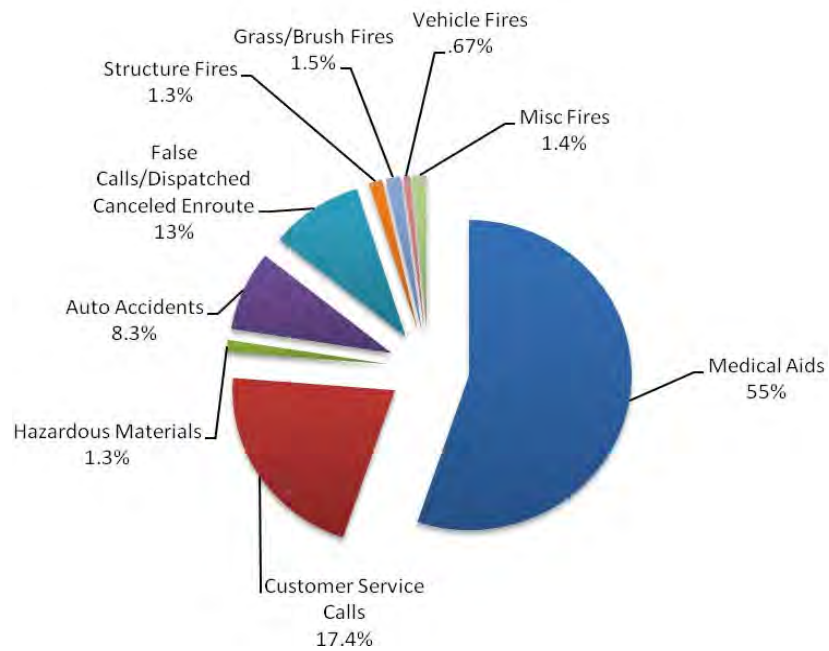


Jim O'Camb
Deputy Chief

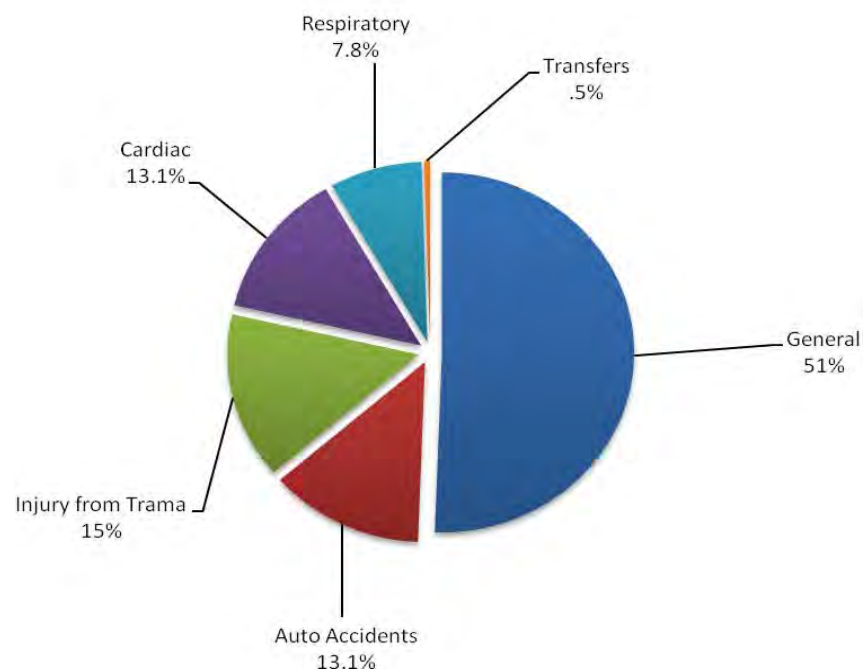
ALARM STATISTICS

	<u>2005</u>	<u>2006</u>	<u>2007</u>	<u>2008</u>	<u>2009</u>
<u>Medicals Aids</u>					
General Medical Aids	744	833	920	880	721
Trauma	181	155	218	225	213
Cardiac	139	176	153	172	187
Respiratory Problems	66	89	100	114	111
Transfers	17	13	13	33	7
Auto Accidents	212	213	221	183	186
Total Medical Aids	1359	1479	1625	1607	1425
<u>Fires</u>					
Structure Fires	23	30	23	22	21
Fire in Building	6	4	1	15	5
Chimney Fires	11	1	6	4	4
Total Structure Fires	40	35	30	41	30
Grass/Brush Fires	66	57	74	70	33
Vehicles Fires	32	24	18	14	15
Misc. Fires	24	25	33	31	32
<u>Special Duties</u>					
Snakes	186	201	140	133	129
Legal/illegal Burns	21	18	15	11	19
Lockouts	54	35	31	33	21
Hazardous Materials	20	24	14	21	28
Smoke Investigation	30	40	32	18	13
Public Assist	85	111	114	92	142
Citizen Complaint	3	0	1	6	0
CO2 Detector Activation	1	5	5	1	6
Miscellaneous	44	56	52	53	61
False Calls/Dispatched	164	139	132	145	82
Canceled en-route	220	178	216	286	209
TOTAL ALARMS	<u>2349</u>	<u>2427</u>	<u>2532</u>	<u>2565</u>	<u>2245</u>
Medic 85 Responses (Out of District)	257	328	334	450	147
Mutual (Automatic Aid – Out of District)	217	198	151	176	243

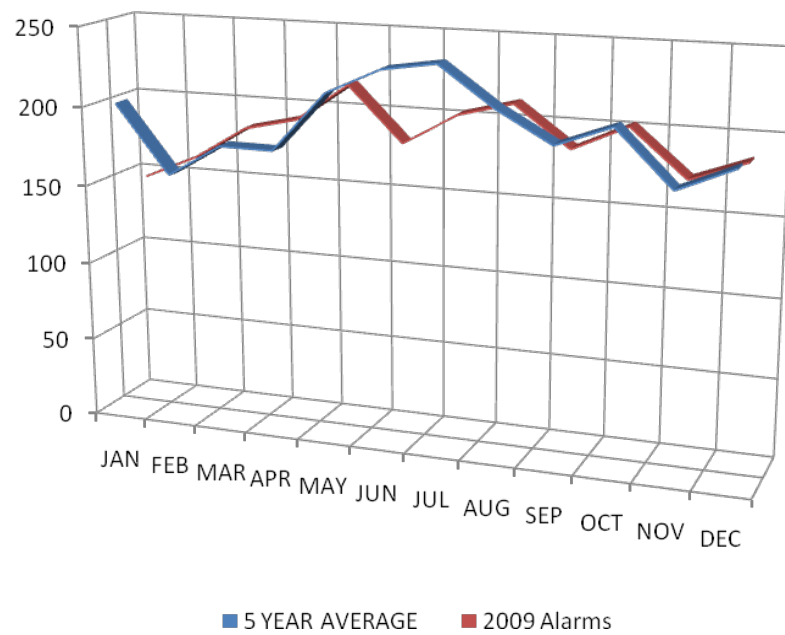
Percentage of Alarms



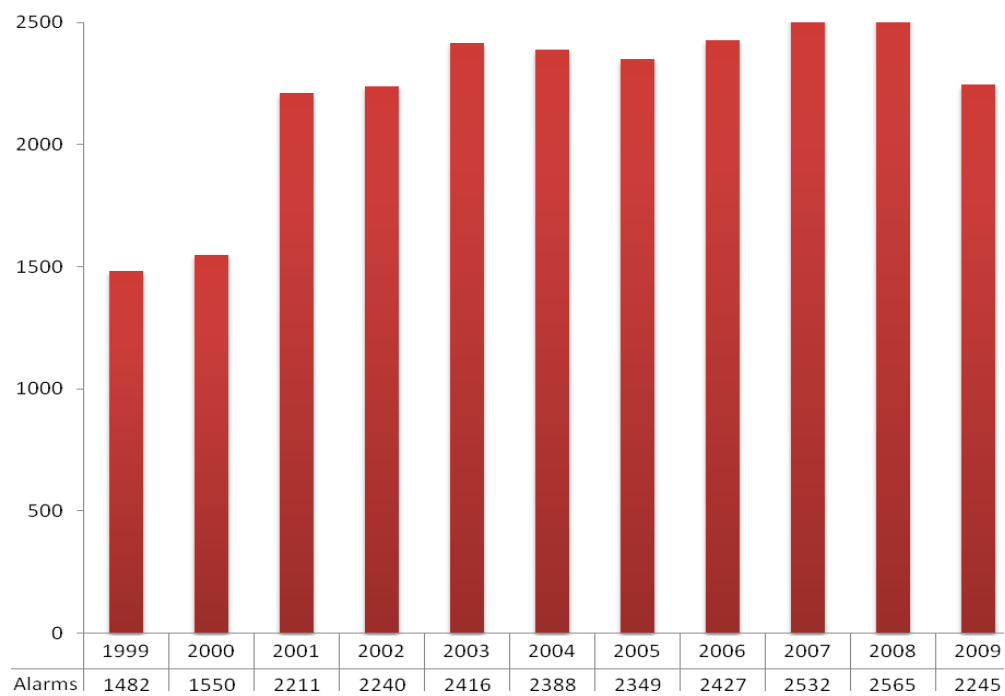
Medical Aid Alarms



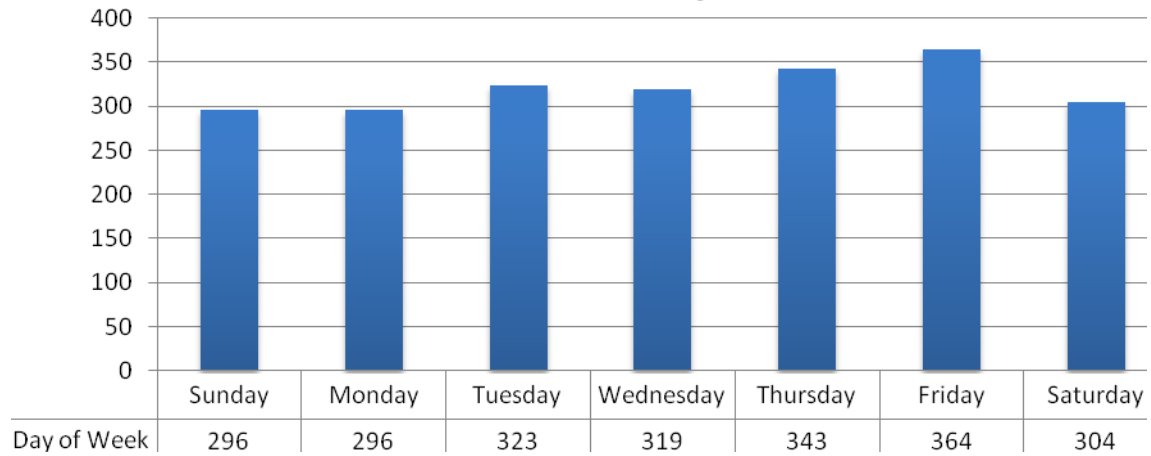
Alarms Per Month



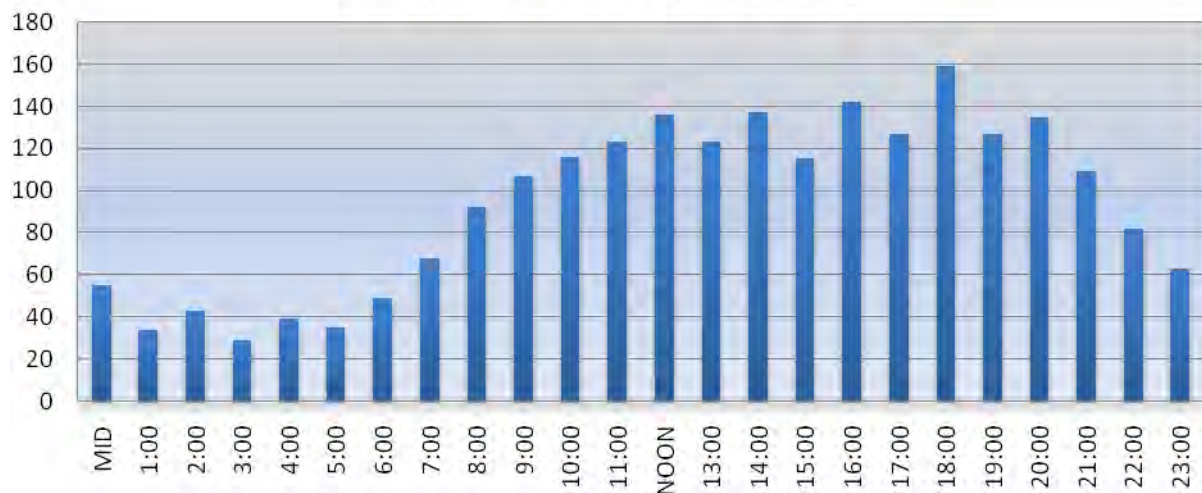
Alarms Per Year



Alarms Per Day



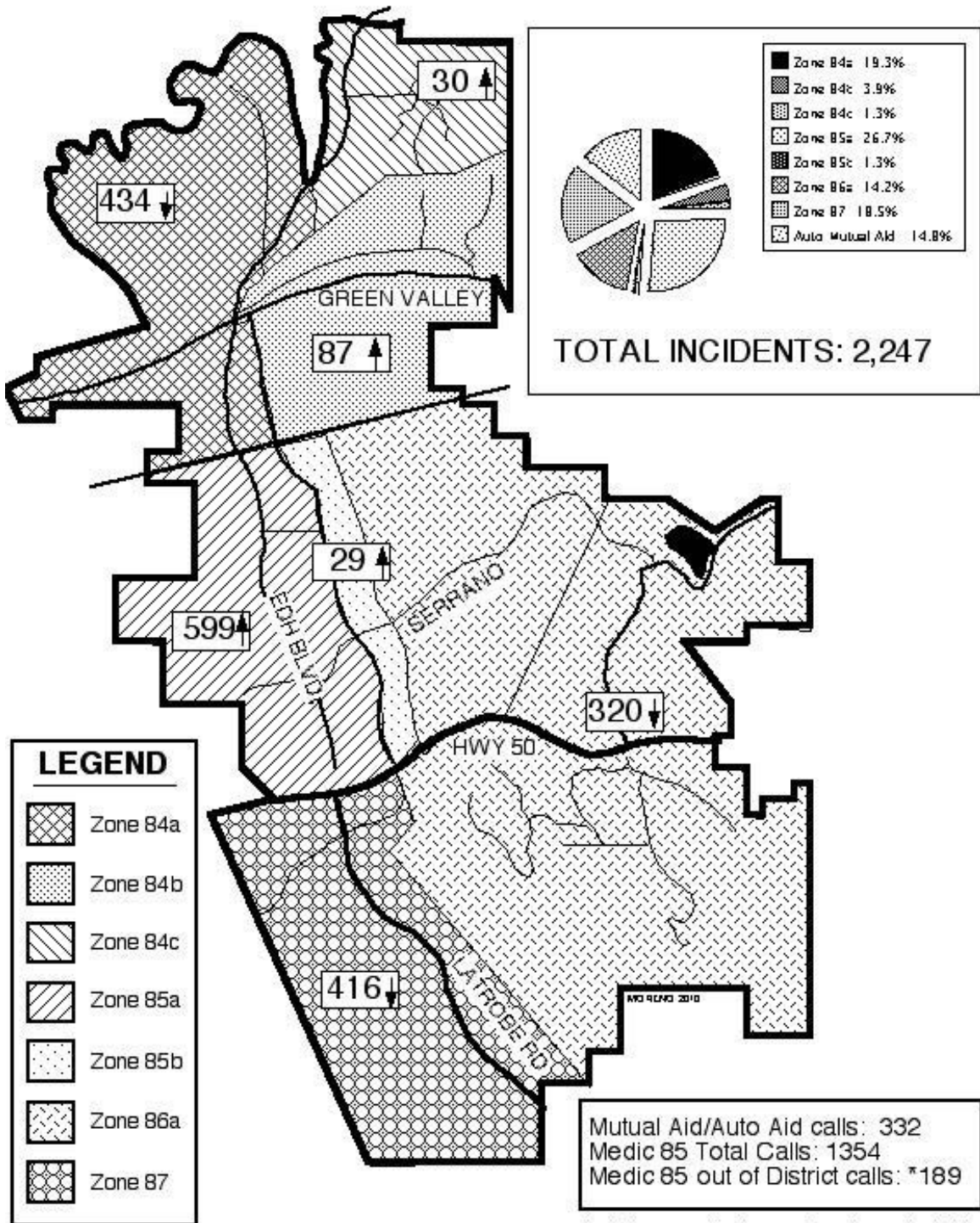
Responses by Time of Day



2009 VOLUNTEER ALARM RESPONSES

		<u>TOTAL</u>
Ackerman	Mark	5
Albillar	Aaron	6
Austerman	Roberts	12
Baughman	Gregory	24
Benke	Dustin	25
Bennett	Ryan	173
Binion	Michael	50
Boeker	Bobby	39
Bowthorpe	Thomas	28
Brown	Benjamin	89
Burdette	Cody	70
Cheetham	Jeff	21
Currie	Jason	20
Enyck	Brandon	36
Frey	Lucus	40
Fuccella	Vincent	2
Gohagan	John	10
Griffis	Samson	27
Gutierrez	Ruben	5
Hughes	Robert	125
Johnson	Scott	14
Manriquez	Thomas	34
Mattson	Kyle	13
McCarthy	Sean	24
McKenzie	Justin	22
Moestopo	John	4
Nugent	Dion	243
Phillips	Raymond	36
Polson	John	7
Roppolo	Mike	131
Ross	David	66
Sand	Erik	15
Teshima	Peter	42
Thalhamer	Todd	84
Torres	Dennis	41
Vail	Scott	22
Vickers	Josh	24
Webb	Darrin	21
TOTAL RESPONSES		1674

2009 Incidents by Response Zone



* Includes cancelled enroute, auto, mutual aids

Training & Emergency Services



TRAINING AND EMERGENCY SERVICES

The Training Division experienced another successful year in 2009. Highlights of the year include the following:

- Very Successful Engineers Testing Process
- El Dorado County Volunteer Recruit 2009 Academy
- Revised EMT-P Scholarship/FTO Issues for “Grow Your Own” Volunteer Program
- EVOC On Road Driving Course Recertification
- Focus on “Train the Trainer” Style Education
- LARRO Refresher Training For Entire Department
- Assisted Volunteer Personnel to Develop as Paramedics by Providing Internships
- ESI – Project Leadership, Management and Communications Training Series
- HazMat FRO Class For Entire Department
- Blood Borne Pathogen Training
- Vehicle Extrication in the “New Millennium” Train the Trainer Class
- “In’s and Out’s of Strike Team Deployment” Training
- MCI Drill – Paid and Volunteer
- Red Card Update
- Multi Company Residential and Commercial Drills
- Multi Jurisdiction/Multi Company Drills

The Training Division continues to serve our most important customers which are our own career and volunteer personnel. Always starting with safety and our core values of Integrity, Service, and Excellence in mind, the rewards of this type of high level training are transferred to our community in the form of consistently higher levels of emergency response and service.

EL DORADO HILL FIRE DEPARTMENT



David C. Roberts
Battalion Chief
Training Division

PAID TRAINING HOUR SUMMARY

TOTAL PAID DRILL HOURS = 19,078

AVG TRAINING HRS/PERSON = 294

Name	Training Hours	Name	Training Hours	Name	Training Hours
Chief Veerkamp	250	Eng Wesson	176	FFP Lowe	341
Dep Chief Planje	233	Eng Cowles	337	FFP MacKenzie	426
D/C O'Camb	120	Eng Nelson	418	FFP Perillo	253
BC Piper	317	Eng Eckhardt	433	FFP S Ward	193
BC Ballenger	185	Eng Brady	479	FFP Cummins	367
BC Roberts	353	Eng LeBlanc	326	FFP Hathaway	276
Cap Jankowski	307	FFP Ali	395	FFP Smith	344
Cap Maranville	203	FFP Burvant	325	FFP Wilkey	456
Cap Moreno	176	FFP Davidson	376	PS Jukes	222
Cap Niehues	378	FFP Toy	130	Bair	54
Cap Hasemeier	283	FFP Hemstalk	429	Cramer	39
Cap Merino	62	FFP Minnich	177	Martincek	23
Cap Wilson	607	FFP Stiern	299	Orr	8
Cap Bresnahan	421	FFp Bailey	278	Sanders	10
Cap Enos	300	FFP Inzerillo	293	Silveira	94
Cap Anselmo	295	FFP Lovinger	379		
Cap Storz	208	FFP Ferry	348		
Cap Zellhoefer	439	FFP Belleci	303		
Cap Owens	594	FFP Couch	139		
Eng DiMuccio	366	FFP Warren	313		
Eng Karnow	320	FFP Sommercamp	326		
Eng Johnston	470	FFP Schureman	309		
Eng Ferlini	321	FFP D Ward	268		
Eng Beckett	512	FFP Landry	287		
Eng Gygax	346	FFP Zarback	363		

VOLUNTEER TRAINING HOUR SUMMARY

TOTAL VOL DRILL HOURS = 4643

AVG TRAINING HRS/PERSON = 119

Name	Training Hours	Name	Training Hours	Name	Training Hours
LT Ackerman	23	FF Nugent	346		
FF Albillar	24	FF Phillips, Adam	191		
FF Austerman	20	FF Phillips, Ray	198		
LT Baughman	85	FF Polson	39		
FF Benke	86	FF Ramirez	19		
FF Bennett	369	LT Roppolo	642		
FF Binion	226	FF Ross	262		
ENG Boeker	51	FF Sand	199		
FF Bowthorpe	85	FF Teshima	74.5		
FF Brown	150	LT Thalhamer	91		
FF Burdette	250	LT Torres	57		
FF Cheetham	31	FF Vail	59		
FF Currie	40	ENG Vickers	47		
FF Daly	30	FF Webb	65		
FF Eynck	107				
FF Frey	82				
FF Griffis	96				
FF Gutierrez	42				
ENG Hughes	110				
FF Johnson	53				
FF Manriquez	79				
FF Mattson	45				
FF McCarthy	54				
FF McKenzie	181				
FF Moestopo	34				

Perfect Drill Attendance

<u>NAME</u>	<u>YEAR</u>
CHUCK DODD	1976
CHUCK DODD	1977
ROB BURNS	1978
CHUCK DODD	1979
CHUCK DODD	1980
BOB WRIGHT	1982
RICHARD MASON	1982
ROBERT CIMA	1982
BOB WRIGHT	1982
CHUCK DODD	1982
CHUCK DODD	1983
JEFF GENOVESE	1989
DAVE ROBERTS	1992
KEN DEUEL	1993
CHRIS ANDRUS	1994
TOM WARREN	1996
JOHN KNIGHT	1997
CHRIS ROGERS	1997
CHRIS ROGERS	1999
DENNIS TORRES	2000
CHRIS ROGERS	2004
THOMAS ZARBACK	2005
CHRIS ROGERS	2005
DENNIS TORRES	2006
NONE	2007
NONE	2008
BEN BROWN	2009

SPECIAL TRAINING CLASSES

Volunteer Wildland Rodeo

EVOC Refresher (Emergency Driving and Accident Avoidance)

Off Road Driving Skills

Electrical Safety—Solar Panel Training

Contagious Disease Precautions

HazMat FRO Refresher

LARRO Refresher

Mapping Computer Training

Wildland Fire Investigation Class – Station 86

Live Fire – Wildland Station 86

Paramedic School (Three Volunteers)

Leadership/Communications/Management Training

Vehicle Extrication in the New Millennium

MCI Drill

CPR Recertification

Commercial Multi Company Drill

Residential Multi Company Drill

“In’s & Out’s of Strike Team Deployments

Fire Studio Simulator Training

Gas Detection—Technician Training

NIMS IS-700 & IS-800 Completion

MOST RESPONSES AWARD

1976 CHUCK DODD	1977 CHUCK DODD	1978 CHUCK DODD
1979 CHUCK DODD	1980 BOB WRIGHT	1981 CHUCK DODD
1982 BOB WRIGHT	1983 BOB WRIGHT	1984 BOB WRIGHT
1985 JERRY VANDERPOL	1986 BRIAN PRINZ	1987 JOHN REEVES
1988 NEIL HILLEL	1989 DAVE ROBERTS	1990 NEIL HILLEL
1991 NEIL HILLEL	1992 NEIL HILLEL	1993 SEAN FILBEN
1994 DAVID MERINO	1995 JOHN KNIGHT	1996 JOHN KNIGHT
1997 JOHN KNIGHT	1998 JOHN KNIGHT	1999 JOHN KNIGHT
2000 MIKE ROPPOLO	2001 ANDY ANDREIS	2002 MIKE ROPPOLO
2003 MIKE ROPPOLO	2004 MIKE ROPPOLO	2005 MIKE ROPPOLO
2006 THOMAS ZARBACK	2007 MIKE ROPPOLO	2008 ROBERT HUGHES
2009 DION NUGENT		

Fire Safety & Prevention



PREVENTION

Despite the economic slowdown, the Fire Prevention Bureau continues to be very busy and faced with new challenges. In an effort to cut expenditures, 2010 brings the loss of the Fire Prevention Captain position which reduces staffing from three personnel to two.

The Fire Prevention Bureau is a more efficient and user friendly place for the community to find answers to questions due to our newly designed website. This online resource provides a wealth of information to the public. The Fire Prevention section of the website contains 22 fire prevention standards along with a host of other prevention related topics. Our goal is to continue to add information such as building standards and regulations for both the public and contractors.

We had no new commercial building starts in 2009. We continue to see a steady flow of smaller projects like tenant improvements that keep us busy with plan checks and inspections. Developers are continually looking for creative ways to lease building space resulting in questions that require time consuming research from codes and regulations.

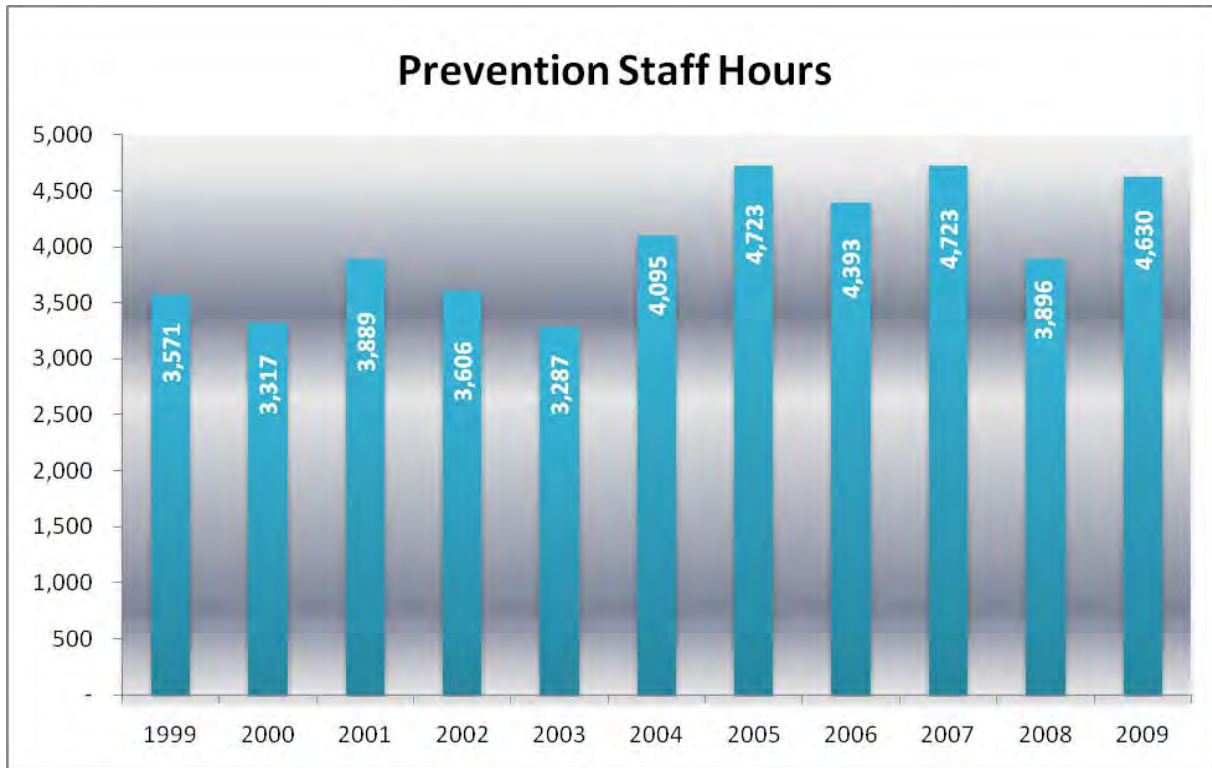
New home starts and remodels are at 91 permits for 2009. The average size home is 3,500 square feet and the average addition is 1,100 square feet. With the water flow per dwelling unit requirement that was implemented in the January 2007 Code Adoption, 13 of the permitted homes have been required to have fire sprinklers installed and one home was required to have a water tank for fire sprinklers. Fire safe construction has also been implemented with the new code, drastically reducing the possibility of ignition during a wildfire event. These requirements continue to improve the life safety of our citizens and protect homes within the El Dorado Hills community.

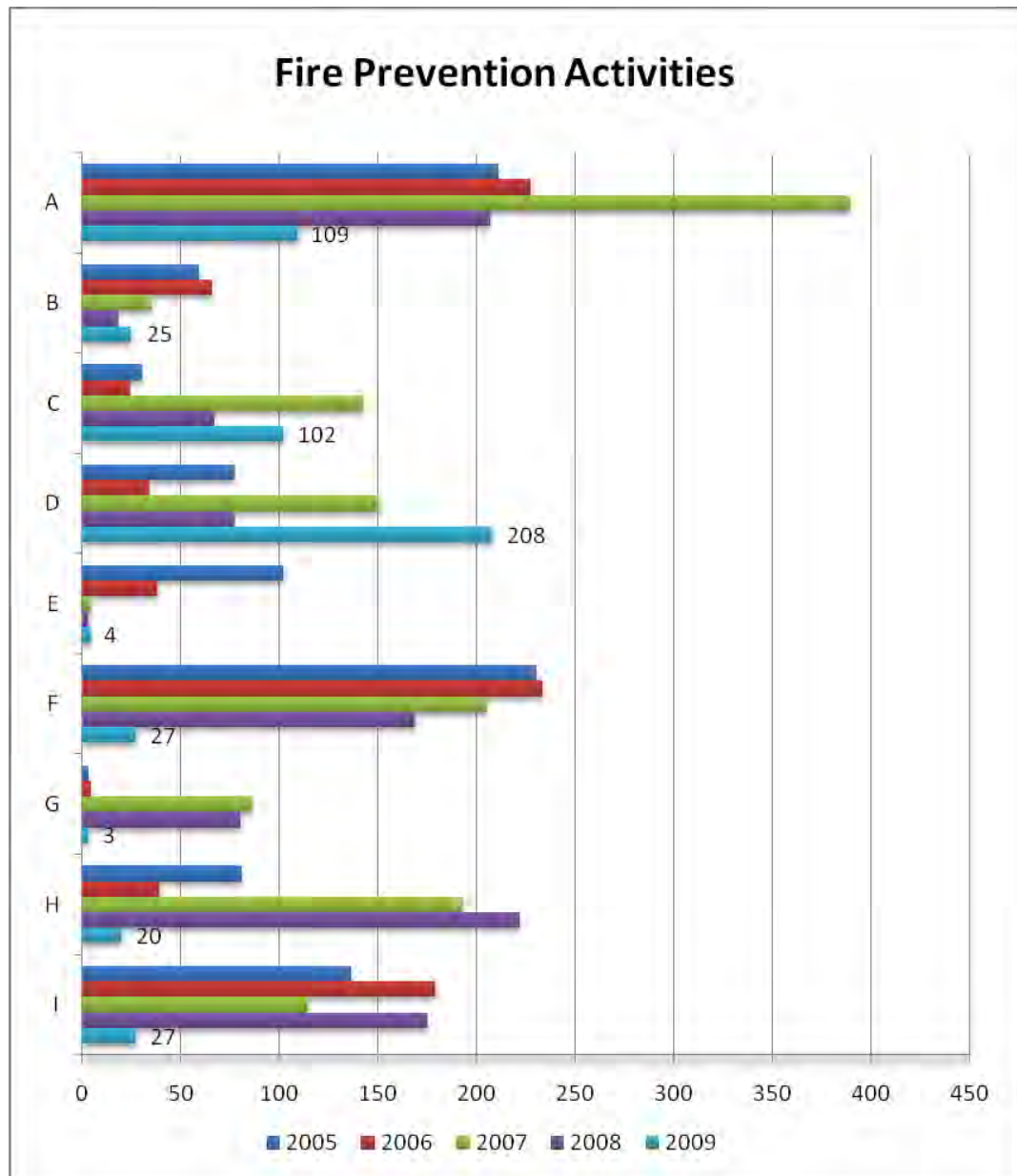
Fire prevention is a team effort between the Fire Prevention Bureau, Firefighters, Volunteers and the community. We are dedicated to working with the community to protect life and property for all that live in El Dorado Hills.

EL DORADO HILLS FIRE DEPARTMENT



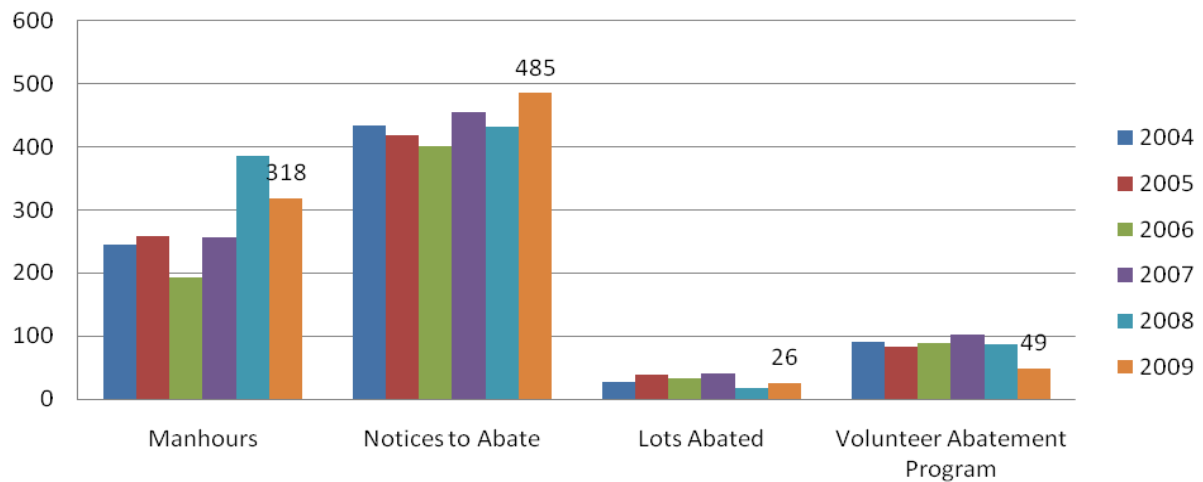
Brad Ballenger
Fire Marshal



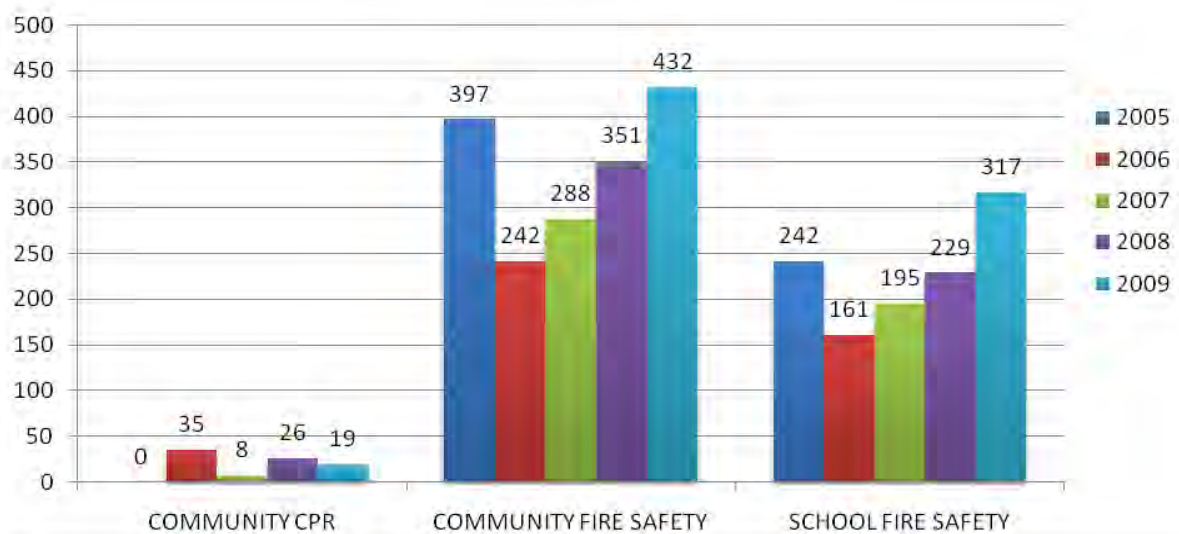


- A Plan Checks - Commercial
- B Plan Checks - Residential
- C Fire Safety Education
- D Public Education Program
- E School Fire Drill
- F Sprinkler System Inspections
- G Fire Alarm Inspections
- H Construction Inspections
- I Child Safety Seat Inspections

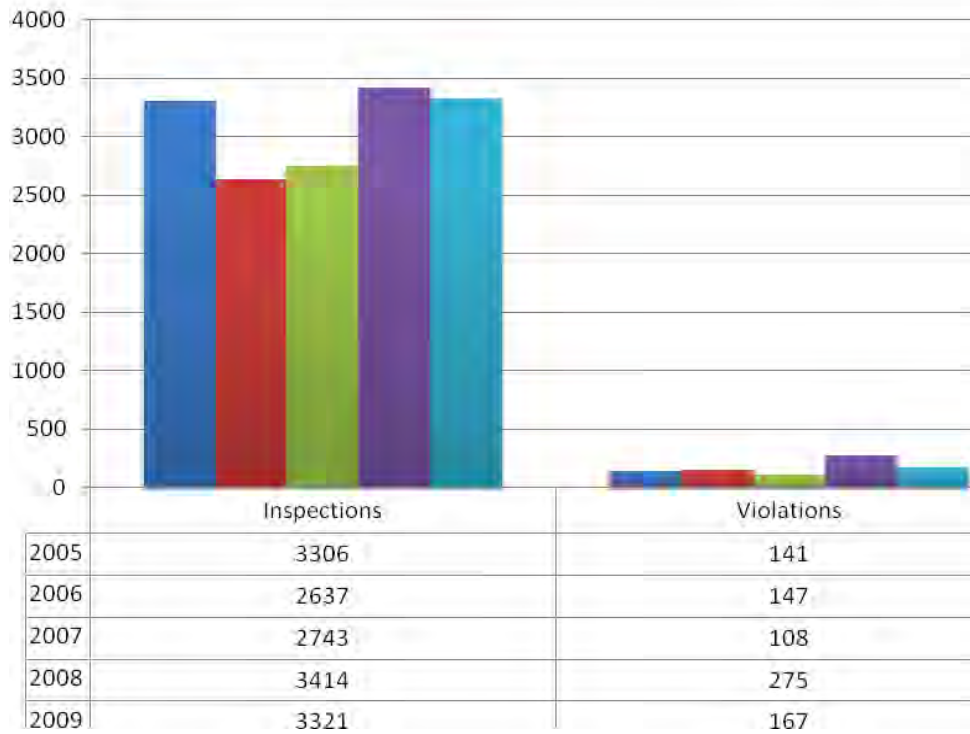
Vacant Lot Program

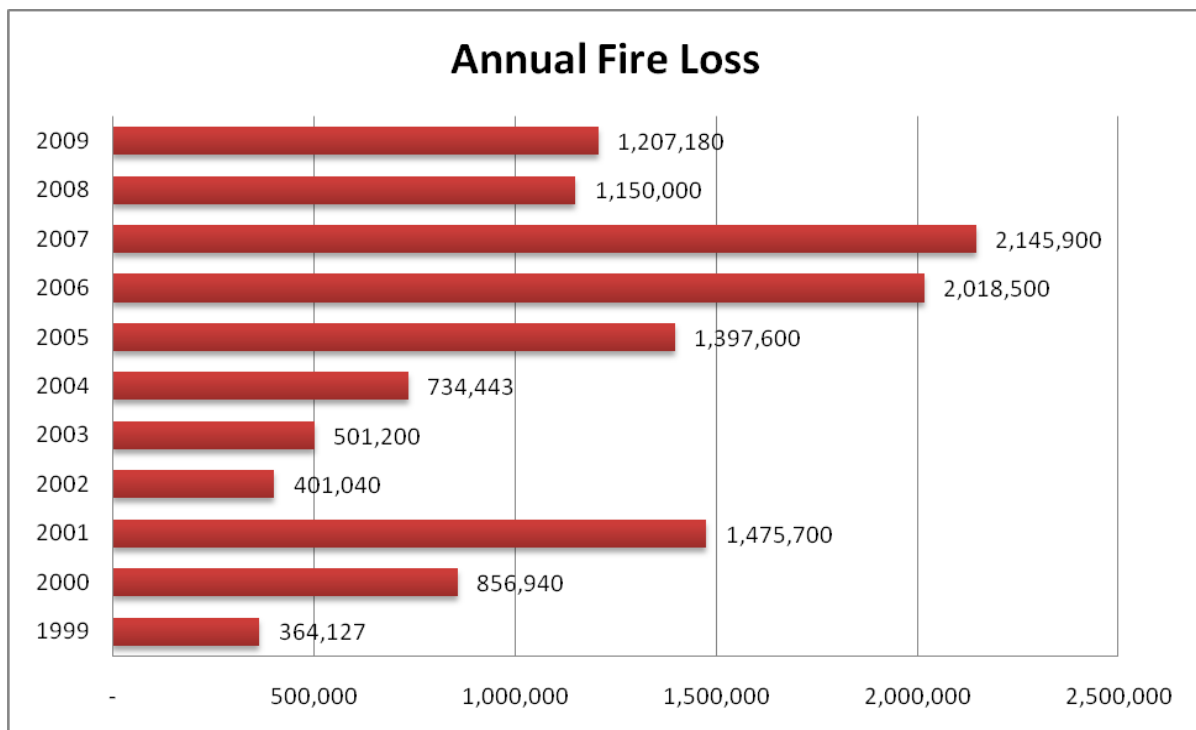
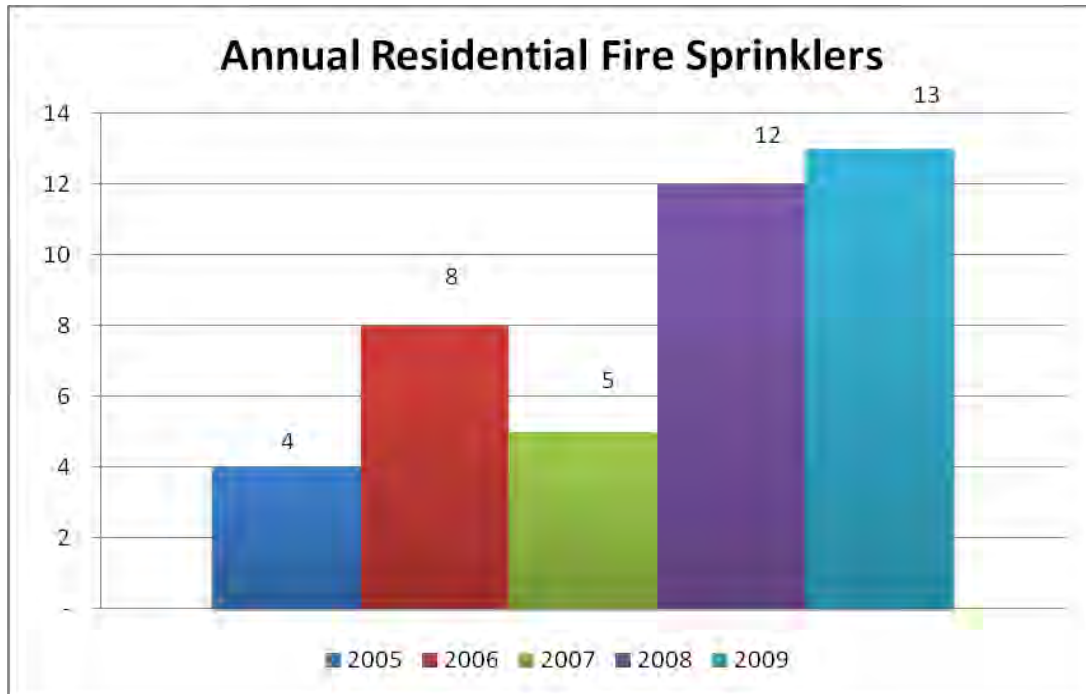


Public Education Programs

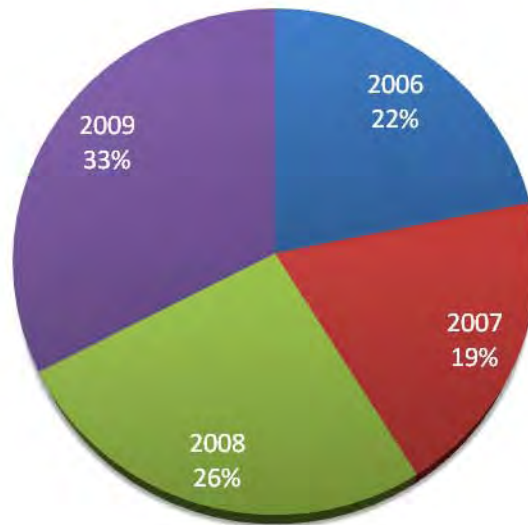


Hazard Reduction Program





Fire Station Tours



Apparatus



APPARATUS


There were no significant changes to the service of apparatus for 2009. With no new purchase needs, most of the time and effort were spent keeping all emergency equipment in top running condition for emergency responses.

With mechanical labor costs rising, we are continually looking at the most economical means of servicing our equipment. In late 2009, the El Dorado Hills Fire Department began collaborating with multiple fire districts in the county to explore new ways of cutting maintenance costs by combining maintenance services; an ongoing committee continues to focus in this area.

The apparatus committee has worked very hard refining our existing type one engine specifications with the anticipation of ordering a new fire engine in early 2010. Ferrara Fire Apparatus was awarded the bid with the expected delivery to be in late 2010. This new engine shall incorporate the ergonomic needs of the Firefighters as well as the latest technology to improve firefighting operations in any emergency situation.

Service to the community with excellence and integrity are the core values that we live by. Keeping the fleet of emergency equipment in a ready state at all times helps to fulfill our commitment.

EL DORADO HILLS FIRE DEPARTMENT

A handwritten signature in dark ink, appearing to read "Jim O'Camb", is positioned above the printed name and title.

Jim O'Camb
Deputy Chief

Apparatus Description

UNIT #	YEAR -CHASSIS MFG -TYPE	HOSE LOADS	TANK &PUMP CAPACITY	ALARM RESPONSE DESCRIPTION
8560 E-287	1995 International West-Mark 4x4 Type-3 Engine	500' 3" 150' 1 ¾" 1500' 1 ½" 800' 1"	500 Gallons Water 500 G.P.M. Darley Pump 20 Gallons Foam-A	Station 85 Wildland Fires *Cross staffed summer
8561 E-284	1996 International West-Mark 4x4 Type-3 Engine	500' 3" 150' 1 ¾" 1500' 1 ½" 800' 1	500 Gallons Water 500 G.P.M. Darley Pump 20 Gallons Foam-A	Station 84 Wildland Fires *Cross staffed summer
8562 E-285	2004 International West-Mark 4x4 Type-3 Engine	500' 3" 150' 1 ¾" 1500' 1 ½" 800' 1"	500 Gallons Water 500 G.P.M. Darley Pump 20 Gallons Foam-A	Station 85 Wildland Fires *Cross staffed summer
8563 E-286	2007 International West-Mark 4x4 Type-3 Engine	500' 3" 150' 1 ¾" 1500' 1 ½" 800' 1"	500 Gallons Water 500 G.P.M. Darley Pump 20 Gallons Foam-A	Station 86 / New Engine Wildland Fires *Cross staffed summer
8570 E-84	2003 Spartan Ferrara Class "A" Pumper Type 1 Engine	1000' 5" 500' 3" 100' 2 ½" 550' 1 ¾" 900' 1 ½" 600' 1"	500 Gallons Water 1500 G.P.M. Waterous Pump 20 Gallons Foam-A 20 Gallons Foam-B	Station 84 All Alarms winter *Cross staffed summer
8571 E-85	1996 HME Hi-Tech Class "A" Pumper Type 1 Engine	1000' 5" 500' 3" 100' 2 ½" 550' 1 ¾" 900' 1 ½" sj	600 Gallons Water 1500 G.P.M. Waterous Pump 20 Gallons Foam-A 20 Gallons Foam-B	Station 85 All Alarms *Cross staffed w/T85
8572 E-86	2000 HME Westates Class "A" Pumper Type 1 Engine	1000' 5" 500' 3" 100' 2 ½" 550' 1 ¾" 900' 1 ½" sj 600' 1" sj	500 Gallons Water 1000 G.P.M Waterous Pump 20 Gallons Foam-A 20 Gallons Foam-B	Station 86 All Alarms winter *Cross staffed summer

8591 T-85	2000 Spartan Marion 105' AI Ladder Quint	500' 5" 350' 3" 100' 2 ½" 650' 1 ¾"	500 Gallons Water 1500 G.P.M. Waterous Pump 20 Gallons Foam-A 20 Gallons Foam-B	Station 85 All Structure Fire & Vehicle Accidents *Cross staffed w/E85
8574 E-87	2007 Spartan Ferrara Class "A" Pumper Type 1 Engine	1000' 5" 500' 3" 100' 2 ½" 550' 1 ¾" 900' 1 ½" sj 600' 1" sj	500 Gallons Water 1500 G.P.M. Waterous Pump 40 Gallons Foam-A	New Engine For Station 87
8573 E-Resv.	1990 Spartan Westates Class "A" Pumper Type 1 Engine	1000' 5" 500' 3" 100' 2 ½" 550' 1 ¾" 900' 1 ½" sj	500 Gallons Water 1500 G.P.M. Waterous Pump 20 Gallons Foam-A 20 Gallons Foam-B	Station 84 / 86 Mutual Aid Reserve Engine
8575 E-Resv.	1993 International West-Mark 2 wheel drive Type 3 Engine	500' 3" 150' 1 ¾" 1500' 1 ½" 800' 1"	500 Gallons Water 500 G.P.M. Darley Pump 20 Gallons Foam-A	Station 86 Mutual Aid -Wildland Reserve Engine
8551 Air-Unit	2002 International Hackney Air/Light Support	N/A	SCBA Compressor Light Tower	Structure Fire Support
JPA M-385	2003 Ford F-450 Wheeled Coach Ambulance	N/A	Advanced Life Support	Station 85 County Reserve
6041 JPA M-285	2003 Ford F-450 Wheeled Coach Ambulance	N/A	Advanced Life Support	Station 85 Medical Aids Vehicle Accidents Reserve
0201 JPA M-85	2004 Ford F-450 Wheeled Coach Ambulance	N/A	Advanced Life Support	Station 85 Medical Aids Vehicle Accidents
OES WT41	2003 Freightliner Westates Water Tender	500' 3" 200' 1 ½" 20' 4"	2000 Gallons Water 500 G.P.M. Waterous Pump	Rural Area Support Structure/Wildland Fires State of CA Mutual Aid

UTILITY/STAFF VEHICLES

UNIT #	YEAR MAKE-MODEL	VEHICLE DESCRIPTION	TYPE OF USE ALARM RESPONSE
8539	2005 Ford F-250	Pickup 4x4	Prevention/Chief Officer
8540	2005 Ford Expedition	Staff Vehicle	Chief Officer
8541	2006 Ford F-250	Pickup 4x4	Prevention/General use
8542	1999 Ford F-350	Utility Bed	Utility/General use
8543	1998 Ford Expedition	Staff Vehicle	Sold
8544	2003 Ford Expedition	Staff Vehicle	Chief Officer
8546	2003 Ford Expedition	Staff Vehicle	Chief Officer
8547	2001 Ford Expedition	Command Vehicle	Reserve
8548	2003 Ford Expedition	Staff Vehicle	Chief Officer
8549	2003 Ford Expedition	Staff Vehicle	Duty BC

EL DORADO HILLS FIRE DEPARTMENT



2010 *Annual Report*

Dear Board Members,

As Interim Fire Chief, I am proud to be leading such a dedicated team of individuals that serve our community. Whether service is being provided by an on-duty Firefighter, a Volunteer Firefighter or a front office staff member, ***the number one focus of the El Dorado Hills Fire Department is to provide caring service to those in need.*** Those that live in our community know that we are there for them.

As assessed property values continue to decrease during this unprecedented economic downturn, we continue to work as a team at all levels within our Department to find creative solutions to budget concerns without affecting the high level of service that the citizens of El Dorado Hills have come to expect. Over the last year, we have strengthened our Training Department and Fire Prevention Bureau by enlisting additional support from members of the front office staff; expanding their role has resulted in a cost effective way to provide increased safety and services to our Firefighters and the community.

Total calls for service for 2010 increased slightly over last year despite a decrease in wildland fires in and out of the County. Medical related calls for service continue to account for over half of the calls for response. We have been an active participant in the El Dorado County Joint Powers Authority in an effort to provide the best and most versatile ambulance service in the region.

By fostering positive working relationships with surrounding agencies, we have been successful in providing seamless customer service. This service, referred to as mutual or auto aid, enables all Districts in El Dorado County to work together in a cost effective manner to provide the highest level of service possible.

With the goal of serving the community of El Dorado Hills with integrity and excellence, I remain firmly committed to building trust, positive relationships and strong teams with all members of our Department and those in the surrounding jurisdictions.

Sincerely,

EL DORADO HILLS FIRE DEPARTMENT

A handwritten signature in black ink, appearing to read "Jim O'Camb", written in a cursive style.

Jim O'Camb
Interim Fire Chief

TABLE OF CONTENTS

District Information

<i>Synopsis.....</i>	<i>1</i>
<i>Board of Directors</i>	<i>2</i>
<i>Fire Department Personnel</i>	<i>3</i>
<i>Volunteer Personnel.....</i>	<i>4</i>
<i>District Assessed Value / Property Tax Revenue</i>	<i>5</i>
<i>Annual Revenue / Annual Budgets</i>	<i>6</i>
<i>Budget Analysis.....</i>	<i>7</i>
<i>Residential Growth / Population Growth.....</i>	<i>8</i>
<i>Total Homes by Response Area.....</i>	<i>9</i>
<i>Homes Constructed by Response Area</i>	<i>10</i>
<i>Homes Constructed per Year / per Month</i>	<i>11</i>
<i>Development Fees per Month / Annual Development Fees</i>	<i>12</i>
<i>Commercial / Residential Development.....</i>	<i>13</i>

Calls for Service

<i>Alarm Statistics</i>	<i>14</i>
<i>Alarms Graphs.....</i>	<i>15</i>
<i>Alarms per Year / per Month</i>	<i>16</i>
<i>Alarms per Day / per Time of Day.....</i>	<i>17</i>
<i>Volunteer Alarm Responses</i>	<i>18</i>
<i>Incidents by Response Zone</i>	<i>19</i>

Fire Training

<i>Synopsis.....</i>	<i>20</i>
<i>Paid Training Summary.....</i>	<i>21</i>

Perfect Drill Attendance 22

Most Responses Award 23

Volunteer Training Summary 24

Total Engine Coverage 25

Fire Safety & Fire Protection

Synopsis 26

Staff Hours per Year 27

Fire Prevention Activities 28

Public Education Programs 29

Hazard Reduction Program 30

Annual Residential Fire Sprinklers 31

Annual Fire Loss 31

Annual Fire Station Tours 32

Apparatus

Apparatus Description33, 34

Utility Staff Vehicles 35

District Information



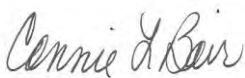
DISTRICT INFORMATION

Staffing, development, revenue and District assessed value decreased again in 2010. Highlights are as follows:

- Again this year, a Budget Committee, consisting of Board Members and Staff, reviewed all budget items prior to submittal to the Board.
- Assessed value for the District decreased 8% in 2010. The District still has an average 4% increase over the past five years and a 12% increase over the past ten years. The assessed value has decreased based on homes and commercial structures being reassessed and the recent flood of foreclosures.
- Property tax revenue as projected by the County decreased 8% for the 2010/2011 fiscal year; however, this may vary based on supplemental tax revenue. Property tax revenue increased an average of 2% per year over the past five years. (These figures are distorted by the supplemental tax revenue which was also higher in previous years.)
- Commercial development also follows the decline in the economy with only 4,800 square feet of new commercial development in 2010. There was no new commercial development in 2009 and only 10,767 square feet of development in 2008. Over the past five years, the average increase has been 125,000 square feet.
- There is less than a half percent increase in new home development in the District which is down from last year. This has negatively impacted projected development fees and property tax revenue.
- Development fee revenue collected in 2010 was \$308,891; however, there were refunds made of \$33,384, resulting in net development fees collected of \$275,507. Residential home starts have declined dramatically over the past two years. (Refunds were due to cancellation of building permits.)

As you can see, the El Dorado Hills Fire District is growing at a very slow rate especially compared to years past. The Department remains proactive in meeting the ongoing challenges it faces to manage the growth and development needs in our community. Staff will continue to maintain control of the budget in these difficult economic times.

EL DORADO HILLS FIRE DEPARTMENT



Connie L. Bair
Chief Financial Officer

BOARD OF DIRECTORS

		<u>Elected/Appointed</u>
President	Jim Hartley	2000
Vice-President	Greg Durante	2008
Director	John Hidahl	2000 (1981 -1998)
Director	Mark Thomsen	2006
Director	Barbara Winn	2009

Board Secretary

Connie Bair
(1983)

Board Counsel

Mike Cook
(1988)

Committees

Administrative Committee	John Hidahl Jim Hartley
Fire Committee	Barbara Winn Greg Durante
Joint Powers Authority	Barbara Winn Mark Thomsen
	(Alternate)

Note: Director Lou Barber elected and sworn in December 3, 2010

ADMINISTRATIVE PERSONNEL

Chief, Brian Veerkamp (1993)
 CFO, Connie Bair (1983)
 Deputy Chief, James O'Camb (1996)
 Battalion Chief, Dwight Piper (1995)
 Division Chief, Brad Ballenger (1988)
 Battalion Chief, Dave Roberts* (1993)
 Battalion Chief, Antonio Moreno (1986)
 Battalion Chief, John Niehues (1990)
 Fire Prev. Specialist, Wally Jukes (2008)
 System Admin, Angelica Silveira (2002)
 Admin. Assistant, Sandy Sanders (2005)
 Admin. Assistant, Steph Martincek (2007)
 Admin. Assistant, Kristin Cramer (2008)
 Operations Support Tech., Allan Orr (2008)

CAPTAIN

Steve Maranville (1985)
 Dale Jankowski (1989)
 Michael Wilson* (1995)
 David Merino* (1996)
 Russ Hasemeier* (1991)
 Brian Bresnahan* (1997)
 Steve Enos (1990)
 Chris Storz (1993)
 Tom Anselmo* (1998)
 Jon Zellhoefer* (2001)
 Kasey Owens* (2001)
 John Johnston* (1999)
 Hank Ferlini* (1999)
 Matt Beckett* (2001)

ENGINEER

Rob Karnow* (2000)
 David Brady* (2001)
 Benjamin Cowles* (2001)
 Mike Gygax* (2001)
 Phil Wesson* (2001)
 Mathew Eckhardt* (2003)
 Dan Nelson* (2004)
 Michael LeBlanc* (2001)
 Bryan Ferry* (2003)

ENGINEER

Matt Belleci* (2004)
 Brenton Warren* (2004)
 Michael MacKenzie* (2007)

FIREFIGHTER

Lantz Burvant* (2000)
 Mark Ali* (2001)
 James Davidson* (2001)
 Robyn Toy* (2001)
 Carmen Stiern* (2001)
 Dale Hemstalk* (2002)
 Stacy Minnich* (2002)
 Josh Bailey* (2003)
 Jeno Inzerillo* (2003)
 Michael Lovinger* (2003)
 Josh Couch* (2004)
 Jeff Cummins* (2007)
 Ryan Hathaway* (2007)
 Chris Landry* (2007)
 Brian Lowe* (2007)
 LisaMarie Perillo* (2007)
 John Schureman* (2007)
 James Sommercamp* (2007)
 Dave Ward* (2007)
 Sean Ward* (2007)
 Thomas Zarback* (2007)
 Brian Wilkey* (2008)
 Jason Smith* (2008)

RETIRED

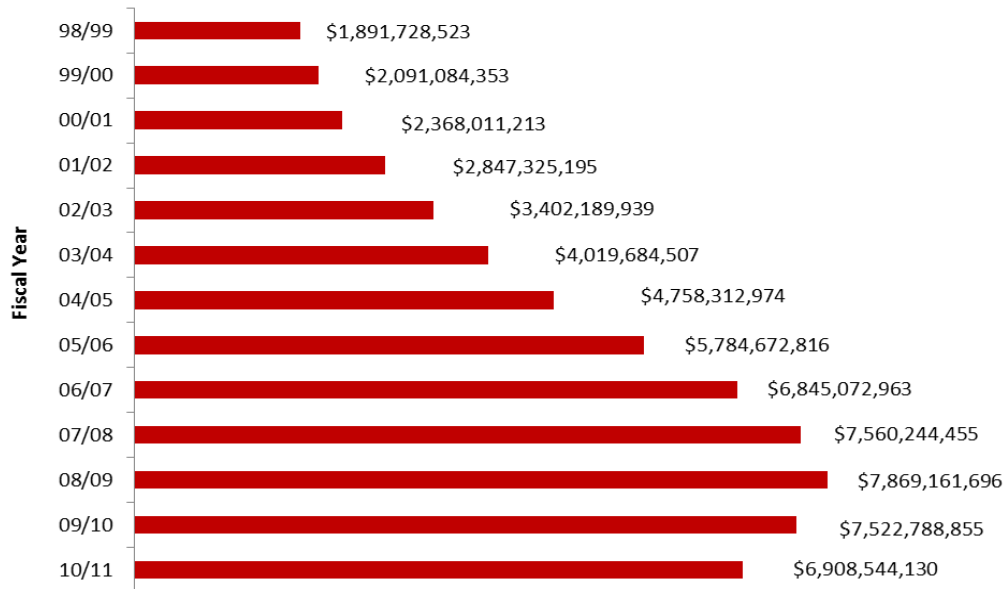
Steve Maranville (11/01/10)

*Paramedic

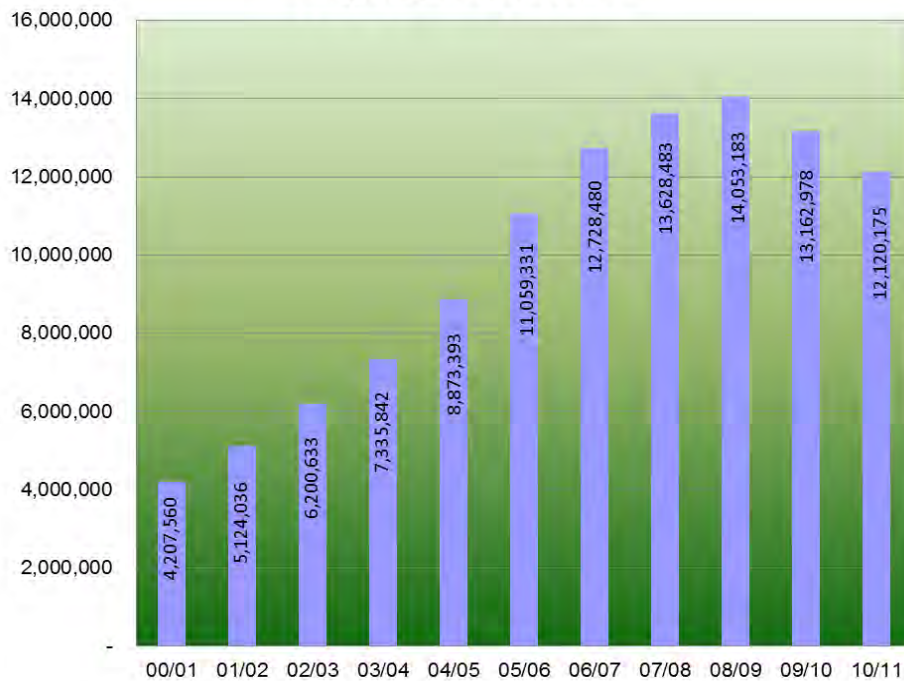
VOLUNTEER PERSONNEL

<u>NAME</u>		<u>TITLE</u>	<u>HIRED YEAR</u>
Albillar	Aaron	Firefighter	2009
Austerman	Robert	Firefighter	2009
Baughman	Gregory	Lieutenant	2005
Benke	Dustin	Firefighter	2006
Bennett	Ryan	Firefighter	2009
Binion	Michael	Firefighter	2007
Boeker	Bobby	Engineer	2004
Bowthorpe	Thomas	Firefighter	2008
Brown	Benjamin	Firefighter	2008
Burdette	Cody	Firefighter	2008
Cheetham	Jeff	Firefighter	2008
Currie	Jason	Firefighter	2000
Enyck	Brandon	Firefighter	2006
Frey	Lucus	Firefighter	2009
Gohagan	John	Firefighter	2007
Griffis	Samson	Firefighter	2008
Gutierrez	Ruben	Firefighter	2009
Hughes	Robert	Lieutenant	2007
Manriquez	Thomas	Firefighter	2008
Mattson	Kyle	Firefighter	2009
McCarthy	Sean	Firefighter	2009
McKenzie	Justin	Firefighter	2009
Moestopo	John	Firefighter	2009
Nugent	Dion	Firefighter	2008
Phillips	Adam	Firefighter	2004
Phillips	Raymond	Firefighter	2009
Polson	John	Firefighter	2009
Roppolo	Mike	Lieutenant	1994
Ross	David	Firefighter	2008
Sand	Erik	Firefighter	2007
Teshima	Peter	Firefighter	2009
Thalhamer	Todd	Lieutenant	1998
Torres	Dennis	Lieutenant	1999
Vail	Scott	Firefighter	2001
Webb	Darrin	Firefighter	2002
Warren	Thomas	Photographer	1994

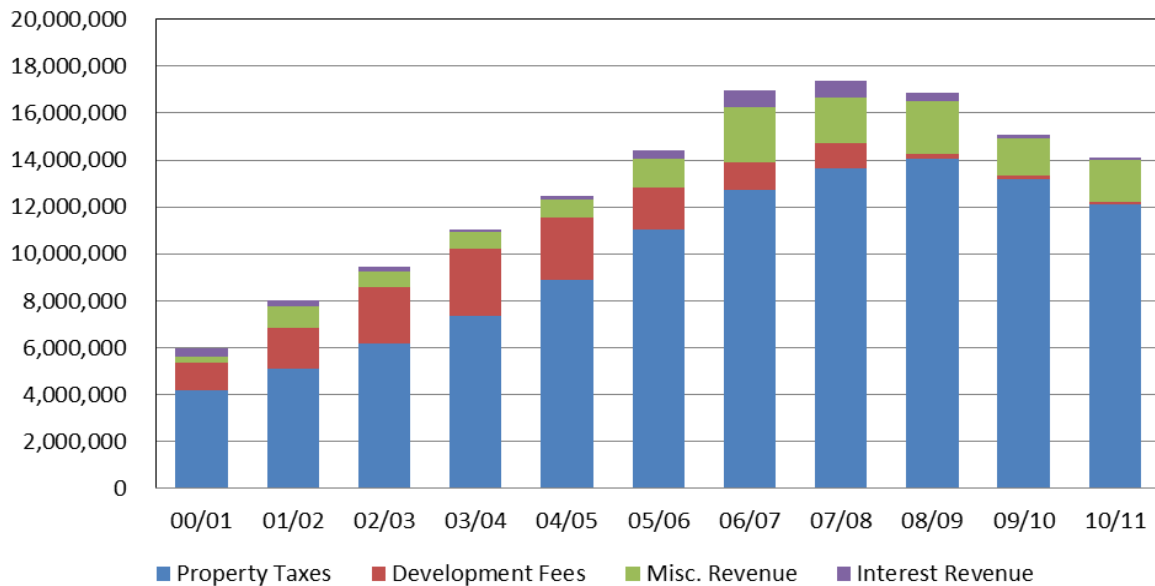
District Assessed Value



Property Tax Revenue



Annual Revenue



Annual Budgets



2010/2011 Budget Analysis

(Total Budget - \$16,108,638)

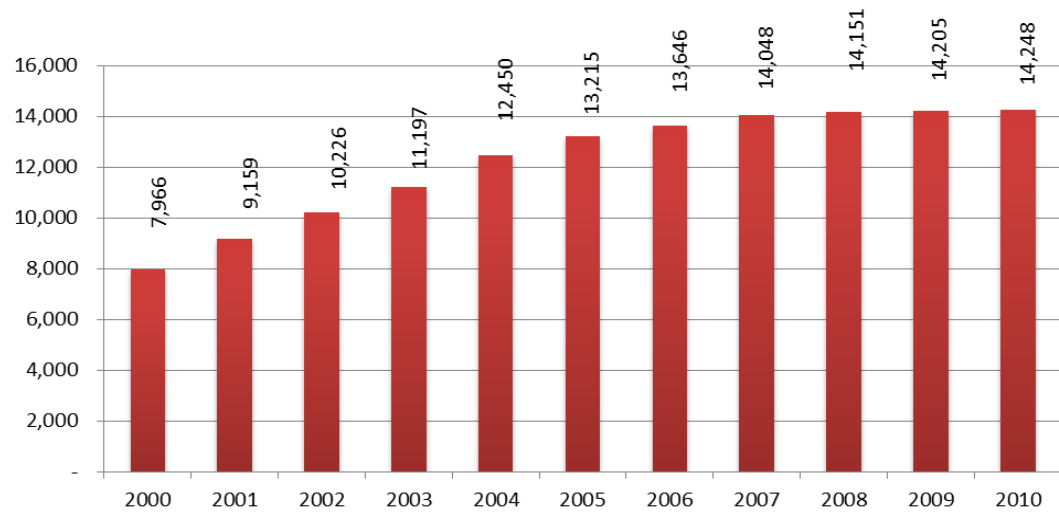
Total Budget



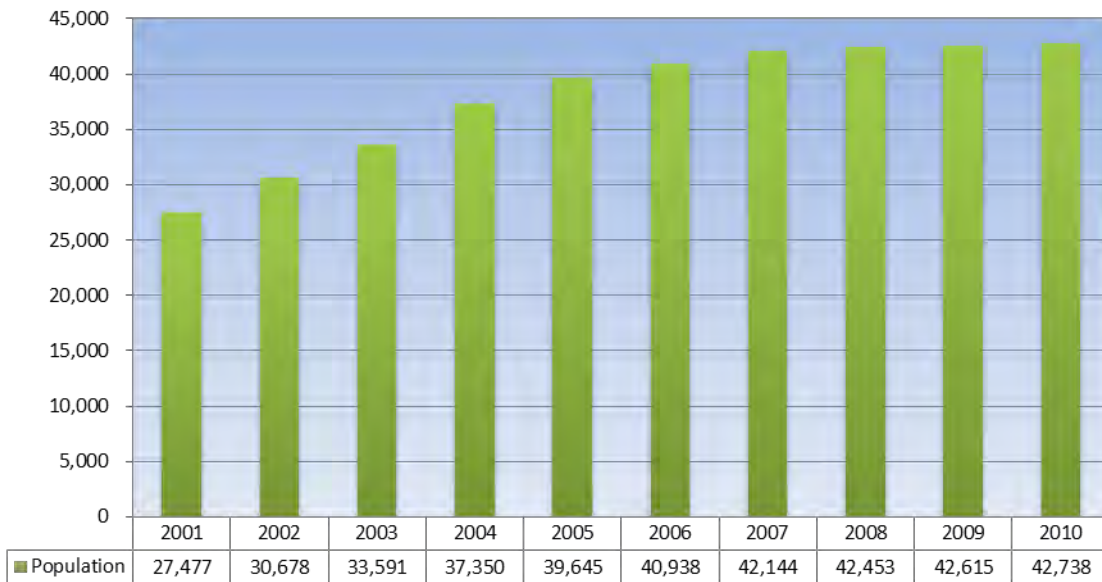
Wages and Benefits



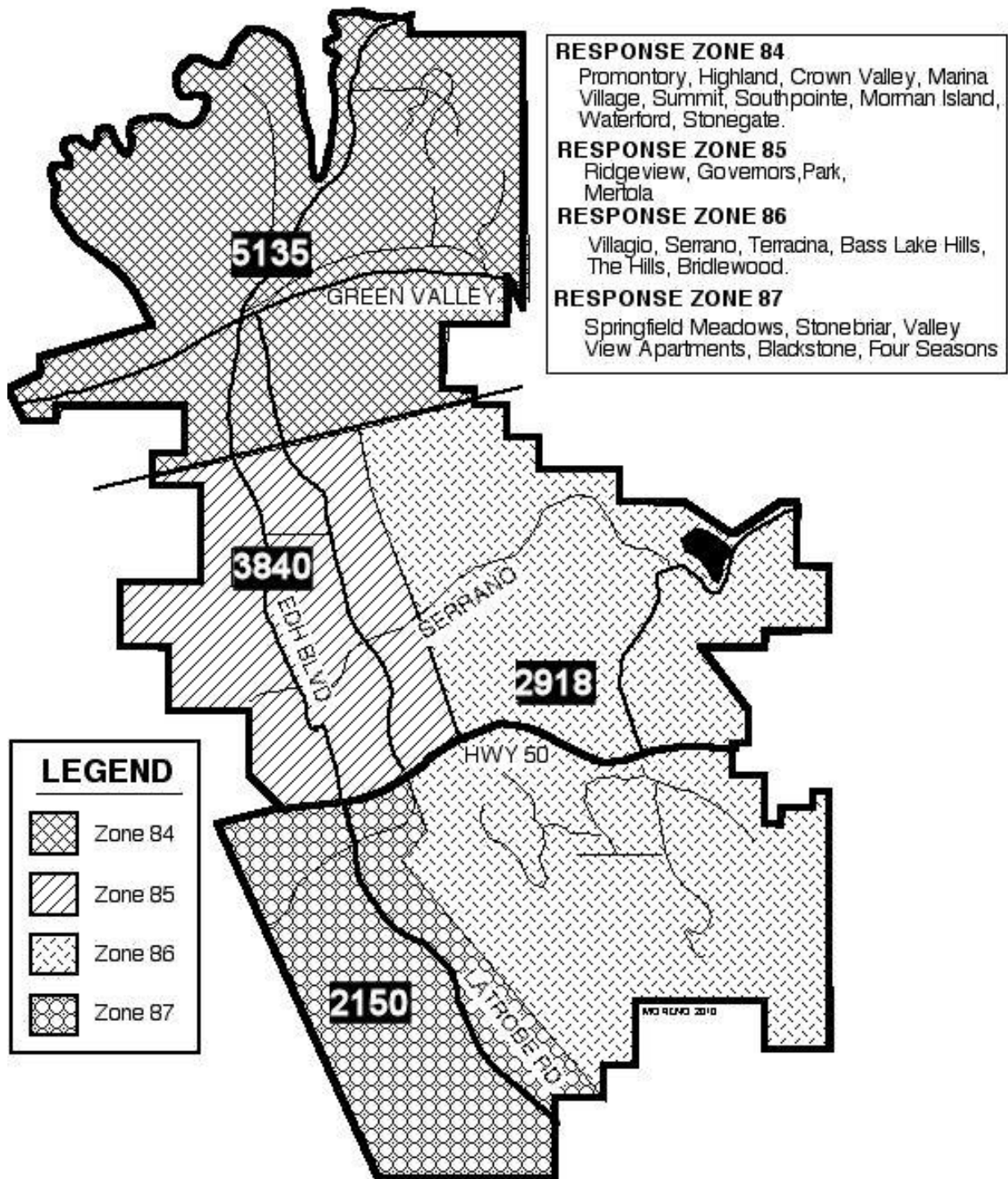
Residential Growth (Housing Units)



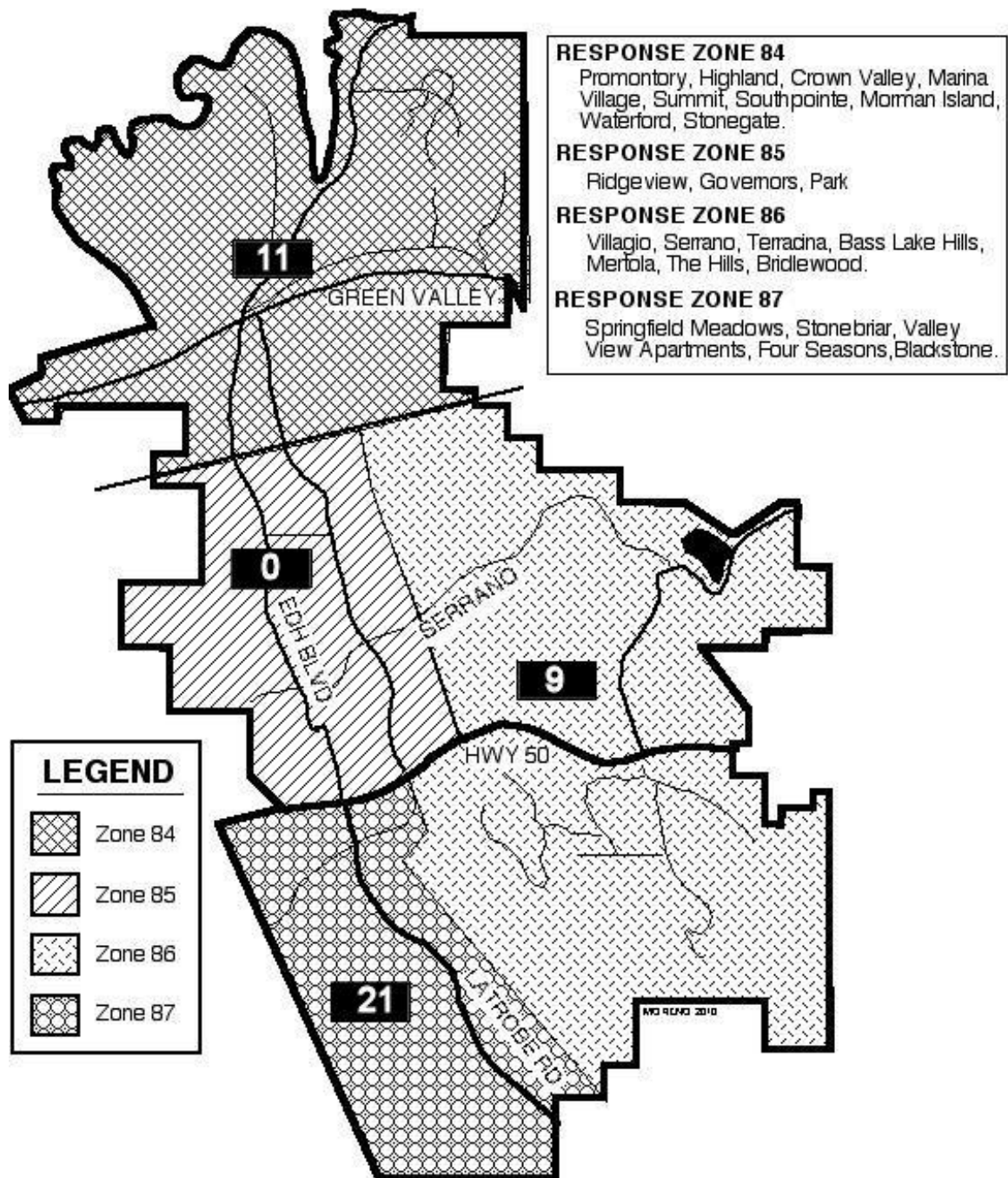
Population Growth



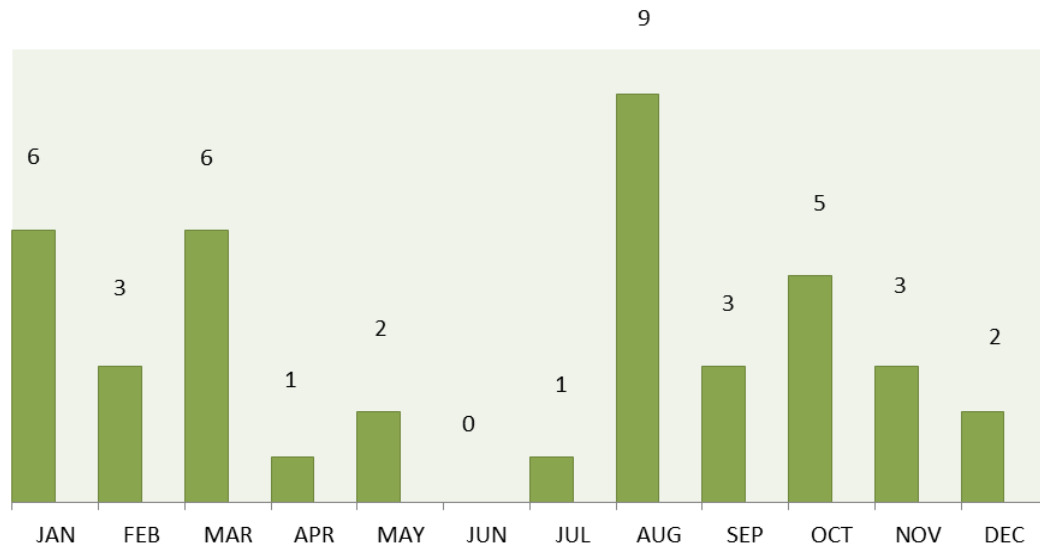
2010 Total Homes by Response Area



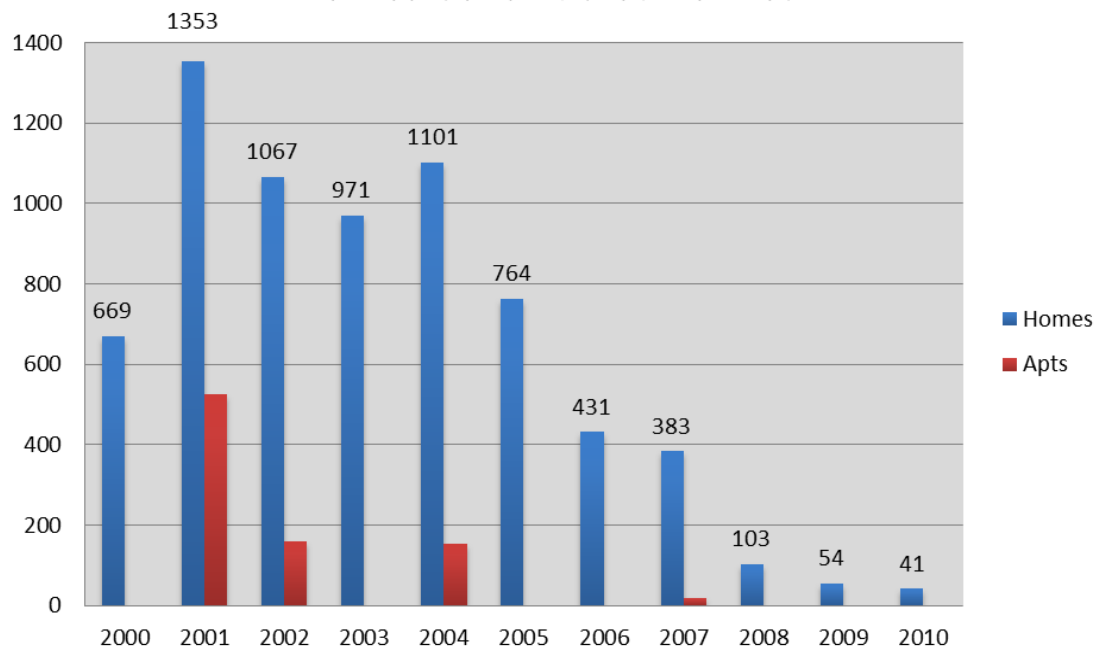
2010 Total Homes Constructed by Response Area



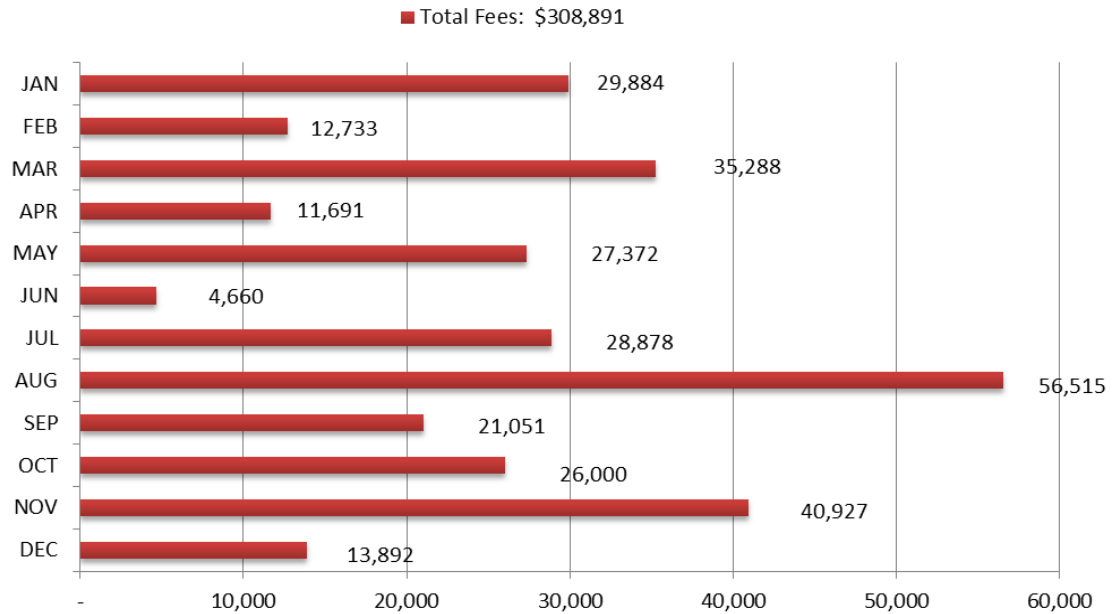
Homes Constructed Per Month



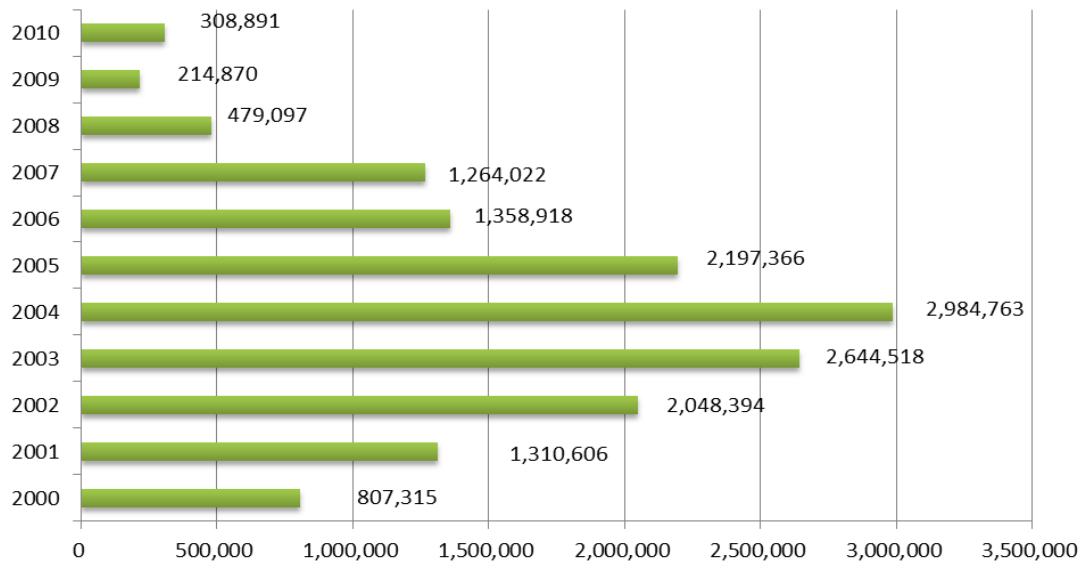
Homes Constructed Per Year



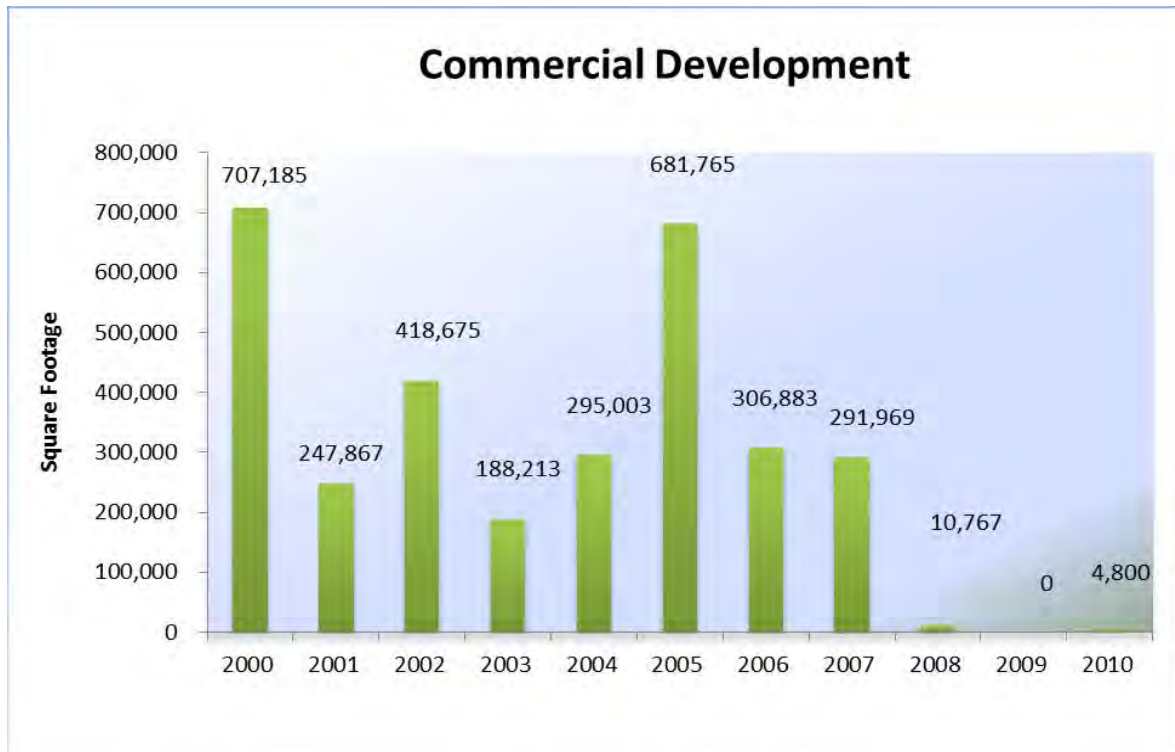
Development Fees Per Month



Annual Development Fees



*Net Development Fees= \$275,507 (\$308,891 collected, less 33,384 in refunds)



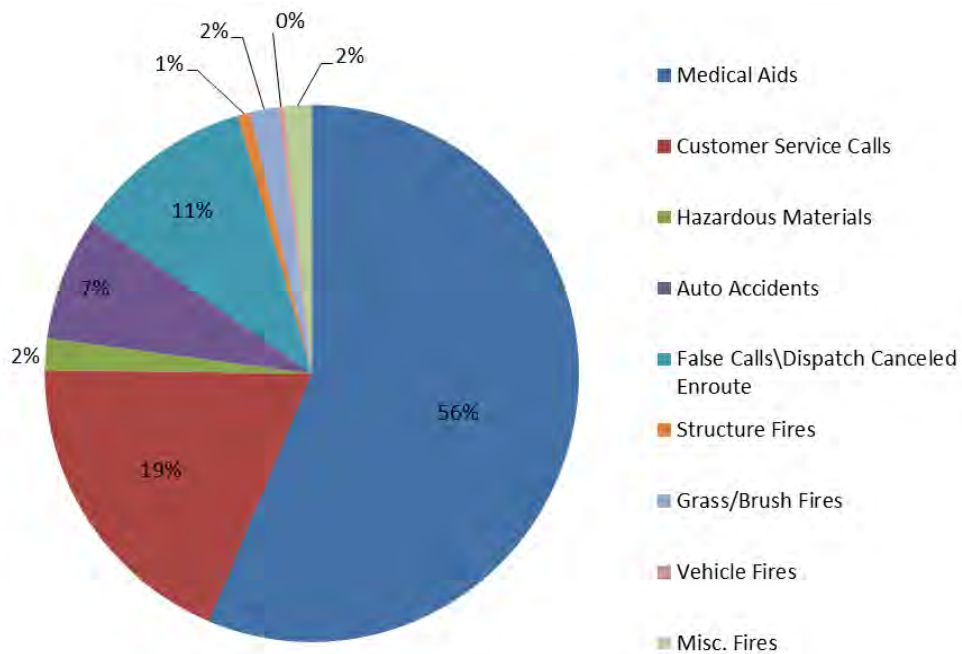
Calls for Service



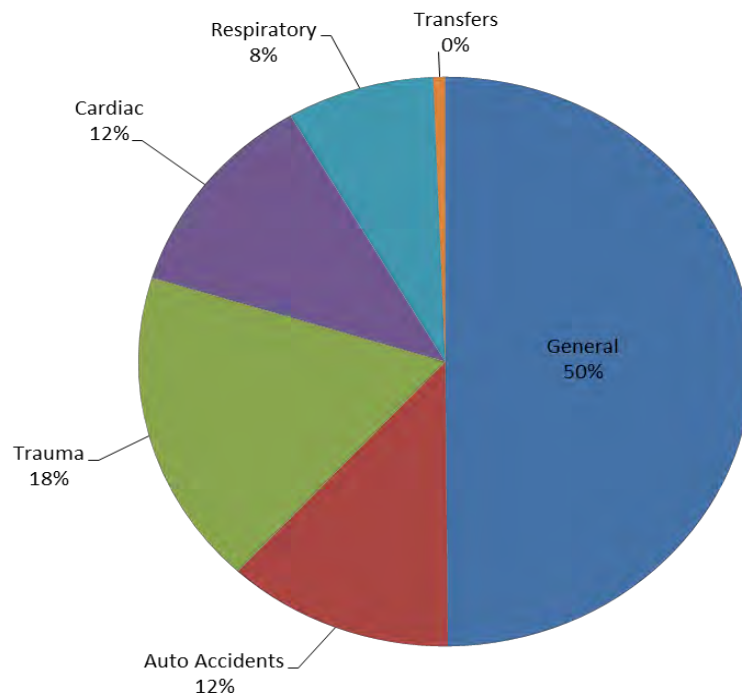
ALARM STATISTICS

	<u>2006</u>	<u>2007</u>	<u>2008</u>	<u>2009</u>	<u>2010</u>
<u>Medicals Aids</u>					
General Medical Aids	833	920	880	721	717
Trauma	155	218	225	213	258
Cardiac	176	153	172	187	170
Respiratory Problems	89	100	114	111	112
Transfers	13	13	33	7	9
Auto Accidents	213	221	183	186	172
Total Medical Aids	1479	1625	1607	1425	1438
<u>Fires</u>					
Structure Fires	30	23	22	21	19
Fire in Building	4	1	15	5	12
Chimney Fires	1	6	4	4	6
Total Structure Fires	35	30	41	30	37
Grass/Brush Fires	57	74	70	33	40
Vehicles Fires	24	18	14	15	7
Misc. Fires	25	33	31	32	15
Total Misc. Fires	106	125	115	80	62
<u>Special Duties</u>					
Snakes	201	140	133	129	139
Legal/illegal Burns	18	15	11	19	4
Lockouts	35	31	33	21	31
Hazardous Materials	24	14	21	28	29
Smoke Investigation	40	32	18	13	21
Public Assist	111	114	92	142	144
Citizen Complaint	0	1	6	0	1
CO2 Detector Activation	5	5	1	6	13
Miscellaneous	56	52	53	61	53
False Calls/Dispatched	139	132	145	82	95
Canceled en-route	178	216	286	209	137
Cover/Move ups	-	-	-	-	49
Total Special Duties	807	752	799	710	716
TOTAL ALARMS	<u>2427</u>	<u>2532</u>	<u>2565</u>	<u>2245</u>	<u>2253</u>
Medic 85 Responses (Out of District)	328	334	450	147	215
Fire Units – Automatic Aid\Mutual Aid	198	151	176	243	227

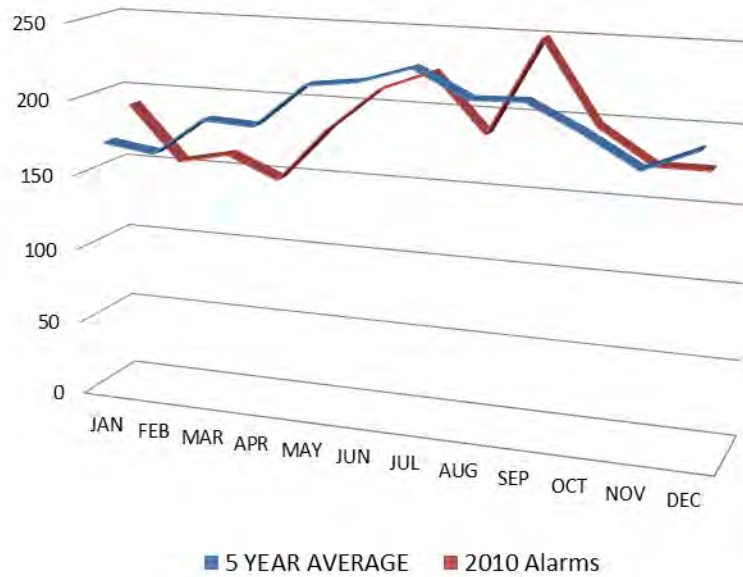
Percentage of Alarms



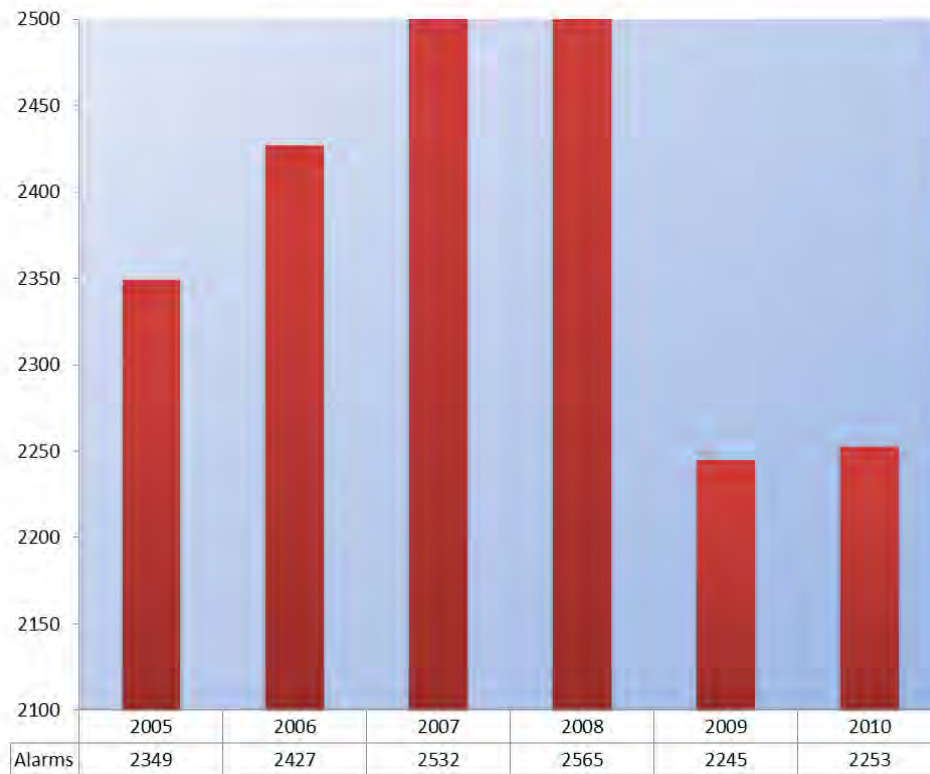
Medical Aid Alarms



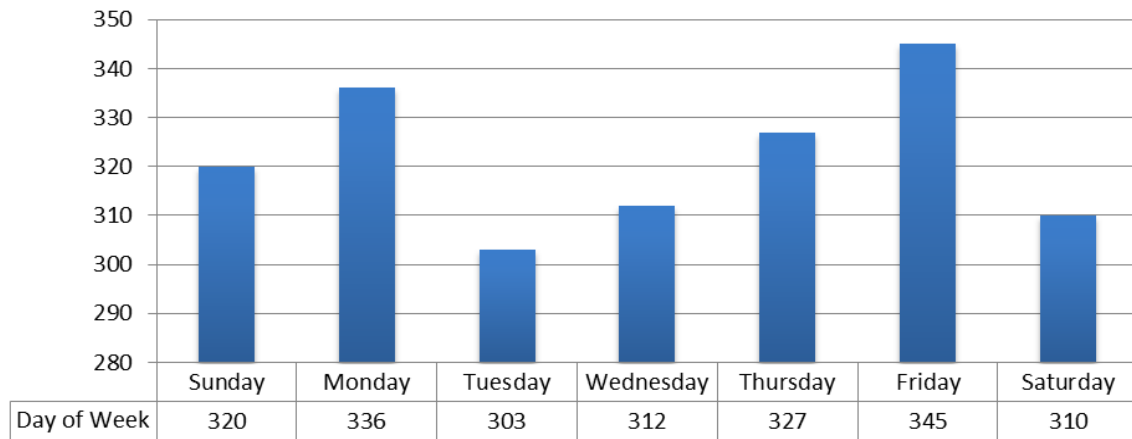
Alarms per Month



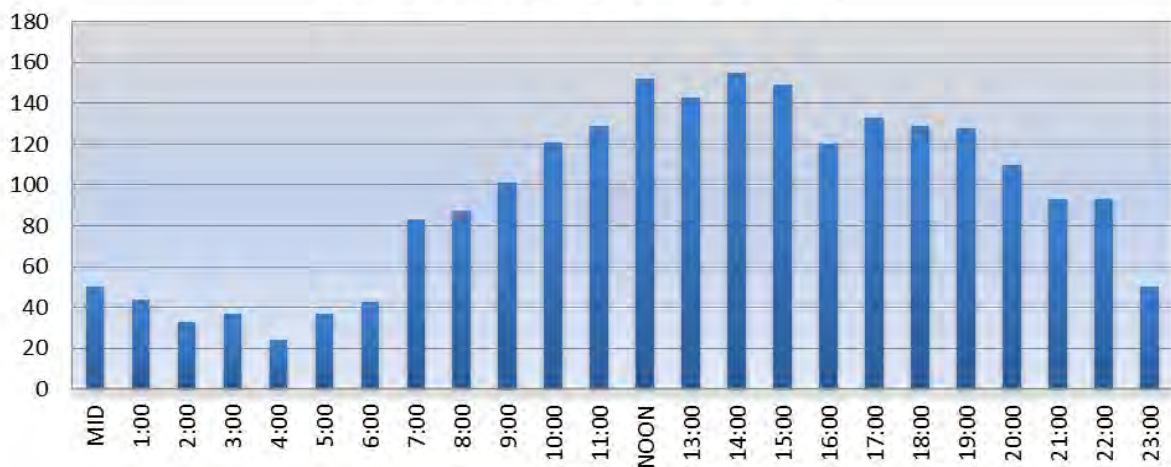
Alarms Per Year



Alarms Per Day



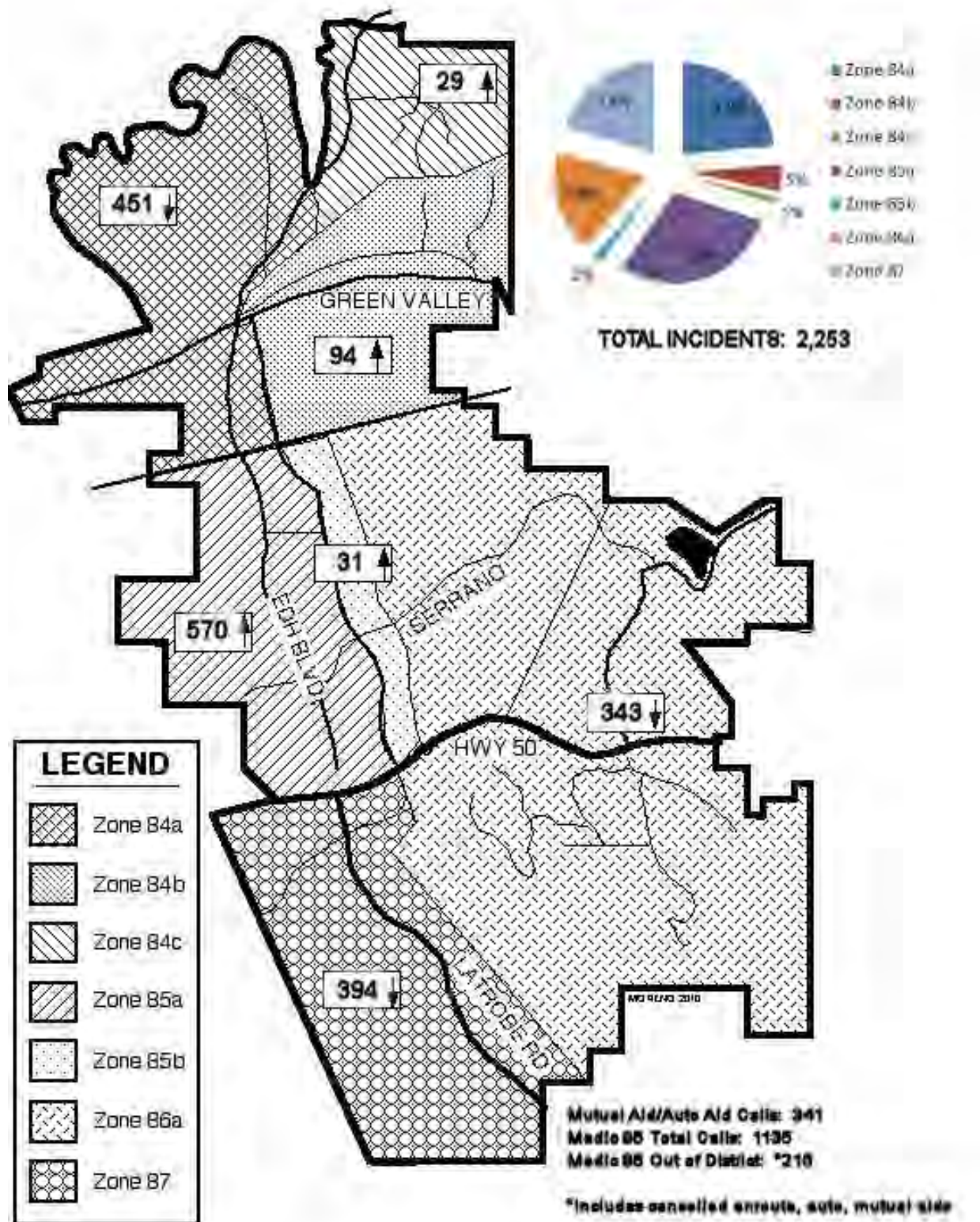
Responses by Time of Day



2010 VOLUNTEER ALARM RESPONSES

		<u>TOTAL</u>
Albillar	Aaron	83
Austerman	Roberts	95
Baughman	Gregory	25
Bennett	Ryan	222
Binion	Michael	68
Boeker	Bobby	49
Brown	Benjamin	81
Burdette	Cody	46
Cheetham	Jeff	41
Currie	Jason	25
Dillion	John	11
Enyck	Brandon	101
Frey	Lucus	38
Griffis	Samson	3
Gutierrez	Ruben	30
Hughes	Robert	146
Manriquez	Thomas	29
Mattson	Kyle	68
McCarthy	Sean	70
McKenzie	Justin	58
Moestopo	John	58
Nugent	Dion	367
Phillips	Adam	18
Phillips	Raymond	101
Polson	John	85
Roppolo	Mike	155
Ross	David	24
Sand	Erik	12
Thalhamer	Todd	55
Torres	Dennis	53
Vail	Scott	63
Vicario	Zachary	2
Webb	Darrin	8
Wolfe	Ryan	36
TOTAL RESPONSES		2326

2010 Incidents by Response Zone



Training & Emergency Services



TRAINING AND EMERGENCY SERVICES

The Training Division had a highly successful year in 2010 with the following highlights:

- Very successful Captains' Testing Process
- Very successful Captain and Battalion Chiefs' Academy
- Successful Volunteer Recruitment Program for 2011 Academy
- Conducted an in-house EVOC Class B Driver Training with cost savings of class and overtime
- Teamed up with CalFire for comprehensive 4X4 Off Road Driving Skills Course
- Continued focus on "Train-the-Trainer" style education
- Harassment Prevention Training for Line and Supervisory Personnel
- Assisted Volunteer Personnel to develop as Paramedics by providing internships
- Second Edition - FireTown Truck Academy – EDHFD and other Departments
- HazMat FRO Classes completed for entire Department
- Every 15 Minute Program for Oak Ridge High School
- Wellness Training for all Shifts – Eckhardt
- Developed Personal Vision Statements for all employees – Nelson
- Vehicle Extrication for all Shifts and Volunteers – Wesson/Johnston
- Multi-Agency OES (Cal EMA) Bus MCI Drill at Veerkamp yard for all Shifts and Volunteers – Roberts/Nugent
- Began "New Deal" Monthly Shift Training – Roberts
- Wildland-Poluzza Volunteer Drill at Browns Ravine – Roppolo/Thalhamer
- Wildland Readiness Competitions – Multi-Company
- Joint Wildland Urban Interface Drill – Chief Officers with Folsom FD
- Folsom Joint Operations Training – Multi-Jurisdiction/Multi Company Drills
- Began monthly Target Hazard Tours for all Shifts
- Western Propane Gas Association – Propane Training – El Dorado County Training Officers
- Fresno Training Officers' Symposium – 3 Attended

The Training Division continues to serve our most important customers, our own Career and Volunteer Personnel. With safety and our Core Values of Integrity, Service, and Excellence as a foundation, the rewards of a high level of training continue to benefit the El Dorado Hills community with a superior level of emergency response and service.



David C. Roberts
Administrative Battalion Chief
Training Division/Volunteer Program

PAID TRAINING HOUR SUMMARY

TOTAL PAID DRILL HOURS = 13,239 - Safety Only
(does not include gym time)

AVG TRAINING HRS/PERSON = 245

Name	Training Hours	Name	Training Hours	Name	Training Hours
Chief Veerkamp	90	Eng Gygax	282	FFP Toy	250
D/C O'Camb	30	Eng Karnow	247	FFP D Ward	245
DivC Ballenger	130	Eng LeBlanc	219	FFP S Ward	181
Admin BC Roberts	336	Eng MacKenzie	296	FFP Wilkey	235
BC Moreno	157	Eng Nelson	283	FFP Zarback	239
BC Niehues	87	Eng Warren	322	PS Jukes	108
BC Piper	189	Eng Wesson	191	Bair	39
Cap Anselmo	340	FFP Ali	285	Cramer	6
Cap Beckett	357	FFP Bailey	57	Martincek	6
Cap Bresnahan	285	FFP Burvant	183	Orr	2
Cap Enos	172	FFP Couch	163	Sanders	6
Cap Ferlini	266	FFP Cummins	296	Silveira	27
Cap Hasemeier	223	FFP Davidson	258		
Cap Jankowski	163	FFP Hathaway	213		
Cap Johnston	304	FFP Hemstalk	298		
Cap Merino	2	FFP Inzerillo	209		
Cap Owens	238	FFP Landry	440		
Cap Storz	316	FFP Lovinger	358		
Cap Wilson	558	FFP Lowe	202		
Cap Zellhoefer	266	FFP Minnich	198		
Eng Belleci	391	FFP Perillo	216		
Eng Brady	309	FFP Schureman	146		
Eng Cowles	290	FFP Smith	259		
Eng Eckhardt	196	FFP Sommercamp	314		
Eng Ferry	234	FFP Stiern	227		

Perfect Drill Attendance

<u>NAME</u>	<u>YEAR</u>
CHUCK DODD	1977
ROB BURNS	1978
CHUCK DODD	1979
CHUCK DODD	1980
BOB WRIGHT	1982
RICHARD MASON	1982
ROBERT CIMA	1982
BOB WRIGHT	1982
CHUCK DODD	1982
CHUCK DODD	1983
JEFF GENOVESE	1989
DAVE ROBERTS	1992
KEN DEUEL	1993
CHRIS ANDRUS	1994
TOM WARREN	1996
JOHN KNIGHT	1997
CHRIS ROGERS	1997
CHRIS ROGERS	1999
DENNIS TORRES	2000
CHRIS ROGERS	2004
THOMAS ZARBACK	2005
CHRIS ROGERS	2005
DENNIS TORRES	2006
BEN BROWN	2009
KYLE MATTSON	2010

MOST RESPONSES AWARD

1976
CHUCK DODD

1977
CHUCK DODD

1978
CHUCK DODD

1979
CHUCK DODD

1980
BOB WRIGHT

1981
CHUCK DODD

1982
BOB WRIGHT

1983
BOB WRIGHT

1984
BOB WRIGHT

1985
JERRY VANDERPOL

1986
BRIAN PRINZ

1987
JOHN REEVES

1988
NEIL HILLEL

1989
DAVE ROBERTS

1990
NEIL HILLEL

1991
NEIL HILLEL

1992
NEIL HILLEL

1993
SEAN FILBEN

1994
DAVID MERINO

1995
JOHN KNIGHT

1996
JOHN KNIGHT

1997
JOHN KNIGHT

1998
JOHN KNIGHT

1999
JOHN KNIGHT

2000
MIKE ROPPOLO

2001
ANDY ANDREIS

2002
MIKE ROPPOLO

2003
MIKE ROPPOLO

2004
MIKE ROPPOLO

2005
MIKE ROPPOLO

2006
THOMAS ZARBACK

2007
MIKE ROPPOLO

2008
ROBERT HUGHES

2009
DION NUGENT

2010
DION NUGENT

VOLUNTEER TRAINING HOUR SUMMARY

TOTAL VOL DRILL HOURS = 2668

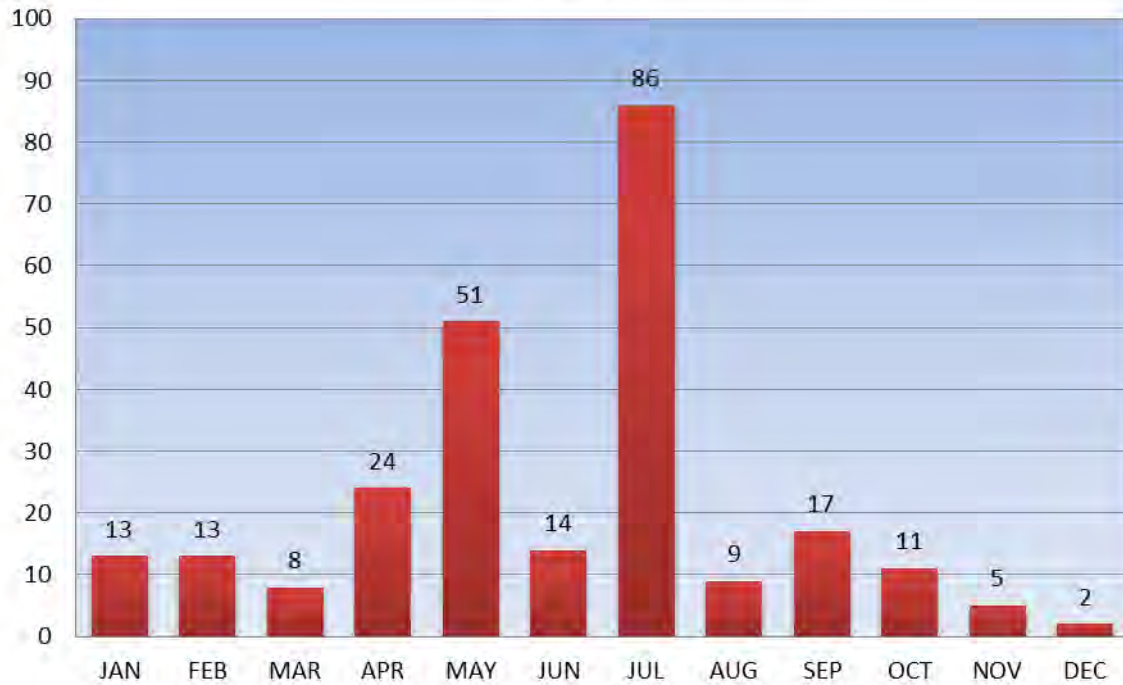
AVG TRAINING HRS/PERSON = 78

Does not include Ride Along, or Work-Out Hours (Training Only)

Name	Training Hours	Name	Training Hours
LT Baughman	37	FF Moestopo	122
LT Roppolo	127	FF Nugent	118
LT Thalhamer	134	FF Phillips, A	40
LT Torres	51	FF Phillips, R	132
ENG Boeker	59	FF Polson	130
ENG Hughes	173	FF Ross	29
FF Albillar	99	FF Vail	53
FF Austerman	131	FF Webb	11
FF Benke	15	FF Wolf	44
FF Bennett	147		
FF Binion	97		
FF Brown	115		
FF Burdette	49		
FF Cheetham	55		
FF Currie	28		
FF Dillon	44		
FF Edwards	34		
FF Eynck	144		
FF Frey	63		
FF Griffis	19		
FF Gutierrez	68		
FF Manriquez	51		
FF Mattson	99		
FF McCarthy	76		
FF McKenzie	74		

Volunteer Engine Coverage

Total : 253



*Tally includes covering stations on Tuesdays and Sundays Drill Nights

Fire Safety & Prevention



PREVENTION

Despite the economic downturn, the Fire Prevention Bureau continues to be active and is faced with new challenges. In an effort to cut expenditures, 2010 brought the loss of the Fire Prevention Captain position which reduced the Fire Prevention Bureau staffing from three personnel down to two. To assist in offsetting the workload, Administrative Assistant Stephanie Martincek was transitioned into the Fire Prevention Bureau as a part-time partner with two main areas of focus: public information/education and the Vacant Lot Program.

The Fire Prevention Bureau has become more efficient and informative by providing a wealth of information to the public through the Department's website. Our goal is to continually enhance the website by adding information such as building standards and regulations for residents, businesses and contractors.

During 2010, one new commercial building was completed and the construction of another began. We continue to see a steady flow of smaller projects like tenant improvements, which require plan checks and inspections. Developers are constantly looking for creative ways to lease building space resulting in questions that require time consuming code and regulation research.

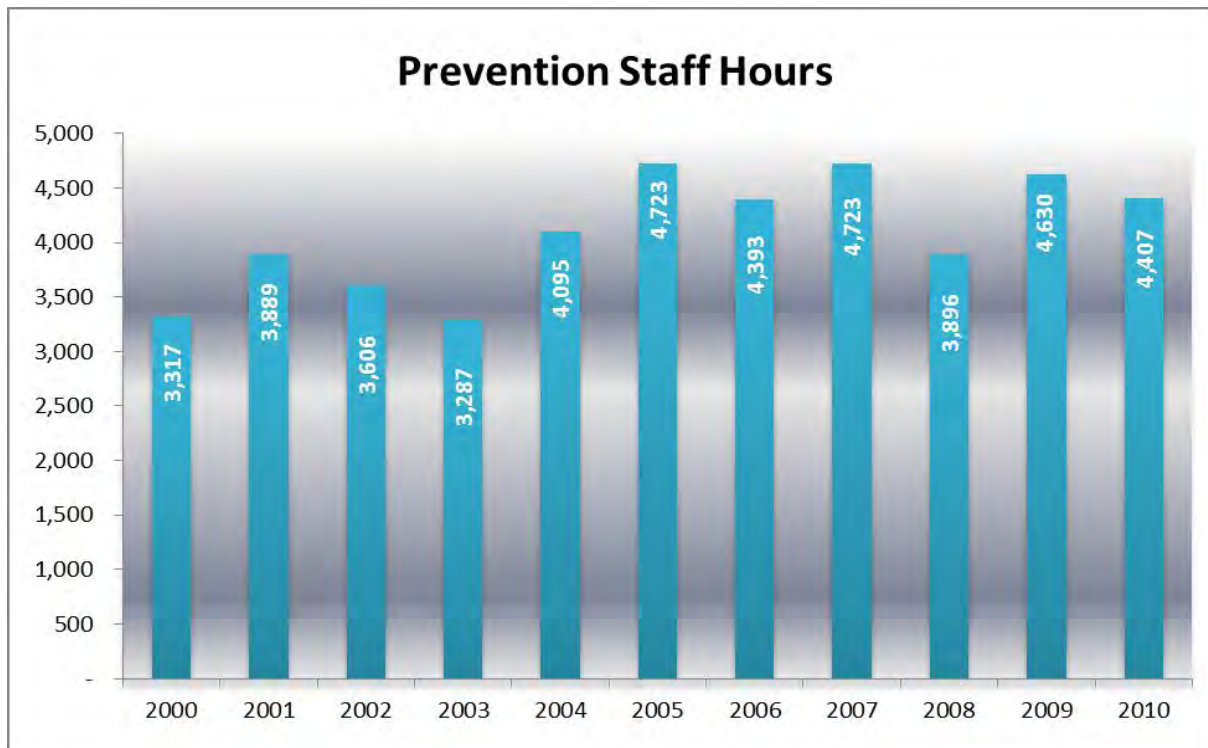
Building permits for 49 new homes and 35 remodels were issued in 2010. The average size home is 5,471 square feet and the average addition is 850 square feet. The total of new residential square footage added in the District was 298,685 square feet. With the water flow per dwelling unit requirement that was implemented in the January 2007 Code Adoption, 10 of the permitted homes have been required to have fire sprinklers installed and one home was required to have a water tank for fire sprinklers. A new fire code adoption is in process and will be completed as of February 2011. The California Residential Code is in place as of January 1, 2011 and requires all new residential homes to be fire sprinklered.

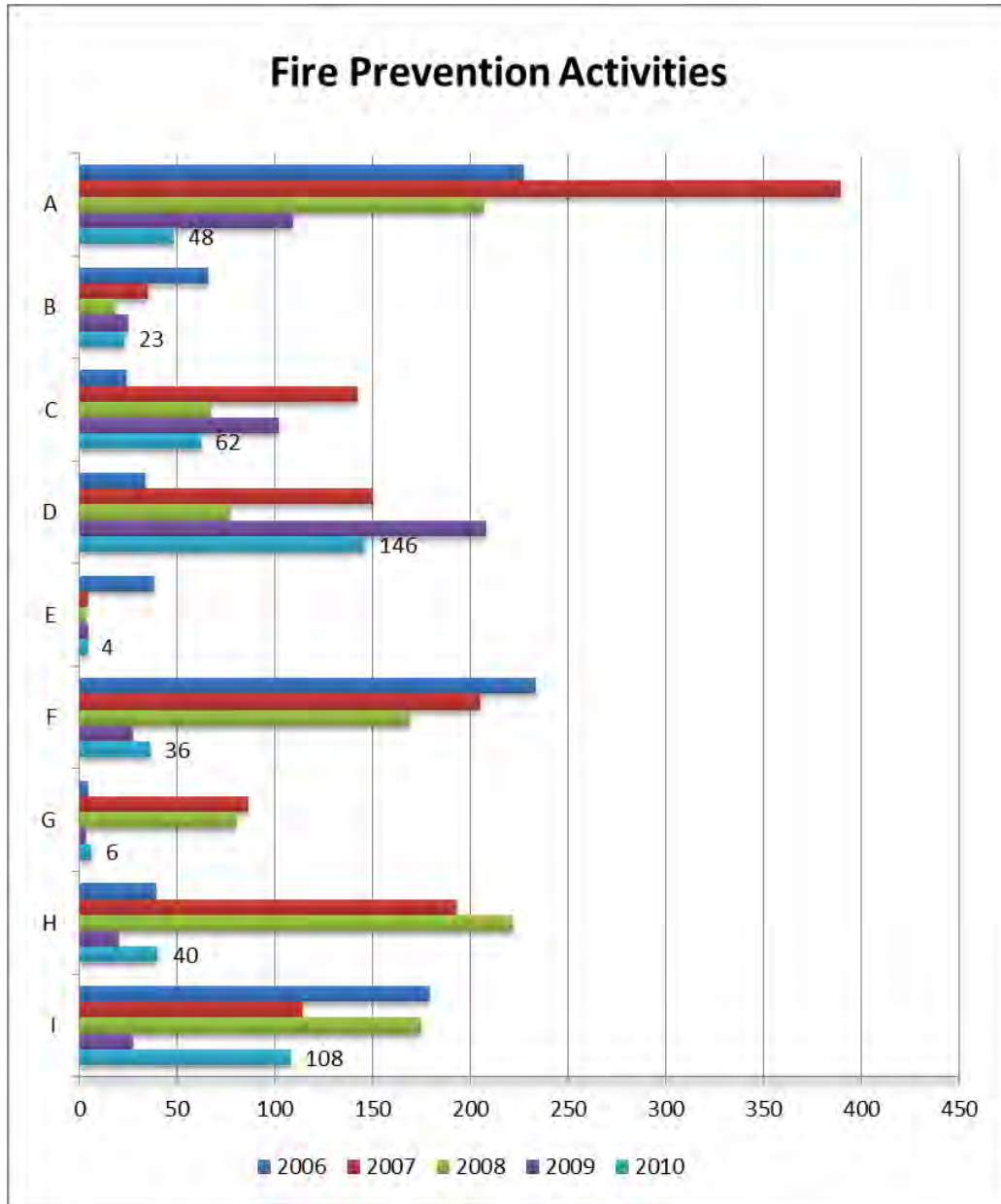
Fire prevention is a team effort between the Fire Prevention Bureau, Firefighters, Volunteers and the community. We are dedicated to working with each of these entities to protect life and property for all that live in El Dorado Hills.

EL DORADO HILLS FIRE DEPARTMENT

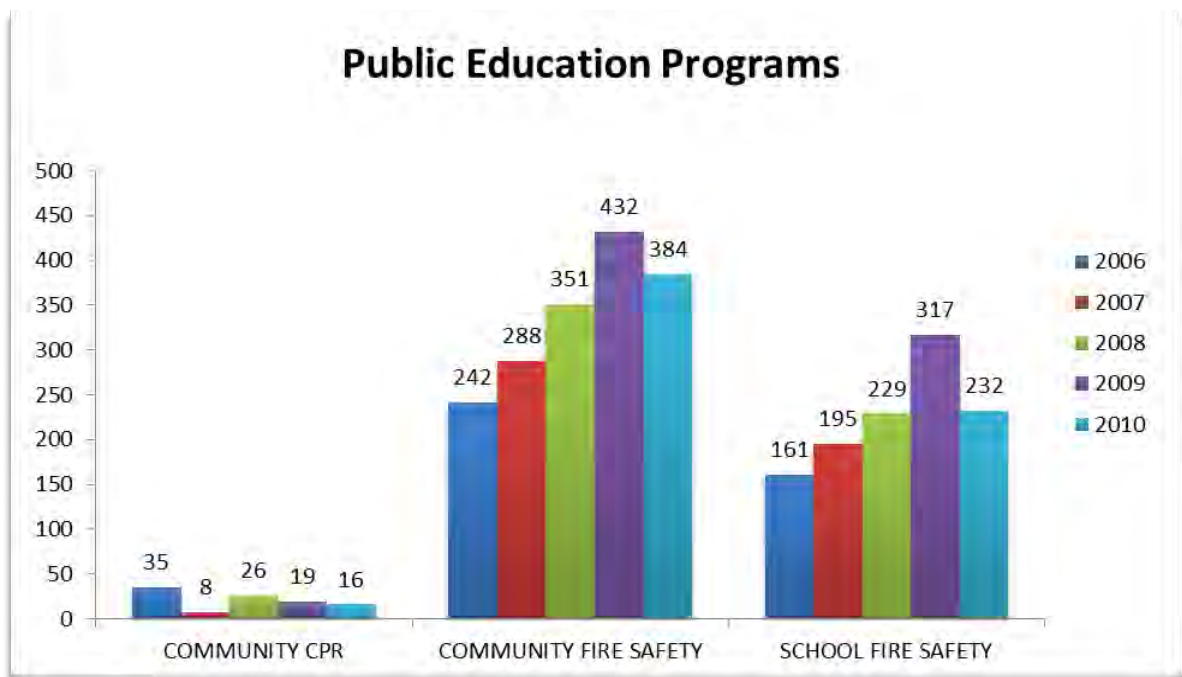
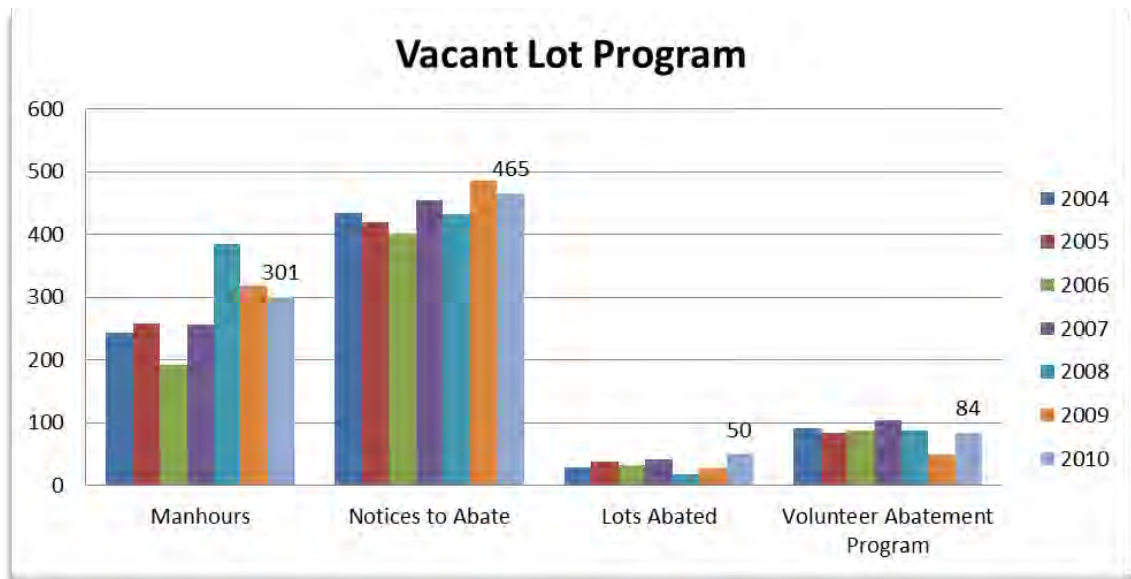


Brad Ballenger
Fire Marshal



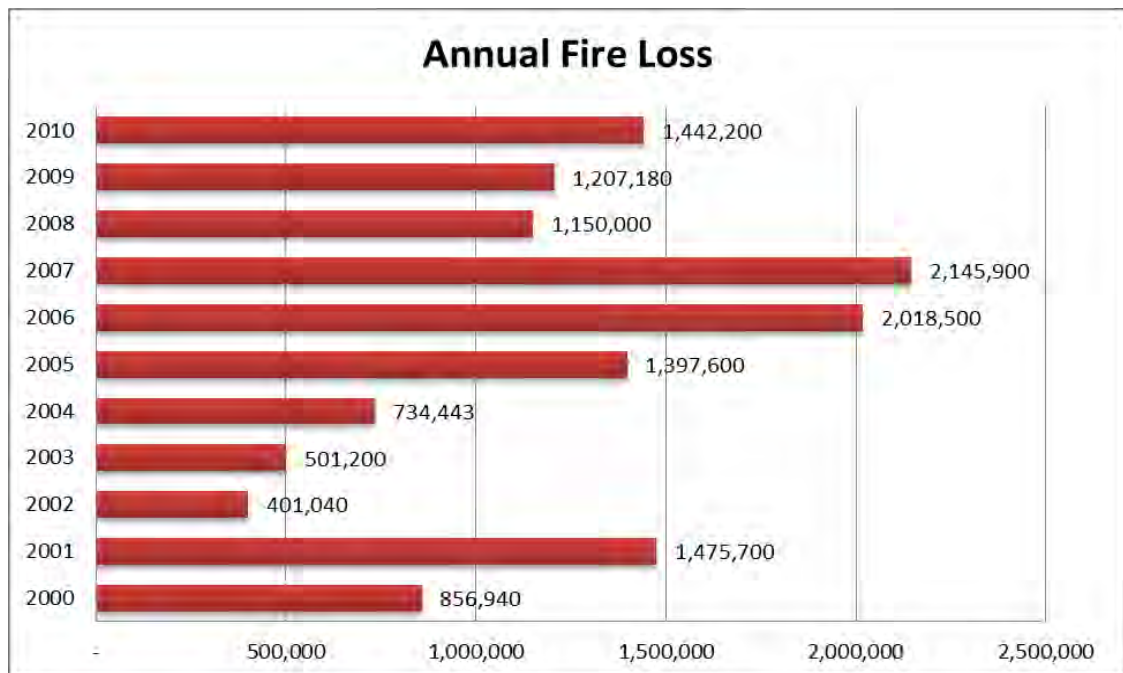
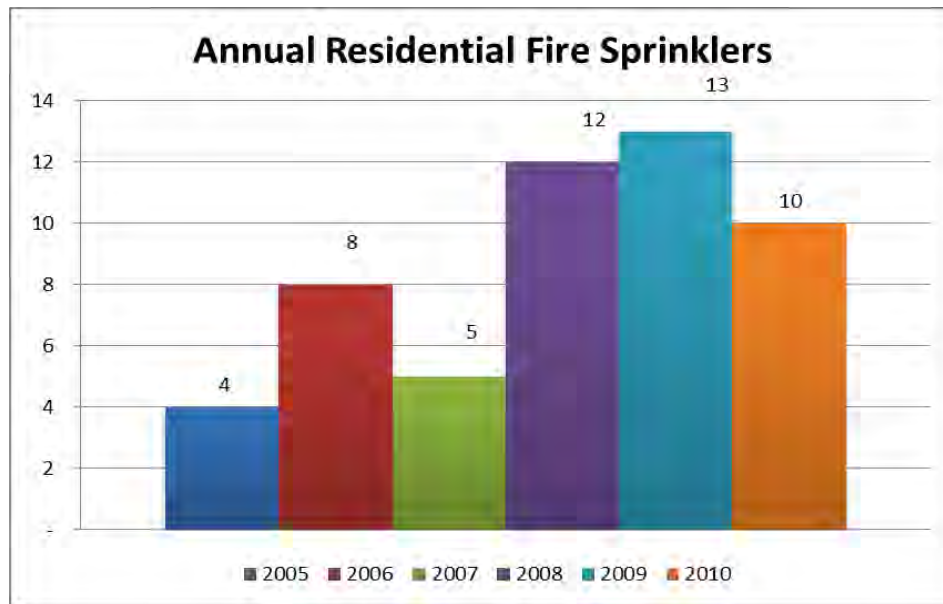


- A Commercial
- B Residential
- C Fire Safety Education
- D Public Education Program
- E Fire Drills
- F Sprinkler System Inspections
- G Fire Alarm Inspections
- H Construction Inspections
- I Child Safety Seat Inspections

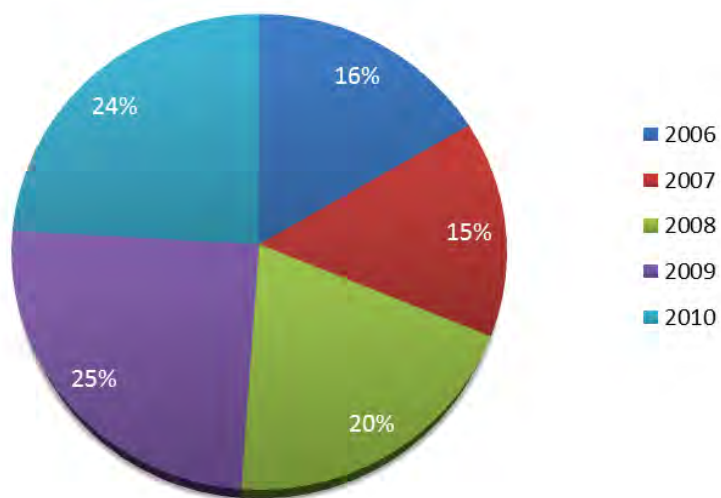


Hazard Reduction Program





Fire Station Tours



Apparatus



APPARATUS DESCRIPTION				
UNIT #	YEAR -CHASSIS MFG –TYPE	HOSE LOADS	TANK &PUMP CAPACITY	ALARM RESPONSE DESCRIPTION
8560 E-284	1995 International West-Mark 4x4 Type-3 Engine	500' 3" 150' 1 ¾" 1500' 1 ½" 800' 1"	500 Gallons Water 500 G.P.M. Darley Pump 20 Gallons Foam-A	Station 84 Wildland Fires
8561 E-285	1996 International West-Mark 4x4 Type-3 Engine	500' 3" 150' 1 ¾" 1500' 1 ½" 800' 1	500 Gallons Water 500 G.P.M. Darley Pump 20 Gallons Foam-A	Station 85 Wildland Fires
8562 E-287	2004 International West-Mark 4x4 Type-3 Engine	500' 3" 150' 1 ¾" 1500' 1 ½" 800' 1"	500 Gallons Water 500 G.P.M. Darley Pump 20 Gallons Foam-A	Station 87 Wildland Fires *Cross staffed summer
8563 E-286	2007 International West-Mark 4x4 Type-3 Engine	500' 3" 150' 1 ¾" 1500' 1 ½" 800' 1"	500 Gallons Water 500 G.P.M. Darley Pump 20 Gallons Foam-A	Station 86 Wildland Fires *Cross staffed summer Mutual Aid Engine
8570 E-86	2003 Spartan Ferrara Class "A" Pumper Type 1 Engine	1000' 5" 500' 3" 100' 2 ½" 550' 1 ¾" 900' 1 ½" 600' 1"	500 Gallons Water 1500 G.P.M. Waterous Pump 20 Gallons Foam-A 20 Gallons Foam-B	Station 86 All Alarms winter *Cross staffed summer
8571 E-85	1996 HME Hi-Tech Class "A" Pumper Type 1 Engine	1000' 5" 500' 3" 100' 2 ½" 550' 1 ¾" 900' 1 ½" sj	600 Gallons Water 1500 G.P.M. Waterous Pump 20 Gallons Foam-A 20 Gallons Foam-B	Station 85 All Alarms *Cross staffed summer w/T85
8572 E-84	1999 HME Westates Class "A" Pumper Type 1 Engine	500' 5" 350' 3" 100' 2 ½" 650' 1 ¾"	500 Gallons Water 1000 G.P.M Waterous Pump 20 Gallons Foam-A 20 Gallons Foam-B	Station 84 All Alarms

8591 T-85	2000 Spartan Marion 105' Al Ladder Quint	800' 5" 500' 3" 100' 2 ½" 550' 1 ¾" 900' 1 ½" sj 600' 1" sj	500 Gallons Water 1500 G.P.M. Waterous Pump 20 Gallons Foam-A 20 Gallons Foam-B	Station 85 All Structure Fire & Vehicle Accidents *Cross staffed summer w/E85
8574 E-87	2007 Spartan Ferrara Class "A" Pumper Type 1 Engine	1000' 5" 500' 3" 100' 2 ½" 550' 1 ¾" 900' 1 ½" sj	500 Gallons Water 1500 G.P.M. Waterous Pump 20 Gallons Foam-A	Station 87 All alarms winter *cross staffed summer Mutual Aid Engine
8573 E-Resv.	1990 Spartan Westates Class "A" Pumper Type 1 Engine	500' 3" 150' 1 ¾" 1500' 1 ½" 800' 1"	500 Gallons Water 1500 G.P.M. Waterous Pump 20 Gallons Foam-A 20 Gallons Foam-B	Station 84 Reserve Engine
8575 E-Resv.	1993 International West-Mark 2 wheel drive Type 3 Engine	N/A	500 Gallons Water 500 G.P.M. Darley Pump 20 Gallons Foam-A	Station 86 Wildland Reserve Engine
8551 Air-84	2002 International Hackney Air/Light Support	N/A	SCBA Compressor Light Tower	Structure Fire Support
6041 JPA M-285	2003 Ford F-450 Wheeled Coach Ambulance	N/A	Advanced Life Support	Station 85 Reserve
0201 JPA M-85	2004 Ford F-450 Wheeled Coach Ambulance	500' 3" 200' 1 ½" 20' 4"	Advanced Life Support	Station 85 Medical Aids Vehicle Accidents
OES WT41	2003 Freightliner Westates Water Tender		2000 Gallons Water 500 G.P.M. Waterous Pump	Rural Area Support Structure/Wildland Fires State of CA Mutual Aid

UTILITY/STAFF VEHICLES

UNIT #	YEAR MAKE-MODEL	VEHICLE DESCRIPTION	TYPE OF USE ALARM RESPONSE
8539	2005 Ford F-350	Pickup 4x4	Prevention/Chief Officer
8540	2005 Ford Expedition	Staff Vehicle	Chief Officer
8541	2006 Ford F-350	Pickup 4x4	Prevention/General use
8542	1999 Ford F-350	Utility Bed	Utility/General use
8544	2003 Ford Expedition	Staff Vehicle	Chief Officer
8546	2003 Ford Expedition	Staff Vehicle	Fire Chief
8547	2001 Ford Expedition	Staff Vehicle	General use/Reserve
8548	2003 Ford Expedition	Staff Vehicle	Chief Officer
8549	2003 Ford Expedition	Command Vehicle	Duty Battalion Chief

July 25, 2011

The Honorable Suzanne N. Kingsbury
Presiding Judge of the El Dorado County Superior Court
1354 Johnson Blvd.
South Lake Tahoe, CA 96150

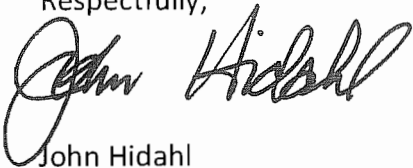
Your Honor,

In response to the Grand Jury's finding #5 relative to the El Dorado Hills Fire Department Budget and Operational review that "The EDH Firefighter's Association is a primary contributor to the electoral campaigns of the EDH Board of Directors" I want to make it clear that having served on the Board for over 25 years (first elected in 1983) that I have personally never received a cent in campaign contributions from the Association. In fact, over the seven - 4 year terms that I have served, I have never received a cent from any political organization, private business or individual. I have always paid 100% of my campaign costs from my personal funds.

The Grand Jury's statement is misleading, accusatory, and should be stricken from the final record. The voting public needs to know the truth about the history of the EDH Fire Department and 'best practices' approach to serving the emergency medical and Fire protection needs of the El dorado Hills community with the highest level of service possible.

We trust that you will instruct the Grand Jury to withdraw any findings that are documented to be falsehoods by this Department. To do less would not serve the public's right to truth in government or political fairness. The original allegations evidently originated from a "County official" whom the Board would be very pleased to respond to personally.

Respectfully,

A handwritten signature in black ink, appearing to read "John Hidahl", written in a cursive style.

John Hidahl
Vice President, Board of Directors
El Dorado Hills County Water District

Michael J. Cook

From: Jim Hartley <hartley.jim@att.net>
Sent: Friday, August 19, 2011 12:42 PM
To: Michael J. Cook

19 August 2011

To Whom it may concern;

This correspondence will confirm my previous public statement that I have not received a penny of contributions or reimbursement from the Associated Firefighters of El Dorado Hills or their PAC. This statement covers the time frame from approx June 2000 thru present day.

Sincerely,

Charles Jim Hartley
Director, El Dorado Hills County Water District (Fire)

LOU BARBER
271 POWERS DR.
El Dorado Hills, CA 95762

July 28 2011

Greg Durante, President,
El Dorado Hills Fire Department
Board of Directors

Dear President Durante:

The purpose of this letter is to assure the Board and the El Dorado County Grand Jury that as an elected member of the Fire Department Board of Directors I have not received any financial support from any of the El Dorado Hills Fire Department Associations.

I ran for the office in 2010. I paid all of my election expense on my own in keeping with California Law and regulations.

Sincerely,

/s/ Lou Barber
Board Member
El Dorado Hills Fire Department

JB



**EL DORADO HILLS PROFESSIONAL
FIREFIGHTERS
IAFF LOCAL 3604**

July 18, 2011

The Honorable Suzanne N. Kingsbury
Presiding Judge of the El Dorado County Superior Court
1354 Johnson Blvd.
South Lake Tahoe, CA 96150

RE: Response to the 2010-2011 Grand Jury Report

Judge Kingsbury,

Thank you for the opportunity to respond to the findings and recommendations of the 2010-11 Grand Jury. As President of the El Dorado Hills Professional Firefighters (EDHPF), I was proud to represent our dedicated and hard-working team during the Grand Jury hearings. Unfortunately, I am surprised and disappointed to find the Grand Jury report replete with errors and omissions, some of which I will attempt to correct.

Finding #5: The EDH Firefighters Association is a primary contributor to the electoral campaigns of the EDH Board of Directors.

The EDHPF actively seeks citizens from various backgrounds for endorsement as Board of Director candidates. After an extensive interview process, we offer to assist selected candidates with campaign costs and workload (as do many other labor and private political groups). However, to characterize our criteria for endorsement as limited to those that are "union friendly" is naïve and an affront to the citizens that serve on the Board. We have always sought out candidates that can offer fair and balanced judgment and consideration to the needs of the community, department, and union body. We have never sought to "control" the Board of Directors through endorsement of a so-called "puppet". We realize that in the current political climate it is fashionable to criticize the political activities of public safety unions, but attacks of this sort against legal political action have no place in the scope of the Grand Jury.

The Grand Jury stated under this finding that the current President of the Board of Directors is a retired EDHFD firefighter, apparently attempting to infer that this relationship would sway the Director to the desires of the EDHPF. Actually, this director is a retired Volunteer Firefighter, who has had a long and successful career with a major telecommunications firm. It would seem ironic to expect that this person, who the Union fully endorsed as candidate, would bow to the wishes of the Union that, as the Grand Jury implies, is anti-volunteer.

Within the same finding the Grand Jury states that the EDHPF utilize an attorney to represent our interests during labor negotiations, and that the Board of Directors do not. This



EL DORADO HILLS PROFESSIONAL FIREFIGHTERS IAFF LOCAL 3604

is simply not true. At no time during the last round of contract negotiations, which were marked by cooperation and teamwork by all involved, was an attorney consulted by the EDHPF.

Finding #8: Comments made by EDHFD union officials to the news media may mislead the public.

The Grand Jury stated that an EDHPF member publicly cited a study entitled “Firefighting Tactics, Measured Scientifically” to support the need for four firefighters on an engine. The Grand Jury further stated that the study has “little relevance to how fires are responded to in El Dorado Hills”, and that the study involved only four firefighters fighting a fire from start to finish. First, while an EDHPF member did write a letter to the editor of a local newspaper on the topic of crew size and its effect on firefighting operations, he never quoted the article mentioned by the Grand Jury. He instead referred to a study conducted by the National Institute of Standards and Technology and Wooster Polytechnic Institute titled, “Report on Residential Fireground Experiments” that was reviewed in the article quoted by the Grand Jury. Second, to suggest that this landmark study is not relevant to fireground operations in El Dorado Hills is ridiculous. It measured actual tasks performed by firefighters in extremely realistic conditions. The study referenced did not “involve only four firefighters from start to finish” as stated by the Grand Jury, but instead utilized multiple iterations of between 10 and 22 firefighters. In fact, the only portion of the study not directly relevant to fighting residential fires in El Dorado Hills is due to the size of the homes used in the study: 2000 square feet versus the much larger homes within our district. The study is readily available at NIST.gov.

The Grand Jury also criticizes the EDHPF member for inaccurately citing the “Two-in Two-out” rule. The Grand Jury stated that the EDHPF member implied that “a resident would have to wait for a second engine to arrive before a rescue entry could be attempted.” Again, this statement is inaccurate. The EDHPF member wrote that “*unless there is a known rescue*, it is a violation of Occupational Safety and Health Administration regulations for a two-firefighter team to enter a burning structure until there are two more firefighters ready to rescue the first team at a moment’s notice should they become trapped” (emphasis added). OSHA regulation 29 CFR 1910.134 completely validates what the EDHPF member stated. What this means in the real world is that responding firefighters must have compelling evidence that there may be victims trapped inside a structure (for example, information from bystanders or audible cries for help from the structure), before they can attack any fire in a dangerous atmosphere without two fully prepared firefighters on standby outside.

Recommendation #12: Representatives of the EDHFD Professional Firefighter Association should ensure that their public statements are factually sound.



**EL DORADO HILLS PROFESSIONAL
FIREFIGHTERS
IAFF LOCAL 3604**

I agree wholeheartedly with the Grand Jury that any and all of our public statements should be factually sound. Statements attributed to the EDHPF by the Grand Jury are just that – factually sound. At no time have we ever practiced “embellishing facts and figures to justify contract enhancements”, as stated by the Grand Jury. Frankly, this recommendation is offensive and argumentative.

Thank you,

Tom Anselmo
President
El Dorado Hills Professional Firefighters – IAFF Local 3604



El Dorado Hills Firefighters' Association

1050 Wilson Boulevard, El Dorado Hills, California 95762
www.edhfire.com Telephone (916) 933-6623 Fax (916) 933-5983

July 20, 2011

The Honorable Suzanne N. Kingsbury
Presiding Judge of the El Dorado County Superior Court
1354 Johnson Blvd.
South Lake Tahoe, CA 96150

RE: Response to the 2010-2011 Grand Jury Report

Dear Judge Kingsbury:

Thank you for the opportunity to respond to the findings and recommendations of the 2010-11 Grand Jury. As Senior Officer for the El Dorado Hills Fire Department (EDHFD) Volunteer program, I appreciate the opportunity to comment on the report. By way of background I have been a member of the department and the fire association for 18 years as a volunteer and have 33 years of service in the California Fire Service all as a volunteer. By profession I am a senior executive with a publically traded Fortune 500 company and have given of my time all these years in the name of community service. I take no compensation; earn no pension benefits or special privilege other than the opportunity to serve. I provide this background since at no time during the Grand Jury discovery process was any member of the Volunteer Program or the El Dorado Hills Firefighters Association interviewed to insure accuracy or balanced perspective of this vibrant program within the department. This missed opportunity has caused information in three specific areas to be misrepresented or put into an inaccurate context causing a reader to draw conclusions about the Volunteer Program operations and mission that are not reflective of the operational reality.

For almost 50 years local citizens in the community have given of their free time and made personal sacrifices with professions, jobs, family and personal health risks to serve the emergency service needs of the community in times of need. This has been done in the spirit of volunteerism. The utilization and mission of the volunteers has evolved over time but always with one primary mission; provide augmentation of manpower and support services to support the needs of the department during emergencies and be the centerpiece for community service.

The volunteer staff is painstakingly recruited and trained to provide a mixture of citizens that have the desire and aptitude to serve across a wide range of demographics. Most EDH Fire volunteers have full time jobs, families and typical obligations. Approximately 50 % of our 25 active volunteers if given the opportunity would desire a career in the fire service but only half of that group is of the age and position in life to make this a life pursuit or even a potential reality. Though the response and coverage rate in EDH by volunteers is by far the most reliable in the county, the reality is most volunteers provide for short term need to protect and serve

our community. We do this not with intent to assume the position of any full time professional firefighter or to have financial gain but to provide additional resources. The exception to this situation is rare, and exists due to extreme circumstances such as State, County or local major emergencies, a dramatic pull down of manpower resources due to wildland fires, earthquakes, floods, or other requests. With this background I will comment as follows:

Findings:

#3 The EDHFD staffing and deployment strategy does not fit service demands of the community and is not cost effective. – Subtitle Volunteers Page 46 & 47

All compensation earned for emergency response and training by EDHFD Volunteers is paid directly to the EDH Firefighters Association on a semi-annual basis based on the cumulative aggregate dollars based on performance for participation and responses. During these standard operations the Volunteer is not personally compensated. The only exception to this is when the volunteers are requested by an outside agency. All proceeds earned become the funds used by the Fire Association to fund the numerous programs and events for the community which are significant.

It is not the charter of the volunteer program to provide “free labor” to avoid departmental overtime expense. The intention of the volunteer program is to provide labor as needed when deemed to be an emergency or critical need until members of the full time professional staff can be summoned to provide coverage relief. The comment by a union official stating that volunteers have a “relative lack of training when compared to full time firefighters” is true but should be provided in context of our role and mission as compared to that of being a full time professional. I am extremely proud of the capabilities of our Volunteers as many of us possess broad fire service experience and related skills to be used to enhance the Volunteer Program and provide support to the department. The volunteers do not train or practice the trade at a level commensurate with full time paid professionals but take great pride in serving the community at a high level when called upon.

Recommendations:

#8 The Board of Directors needs to consider more efficient methods to deploy EDH Firefighters

Bullet -1 The current staffing level is 25 not 35. Also the department has formed a committee with representation by the Professional Firefighters and the Volunteers to examine program enhancements to provide a more structured program for volunteers with career aspirations of the profession.

There are a variety of possible program enhancements being considered with the recent reductions in staffing levels. It is not the charter of the committee to provide volunteers for purpose of labor substitution except in the circumstance outlined above.

#10 The EDHFD should make broader use of volunteers to reduce overtime

As a point of clarification all EDHFD volunteers are EMT's however only four are Nationally Registered paramedics and there are four volunteers currently in paramedic training. Only two of the four are certified to work in the county. As stated in prior comments the program today is not designed to provide long term labor augmentation, there are less than ten volunteers who could consistently work shift work and only two that could meet the minimum paramedic requirements for an EDHFD firefighter. The recommendations presume that our volunteers can leave their jobs to work for free or a minimal stipend to backfill for full time firefighters to cover 24 hour shifts. The comment made by Fire Administration was taken out of context that a Reserve Program would be a substitute for overtime; the intent was to provide options for the volunteer force to augment staffing above minimum staffing levels to provide more on the job training and increase staffing to optimize engine company performance on critical calls.

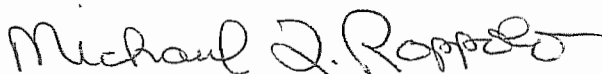
Supplemental Information:

The volunteer program has a long standing legacy of service to the community of El Dorado Hills serving in the spirit of community not for personal gain of the individual but earning goodwill for the department and the community it serves. As an organization we respectfully request to not be used as a bargaining chip by the Grand Jury, the EDHFD Board of Directors, the Fire Administration or the Professional Firefighters Union for any purpose other than our charter which has been previously stated. The Grand Jury's role is understood and respected and as the ombudsmen for the citizens of our county we appreciate your role in keeping our elected officials accountable and responsible.

The volunteers are a proud group of individuals who are "A" political and desire that continued status however we are compelled to insure you are dealing with accurate information. As citizens however we agree with the elements of the report that emphasize operational efficiency, operating within a balance budget and practical utilization of resources with the goal that our fire department continue to be "*best in class*" and capable of providing the highest level of service through its wide ranging resources cost effectively.

Thank you for the opportunity to comment and for the service that the Grand Jury provides to the residents of El Dorado County and its communities.

Respectfully,



Michael L. Roppolo
Sr. Volunteer Lieutenant
Citizen of El Dorado Hills

MEMORANDUM OF UNDERSTANDING

BETWEEN

CITY OF FOLSOM

AND

SACRAMENTO AREA FIREFIGHTERS

LOCAL 522, IAFF, FOLSOM UNIT

July 1, 2011 through December 31, 2012



TABLE OF CONTENTS

PREAMBLE	5
ARTICLE I - RECOGNITION AND COVERAGE.....	5
1. RECOGNITION.....	5
2. CONTINUATION OF BENEFITS.....	5
3. TERMS OF UNDERSTANDING.....	6
4. MEETING AND CONFERRING DURING THE TERM OF THE MEMORANDUM OF UNDERSTANDING.....	6
5. SEVERANCE.....	6
6. NO STRIKE.....	7
ARTICLE II - MANAGEMENT RIGHTS.....	7
ARTICLE III - UNION RIGHTS	9
1. UNION LEAVE.....	9
2. UNION BANK TIME.....	9
3. UNION SECURITY.....	10
ARTICLE IV - SALARY AND OTHER COMPENSATION	11
1. MARKET SURVEY	11
2. PARAMEDIC DIFFERENTIAL PAY	11
3. TEMPORARY WORK ASSIGNMENTS	13
4. EDUCATIONAL INCENTIVE	13
5. LONGEVITY PAY PLAN	14
6. OUT OF CLASS COMPENSATION.....	15
7. RETIREMENT.....	15
8. PRE-RETIREMENT OPTIONAL SETTLEMENT 2 DEATH BENEFIT (SURVIVORS)	16
9. PERS RETIREMENT -- ALTERNATE DEATH BENEFIT.	16
10. SOCIAL SECURITY WITHDRAWAL	16
11. FIELD TRAINING OFFICER (FTO)	16
12. ADDITIONAL SALARY STEP.....	17
13. FREEZE ON SALARY STEP ADVANCEMENT.....	18
ARTICLE V - OVERTIME.....	18
1. OVERTIME COMPUTATION.....	18
2. OVERTIME SCHEDULING.....	19
3. EMERGENCY CALLBACK.....	20
4. MANDATORY HIRES	20
5. COURT APPEARANCES.....	20
6. STATION ASSIGNMENT CHANGES	20
7. STAFFING ERRORS.....	21
8. SCHEDULED OFF-DUTY TRAINING.....	21
9. CITY BUSINESS TRAVEL	21

ARTICLE IV

SALARY AND OTHER COMPENSATION

1. Market Survey

The City agrees to conduct a market survey of the classes of Fire Fighter, Fire Engineer, and Fire Captain. The survey shall be concluded not later than September 1, 2012. The parties agree to meet and confer over survey results

- A. The purpose of the study is to determine the relationship of the total compensation for employees in the job classifications of Firefighter, Engineer, and Captain employed by the City of Folsom when compared to comparable job classifications in the following agencies: City of Sacramento, Sacramento Metropolitan Fire Protection District, City of Roseville, El Dorado Hills Fire District, and Consumnes Community Services District.
- B. Compensation, for purposes of this study, shall constitute the following elements:
 - 1) Base salary (top step in the salary range
 - 2) EMT pay
 - 3) Uniform Allowance
 - 4) Employer payment of employee retirement contribution (EPMC)
- C. Study results will identify the mean (average) and relative ranking of the base salary and total compensation, by fire classification, comparing the City of Folsom to those agencies identified in subsection a. above.
- D. The study will also identify, as a separate item, total leave accruals paid to fire classes in the City of Folsom against total leave accruals paid to comparable job classifications in those agencies identified in subsection a. above.

2. Paramedic Differential Pay

- A. Positions in the job classification of Firefighter that are required by the Fire Department to maintain paramedic licensure and accreditation will receive five hundred dollars (\$500.00) per month paramedic differential pay.
- B. Effective July 1, 2011, positions in the job classification of Fire Captain that are authorized by the Fire Department to maintain paramedic licensure and accreditation will receive five hundred dollars (\$500.00) per month paramedic differential pay. Employees assigned to a temporary assignment shall maintain the paramedic incentive pay of their permanent classification.