



**NORTH COUNTY FIRE  
PROTECTION DISTRICT  
FIRE CHIEF/CEO**

**TO:** BOARD OF DIRECTORS  
**FROM:** CHIEF ABBOTT, FIRE CHIEF/CEO  
**DATE:** SEPTEMBER 25, 2018  
**SUBJECT:** PUBLIC COMMENT

**PUBLIC COMMENT :**

*1. Members of the Public may directly address the Board of Directors on items of interest to the Public provided no action will be taken on non-agenda items. The Board President may limit comments to three minutes per speaker (Board of Directors Operations Policy §4.7.2.1.2).*

**PAGE INTENTIONALLY BLANK**



**NORTH COUNTY FIRE  
PROTECTION DISTRICT  
ADMINISTRATION**

**TO:** BOARD OF DIRECTORS  
**FROM:** CHIEF ABBOTT AND DEPUTY CHIEF MAROVICH  
**DATE:** SEPTEMBER 25, 2018  
**SUBJECT:** BADGE PINNING CEREMONY

## **PUBLIC ACTIVITIES AGENDA**

### **BACKGROUND:**

The Board of Directors has approved a process of hiring District employees during regularly scheduled Board meetings. This practice provides a professional environment for congratulating the employees and their families for all the hard work and sacrifice.

### **DISCUSSION:**

The following individuals will be present during the September 25, 2018 Regular Board Meeting. Fire Chief Stephen Abbott will take this opportunity to officiate over the Badge Pinning Ceremony.

It is the distinct pleasure of the organization to present the following individuals as new hires:

Thomas Castillo	Single Role EMT
Callan Dawson	Single Role EMT
Lane Giammalva	Single Role EMT
Austen Perona	Single Role EMT
William "Chris" Stratton	Single Role EMT

### **Thomas Castillo**

Tommy Castillo is 22 years old. He was born and raised in Carlsbad, CA by his mom, dad, and older brother. He played 7 years of football from pop warner through his senior year at Carlsbad High School. He was a part of the Carlsbad Fire Explorer program for 4 years until he turned 21 and aged out of the program. He has an Associate's Degree in Business Administration from Palomar College and is currently attending fire classes with the goal of attending Palomar's fire academy. In his free time, he enjoys spending time with family and friends, going to the beach, riding dirt bikes, and going to the river. He heard about this job position from a friend, who was a former fire explorer here in North County. From his time as an explorer, he knew how great North County Fire was and wanted to be a part of the organization. He is thankful for this opportunity and is looking forward to working for North County Fire Protection District.

**Callan Dawson**

Callan Dawson was born and raised in Carlsbad where he attended Carlsbad High School. He then went to college at San Francisco State where he played collegiate baseball and obtained a Degree in Criminal Justice. Callan grew up in a tennis family and works part time at his family's tennis club in Encinitas by teaching pickleball lessons and clinics. In his free time he enjoys playing pickleball, surfing and hanging out with his dog. Callan started out as a Volunteer Firefighter for North County Fire where he heard about the EMT position. Callan is grateful for the opportunity and is excited to serve the community which North County Fire serves.

**Lane Giammalva**

Lane is a highly-motivated 22-year-old who grew up in Claremont, CA. He moved down to San Marcos, CA after graduating high school in 2013. Lane attended college at California State University San Marcos and received his Bachelors of Arts Degree in May of 2017. He also received his Associate of Science Degree in Fire Technology in May of 2018. Lane has always had the dream of becoming a Firefighter/Paramedic since he was 8 years old. He graduated from Palomar College's Fire Academy in December of 2017. One of Lane's biggest hobbies is to film/edit videos and photos – he hopes to one day combine his passion for the fire service with his hobby of film making by creating manipulative training videos for classroom learning. Lane is very excited for the opportunity to work with the North County Fire Protection District as an EMT to not only gain valuable experience in the field, but also to be a part of a hard-working team dedicated to serving the surrounding communities.

**Austen Perona**

Austen Perona was born on August 23, 1997 in Santa Cruz, California. In 2006 he moved to Fallbrook and began his first year as a part of the Fallbrook community. He started high school at Fallbrook High in 2012 and graduated in 2016. Throughout those four years he played football, track & field, rugby and was a part of the Safe School Ambassador Program, which helps to prevent bullying in high schools. He still finds time to participate within the rugby community and lifts weights during his free time. He is the oldest of five children and absolutely adores his younger siblings, Bryce, Anthony, Caylee & Collin Perona. Austen recently joined NCF's Volunteer Program and is eager to continue his career at NCF as an EMT.

**William "Chris" Stratton**

***BADGE PINNING CEREMONY***

***SEPTEMBER 25, 2018***

***PAGE 3 OF 3***

Chris Stratton is 23 years old the son of Bill Stratton and Esmeralda Cardona, currently living in Temecula. He obtained a Bachelor's Degree in Kinesiology from Cal Poly Pomona where he was fortunate enough to play baseball on a full ride scholarship. He worked as an EMT for 6 months at Mission Ambulance prior to joining North County Fire. During a paramedic preparatory course at Palomar college, one of the current EMTs working for North County had talked to him about North County Fire and all that the department had to offer and he knew immediately it was something I wanted to become a part of. He is very thankful North County Fire has given him the opportunity to join such an outstanding department and he plans to do my very best to be a strong contributing asset to the department.

**PAGE INTENTIONALLY BLANK**

**August 28, 2018**

**REGULAR MEETING OF THE BOARD OF DIRECTORS OF  
THE NORTH COUNTY FIRE PROTECTION DISTRICT**

President Munson called the meeting to order at 5:00.

**THE INVOCATION GIVEN BY DFC MAROVICH.**

**ALL RECITED THE PLEDGE OF ALLEGIANCE.**

**ROLL CALL:**

**Present:** Directors Harris, Hoffman, Luevano, and Munson.

**Absent:** None.

**Staff Present:** Fire Chief/CEO Abbott, Attorney James and Board Secretary Stephen-Porter. In the audience were: DFC Marovich, D/C Mahr, B/Cs McReynolds and Wilson, FM Koch and members of the public and Association.

**PUBLIC ACTIVITIES AGENDA**

1. **PUBLIC COMMENT:** President Munson addressed the audience and inquired whether there were any public comments regarding items not on the Agenda. There being no comments, the Public Comment Section was closed.
2. **CIVILIAN RECOGNITION FOR SERVICE TO COMMUNITY — CHIEF ABBOTT:** Chief Abbott introduced Dorothy Roth to accept the award for Mr. Vega, who joined Fire Safe Council as a volunteer, just after the 2002 Gavilan Fire. Mr. Vega has been very active in Fire Safe Council activities including organizing and working events that provide older residents in need of assistance and disabled veterans with maintenance to the defensible space around their homes. He has also applied for grant funding and has worked public events to educate the community and distribute preparedness information. The District presented Mr. Vega with a recognition award.
3. **EMPLOYEE BADGE PINNING — CHIEF ABBOTT:** Chief Abbott introduced Honorio Gomez and Grant Medica to the Board, both who have been hired as Single Role Paramedics. Introductions of family members were made. After swearing in by Chief

Abbott, both individuals were pinned. They were welcomed and congratulated by the Board and Staff.

4. **CONSIDERATION OF RECOGNITION PROGRAM AWARD MODIFICATIONS — CHIEF ABBOTT:**

Chief Abbott presented members with options for providing awardees with a tangible and memorable award as recommended by Directors Luevano and Harris. Chief Abbott presented members with options for providing awardees with a tangible and memorable award. He noted that prices will vary depending on the number of items purchased, inscriptions and size of the award. There was a recommendation from Staff to offer one or two selections, one including an engraved pen set or a vacuum insulated stainless steel water bottle. Each would have the District name and/or custom logo. On a motion by Vice President Luevano, seconded by Director Harris, the motion to allow two options to awarded individuals passed unanimously.

## **ACTION AGENDA**

### **CONSENT ITEMS:**

5. **REVIEW AND ACCEPT REGULAR BOARD MEETING FOR JULY 2018**

6. **REVIEW AND ACCEPT FINANCIAL REPORT FOR JULY 2018**

7. **REVIEW AND ACCEPT POLICIES & PROCEDURES - NONE**

President Munson inquired whether there were any questions on Consent Items 5-7. There being no discussion, President Munson asked for a motion to approve the Consent Agenda. On a motion by Director Harris, seconded by Director Hoffman, the motion to approve the Consent Agenda Items as presented passed unanimously.

### **ACTION ITEMS:**

8. **REVIEW AND APPROVE RESOLUTION 2018-17 APPROVING FILING OF GRANT AND**

**AUTHORIZING INDIVIDUALS TO EXECUTE GRANT DOCUMENTS — CHIEF ABBOTT:** The Chief

Abbott informed the Board the District currently owns a Bauer Air Compressor System for filling of Self-Contained Breathing Apparatus that is over 28-years-old, which is well past its manufacturer recommended life span of 15 years. The total cost for the desired Bauer Air



Compressor System is \$66,326 which includes tax, shipping and installation. There is an opportunity for the District to apply for the County's Neighborhood Reinvestment Grant Program, for which there is no required cost share. There is an approximate cost of \$2,000 to pay for any additional costs associated with licensing/permits as well as electrical station improvements. These costs can be borne from our existing Facilities Program line item.

On a motion by Director Harris, seconded by Vice President Luevano, the motion to approve Resolution 2018-17 and to apply for the NRG as presented passed unanimously.

9. **REVIEW AND APPROVE RESOLUTION 2018-18 APPROVING FILING OF GRANT AND AUTHORIZING INDIVIDUALS TO EXECUTE GRANT DOCUMENTS — CHIEF ABBOTT:** Chief Abbott informed the Board the District currently owns a Microwave Radio System that ties all of our facilities' network communications together. This system is 10-years-old and at the end of its useful service life. Over the last several years the District has spent thousands of dollars to repair this system; however, our new bandwidth needs exceed the capabilities of this current System. The total cost to upgrade this system is \$75,090, of which the District has already received a State Homeland Security Grant Program (SHSGP) award in the amount of \$32,520. The District is seeking to obtain Neighborhood Reinvestment Grant Funds for the balance of this System replacement, in the amount of \$42,570. On a motion by Director Hoffman, seconded by Vice President Luevano, the motion to approve Resolution 2018-18 and to apply for the NRG as presented passed unanimously.

10. **SET PUBLIC HEARING DATE/TIME CERTAIN OCTOBER 23, 2018 — FOR ADOPTION OF UPDATED FIRE PREVENTION FEES AND RESOLUTION/ORDINANCE (5:15 P.M.) AND FOR ADOPTION OF UPDATED AMBULANCE FEE SCHEDULE AND RESOLUTION (5:25 P.M.) — FM KOCH, D/C MAHR, AND CHIEF ABBOTT:** Chief Abbott requested the Board set two public hearing, time and date certain for Fire Prevention and Ambulance Fees. Fire Prevention Fees are based upon actual costs incurred by the District. There may be increases to the Fire Prevention Fees based on the outcome of the ongoing negotiations and additional costs for particular fire prevention activities.

Setting a public hearing to review and approve Ambulance Fees will ensure the District is recovering expenses to offset the cost of providing emergency medical and ambulance services. Documentation supporting the fee schedules for these two schedules will be presented at the October 23, 2018 meeting. On a motion by Director Harris, seconded by Director Hoffman, the motion to approve setting the public hearing dates and times certain as presented passed unanimously.

**REVIEW AND RATIFY DISTRICT COUNSEL’S RECOMMENDATION THAT THE CODE OF CONFLICT DOES NOT REQUIRE AMENDMENT AND MAKE DETERMINATION THAT “AMENDMENTS TO THE CODE ARE NOT NECESSARY”— CHIEF ABBOTT:** B/S Stephen-Porter presented the Biennial review of the District’s Code, which requires that the disclosures assigned to those positions accurately requires the disclosure of all investments, business positions, interests in real property and sources of income which may foreseeably be affected materially by the decisions made by those designated positions. Counsel James recommended that no changes were required to bring our Code into compliance with Government Code §87302 as our current Code is appropriate as adopted in Resolution 2017-11. Therefore it is recommended the Board make a find that “no amendments to the Code are required.” On a motion by Vice President Luevano, seconded by Director Hoffman, the motion to make the finding that no amendment is required and to direct staff to file the required paperwork with the County passed unanimously.

## **DISCUSSION AGENDA**

12. There were no Discussion Agenda Items for the August 28, 2018 meeting.

### **STANDING DISCUSSION ITEMS:**

- **LEGAL COUNSEL REPORT:** Counsel James presented his report “New California Law Has Immediate Impact On Public Works Projects, Part 1.” Brief discussion ensued. This is informational only, no action required.
- **WRITTEN COMMUNICATIONS:** Brief discussion ensued regarding the items, Informational only, no action required.

- **BOARD RECOGNITION PROGRAM:** See Item #4.
- **NEWS ARTICLES:** Brief discussion ensued regarding articles. This is informational only, no action required.
- **COMMENTS:**
- **STAFF REPORTS/UPDATES:**
- **STEPHEN ABBOTT, FIRE CHIEF/CEO:** Chief Abbott informed the Board happenings around the District and briefly discussed movement on the negotiation, which will be discussed in depth in Closed Session. He noted the 9/11 events that will be held at the District and invited Board participation. Informational only, no further action required.
- **CHIEF OFFICERS AND OTHER STAFF: CHIEF MAHR:** Chief Mahr discussed developing a District recognition program and challenge coin for citizens who intervene in emergencies, noting several recent events that would qualify for such a program. **B/C McREYNOLDS:** B/C McReynolds invited Board members to the September 22<sup>nd</sup> active shooter training at Bonsall.
- **BOARD: DIRECTOR HARRIS:** Director Harris informed the Board of happenings in the Bonsall area, including the next Sundowner and Fall Festival in October. **DIRECTOR HOFFMAN:** Director Hoffman informed the Board that the owner of River Village had passed away suddenly. **DIRECTOR MUNSON:** Director Munson informed the Board that three individuals were running for the Board in November. In addition, he noted an event at Station 4 that he witnessed wherein the Staff acted with great alacrity and professionalism.
- **BARGAINING GROUPS:** No comments.
- **PUBLIC COMMENT:** No comments.

## CLOSED SESSION

- **OPENING CLOSED SESSION:**

At 6:55 p.m., President Munson inquired whether there was a motion to adjourn to Closed Session. On a motion to adjourn to Closed Session by Director Hoffman, seconded by Director Thuner, President Munson read the items to be discussed in Closed Session and

the Open Session was closed. A short break ensued after the reading of the Closed Session Items. At 7:00 p.m., and the Board entered Closed Session to hear:

CS-1. **ANNOUNCEMENT — PRESIDENT MUNSON:** An announcement regarding the items to be discussed in Closed Session will be made prior to the commencement of Closed Session.

CS-2. **CONFERENCE WITH LABOR NEGOTIATOR – GOVERNMENT CODE § 54957.6 — MANAGEMENT GROUP NEGOTIATIONS – CHIEF ABBOTT:**

NCFPD MANAGEMENT GROUP

DISTRICT NEGOTIATORS: CHIEF ABBOTT, DISTRICT COUNSEL JAMES

CS-3. **CONFERENCE WITH LABOR NEGOTIATOR – GOVERNMENT CODE § 54957.6 — NON-SAFETY GROUP NEGOTIATIONS – CHIEF ABBOTT:**

FFA NON-SAFETY GROUP NEGOTIATORS

DISTRICT NEGOTIATORS: CHIEF ABBOTT, DISTRICT COUNSEL JAMES

CS-4. **CONFERENCE WITH LABOR NEGOTIATOR – GOVERNMENT CODE § 54957.6 — SAFETY GROUP NEGOTIATIONS — CHIEF ABBOTT:**

FFA SAFETY GROUP NEGOTIATORS

DISTRICT NEGOTIATORS: CHIEF ABBOTT, DISTRICT COUNSEL JAMES

CS-5. **CONFERENCE WITH LABOR NEGOTIATOR – GOVERNMENT CODE § 54957.6 — UNREPRESENTED INDIVIDUALS — CHIEF ABBOTT:**

EXECUTIVE ASSISTANT/BOARD SECRETARY AND FIRE MARSHAL

DISTRICT NEGOTIATORS:

CHIEF ABBOTT, DISTRICT COUNSEL JAMES

CS-6. **CONFERENCE WITH REAL PROPERTY NEGOTIATOR — GOVERNMENT CODE § 54956.8 — CHIEF ABBOTT:**

PROPERTY LOCATION: 4157 Olive Hill Road – Station 3, Fallbrook, CA 92028;

PARTIES: North County Fire Protection District (Seller);

UNDER NEGOTIATION: Terms of Sale;

DISTRICT NEGOTIATORS: Chief Abbott, District Counsel James

**CS-7. CONFERENCE WITH DISTRICT COUNSEL REGARDING PENDING LITIGATION—**

**GOVERNMENT CODE § 54956.9 (D)(4) — DISTRICT COUNSEL JAMES:**

To BE DISCUSSED: Whether or not a basis exists for anticipated litigation.

DISTRICT COUNSEL: District Counsel James

**CS-8. REPORT FROM CLOSED SESSION — PRESIDENT MUNSON**

● **REOPENING OPEN SESSION:**

On a motion by Director Hoffman, which was seconded by Director Thuner and which passed unanimously, the Board returned Open Session at 7:20 p.m., the following items were reported out to the public:

**CS-2. CONFERENCE WITH LABOR NEGOTIATOR – GOVERNMENT CODE § 54957.6 — MANAGEMENT GROUP NEGOTIATIONS – CHIEF ABBOTT:**

NCFPD MANAGEMENT GROUP

DISTRICT NEGOTIATORS: CHIEF ABBOTT, DISTRICT COUNSEL JAMES

No reportable action.

**CS-3. CONFERENCE WITH LABOR NEGOTIATOR – GOVERNMENT CODE § 54957.6 — NON-SAFETY GROUP NEGOTIATIONS – CHIEF ABBOTT:**

FFA NON-SAFETY GROUP NEGOTIATORS

DISTRICT NEGOTIATORS: CHIEF ABBOTT, DISTRICT COUNSEL JAMES

No reportable action.

**CS-4. CONFERENCE WITH LABOR NEGOTIATOR – GOVERNMENT CODE § 54957.6 — SAFETY GROUP NEGOTIATIONS — CHIEF ABBOTT:**

FFA SAFETY GROUP NEGOTIATORS

DISTRICT NEGOTIATORS: CHIEF ABBOTT, DISTRICT COUNSEL JAMES

No reportable action.

**CS-5. CONFERENCE WITH LABOR NEGOTIATOR – GOVERNMENT CODE § 54957.6 — UNREPRESENTED INDIVIDUALS — CHIEF ABBOTT:**

EXECUTIVE ASSISTANT/BOARD SECRETARY AND FIRE MARSHAL

DISTRICT NEGOTIATORS:

CHIEF ABBOTT, DISTRICT COUNSEL JAMES

No reportable action.

**CS-6. CONFERENCE WITH REAL PROPERTY NEGOTIATOR — GOVERNMENT CODE § 54956.8**

**— CHIEF ABBOTT:**

PROPERTY LOCATION: 4157 Olive Hill Road – Station 3, Fallbrook, CA 92028;

PARTIES: North County Fire Protection District (Seller);

UNDER NEGOTIATION: Terms of Sale;

DISTRICT NEGOTIATORS: Chief Abbott, District Counsel James

No reportable action.

**CS-7. CONFERENCE WITH DISTRICT COUNSEL REGARDING PENDING LITIGATION—**

**GOVERNMENT CODE § 54956.9 (D)(4) — DISTRICT COUNSEL JAMES:**

TO BE DISCUSSED: Whether or not a basis exists for anticipated litigation.

DISTRICT COUNSEL: District Counsel James

No reportable action.

## ADJOURNMENT

A motion was made at 7:25 p.m. Director Harris and seconded by Vice President Luevano to adjourn the meeting and reconvene on October 23, 2018, at 17:00. The motion carried unanimously.

Respectfully submitted,



Loren Stephen-Porter

Board Secretary

Minutes approved at the Board of Director's Meeting on: September 25, 2018



**NORTH COUNTY FIRE  
PROTECTION DISTRICT  
ADMINISTRATION - BUDGET & FINANCE**

**TO:** BOARD OF DIRECTORS  
**FROM:** DFC CHIEF STEVEN MAROVICH, HR/FS CHERIE JUUL AND CHIEF ABBOTT  
**DATE:** SEPTEMBER 25, 2018  
**SUBJECT:** REVENUE & EXPENDITURES AS OF AUGUST 31, 2018 (16%)

Revenue Sources	Budgeted	Collected	Over/Under	% of Budget
Property Taxes - FBK	14,732,530.00	212,187.31	(14,520,342.69)	1%
Property Taxes - RNBW	275,000.00	3,901.18	(236,911.29)	1%
Ambulance and Collections	1,902,500.00	284,390.36	(1,618,109.64)	15%
GEMT-State Supplement	100,000.00	-	(100,000.00)	0%
Prevention Fees	200,000.00	58,089.77	(141,910.23)	29%
Tower Lease Agreements	90,000.00	16,733.87	(73,266.13)	19%
Other Revenue Sources	35,000.00	5,527.73	(29,472.27)	16%
Interest	30,000.00	6,959.86	(23,040.14)	23%
Cost Recovery	70,000.00	14,261.88	(55,738.12)	20%
Community Facilities District (CFD)	68,966.00			
Strike Team Reimbursements	121,780.00	-	(121,780.00)	-
Other Reimbursements	374,162.00	-	(374,162.00)	0%
Mitigation Fees & Interest - FBK	250,000.00	3,356.42	(246,643.58)	1%
Mitigation Fees & Interest - RNBW	-	-	-	-
Donations & Grants	628,090.00	1,061.00	(627,029.00)	0%
Annexation fees	-	-	-	-
Transfers & Loans	-	-	-	0%
<b>Total Revenue:</b>	<b>18,878,028.00</b>	<b>606,469.38</b>	<b>(18,271,558.62)</b>	<b>3%</b>
	<b>Budgeted</b>	<b>Spent</b>	<b>Over/Under</b>	<b>% of Budget</b>
<b>TTL Expenditures YTD thru 08-31-2018</b>	<b>18,525,578.00</b>	<b>4,332,602.82</b>	<b>(14,192,975.18)</b>	<b>23%</b>
<b>Revenue over Expenditures</b>		<b>(3,726,133.44)</b>		



**NORTH COUNTY FIRE PROTECTION DISTRICT  
Tax Apportionments FY 18-19**

DATE	APP #	GROSS	REFUNDS & ADJUSTMENTS	FY 18/19 NET	FY 18/19 RUNNING	FY 17/18 NET	FY 17/18 RUNNING	
8/1/2018	1	212,187.31	1,099.25	211,088.06	211,088.06	208,527.21	208,527.21	
9/1/2018	2			-	211,088.06	77,260.58	285,787.79	
10/1/2018	3			-	211,088.06	141,090.29	426,878.08	
10/30/2018	4			-	211,088.06	647,686.90	1,074,564.98	
12/1/2018	5			-	211,088.06	4,508,309.45	5,582,874.43	
1/1/2019	6			-	211,088.06	3,031,362.46	8,614,236.89	
2/1/2019	7			-	211,088.06	348,998.07	8,963,234.96	
3/1/2019				-				
4/1/2019	8			-	211,088.06	3,028,136.07	11,991,371.03	
4/30/2019	9			-	211,088.06	146,917.51	12,138,288.54	
5/28/2019	10			-	211,088.06	1,368,061.22	13,506,349.76	
6/18/2018	11			-	211,088.06	218,727.40	13,725,077.16	
7/19/2018	12			-	211,088.06	211,732.88	13,936,810.04	
TOTAL YTD		212,187.31	1,099.25	211,088.06	211,088.06	208,527.21	208,527.21	
							<b>Net Rev Increase</b>	
							1.23%	



**RAINBOW FIRE PROTECTION DISTRICT**

**Tax Apportionments FY 18-19**

DATE	APP #	GROSS	REFUNDS & ADJUSTMENTS	FY 18/19 NET	FY 18/19 RUNNING	FY 17/18 NET	FY 17/18 RUNNING	
8/1/2018	1	3,901.18	20.20	3,880.98	3,880.98	3,870.19	3,870.19	
9/1/2018	2			-	3,880.98	1,433.78	5,303.97	
10/1/2018	3			-	3,880.98	2,618.45	7,922.42	
10/30/2018	4			-	3,880.98	12,002.74	19,925.16	
12/1/2018	5			-	3,880.98	84,302.39	104,227.55	
1/1/2019	6			-	3,880.98	55,734.72	159,962.27	
2/1/2019	7			-	3,880.98	6,380.89	166,343.16	
3/1/2019				-	3,880.98	-	166,343.16	
4/1/2019	8			-	3,880.98	56,188.26	222,531.42	
4/30/2019	9			-	3,880.98	2,297.59	224,829.01	
5/28/2019	10			-	3,880.98	25,442.75	250,271.76	
6/18/2018	11			-	3,880.98	5,113.31	255,385.07	
7/19/2018	12			-	3,880.98	3,896.49	259,281.56	
<b>TOTAL YTD</b>		<b>3,901.18</b>	<b>20.20</b>	<b>3,880.98</b>	<b>3,880.98</b>	<b>3,870.19</b>	<b>3,870.19</b>	
							<b>Net Rev Increase</b>	
							<b>0.28%</b>	

NORTH COUNTY FIRE PROTECTION DISTRICT

AMBULANCE REVENUE FY 2018-2019

MONTH	BILLED	CONTRACTUAL WRITE DOWNS	TOTAL AR FY 18-19	TOTAL AR FY 17-18	BAD DEBT WRITE-OFFS	REFUNDS	ADJ AR	DEPOSITS RECIEVED	BILLING FEES	FY 18-19 NET REVENUE	FY 17-18 NET REVENUE
7/31/2017	486,857.35	273,096.29	213,761.06	226,954.63	47,413.41	2,542.20	163,805.45	166,148.09	9,553.48	156,594.61	147,411.57
8/31/2017	458,256.82	261,730.97	196,525.85	188,689.18	77,247.01	1,498.39	117,780.45	135,686.25	7,890.50	127,795.75	166,941.09
9/30/2017				172,766.98							129,488.00
10/31/2017				187,814.29							150,932.49
11/30/2017				163,784.51							144,190.22
12/31/2017				202,887.40							133,490.85
1/31/2018				185,586.06							167,815.18
2/28/2018				154,965.64							123,383.39
3/31/2018				208,554.49							117,973.66
4/30/2018				182,733.35							131,626.80
5/31/2018				194,318.43							152,248.76
6/30/2018				177,800.79							115,848.47
<b>TOTAL:</b>	<b>945,114.17</b>	<b>534,827.26</b>	<b>410,286.91</b>	<b>415,643.81</b>	<b>124,660.42</b>	<b>4,040.59</b>	<b>281,585.90</b>	<b>301,834.34</b>	<b>17,443.98</b>	<b>284,390.36</b>	<b>314,352.66</b>
					Net A/R Change		-1.29%			New Revenue Change	-9.53%

**NORTH COUNTY FIRE PROTECTION DISTRICT**  
**MONTHLY INVESTMENT REPORT**

August 31, 2018

<b>FALLBROOK</b>	<b>BALANCE</b>	<b>INTEREST</b>	
		<b>RATE</b>	
County of San Diego/General Fund - FBK	261,053.18	0.01%	Operating
County of San Diego/General Fund - RNBW	565,004.93	0.01%	Operating
County of San Diego/Capital Reserve	382,064.60	0.01%	Capital Reserves
County of San Diego/Fire Mitigation Fund - FBK	1,088,864.86	0.01%	Mitigation Fees
County of San Diego/Fire Mitigation Fund - RNBW	3,839.96	0.01%	Mitigation Fees
Local Agency Investment Fund	19,296.58	0.78%	LAIF
Workers' Comp JPA	462,473.73	0.26%	PASIS Funds
Bank of America/PASIS	63,211.66	0.01%	
First National/Benefit Fund	154,021.97	0.70%	
First National/Payroll	520,858.62	0.70%	
First National/Accounts Payable	309,870.77	0.70%	
First National/Accounts Receivable	215,045.66	0.70%	
Pacific Western Bank/Accounts Receivable	2,518,179.43	0.00%	
<b>TOTAL</b>	<b>6,563,785.95</b>		

**NORTH COUNTY FIRE PROTECTION DISTRICT  
COST RECOVERY FY 2018/2019**

<u>Month</u>	<u>Billed</u>	<u>Collected</u>	<u>YTD % Collected</u>	<u>Billing Fees</u>	<u>Net Revenue</u>	<u>FY 17/18 Net Revenue</u>
7/31/2018	12,030.00	11,415.00	94.89%	2,283.00	9,132.00	5,082.66
8/30/2018	6,942.00	6,412.35	92.37%	1,282.47	5,129.88	5,286.00
9/30/2018				-	-	6,951.45
10/31/2018				-	-	7,364.00
11/30/2018				-	-	5,664.64
12/31/2018				-	-	3,507.20
1/31/2019				-	-	4,669.95
2/28/2019				-	-	7,322.40
3/30/2019				-	-	7,275.52
4/30/2019				-	-	6,348.00
5/31/2019				-	-	3,159.60
6/30/2019				-	-	3,872.00
<b>TOTAL:</b>	<b>18,972.00</b>	<b>17,827.35</b>	<b>93.97%</b>	<b>3,565.47</b>	<b>14,261.88</b>	<b>10,368.66</b>
					<b>Net Rev Increase</b>	<b>37.55%</b>

North County Fire Protection District  
 For the First Month Ending July 31, 2018  
**12% of Budget**

COLOR KEY	
	Within/Below Budget
	Within 10% of Budget
	>10% of Budget (see notes)

Description	August Actual	Running Total	Annual Budget	Amount Remaining	% Used	NOTE #1
<b>TOTAL PERSONNEL</b>	1,440,894.69	3,793,498.05	14,162,372.00	10,368,873.95	26.8%	
101 Total Board Administration	19,780.93	23,730.75	269,900.00	246,169.25	8.8%	
102 Total Administration	61,408.24	115,199.65	1,043,750.00	928,550.35	11.0%	
103 Total Fire Prevention	429.80	2,873.77	80,432.00	77,558.23	3.6%	
104 Total Emergency Services	7,500.24	113,106.05	296,907.00	183,800.95	38.1%	NOTE #2
105 Total Emergency Med Svcs	13,216.50	28,467.87	177,238.00	148,770.13	16.1%	
106 Total Reserves	1,500.00	1,500.00	21,000.00	19,500.00	7.1%	
107 Total Communications	6,726.28	57,589.84	635,039.00	577,449.16	9.1%	
108 Total Shop/Maintenance	24,232.02	36,809.79	300,260.00	263,450.21	12.3%	
109 Total Training	250.00	1,959.83	102,850.00	100,890.17	1.9%	
120 Total General Fund Reserve	-	-	200,000.00	200,000.00	0.0%	
200 Total Capital Equipment	-	-	-	-	0.0%	
<b>GRAND TOTAL</b>	1,575,938.70	4,174,735.60	17,289,748.00	13,115,012.40	24.1%	

NOTE #1: Lump sum paid out to PERS (UAL) for the entire year. Removing UAL and Strike Team brings total to 16%

NOTE #2: Lump sum for facility/vehicle insurance for the entire year.

Document Date	Document Number	Vendor Name	Transaction Description	Document Amount
8/1/2018	8/1/18-7/31/18	GFOA	Membership 8/1/18-7/31/19	150.00
8/1/2018	STMT 08/2018	Harry J. Wilson Insurance Center	LTD 08/2018	1,077.00
8/1/2018	1281978	MYERS-STEVENSON & CO. INC.	LTD 08/2018	632.50
8/1/2018	STMT 08/2018	Employee Benefit Specialists, Inc.	Dental/Vision/LTD 08/2018	8,784.66
8/1/2018	STMT 8/2018	FALLBROOK EQUIPMENT RENTALS	Hammer, Rotary	30.78
8/1/2018	7/4/18-8/1/18-003	FALLBROOK PUBLIC UTILITY DISTR	7/4/18 8/1/18	333.25
8/1/2018	7/4/18-8/1/18-002	FALLBROOK PUBLIC UTILITY DISTR	7/4/18-8/1/18	320.36
8/1/2018	0417565080118	TIME WARNER CABLE	8/11/18 9/10/18	64.98
8/1/2018	000011694164	AT&T	7/1/18-7/31/18	392.73
8/1/2018	19NOCFPDN01	COUNTY OF SAN DIEGO - RCS	Fire radios 07/2018	5,830.00
8/1/2018	DEH2013-HUPFP-000320	County of San Diego DEH	Hazmat permit 8/18-8/19 RNBW	547.00
8/1/2018	1862NCF081801	Strategy Research Institute	08/2018 Consulting Fee	4,600.00
8/1/2018	IT-328	Charlie Swanger	Swanger IT-328	769.50
8/1/2018	094010472	XEROX - PASADENA	06/21/18-07/21/18	171.52
8/1/2018	90025485	Zoll Medical Corp	3 yr warranty	1,400.00
8/1/2018	RETAINER - GEMT	DOWNEY BRAND LLP	GEMT Retainer	5,000.00
8/2/2018	009296	CALLBACK STAFFING SOLUTIONS, LLC	Pro support 08/18-09/18	99.99
8/2/2018	490491	SOUTH COAST EMERGENCY VEHICLE SERV	Cooler Assy/Bolt/Washer	1,420.63
8/2/2018	18029	WILDFIRE INFORMATION CONSULTING	Plan ck 7/23-8/2/18	2,031.54
8/2/2018	094128594	XEROX - PASADENA	06/21/18-07/26/18	658.67
8/2/2018	01130006	Controlled Motion Solutions, Inc.	Hose Hydr/Clamp	224.56
8/2/2018	490475	SOUTH COAST EMERGENCY VEHICLE SERV	Gauge	147.37
8/2/2018	70092	THE COUNSELING TEAM	Psych W. Stratton	250.00
8/2/2018	70091	THE COUNSELING TEAM	Psych T. Castillo	250.00
8/2/2018	69444193	MCMASTER-CARR SUPPLY CO.	Bolt clamp/water hose	138.97
8/3/2018	PR AP 8/3/18	LINCOLN NATIONAL	LINCOLN PMT 8/3/18	3,475.32
8/3/2018	PR AP 8/3/18	FALLBROOK FIREFIGHTERS' ASSN	FBK FFA DUES 8/3/18	2,478.84
8/3/2018	AP 8/3/18	FALLBROOK FIREFIGHTERS' ASSN	FBK FFA SR DUES 8/3	18.72
8/3/2018	PR AP 8/3/18	FIREFIGHTERS LEG. ACTION GRP	FLAG PMT 8/3/18	92.00
8/3/2018	PR AP 8/3/18	NORTH COUNTY FIRE RESERVES	SR DUES 8/3/18	37.44
8/3/2018	234	FALLBROOK CAR WASH	Abbott car wash	13.95
8/3/2018	69555403	MCMASTER-CARR SUPPLY CO.	Push button switch	125.22
8/3/2018	69555404	MCMASTER-CARR SUPPLY CO.	Piano hinge w/ holes	60.10
8/6/2018	79560	TELDATA	Station Horizontal Voice/Data	1,297.52
8/6/2018	L0404667808	EMPLOYEE DEVELOPMENT DEPT	Unemploy ins 04/1/18-06/30/18	551.00
8/6/2018	48109	Premier Fitness Service	Sta 5 bi-annual mx on fitness	95.00
8/6/2018	48110	Premier Fitness Service	Sta 2 Bi-annual mx fitness	95.00

Document Date	Document Number	Vendor Name	Transaction Description	Document Amount
8/6/2018	48108	Premier Fitness Service	Sta 4 Bi-annual mx fitness	95.00
8/6/2018	48062	Premier Fitness Service	Sta 1 Bi-annual mx fitness	95.00
8/6/2018	48061	Premier Fitness Service	RNBW Bi-annual mx fitness	95.00
8/6/2018	2467520M	STRYKER MEDICAL	12V Cable	45.93
8/7/2018	STMT 08/07/18	Custom Upholstery Unlimited	(3) Foam pieces	40.00
8/7/2018	AMB REFUND 08/2018	CAROL ELSTON	Amb. refund	150.54
8/7/2018	AMB REFUND 08/2018	CONSTANCE HOLDCROFT	Amb refund	116.18
8/7/2018	STMT 07/2015	LEGAL SHIELD	ID protection 07/2015	597.15
8/7/2018	AMB REFUND 08/18	GENEVA ROBISON	Amb. refund	250.00
8/7/2018	AMB REFUND	BRITNEY ROSCHITSCH	Amb refund	266.34
8/7/2018	AMB REFUND	AMANDA SALDANA	Amb refund	138.96
8/7/2018	AMB REFUND 08/18	LAURIE SURI	Amb refund	199.75
8/7/2018	008826011 - 08/2018	USAA CASUALTY INSURANCE CO	Amb refund	127.38
8/7/2018	AMB REFUND 08/18	JENNIFER WOODARD	Amb refund	231.60
8/8/2018	8/9/18-9/8/18	AT&T U-VERSE	08/09/18-09/08/18	152.52
8/8/2018	84409	UNIFORM SPECIALIST/ACE UNIFORMS	B. Rutledge uniform	321.07
8/8/2018	XA290019154:01	VELOCITY TRUCK CENTERS	12 V Battery/Core	363.84
8/9/2018	814 - 8/9/18	RIDEOUT ELECTRIC	Signal wires Sta. 1	711.65
8/9/2018	10033B	JIM'S SIGN SHOP	Change # on Pierce 6-3	165.00
8/9/2018	10487	RAFTELIS	Financial plan consultants	4,753.15
8/10/2018	5936	DDL Traffic Inc.	Global LED emitter	1,107.11
8/10/2018	0000240081018	TIME WARNER CABLE	08/20/18-09/19/18	149.95
8/10/2018	93502417	ESRI	ArcGIS Mx and license	3,562.00
8/10/2018	7/11/18-8/10/18	RAINBOW MUNICIPAL WATER DIST	7/11/18-8/10/18	132.04
8/10/2018	07/11/18-08/10/18	RAINBOW MUNICIPAL WATER DIST	7/11/18-8/10/18	198.93
8/10/2018	7/11/18-8/10/18-000	RAINBOW MUNICIPAL WATER DIST	7/11/18-8/10/18	14.81
8/12/2018	1207300150	Citrix Systems, Inc	08/12/18-09/11/18	117.00
8/13/2018	08H0036333755	READY FRESH	7/11/18-8/10/18	57.30
8/14/2018	RIO TUITION	Danny Sahagun	RIO Tuition - Sahagun	160.00
8/15/2018	98811504702	VERIZON WIRELESS	06/24/18-07/23/18	708.72
8/15/2018	87783	TelComTec	Admin move fax line	150.00
8/16/2018	2184-2	Fallbrook Overhead Doors and Entry Gates	Sta 2 Roll up door repair	100.00
8/17/2018	PR AP 08/17/18	LINCOLN NATIONAL	LINCOLN NAT'L PMT 8/17/18	2,710.75
8/17/2018	PR AP 08/17/18	FALLBROOK FIREFIGHTERS' ASSN	FFA DUES PR 08/17/18	2,478.84
8/17/2018	PR AP 8/17/18	FALLBROOK FIREFIGHTERS' ASSN	FFA DUES SR 08/17/18	21.06
8/17/2018	PR AP 08/17/18	FIREFIGHTERS LEG. ACTION GRP	FLAG PMT PR 08/17/18	92.00
8/17/2018	PR AP 08/17/18	NORTH COUNTY FIRE RESERVES	SINGLE ROLE DUES 8/17/18	42.12
8/19/2018	0000240071018	TIME WARNER CABLE	7/20/18-8/19/18	149.95

Document Date	Document Number	Vendor Name	Transaction Description	Document Amount
8/22/2018	MEDIC REIMB	TYLER MAHR	T. Mahr medic reimb.	1,000.00
8/22/2018	7/20/18-8/20/18-871	SDG&E	07/20/18-08/20/18	26.88
8/22/2018	268	WALLTECH	Drywall Sta. 1	3,868.00
8/22/2018	271	WALLTECH	Drywall Sta. 1	250.00
8/22/2018	270	WALLTECH	Drywall Sta. 1	400.00
8/23/2018	7/23/18-8/21/18-183	SDG&E	7/23/18-8/21/18	61.62
8/24/2018	9811874690	VERIZON WIRELESS	07/02/18-08/01/18	77.28
8/24/2018	7/24/18-8/22/18-533	SDG&E	7/24/18-8/22/18	14.56
8/24/2018	7/24/18-8/22/18-080	SDG&E	7/24/18-8/22/18	85.78
8/27/2018	CHIEF OFF. CERT	JOSEPH BRADSHAW	Chief Officer cert	90.00
8/27/2018	18032	WILDFIRE INFORMATION CONSULTING	08/06/18-08/27/18	2,250.00
8/28/2018	AMB REFUND 08/18	TERESA THORN	Amb refund	17.64
8/29/2018	(3) ADAPTERS	BRACCI, JASON	Drain plug hose adapters	32.97
8/31/2018	PR AP 8/31/18	LINCOLN NATIONAL	LINCOLN NATIONAL 8/31/18	2,215.15
8/31/2018	PR AP 8/18/18	FALLBROOK FIREFIGHTERS' ASSN	FFA ASSOC PMT 8/31/18	2,478.84
8/31/2018	PR AP 08/31/18	FALLBROOK FIREFIGHTERS' ASSN	FFA SR DUES 8/31/18	21.06
8/31/2018	PR AP 08/31/18	FIREFIGHTERS LEG. ACTION GRP	FLAG PMT 8/31/18	92.00
8/31/2018	PR AP 08/31/18	NORTH COUNTY FIRE RESERVES	SR DUES 8/31/18	42.12





**NORTH COUNTY FIRE  
PROTECTION DISTRICT  
FIRE CHIEF/CEO**

**TO:** BOARD OF DIRECTORS  
**FROM:** CHIEF ABBOTT, FIRE CHIEF/CEO  
**DATE:** SEPTEMBER 25, 2018  
**SUBJECT:** STANDING ITEM: POLICIES AND PROCEDURES

1. None

**PAGE INTENTIONALLY BLANK**



**NORTH COUNTY FIRE  
PROTECTION DISTRICT  
ADMINISTRATIVE SERVICES**

**TO:** BOARD OF DIRECTORS  
**FROM:** DEPUTY CHIEF MAROVICH AND CHIEF ABBOTT  
**DATE:** SEPTEMBER 25, 2018  
**SUBJECT:** FY 18/19 FINAL BUDGET ADOPTION

## **ACTION AGENDA**

### **RECOMMENDATION:**

That the Board of Directors approve the following:

- FY18/19 Final Budget during the Public Hearing, set for September 25, 2018 at 5:15 p.m. time certain
- Adopt Resolution 2018-19

### **DISCUSSION:**

Attached are the final documents for the FY18/19 Final Budget submitted for the Board's approval. The detailed Budget in its entirety is presented as an attached document. Over the last Fiscal Year and on into FY18/19, the District has continued to experience a steady recovery of property tax revenue as a result of the economic recovery. The Final Budget presented herein reflects a balanced spending plan for the upcoming Fiscal Year that will allow the District to meet routine operational needs. Certain line items have been added this year so that the District may gain a clearer sense of the factors influencing its financial position.

### **FISCAL ANALYSIS:**

**Revenue:** The District realized a 5.49% increase in last year's property tax funding over the previous year and is budgeting an increase in property tax of approximately \$498,202, which represents a 3.5% increase. The balance of increase in revenue is directly related to increase in ambulance revenue, the reimbursement from Lilac Fire and anticipated mitigation fees. A decrease in donations & grants due to the elimination of SAFER I.

**Expenses:** The increases in the following areas over last year's Budget is a direct reflection of these factors:

- Department 101 – Addition of the community outreach and legal costs.
- Department 102 – Structure and grounds increased to include station 1 remodel.

**ADOPTION OF FINAL BUDGET FOR 2017/18**  
**SEPTEMBER 26, 2017**  
**PAGE 2 OF 2**

- Department 104 - Increase in salaries reflect the 2.28% contractual pay raise. Reflection of the addition of a full-time MSO, FPO and admin BC to Division Chief takes place at the beginning of the calendar year.
- Department 107 – Increase in the dispatch fees and pay down of the NCJPA's PERS UAL is included.
- Department 108 – Budget reflects increases in fuel and equipment replacement.
- Reserve Balances – Debt service increased 44% due to the first payment on the remount ambulance, Motorola (radio payment) and new EKG payment. The district is purchasing two new Type I Engines, staff vehicle and new forklift. It is anticipated that the District will commence with the replacement of station 4.

The forklift and equipment replaced in Department 108 are all items that pose a safety risk due to life expectancy. After the projected expenses and debt service, the District remains in the black and anticipated to place roughly \$65,000 into reserves.

**SUMMARY:**

Staff presents the attached Final Budget for adoption as presented.



# NORTH COUNTY FIRE PROTECTION DISTRICT

## RESOLUTION NO. 2018-19

RESOLUTION OF THE BOARD OF DIRECTORS OF THE NORTH COUNTY FIRE PROTECTION DISTRICT, COUNTY OF SAN DIEGO, STATE OF CALIFORNIA, APPROVING THE BUDGET FOR FISCAL TAX YEAR 2018/2019

**WHEREAS**, the Board of Directors of the North County Fire Protection District has heretofore adopted a Preliminary Budget in accordance with the Uniform Accounting Procedures of the Administrative Code of the State of California, and

**WHEREAS**, said board has held a Public Hearing and made appropriate deductions, increases and deletions, and

**WHEREAS**, said Board must adopt a Final Budget pursuant to Section 13906, Health and Safety Code, State of California.

**NOW THEREFORE**, the Board of Directors of the North County Fire Protection District does hereby find, resolve, order and determine as follows:

**SECTION 1:** The Budget of Fiscal Tax Year 2018/2019 attached hereto, is hereby approved and adopted.

**SECTION 2:** The sum of **\$14,732,530** is required to be raised for said Budget by property taxes, with a total of **\$18,878,028** from all revenue sources, for the purposes of operation and maintenance of the North County Fire Protection District for the Fiscal Tax Year of 2018/2019. Further, the Board has determined said amount is necessary to provide the same level of fire protection actually provided by FY 1977/78. The Board has also determined that said amount meets the intent and provisions of SB 154, Article 3, Section 162746 (a) (1).

**SECTION 3:** The Board Secretary is hereby authorized and directed to file a certified copy of this Resolution with the Auditor and Controller of the County of San Diego at 1600 Pacific Highway, San Diego, California 9210.

**ADOPTED, SIGNED AND APPROVED** by the Board of Directors of the North County Fire Protection District, County of San Diego, State of California, on this **25<sup>th</sup> day of September, 2018** by the following **Roll Call Vote**:

**AYES:**

**NOES:**

**ABSENT:**

**ABSTAIN:**

**RECUSED:**

\_\_\_\_\_  
Kenneth Munson, Board President



# NORTH COUNTY FIRE PROTECTION DISTRICT

## RESOLUTION 2018-19

RESOLUTION OF THE BOARD OF DIRECTORS OF THE NORTH COUNTY FIRE PROTECTION DISTRICT, COUNTY OF SAN DIEGO, STATE OF CALIFORNIA,  
APPROVING THE BUDGET FOR FISCAL TAX YEAR 2018/2019

### **ATTEST:**

**I HEREBY CERTIFY** that the foregoing is a true and correct copy of the Resolution duly and regularly adopted by the Board of Directors of the North County Fire Protection District thereof held on the **25<sup>th</sup> day of September, 2018**, and that the same now appears on record in my office.

**IN WITNESS THEREOF**, I hereunto set my hand and affixed by official seal this **25<sup>th</sup> day of September, 2018**.

\_\_\_\_\_  
Cherie A. Juul, Acting Board Secretary

# NORTH COUNTY FIRE PROTECTION DISTRICT



FINAL BUDGET FY 2018-2019

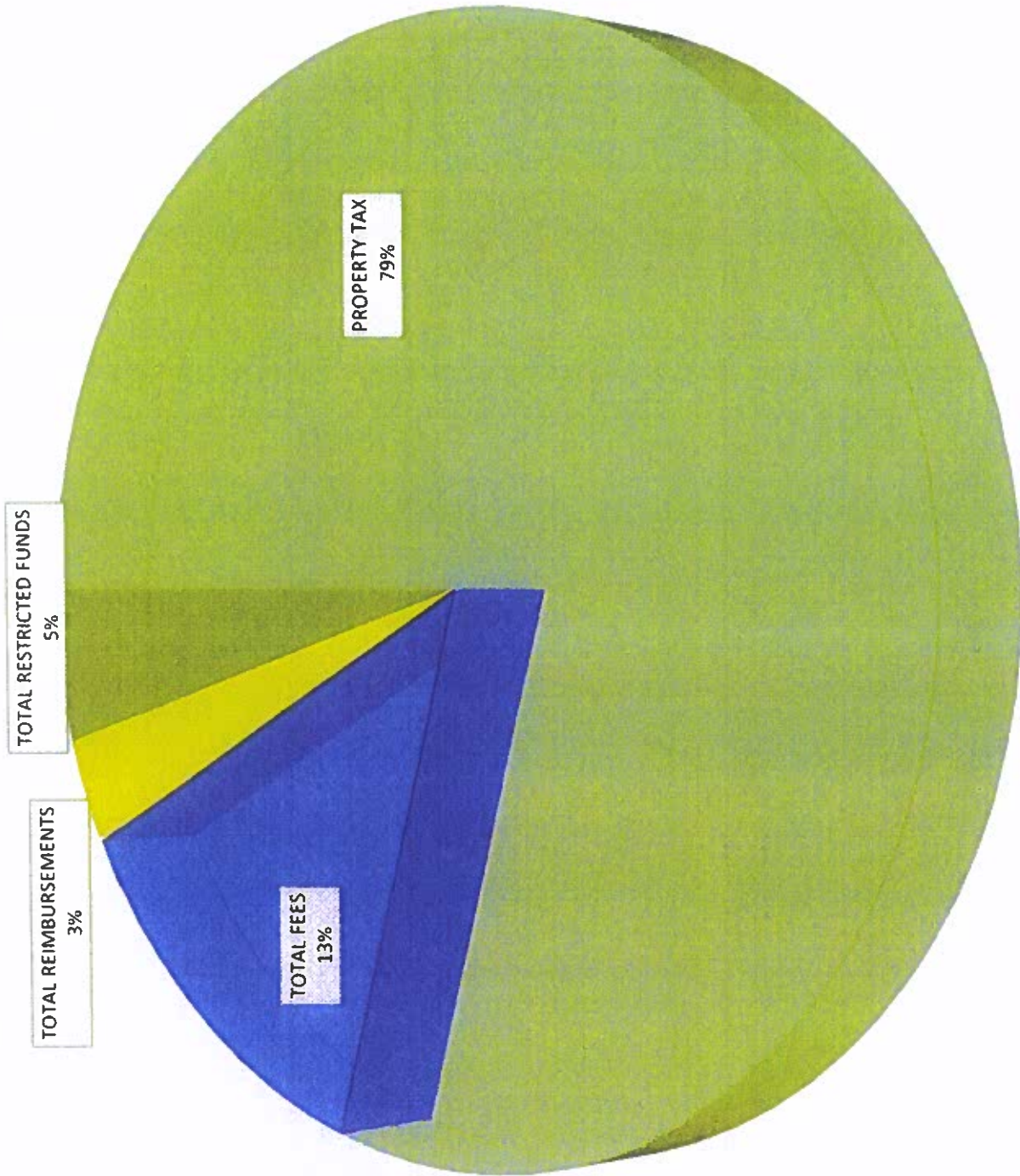


REVENUE

Funding Source	Final Budget FY 17/18	YTD thru 6/30/2018	Preliminary Budget 18/19	Final Budget FY 18/19	Prelim/Final Variance	Notes
Property Tax	13,905,000	14,234,328	14,391,675	14,732,530	340,855	3.5% projected growth
Property Tax RBW Division			265,000	275,000	10,000	
Ambulance Fees	1,700,000	1,835,405	1,700,000	1,902,500	202,500	increase in ems fees
Prevention Fees	130,000	333,309	200,000	200,000	-	
Tower Lease Agreements	85,000	88,655	85,000	90,000	5,000	
Other Revenue Sources	110,000	58,128	25,000	35,000	10,000	engine reimbursements
Interest	25,000	46,276	30,000	30,000	-	
Cost Recovery	60,000	68,934	65,000	70,000	5,000	
Community Facilities District (CFD)				68,966	68,966	
Annexation Fees						
TOTAL FEES	2,110,000	2,430,707	2,105,000	2,396,466	291,466	
Strike Team Reimb - OES		797,775	121,780	121,780	-	Outstanding striketeams
Other Reimbursements	449,006	271,850	374,162	374,162	-	Lilac reimbursement
GEMT - State Supplement	100,000	280,490	100,000	100,000	-	
TOTAL REIMBURSEMENTS	549,006	1,350,115	595,942	595,942	0	
TOTAL GENERAL FUND REVENUE	16,564,006	18,015,149	17,357,617	17,999,938	642,321	
Donations & Grants	935,322	941,984	628,090	628,090	-	Outstanding amount from SAFER II
Mitigation Fees & Interest	200,000	702,931	250,000	250,000	-	
TOTAL RESTRICTED FUNDS	1,135,322	1,644,915	878,090	878,090	0	
GRAND TOTAL ALL SOURCES	17,699,328	19,660,065	18,235,707	18,878,028	642,321	



# REVENUE SUMMARY

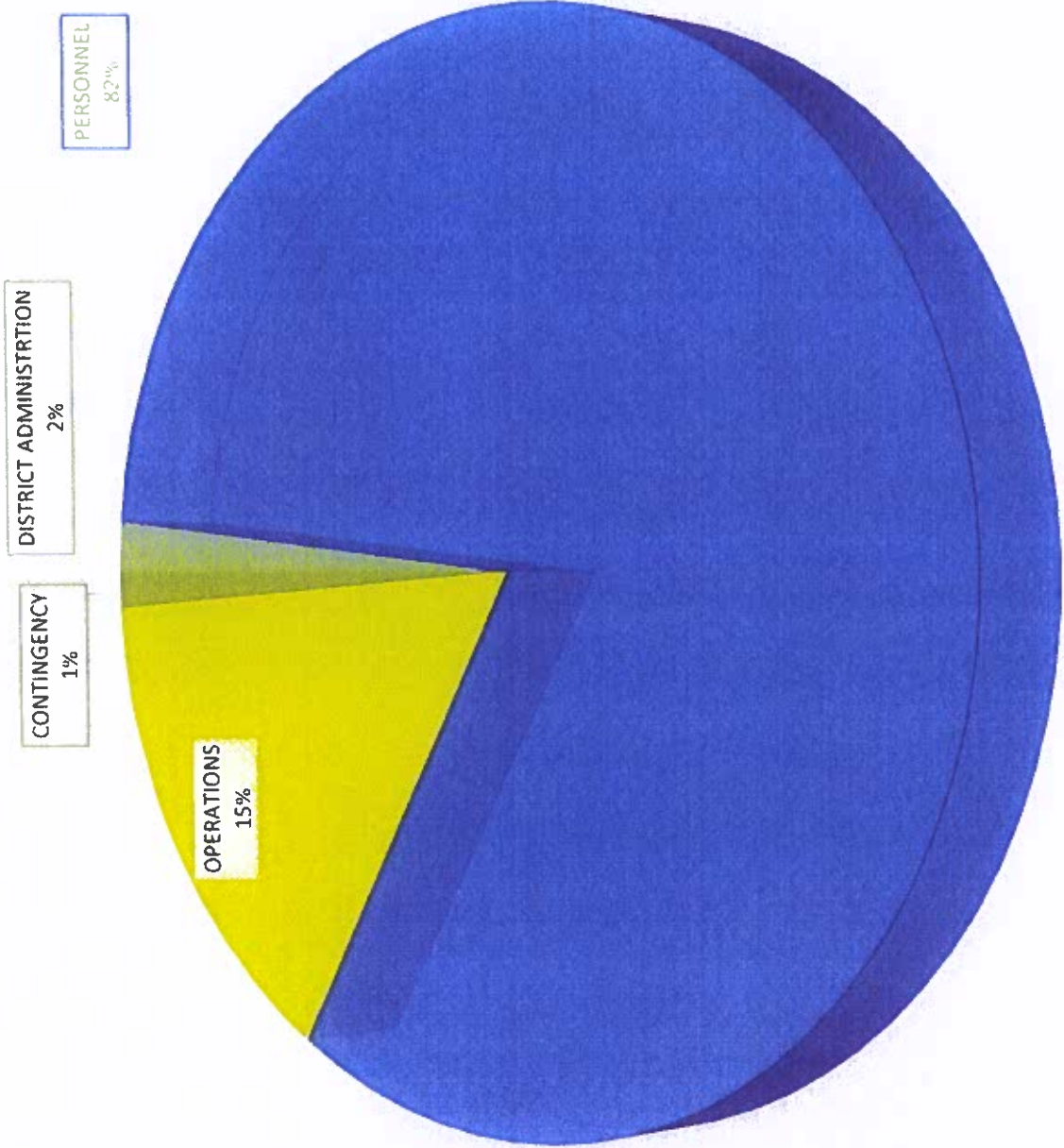


Final  
Budget FY 18/19

EXPENSE SUMMARY

Account	Description	FY17/18 Budget	YTD thru 6/30/2018	FY 18/19 Prelim Budget	Final Budget FY 18/19	Prelim/Final Variance	Notes
District Administration		170,822	160,805	269,900	328,900	59,000	
<b>TOTAL</b>		<b>170822</b>	<b>160805</b>	<b>269900</b>	<b>328900</b>	<b>59000</b>	
Personnel							
	Salaries	7,175,808	6,484,152	6,919,153	7,163,348	244,195	
	Overtime	909,242	2,019,335	1,274,010	1,298,924	24,914	
	Other Pay	1,009,251	823,754	1,059,757	1,085,467	25,710	
	Benefits	3,989,985	3,920,434	4,277,157	4,290,330	13,173	
	Workers Comp.	590,000	554,722	600,000	600,000	-	
<b>TOTAL</b>		<b>13,674,286</b>	<b>13,802,398</b>	<b>14,130,077</b>	<b>14,438,068</b>	<b>307,991</b>	
Operations							
	102	1,006,358	925,960	1,043,750	1,153,120	109,370	
	103	77,978	52,721	80,432	80,432	-	
	104	265,293	275,158	296,907	326,918	30,011	
	105	169,638	174,326	177,238	164,258	(12,980)	
	106	5,500	17,477	21,000	31,000	10,000	
	107	522,902	474,292	635,039	655,339	20,300	
	108	277,430	324,617	300,260	344,260	44,000	
	109	101,500	84,742	102,850	102,850	-	
<b>TOTAL</b>		<b>2,426,599</b>	<b>2,329,292</b>	<b>2,657,476</b>	<b>2,858,177</b>	<b>200,701</b>	
Contingency							
		190,000		200,000	200,000	-	
<b>TOTAL</b>		<b>190,000</b>	<b>-</b>	<b>200,000</b>	<b>200,000</b>	<b>0</b>	
<b>TOTAL GENERAL FUND</b>		<b>16,461,707</b>	<b>16,292,495</b>	<b>17,257,453</b>	<b>17,825,145</b>	<b>567,692</b>	

# EXPENSE SUMMARY



Final  
Budget FY 18/19

PERSONNEL

Dept	FY17/18 Budget	YTD thru 6/30/2018	FY 18/19 Prelim Budget	Final Budget FY 18/19	Prelim/Final Variance	Notes
<b>SAFETY</b>						
TOTAL SAFETY	5,818,242	5,421,510	5,405,462	5,506,018	100,556	
<b>MISC. (Non-Safety)</b>						
TOTAL NON-SAFETY	655,010	641,984	667,076	735,782	68,706	
<b>SAFER</b>						
TOTAL SAFER	385,021	111,456	118,923	124,449	5,526	
<b>SINGLE ROLE</b>						
TOTAL SR	206,424	213,771	599,872	643,552	43,680	
<b>PART-TIME</b>						
TOTAL PART TIME	111,111	95,432	127,820	153,547	25,727	
TOTAL PERSONNEL	7,175,808	6,484,153	6,919,153	7,163,348	244,195	
<b>OVERTIME</b>						
OVERTIME TOTAL	909,242	2,019,335	1,274,010	1,298,924	24,914	Strike team for 2017/18-\$813,135
<b>OTHER PAY</b>						
OTHER PAY TOTAL	1,009,251	823,754	1,059,757	1,085,398	25,641	
<b>BENEFITS</b>						
BENEFIT TOTAL	3,989,985	3,920,434	4,277,157	4,290,330	13,173	
<b>WORKERS COMPENSATION</b>						
Workers Compensation	590,000	554,722	600,000	600,000	-	



DEPARTMENT 101 - BOARD ADMINISTRATION

Dept Account	Line Item	FY17/18 Budget	YTD thru 6/30/2018	FY 18/19 Prelim Budget	Final Budget FY 18/19	Prelim/Final Variance	Encumbrances	Notes
101 5010-14	Board Members	7,500	5,200	7,500	7,500	-		
101 5043-00	Elections	-		25,000	25,000	-		
101 5150-00	Memberships/Subscriptions	7,900	7,737	7,900	7,900	-		
101 5170-72	Office Supplies	2,000	1,934	2,000	2,000	-		
101 5180-83	Legal Fees	21,000	39,667	30,000	80,000	50,000		GEMT appeal
101 5180-84	Negotiations/Labor	4,000	8,236	-	-	-		
101 5190-00	Advertising/Notices	4,000	409	4,000	4,000	-		
101 5230-30	Employee Recognition	5,000	2,259	5,000	5,000	-		
101 5230-31	Meetings/Travel	9,000	144	9,000	9,000	-		
101 5230-32	Community Relations	150	1,984	60,000	60,000	-		
101 5230-38	Professional Development	2,365	-	2,500	2,500	-		
101 5340-00	Refunds and Interest	100,000	84,059	106,000	115,000	9,000		Rainbow added
101 5340-01	LAFCO Assessment Fee	7,907	9,176	11,000	11,000	-		
<b>TOTAL</b>		170,822	160,805	269,900	328,900	59,000		

DEPARTMENT 102 - ADMINISTRATION

Dept	Account	Line Item	FY17/18 Budget	YTD thru 6/30/2018	FY 18/19 Prelim Budget	Final Budget FY 18/19	Prelim/Final Variance	Encumbrances	Notes
102	5070-00	Ambulance Billing	110,000	105,080	110,000	110,000	-		
102	5100-43	Unemployment Insurance	5,000	1,537	5,000	5,000	-		
102	5130-66	Structures & Grounds	89,000	90,289	100,000	200,000	100,000		Station 1 remodel
102	5140-01	Personnel/JPA Academy	3,000	3,000	3,000	3,000	-		
102	5145-00	Personnel Recruitment	14,000	8,485	15,000	15,000	-		
102	5150-00	Memberships/Subscriptions	4,200	2,943	4,200	4,200	-		
102	5170-70	County Admin Costs	190,000	167,185	200,000	203,000	3,000		Rainbow added
102	5170-71	Bank Fees	1,000	680	1,000	1,000	-		
102	5170-72	Office Supplies	13,430	5,206	13,430	15,000	1,570		
102	5170-73	Postage	4,500	5,297	4,500	4,500	-		
102	5170-74	Printing	4,500	3,646	4,500	4,500	-		
102	5180-81	Auditors	28,500	13,000	16,600	16,600	-		
102	5180-82	Professional Services	148,500	224,800	150,000	150,000	-		
102	5180-83	Computer Support	145,282	97,835	150,000	150,000	-		
102	5180-84	Computer Training	7,800	-	7,800	7,800	-		
102	5180-85	Computer Hardware/Software	60,000	12,678	60,000	60,000	-		
102	5200-00	Rents and Leases/Equipment	16,200	16,407	18,000	18,000	-		
102	5221-01	Office Furniture/Supplies	6,500	4,795	7,000	7,000	-		
102	5230-19	Trauma Interventions Program	7,257	7,257	7,300	7,300	-		
102	5230-30	Employee Recognition	3,640	3,330	3,640	3,640	-		
102	5230-31	Disciplinary Training	7,257	4,000	7,000	7,000	-		
102	5230-37	Physicals/Wellness Program	33,580	25,845	33,580	33,580	-		
102	5230-38	Professional Development	16,500	34,371	23,000	23,000	-		
102	5230-39	Employee Asst Program	7,000	4,840	7,000	7,000	-		
102	5230-40	Formal Education	-	-	-	-	-		
102	5230-41	Meetings and Misc. Expenses	5,000	1,774	5,000	5,000	-		
102	5230-49	PERS Medical Admin Fees	5,032	5,143	5,200	4,000	(1,200)		
102	5230-50	Post-Retirement Admin Fee	-	-	-	4,000	4,000		
102	5260-23	Water	23,880	24,716	26,000	28,000	2,000		
102	5260-24	Sewer	11,300	9,905	11,500	11,500	-		
102	5260-25	Trash	9,500	9,427	9,500	9,500	-		
102	5260-26	Gas & Electric	25,000	32,488	35,000	35,000	-		
<b>TOTAL</b>			<b>1,006,358</b>	<b>925,960</b>	<b>1,043,750</b>	<b>1,153,120</b>	<b>109,370</b>		

DEPARTMENT 103 - FIRE PREVENTION

Dept	Account	Line Item	FY17/18 Budget	YTD thru 6/30/2018	FY 18/19 Prelim Budget	Final Budget FY 18/19	Prelim/Final Variance	Encumbrances	Notes
103	5120-56	Hydrants	14,500	6,026	14,500	14,500	-		
103	5150-00	Memberships/Subscriptions	4,000	3,427	4,000	4,000	-		
103	5230-30	Fire Safety Council	1,000	899	1,900	1,900	-		
103	5230-31	CERT Program	1,900	-	1,900	1,900	-		
103	5230-32	Materials/Public Education	15,000	8,533	17,000	17,000	-		
103	5230-34	Required Weed Abatement	30,000	26,274	30,000	30,000	-		
103	5230-35	Investigative Supplies	1,500	-	1,000	1,000	-		
103	5230-36	Arson Investigative Training	1,500	151	1,500	1,500	-		
103	5230-38	Professional Development	5,500	5,061	5,500	5,500	-		
103	5230-39	Formal Education	3,078	2,349	3,132	3,132	-		
<b>TOTAL</b>			<b>77,978</b>	<b>52,721</b>	<b>80,432</b>	<b>80,432</b>	<b>-</b>		

DEPARTMENT 104 - EMERGENCY OPERATIONS

Dept	Account	Line Item	FY17/18 Budget	YTD thru 6/30/2018	FY 18/19 Prelim Budget	Final Budget FY 18/19	Prelim/Final Variance	Encumbrances	Notes
104	5080-00	Emerg. Incident Meals/Provisions	1,500	7,539	1,500	1,500	-		
104	5090-21	Kitchen/Janitorial Supplies	20,000	21,360	21,000	21,000	-		
104	5100-44	Facility/Vehicle Insurance	87,400	89,640	100,989	131,000	30,011		Rainbow combined
104	5120-12	Firefighting Equipment	59,543	67,376	59,543	59,543	-		
104	5125-00	Map Maintenance Program	13,500	4,009	13,500	13,500	-		
104	5150-00	Memberships/Subscriptions	5,600	3,691	5,600	5,600	-		
104	5221-00	Safety Equipment/PPE	66,750	65,598	83,775	83,775	-		
104	5221-01	Traffic Controllers	-	9,190	-	-	-		
104	5223-00	Disaster Preparedness	2,000	1,654	2,000	2,000	-		
104	5230-38	Professional Development	9,000	5,103	9,000	9,000	-		
<b>TOTAL</b>			<b>265,293</b>	<b>275,158</b>	<b>296,907</b>	<b>326,918</b>	<b>30,011</b>		



DEPARTMENT 105 - EMERGENCY MEDICAL SERVICES

Dept	Account	Line Item	FY17/18 Budget	YTD thru 6/30/2018	FY 18/19 Prelim Budget	Final Budget FY 18/19	Prelim/Final Variance	Encumbrances	Notes
105	5140-00	Medical Supplies/Equipment	114,000	131,528	117,000	117,000	-		
105	5150-00	Memberships/Subscriptions	-	50	50	50	-		
105	5180-82	Professional Services	-	2,417	-	-	-		
105	5221-00	Personal Protective Equipment	-	-	-	-	-		
105	5230-32	Material	1,500	1,393	1,500	1,500	-		
105	5230-33	EMS Equipment	2,000	2,449	2,200	2,200	-		
105	5230-34	Medical Licensing/Certs	8,250	6,054	12,600	12,600	-		
105	5230-35	Defib Maint & Maint Agreement	35,848	28,263	35,848	22,868	(12,980)		
105	5230-36	Elec Data Agreement/Mgmt	3,040	-	3,040	3,040	-		
105	5230-38	Professional Development	5,000	2,173	5,000	5,000	-		
<b>TOTAL</b>			<b>169,638</b>	<b>174,326</b>	<b>177,238</b>	<b>164,258</b>	<b>(12,980)</b>		

DEPARTMENT 106 - SINGLE ROLE/EXPLORER/VOLUNTEER

Dept	Account	Line Item	FY17/18 Budget	YTD thru 6/30/2018	FY 18/19 Prelim Budget	Final Budget FY 18/19	Prelim/Final Variance	Encumbrances	Notes
106	5120-12	Explorer/Materials & Equip	-	890	-	-	-	-	
106	5180-82	Medical & Pre-Emp Exams	4,000	10,501	15,000	25,000	10,000		
106	5230-38	Professional Development	1,500	6,086	6,000	6,000	-		
<b>TOTAL</b>			<b>5,500</b>	<b>17,477</b>	<b>21,000</b>	<b>31,000</b>	<b>10,000</b>		

DEPARTMENT 107 - COMMUNICATIONS

Dept	Account	Line Item	FY17/18 Budget	YTD thru 6/30/2018	FY 18/19 Prelim Budget	Final Budget FY 18/19	Prelim/Final Variance	Encumbrances	Notes
107	5060-26	Pagers	650	-	650	650	-		
107	5060-27	Telephone/Cable TV/ IPTele	72,000	79,952	80,000	85,000	5,000		
107	5060-29	Verizon Data	15,000	-	1,700	17,000	15,300		underestimated prelim budget
107	5060-30	MDC & AVL Maint Cost	15,500	16,366	16,500	16,500	-		
107	5120-52	Radios/Parts & Service	20,000	16,410	25,600	25,600	-		
107	5120-54	Alarm Services & Supplies	1,500	931	1,500	1,500	-		
107	5120-56	T-1 Phone Line Maintenance	4,800	2,731	24,000	24,000	-		
107	5120-69	RCS 800 MHZ Maint Fee	77,500	41,724	77,500	77,500	-		
107	5150-00	Memberships/Subscriptions	1,000	1,726	1,884	1,884	-		
107	5180-00	Dispatch Services	314,452	314,452	405,205	405,205	-		
107	5230-31	Meetings & Travel	500	-	500	500	-		
107	5230-38	Professional Development	-	-	-	-	-		
<b>TOTAL</b>			522,902	474,292	635,039	655,339	20,300		

DEPARTMENT 108 - SHOP MAINTENANCE

Dept	Account	Line Item	FY17/18 Budget	YTD thru 6/30/2018	FY 18/19 Prelim Budget	Final Budget FY 18/19	Prelim/Final Variance	Encumbrances	Notes
108	5090-22	Laundry/Linen Supplies	1,700	1,895	1,700	1,700	-		
108	5090-53	Hazmat Disposal & Permits	8,600	8,090	9,100	9,100	-		
108	5120-52	Parts & Accessories	101,200	145,115	111,320	111,320	-		
108	5120-53	Fuel	120,000	135,591	132,000	132,000	-		
108	5120-54	Oils & Lubricants	7,000	6,295	7,210	7,210	-		
108	5120-59	Sublet Repairs	24,000	14,477	24,000	24,000	-		
108	5150-00	Memberships/Subscriptions	80	80	80	80	-		
108	5180-52	Fleet Maint Software	3,300	1,199	3,300	3,300	-		
108	5220-00	Small Tools/Minor Equipment	4,100	7,152	4,100	48,100	44,000		equipment replacement
108	5230-38	Professional Development	7,000	4,722	7,000	7,000	-		
		Formal Education	450		450	450	-		
<b>TOTAL</b>			277,430	324,617	300,260	344,260	44,000		

DEPARTMENT 109 - TRAINING

Dept	Account	Line Item	FY17/18 Budget	YTD thru 6/30/2018	FY 18/19 Prelim Budget	Final Budget FY 18/19	Prelim/Final Variance	Encumbrances	Notes
109	5150-00	Memberships/Subscriptions	500	50	500	500	-		
109	5230-20	Training Materials	10,000	9,594	10,000	10,000	-		
109	5230-38	Professional Development	50,000	52,469	43,800	43,800	-		
109	5230-39	Formal Education	41,000	22,630	48,550	48,550	-		
<b>TOTAL</b>			101,500	84,742	102,850	102,850	-		

RESERVE BALANCE

Description	FY 17/18	Notes	Description	FY 18/19	Notes
2016/17 Reserve Balance	5,662,719		2017/18 Reserve Balance	7,708,872	
2017/18 revenue	19,660,065		2018/19 revenue <u>projected</u>	18,878,028	
2017/18 expense	(16,292,495)		2018/19 expense <u>projected</u>	(17,825,145)	
PERS UAL	-		PERS UAL	-	
Net operations	3,367,570		Net operations	1,052,883	
Net Reserve Balance Projected	9,030,289		Net Reserve Balance Projected	8,761,754	
Total Debt service 2017/18	(628,274)		Total Debt service 2018/19	(907,744)	Sta 5, amb, solar, adm build.
Capital Projects:			Capital Projects		
Apparatus	(595,275)	Brush and amb.	Apparatus	(1,607,100)	2 Type 1 eng. & amb remount
Vehicles	(97,868)	Staff veh & BC	Vehicles	-	
Other Equipment			Other Equipment	(85,000)	forklift and staff veh.
Station Improvements			Station Improvements	(500,000)	Station 4
Total Capital Projects	(693,143)		Total Capital Projects	(2,192,100)	
New Debt			New Debt		Loans
Proceeds Apparatus	-		Proceeds Apparatus	1,607,100	2 Type 1 eng. & amb remount
Proceeds modular	-		Proceeds modular	500,000	Station 4
Total Proceeds	-		Total Proceeds	2,107,100	
Change in Reserves	2,046,153		Change in Reserves	60,139	
2017/18 Reserve Balance	7,708,872		2018/19 Reserve Balance	7,769,010	

RESERVE BALANCE

Description	FY 17/18	Notes	Description	FY 18/19	Notes
<b>Restricted:</b>			<b>Restricted:</b>		
Mitigation	1,136,593		Mitigation	1,136,593	
<b>Committed:</b>			<b>Committed:</b>		
Compensated Absences	2,062,556		Compensated Absences	1,734,237	
Workers Comp	400,000		Workers Comp	400,000	
Equipment Replacement	1,880,376		Equipment Replacement	1,880,376	
Facilities Acquisition	500,000		Facilities Acquisition	900,000	
General Fund	1,738,473		General Fund	1,717,804	
<b>Total</b>	<b>7,717,999</b>		<b>Total</b>	<b>7,769,010</b>	

**PAGE INTENTIONALLY BLANK**





**NORTH COUNTY FIRE  
PROTECTION DISTRICT  
FIRE CHIEF/CEO**

**TO:** BOARD OF DIRECTORS  
**FROM:** CHIEF ABBOTT  
**DATE:** SEPTEMBER 25, 2018  
**SUBJECT:** Strategic Direction Discussion

## **DISCUSSION AGENDA**

### **BACKGROUND:**

In 2004, the District engaged a consultant to develop a Strategic Plan, which included a number of action steps. Approximately twelve years later, the District had largely accomplished most of the achievable items, so the Board convened a special meeting to discuss the future strategic direction for the District. The outcome of this was identification of "strategic priorities" for the District going forward. Each year the District reviews and modifies those strategic priorities; below is an much abbreviated and updated synopsis of each. The attachment following illustrates the key objectives and relevant action steps, with associated timelines.

### **DISCUSSION:**

1. **FINANCIAL PLANNING/RESTORATION OF RESERVE FUNDS:** After incurring several years of spending down reserve funds during the Great Recession to maintain operational capabilities, in FY 16-17 the District was able to allocate \$500,000 in "rollover funds" to capital equipment reserves. In FY 17-18 the District anticipates exceeding this figure. Until the District is able to realize the full financial benefit of converting the ambulances to a single role delivery model, we will continue to utilize this rollover approach to fund capital equipment and restore reserve funds. Separately, staff is currently working with a consultant to complete a financial planning/forecasting tool. Upon completion we can initiate development of a long-range financial plan, which is dependent in part on results of a potential revenue measure.
2. **RESTORATION OF ADMINISTRATIVE CAPACITY/STAFFING:** The SAFER 2 Grant allowed for temporary restoration of an Administrative Captain position. Restructuring of certain non-safety positions allowed for increased use of part-time positions. Subsequent external influences (Hospital closure, State EMSA Core Measures, Medicare/MediCal QA funding, Ghost Ship fire & subsequent legislation, new development) will necessitate restoration of some of these positions (MSO & FPS) to full time. Separately, several planned staff retirements over the next 2-3 years will require staff to develop a succession plan that addresses loss of institutional knowledge development of associated core competencies. This fiscal year the District will begin to

realize limited Mello-Roos revenue from Horse Creek Ridge, which will lead to discussions on how to incrementally reinstate the 15<sup>th</sup> FF/PM position vacated as a result of the ambulance system conversion to single role.

3. **PUBLIC OUTREACH IN THE COMMUNITY:** Over the last 18 months the District has dedicated substantial resources to augment community outreach, including engaging a community outreach consultant, project planning with this consultant and Cal State University San Marcos, implementation of a PIO team, complete revision of the Department's webpage, establishment of a citizen's advisory committee, monthly news articles, and attending community engagement training. Over the next several months staff will be rolling out the comprehensive outreach measures developed in conjunction with SRI, including speaker's bureau presentations at multiple community organizations, District-wide mailing of a news tabloid, regular targeted social media messaging and news articles, and use of an email distribution list. In the months to follow those activities, the District will be expanding its branding and home safety inspection efforts.

4. **FACILITIES:** The District's Facilities Reserve Study identified \$26.5M in facility improvement needs. During the fall of 2017 the District performed a revenue measure feasibility analysis to determine the level of community support for addressing these (and other) needs, as well as what values were most important to them. Currently the District is conducting outreach efforts that speak to these values, with a repeat of that feasibility analysis early next year. The outcome of that study will determine subsequent course(s) of action, pertaining to community outreach as well as financial planning. Concurrently, interim repairs and improvements are commencing at Stations 1 & 2, along with steps to replace the temporary living quarters at Station 4.

5. **AUGMENT INTEGRATION WITH NORTH ZONE AGENCIES:** Integration with the North Zone agencies has been a continuous effort for nearly the last two decades. Over the past 18 months the Zone has developed regional promotional testing, gone to a uniform EMS reporting platform, developed a single Zone-wide training calendar and formally identified Zone content experts. Similarly, North County Dispatch has become the Operational Area Dispatch agency, hired a regional GIS specialist, and entered into a shared IT services agreement with this agency. Moving forward it will be exploring a shared regional dispatch facility, implementation of call triage and tiered dispatch, the first step of which is creation of a North Zone Medical Director position. Locally we will be modernizing our response time criteria to align with these more modern concepts. Last, we will explore the possibility of sharing overhead positions to augment administrative capabilities and/or create potential savings.

**Additional Strategic Objectives at or near completion:**

6. **STATION STAFFING & APPARATUS DEPLOYMENT:** Completion of the SAFER 1 trial revealed no impact to response times from addition of a squad at HQ nor the Olive Hill Station, the latter of which was determined by the Board to be surplus property and is currently for sale. Two of the three full-time personnel from the Olive Hill

station were relocated to the Rainbow station, and the Rainbow Volunteer division was absorbed into daily operations, with formal dissolution of the Rainbow Fire Advisory Board earlier this year.

7. **CAPITAL EQUIPMENT:** By the end of this fiscal year, since Nov. 2016 the District will have replaced 4 of the District's front-line ambulances, two of which were grant funded. Similarly, the District has two Type-1 engines on order and anticipates receipt June 2019. These purchases will have made a sizeable impact in modernizing our fleet, as well as markedly improving both resource depth and reliability. These improvements are largely the result of adopting a capital equipment replacement plan in 2016 and subsequently developing a funding mechanism to pay for it (conversion of the ambulance system to single role). Most importantly, we now have a path for sustainable funding over the long-term.

Previous discussion regarding strategic planning had considered the possibility of completely revisiting the former strategic plan, considering that it is now in excess of 14 years old, which is in excess of a typical strategic plan. That said, there are a number of short-term initiatives that will fully occupy the District's time over the next 12-18 months, most notable of which is a potential revenue measure, which will significantly impact future direction of the District. In light of this, we would recommend forestalling a total rewrite until the outcome of such a measure has been determined. Additionally, with the significant number of impending staff vacancies over the next 2-3 years, involving our future leadership in the strategic planning process would not only be a good developmental opportunity but would also bring unity of vision in implementing our to-be-determined goals and objectives for the future.

**FISCAL IMPACT:**

Discussion item; fiscal impact would depend upon specific action steps determined by the Board for each area of focus. Note that the fiscal impacts identified on the attachment in black font are currently funded; those in green would be funded with existing designated funds or new revenue, those in red have no identified source of funds, and those in blue represent potential cost savings.

**DISCUSSION QUESTIONS:**

1. Does the Board concur with our immediate short-term strategic priorities and plan to address them?
2. Does the Board wish to pursue any additional initiatives now or in the immediate future?

**Strategic Priority #1: Address long-term funding challenges**

Objectives & Action Steps	Person Resp.	Target Impl. Date	Fiscal Impact	Resources needed	Resource cost	Source of Funds	Justification	Outcome if no action
Objective #1: Evaluate level of support for facility bond	Abbott	Jan-19	55000 (break-down below)	Staff time, print media, consultant	55,000	Existing FY 18-19 budget	Address \$26.5M in deferred maintenance (DM)	Increased DM, longer resp. times, employee safety issues
Action Step #1: Conduct public information campaign	Abbott/McReynolds	Sep-19	40,000	Staff time, print media, consultant,	40,000	Existing FY 18-19 budget	Previous research identified target core values	Ineffective outreach
Action Step #2: Repeat feasibility analysis	Abbott/SRI	Jan-19	15,000	Consultant	15,000	Existing FY 18-19 budget	Determine likelihood of bond measure success	Decreasing likelihood of success w/ subsequent action
Objective #2: Pursue revenue measure to fund facility replacement (depending on outcome of feasibility analysis)	Abbott	Nov-19	185,000 (break-down below)	Print media, consultant, election services	185,000	FY 19-20 prof. svcs. & contingency	Address \$26.5M in deferred maintenance (DM)	Increased DM, longer resp. times, employee safety issues
Action Step #1: Engage Bond Consultant	Abbott	Feb-19	45,000	Consultant	45,000	FY 19-20 prof. svcs. & contingency	Required to fulfill structuring of bond measure	
Action Step #2: Conduct public outreach campaign	Abbott	Nov-19	20,000	Print media, consultant, staff time	20,000	FY 19-20 prof. svcs. & contingency	Address \$26.5M in deferred maintenance (DM)	Increased DM, longer resp. times, employee safety issues
Action Step #3: Conduct special election *	Abbott	Nov-19	Up to 120,000	Election services	Up to 120,000	FY 19-20 prof. svcs. & contingency	Depends on propensity of voters	Opportunity cost

Objective #3: Adopt long-range financial strategy (depends on revenue measure outcome).	Abbott/ Marovich	Feb-20	13,000	Staff time	13,000	Existing FY 18-19 budget	Develop accurate economic forecasting	Insufficient control of expenditures
Action Step #1: Finalize long range fiscal planning tool	Marovich/ Raffelis	Oct-18	13,000	Staff time, consultant	13,000	Existing FY 18-19 budget	Need relational database	Inaccurate decision basis
Action Step #2: Develop long range financial plan	Abbott/ Board	Feb-20	0	Staff time	0	N/A	Basis for future spending decisions	Long-term fiscal challenges
<b>Summary: Taking steps to solidify financial &amp; planning resources to maintain fiscal viability</b>								
<b>*Special election costs 3-4 times more than general election, depending on number of participating measures.</b>								

Strategic Priority #2: Address administrative workload-staffing shortcomings										
Objective & Action Steps	Person Resp.	Target Impl. Date	Fiscal Impact	Resources needed	Resource cost	Source of Funds	Potential offsets	Offset source	Justification	Outcome if no action
Objective #1: Develop incentives to recruit & retain EMS personnel	McReynolds	Dec-18	Up to 20,000	Training funds	Up to 20,000	Existing FY 18-19 budget	20,000	Existing training budget	Recruit from within, preserve	Unreliable fleet, decr. Svc. Level,
Objective #2: Develop succession plan	Abbott	Jun-19	0	Staff time	0	N/A	N/A	N/A	Develop employees, address knowledge loss	Capability deficiencies
Action Step #1: Conduct gap analysis of key positions to be vacated	Marovich	Jun-19	0	Staff time	0	N/A	N/A	N/A	Identify key shortcomings	Capability deficiencies
Action Step #2: Implement 3-deep leadership	Mahr	On-going	0	Staff time	0	N/A	N/A	N/A	Identify key shortcomings	Capability deficiencies
Objective #3: Restore vacated staff positions	Mahr/ Koch	Jan-19	110,000	MSO & FPS	MSO-80,000 FPS-30,000	User fees	100,000-130,000	State mandated inspection fees, EMS QA Fee	State mandates	Non-compliance, increased liability
Objective #4: Incrementally restore 15th FF/PM pos. to be vacated post single role ambulance conv.	Abbott/ Mann	Mar-20	150,000 to 400,000	FF/PM Position	150,000 to 400,000	Mello Roos Fees	N/A	N/A	Consistent resource capability, zone inter-operability	Inconsistent resource capabilities
<b>Summary: Pathway to recruit &amp; retain needed positions and address pending retirements with attainable financial offsets.</b>										



Strategic Priority #3: Expand community outreach to increase awareness & communicate District challenges & needs to the citizenry									
Objective & Action Steps	Person Resp.	Target Impl.	Fiscal Impact	Resources needed	Resource cost	Source of Funds	Justification	Outcome if no action	
Objective #1: Maintain consistent presence at community events	Mahr	Sep-18	0	Staff time	0	N/A	Maximize opportunities for informal public engagement	Lack of community support in maintaining service levels	
Objective #2: Augment community outreach	Abbott	Sep-18	13,000-21,000	Staff time	13,000-21,000	FY 18/19 Budget	Deferred facility maint. not sufficiently funded	Cumulative facility degradation, impact to service	
Action Step 1: Augment print & social media posts that communicate District needs & happenings	Choi/SRI	Sep-18	8,000-16,000	Staff time	8,000-16,000	Existing FY 18/19 Budget	Part of existing community outreach plan	Ineffective outreach	
Action Step 2: Augment community engagement through speaker's bureau	Abbott	Sep-18	0	Staff time	0	N/A	Part of existing community outreach plan	Ineffective outreach	
Objective #3: Explore department branding	Marovich	Jan-19	5,000	Artwork & Door decals	5,000	Existing FY 18/19 Budget	Communicate values, increase accessibility	Lack of community connection	
Objective #4: Implement home safety inspections	Mahr	Jul-19	0	Training suppression personnel	0	N/A	Augment community risk reduction	Miss risk reduction opportunity	
<b>Summary: able to meet short-term community outreach needs with combo. of existing personnel &amp; resources</b>									

Strategic Priority #4: Maintain & update facilities in a manner that support District operations										
Objective & Action Steps	Person Resp.	Target Impl. Date	Fiscal Impact	Resources needed	Resource cost	Source of Funds	Justification	Outcome if no action		
Objective #1: Provide individual sleeping quarters for HQ	Krumwiede	Dec-18	100,000	Individual dorm rooms	100,000	Exsting FY 18-19 budget	Improve employee health & safety	Fatigue, safety, productivity risks		
Objective #2: Develop implementation plan for facility reserve study repairs	Krumwiede	Dec-18	0	Staff time	0	N/A	Minimize equip. failures, facility closures	Increased accumulated deferred maint.		
Objective #3: Replace Station #4 living quarters	Krumwiede	Dec-19	350,000-500,000	Living quarters & flatwork	350,000-500,000	Fire Mitigation Fund	Facility exceeds life expectancy, does not meet op. needs	Impact to morale, red. efficacy of operations		
Action Step 1: Identify site constraints pertaining to open space, setbacks, storm water runoff	Krumwiede	Aug-18	15,000-25,000	Site plan analysis-civil engineer	15,000-25,000	Fire Mitigation Fund	Open space, BMP, & as-built permit issues	Will slow down project completion, adding costs		
Action Step 2: Develop building design; est. total cost of construction	Krumwiede	Dec-18	10,000-15,000	Building plans-architect	10,000-15,000	Fire Mitigation Fund	Requires custom design to meet op. needs	Generic floorpan that will not meet op. needs		
Action Step 3: Develop bid specification/conduct competitive bid process	Marovich	Apr-19	5,000	Architect to develop spec.	5,000	Existing FY 18-19 budget	Requires competitive bid unless sole source determined	N/A-required to follow Calif. Govt. Code		
Action Step 4: Award project, initiate construction	Marovich	Jul-19	Incl.	Staff time	0	N/A	Meet Dec-2019 implementation deadline	Project delays		
<b>Summary: able to fulfill immediate facility needs with anticipated incoming Fire Mitigation Fees</b>										



Strategic Priority #5: Augment integration with North Zone Agencies										
Objective & Action Steps	Person Resp.	Target Impl. Date	Fiscal Impact	Resources needed	Resource cost	Source of Funds	Potential Offset	Offset source	Justification	Outcome if no action
Objective #1: Pursue North Zone Medical Director	Abbott	Jul-19	30,000	Staff time, interagency consensus	30,000	FY 19-20 budget	30,000-125,000	FHD Grant/ Elim. of addl. EMS resource	Increase efficient use of EMS resources	Likely increased EMS resource demand
Objective #2: Modernize response time standards	Mahr	Dec-18	0	Staff time	0	N/A			Existing standards do not reflect current expectations	Unrealistic standards yielding inaccurate perceptions
Objective #3: Explore sharing of overhead positions	Abbott	Dec-19	-50,000 to -250,000	Staff time	-50,000 to -250,000	Personnel savings	Same	Shared overhead	Eliminate duplication of effort	Opportunity cost
Objective #4: Continue development of Captains & B/C's academy	McReynolds	Feb-19	3,000	Staff time	3,000	Existing FY 18-19 budget			Improve leadership development	Insufficient succession planning
<b>Summary: Pursuit of opportunities to integrate overhead can produce more specialized services at a savings</b>										

**PAGE INTENTIONALLY BLANK**

**ROBERT H. JAMES**

ATTORNEY AT LAW

ROBERT H. JAMES, Esq.  
roberthameslaw@gmail.com

3668 KATIE LENDRE DRIVE  
FALLBROOK, CALIFORNIA 92028

TELEPHONE  
(760) 723-9018

September 1, 2018

**Board of Directors  
North County Fire Protection District**

Re: General Counsel Board Report for September 1, 2018

**New California Law has Immediate Impact on Public works Projects, Part 2 of 2**

*Public works Contractors are required to comply with:*

- Public Contractor Registration fee increased to \$400 a year
- Starting in 2019, contractors can renew registration for up to three years at a time
- Failure to renew registration, based on good faith mistake allows for a penalty of \$400, plus \$400 registration fee if done within 90 days (by September 28).
- Public Contractor Registration NOT required when the prime contract with the Agency does not exceed \$25,000 for construction, alteration, demolition, installation or repair, or \$15,000 for maintenance work. This applies to the prime contract amount between the contractor and the Agency and not a subcontract amount.
- Contractors who do not have to be registered because of \$25,000/\$15,000 exemption and do NOT have to submit certified payroll through the DIR's eCPR system (although the Public Agency may still request copies of the CPRs)
- Contractors not registered cannot work on a public works project over the \$25,000/\$15,000 exemption.
- Penalty for registering after bidding on a public works contract and/or working on a public works project (without being registered) is \$400 registration fee, plus \$2,000 registration penalty, plus \$100 a day for each day worked on a public works project without being registered up to a maximum of \$8,000.
- Prime contractors who have a subcontractor which is required to be registered and is not registered are also subject to a separate fine of \$100 a day for each day worked by that unregistered subcontractor up to a maximum of \$10,000

Prevailing wages still apply to all public works (including maintenance) over \$1,000. Contractors are required to keep sufficient certified payroll and related records for each project.

*Possible Legislative corrections pending*

1. Create a provision for emergency projects allowing up to 5 days after commencement of the work for Agencies to file the PWC-100 without penalty.
2. Provide a 15-day window for an Agency, after certified payroll are received by the Agency, to identify any unregistered contractor and report the violation to the DIR without penalty.

ROBERT H. JAMES, Attorney at Law



Robert H. James, General Counsel for the  
North County Fire Protection District

RHJ/klm  
cc. Chief Steve Abbott

**PAGE INTENTIONALLY BLANK**



**NORTH COUNTY FIRE  
PROTECTION DISTRICT  
FIRE CHIEF/CEO**

**TO:** BOARD OF DIRECTORS  
**FROM:** CHIEF ABBOTT, FIRE CHIEF/CEO  
**DATE:** SEPTEMBER 25, 2018  
**SUBJECT:** Written Correspondence

- **WRITTEN COMMUNICATION:** See attached
- **BOARD RECOGNITION PROGRAM:** None

8/22/18

Fire Chief Abbott  
North County Fire Protection District  
330 S. Main Ave.  
Fallbrook, CA 92028

Dear Chief Abbott,

In the late afternoon of Monday, August 6<sup>th</sup>, my husband, [REDACTED], was driving me to the hospital emergency room because I was feeling "funny". As we got to Hwy. 76 he quickly changed tactics and turned in to the firehouse on Olive Hill Road. Within minutes of arriving at the firehouse, the guys had helped me climb into the ambulance and began to assess my condition. They determined that it was best to head to Tri-City hospital for further evaluation – no huge emergency, just being careful.

Eric was in the back of the ambulance with me while Tyler drove. My husband was following in our car. Within minutes of leaving the firehouse my condition deteriorated and Eric immediately told me what was happening and moved into action. He and Tyler conversed, and Tyler hit the lights and sirens, and we did a u-turn to head toward Palomar Hospital. I knew my husband was a few cars back, stuck in traffic, watching us change direction without knowing why. When I told Eric that Brian was going to be horribly worried, Eric immediately offered me his own phone so I could call my husband and tell him what was going on and where to meet up with us.

Tyler drove us quickly, but safely, toward Palomar while Eric began administering aspirin, nitroglycerin, and began setting up the IVs in my hands. We were on Camino Del Rey at that point - it's a bumpy, winding country road - and Eric stayed steady and got those IVs in so I would be ready for help when we arrived at the hospital. All the while he remained calm but serious, looked me in the eyes, and that in turn kept me calm and focused.

When we arrived at the hospital, Eric and Tyler rushed me into the Emergency Department where everyone was waiting for us. I don't think we had an extra two minutes to spare because as soon as I was transferred to the ER room, I went lights out. It was a code blue event with CPR, defibrillator, the whole deal. After I was revived, I was sent to the Catheterization Lab where my right coronary artery was stented – it had become 100% blocked and without immediate help, I would not have survived.

I don't remember what happened once I passed out in the ER but *what I do know for sure is if it wasn't for the fast, skillful work of Eric and Tyler and the guys at the Olive Hill firehouse, I wouldn't be here today.* They, along with all of the ER people at Palomar, have given me a second birth date, 8/6/18, and I will never forget them for the impact they have made on my life and that of my husband and family. I will never be able to thank Eric and Tyler enough for this gift they have given me.

The citizens of Fallbrook are so fortunate to have Eric, Tyler, and the rest of the Olive Hill firehouse crew here to help us in times of need. North County Fire District is fortunate to have men like them on their team!

Thank you all very, very much!

EMT Firemen, got your card  
thanks for letting me know who came  
out to help - nice followup touch.  
Specifically thanks to "C" shift, and  
those who lead this team -  
Well executed response and transfer  
to Hospital! Much appreciated,

To.  
CAPT. DELGADO.  
ENG. BRACCI.  
FF. SPENCER.  
MED. WHEELER.  
EMT. CASTELIAN.

On 15 Aug 18 you were  
kind enough to thank staff  
my wife to  
The City Hospital. At  
the hospital sadly she  
passed away, but the very  
little she was able to  
say. complimented  
you on how she was  
treated. She was a  
Nuclear medicine  
Pharmacist

and she was at the  
very beginning of  
some of today's  
treatments.

Thank you so very  
much.



Dear Fire Dept,

Hi Tom

I had a very frightening accident on the 15<sup>th</sup> Aug when driving home from the hospital (Palomar) where I work. I'm sorry I did not get the gentlemen's names that took me to Temecula hospital but they were awesome, especially the one who sat with me and kept me talking to him. I know once I got

to the hospital and he left, things were quiet for a short while and I felt the shock then. I appreciate what you do and how quickly you responded. I just want to say thank you.

*Shirley*



## Julian's volunteer fire department approved for dissolution



Ken Rice, a volunteer fire fighter, speaks to the commissioners at the San Diego LAFCO meeting held late Monday morning asking them to not move forward with dissolving the Julian Cuyamaca Fire Protection District. (Nelvin C. Cepeda / San Diego Union-Tribune)



**J. Harry Jones Contact Reporter**

The Julian Cuyamaca Fire Protection District, the last volunteer fire department in the county whose members respond to medical emergencies and structure fires in the area, on Monday got a step closer to being dissolved.

The members of the Local Agency Formation Commission (LAFCO) unanimously agreed to move forward with plans to eliminate the volunteer department and absorb it into the San Diego Fire Authority.

LAFCO is responsible for overseeing changes to local governmental boundaries, including the formation, consolidation, merger and dissolution of special districts. It has countywide jurisdiction but is independent of county government and consists of various elected officials, district heads and citizens.

The meeting attracted a large crowd of well over 100 people, many of whom had made the long drive from Julian to downtown San Diego to protest the dissolution.

Commission members said they agreed that a unified backcountry fire department, staffed with professional firefighters, would serve the residents and visitors to the area better.



Leadership from Cal Fire sat in the audience and listened to public comments at the LAFCO meeting held at the San Diego County Administration building. LAFCO unanimously decided to move forward with dissolving the Julian Cuyamaca Fire Protection District (JCFPD). (Nelvin C. Cepeda / San Diego Union-Tribune)

But nothing has been set in stone. The approval of the dissolution now sets up a “protest hearing” to be held on Oct. 16. If at that time at least 25 percent of registered voters in the Julian/Cuyamaca area, or 25 percent or more of property owners in the 53,000-acre

area, have signed a form indicating they oppose the plans, then a public vote will be scheduled probably early next year.

And if 50 percent of the voters and/or property owners sign the forms, then the entire thing will be put to bed and the volunteer department will go on as before.

“I don’t know if the community supports this recommendation that’s before us today or not,” Commission member and County Supervisor Dianne Jacob said. “When this issue broke out, I heard from a lot of property owners who don’t live full time in Julian who have grave concerns about not having sustainable fire and emergency services available to them.”

Many in the crowd wore T-shirts that read “JCFPD Backcountry Strong” to show their support for the volunteers and at least two dozen speakers, often filled with emotion, told the commission the community is better off if allowed to protect itself.

Many took exception to facts and statistics presented by the Fire Authority and members of the volunteer department’s own board of directors about things such as staffing levels and emergency response times. Some of those opposed went so far as to ask for a criminal investigation of what they alleged were back-room deals and Brown Act violations committed by their directors and Fire Authority officials, allegation that were strongly denied by those under attack.

The Fire Authority, formed following the firestorms of the last decade to consolidate emergency services in the backcountry and professionalize rural fire coverage, has absorbed all the other volunteer departments in the county. Julian is the last holdout.

Late last year, the volunteer department’s board of directors decided to turn down overtures from the county to dissolve, which led the Fire Authority to remove a paramedic fire engine, a water tender truck and other services they had given the department the past two years with the understanding they would seriously consider dissolution. On Jan. 1, the county removed the engine and cut other ties to Julian.

The next day, Board President Jack Shelver said, a shed fire that led to a grass fire near the outskirts of the jurisdiction began and there was nobody at the volunteer station to drive the fire truck to the scene.

That convinced three of the five board members to change their minds and vote for dissolution, thus setting up the LAFCO process.

Members of the commission said they understand the desire to retain local control but said safety is the number one concern.

“For me, this is not about jurisdictional lines or patches on the sleeve,” Jacob said. In the end, she said, it’s about response times and what best safeguards residents and the thousands of people who travel to the area for a day of shopping, sightseeing and camping.

Commissioner Bill Horn, also a member of the Board of Supervisors, agreed.

“This is all about public safety,” Horn said. “...We are better off with a county operation that is coordinated.”

He, Jacob and other commissioners said the issue should ultimately be decided by a community vote, and by their 7-0 decision to move forward, that public vote will now be possible.

One issue that remains unresolved and in dispute has to do with the land where the main Julian fire station sits just off state Route 79. If the county takes over it will assume control of the station, built in 2016, and pay off the million-dollar-plus debt still owed for its construction

But the deed to the property states that should the Julian department no longer operate a station on the land, the property will revert to a Native American land trust. The county believes that as long as a fire station, no matter what agency controls it, is on the property, the conditions of the deed will apply. But others disagree and both sides said further discussions and investigation should take place.



[Skip to content](#)  
**Fire Aviation**

News & commentary about aerial firefighting, air tankers, and helicopters



## San Diego Gas & Electric makes their Air-Crane available year-round

Previously it was on contract for four months each year



SGE&E's Erickson Air-Crane helicopter. [Click to enlarge.](#) SDG&E photo.

[Since 2009](#) San Diego Gas and Electric has made an Erickson Air-Crane helicopter available to assist wildland firefighters in San Diego County for four months each year, July through October. The company just announced that they are modifying the contract they have with Erickson and will now have it stationed year-round at Gillespie Field near El Cajon, California. The 2,650-gallon helicopter is flown by Erickson pilots under the direction of Cal Fire.

This change, according to SGE&E officials, is in response to “what is now the year-round threat of wildfires”.

It is a unique financial arrangement that shares the cost with the County of San Diego. SDG&E, via its ratepayers, has been picking up the \$1.75 million annual tab for four months of availability each season as well as the first two hours of flight time when used on a fire. San Diego County pays for hours three and four. If it is needed for more than four hours it would most likely be on a large fire and the additional cost could be paid by another agency such as the state or federal government, if they needed the aircraft.

LOCAL // POLITICS

## Disastrous fire season has Cal Fire running out of money

Melody Gutierrez

Sep. 6, 2018 | Updated: Sep. 6, 2018 5:14 p.m.



Firefighters on the front lines of the Carr Fire near Redding in July.

Photo: Santiago Mejia / The Chronicle

SACRAMENTO — California's firefighting agency is running out of money in the midst of a disastrous and deadly fire season and needs another \$234 million to make it through the middle of next year, officials said Thursday.

Ken Pimlott, director of the state Department of Forestry and Fire Protection, or Cal Fire, said in a letter to legislators that the agency is down to its last \$11 million after spending \$432 million in July and August alone. The budget year doesn't end until June 30, 2019.

The request means the state will probably dip into budget reserves for the eighth time in the past 10 years to cover the cost of putting out wildfires. This is the earliest Cal Fire has ever had to ask the state for more money.



## Unlimited Digital Access for 99¢

Read more articles like this by subscribing to the San Francisco Chronicle

SUBSCRIBE

Pimlott wrote in the letter Thursday that “climate change-driven extreme weather conditions continue to drive intense and large fires,” leaving the agency short on cash.

Last year, the state budgeted \$427 million. The fires in the North Bay and elsewhere in October, and then in Southern California in December, forced the state, local governments and the federal government to come up with another \$470 million to cover costs.

H.D. Palmer, spokesman for the state Department of Finance, said Cal Fire’s request shows the wisdom of Gov. Jerry Brown’s push to increase the state’s budget reserves. This year’s state spending plan included an additional \$2.2 billion for unexpected expenses like wildfires and floods.

Pimlott said given new wildfires in recent days, he hopes the state will approve the emergency funding “as soon as possible.”

Brown’s office can dip into the emergency funding after notifying legislative fiscal committees.

“There is no question that we are in a state of catastrophe with people’s homes being threatened, and Cal Fire needs to be able to deploy quickly,” said Assemblyman Phil Ting, D-San Francisco, chair of the Assembly Budget Committee. “It’s a reasonable request. Unfortunately, it seems these requests are happening every year, earlier in the year, and on a larger scale each year.”

Melody Gutierrez is a San Francisco Chronicle staff writer. Email: [mgutierrez@sfchronicle.com](mailto:mgutierrez@sfchronicle.com). Twitter: [@MelodyGutierrez](https://twitter.com/MelodyGutierrez)

**San Francisco Chronicle**

©2018 Hearst

## California Expands Protections Against National Origin Discrimination

*Speaker: Donna Williamson*

Effective July 1, 2018, California's Fair Employment and Housing Commission regulations expanded protections against "national origin" discrimination under the Fair Employment and Housing Act (FEHA).

### Newly Expanded Definition of "National Origin"

Prior to July 1, 2018, the FEHA did not define "national origin." However, the new regulations now define the term broadly to include actual or perceived:

1. Physical, cultural, or linguistic characteristics associated with a national origin group;
2. Marriage to or association with persons of a national origin group;
3. Tribal affiliation;
4. Membership in or association with an organization identified with or seeking to promote the interests of a national origin group;
5. Attendance or participation in schools, churches, temples, mosques, or other religious institutions generally used by persons of a national origin group; and
6. A name that is associated with a national origin group.

"National origin groups" is defined to include, among other things, ethnic groups, geographic places of origin, and countries that are not presently in existence.

### Further Restrictions on "English-Only" Policies

The new regulations also establish additional restrictions on employer policies that limit or prohibit employees from speaking a particular language in the workplace. Workplace language restrictions are prohibited unless the restriction is justified by a "business necessity"; the restriction is narrowly tailored, and the employer effectively notifies employees of the circumstances and time when the restriction must be observed and the consequences for violating the restrictions. A "business necessity" does not exist where the restriction is based on mere "business convenience."

The new regulations also specify that employment discrimination based on an individual's accent is unlawful unless the employer proves the accent "interferes materially" with job performance. An employer is also prohibited from discriminating based upon English proficiency unless the action is justified by "business necessity." It is not unlawful for employers to ask applicants or employees for information related to proficiency in any language if the inquiry is justified by a business necessity.

### Restrictions on Employment Actions Related to Immigration Status

The new regulations apply to undocumented job applicants to the same extent as any other applicant or employee. The regulations also establish specific prohibited "immigration-related" practices related to an individual's immigration status. For example, employers are prohibited from inquiring into an applicant or employee's immigration status or discriminating based on immigration status, unless the employer clearly and convincingly shows that doing so is necessary to comply with federal immigration law. Under the Federal Immigration Reform and Control Act of 1986 (IRCA), employers must verify new employee authorization to work in the United States using federal Form I 9. IRCA also prohibits employers from knowingly hiring or continuing to employ individuals who are not authorized to work in the country.

Additionally, under the new regulations, employers may not take adverse action against an employee who updates or attempts to update his or her personal information because of a change in the employee's name, social security number, or government-issued employment documents.

### NOTE:

*Agencies are encouraged to review existing handbooks, application materials, and other policies to ensure they comply with the new FEHA regulations. A full copy of the revised regulations is available here: <https://www.dfeh.ca.gov/wp-content/uploads/sites/32/2018/05/FinalTextRegNationalOriginDiscrimination.pdf>*

## 8-year-old dies after being hit in Fallbrook parking lot

*ibd\_adv*

FALLBROOK, Calif. — An 8-year-old died after being struck by a vehicle Friday night in Fallbrook, California Highway Patrol said.

The collision happened around 6:30 p.m. on Heald Lane near Fallbrook Street, near the Fallbrook Community Center, North County Fire Protection District said.

Police say a 58-year-old female was driving northbound in a Toyota RAV4 and was preparing to turn right into a parking lot on a nearby roadway.

The 8-year-old was walking northbound with two family members across the entrance to the parking lot, police said.

The driver failed to see the pedestrians and struck the child. The child, who has not yet been identified as a boy or a girl, was airlifted to Rady Children's Hospital, but was pronounced dead during the transport.

Police say the driver remained at the scene of the accident. Officers do not believe alcohol or drugs were a factor in the crash. The investigation is still underway.

33.376556 -117.235470



## North Bay Wildfires: The Road to Recovery NBC Bay Area

Since the Rock Fire burned through her neighborhood at the end of last month, Beryl Dusenberry comes outside every half hour to scan the horizon for smoke.

While her family's home was spared, the fire came right up to their property line. She was in LA shopping with her daughters the day the fire started. Her husband called her from their home in Fallbrook.

"He said 'there's a fire,'" she told NBC 7. "I didn't get anything. There was no time.' At which point I fell to my knees in the middle of the store and I started praying."

More than two hours after her husband called her about the fire, Dusenberry said they each received a Reverse 911 (also known as AlertSanDiego) alert on their cell phones. Reverse 911 is San Diego's emergency notification system.

"We got the Reverse 911 at 5:26 p.m. and all our cell phones went off at the same time, and I said 'well, that's a little late,'" she said. "I'm very curious on who gets to push that little button to send out the alert and when they send out the alert."

The Office of Emergency Services (OES) explained the process: First, the incident command sets up at an emergency, using maps and air support to figure out which homes are in danger. Next, they call it in.

In the case of the Rock Fire, OES said that call went to the Sheriff's Department, who draws digital lines and use those to link with the phone bank of people who are registered.

OES issued a statement on Reverse 911 calls:

"Registering your phones with the region's mass notification system is an important disaster preparedness action. However, AlertSanDiego is not the only tool used by law enforcement agencies during evacuations. First responder agencies also encourage neighbors to check on each other, to remain alert, and to self-evacuate (not wait for an official evacuation order) if you feel unsafe."

OES has not explained the delay on the day the Rock Fire started. They also said they do door knocks and use bullhorns to alert residents of an emergency.

## Open government group sues CalPERS over data on pension types

Lauryn Schroeder

An open government group is suing the California Public Employees' Retirement System, saying it has failed to disclose records that should be public about benefit recipients.

The Nevada Policy Research Institute, which operates the website [Transparent California](#), filed suit Friday in California Superior Court, accusing the pension system of violating state law by withholding information about the type of benefits retirees receive.

Such data, the [suit alleges](#), is necessary to safeguard pension systems from waste, fraud and abuse.

"The problem of disability fraud has plagued California's public pension systems for decades, costing taxpayers untold millions," the group said in a news release. "Yet the fund, which manages over \$300 billion in assets and receives nearly \$20 billion annually from California taxpayers and public employees, has inexplicably refused to disclose the very information necessary to identify such cases of potential abuse."

Transparent California is the state's largest and most comprehensive public pay and pension database. It collects compensation data under the [California Public Records Act](#) and regularly publishes the information for public review. Since its inception, it has published data on more than 2.4 million public employees from at least 2,000 agencies throughout the state.

According to court records, the group requested in December 2016 records that would identify the amount and type of benefits being received by each retiree, as well as other data points.

The pension system, also known as CalPERS, provided a report in July 2017 that contained most of the information but repeatedly denied Transparent California's request for records documenting benefit types, such as service, disability and industrial disability.

CalPERS said records that show whether a member has retired for disability are confidential and are exempt from disclosure, adding that releasing the information would be an unwarranted invasion of privacy, court records show.

Amy Morgan, a CalPERS spokeswoman, said the pension system is declining to comment at this time.

The state's public records law says access to information about the conduct of government business is a fundamental and necessary right of every person, but not all government information is public. The law offers exemptions for records such as personnel files, police investigative records and medical records. These exceptions should be applied narrowly and be strictly limited, the law states.

The lawsuit argues that CalPERS' argument is moot, since the request seeks the type of retirement benefit, not copies of pensioners' medical records or personnel files. The benefit type also reflects a governmental decision, as opposed to personal details provided by pension members or beneficiaries, and should be disclosed under the state's public records law.

"It's highly unlikely CalPERS actually believes providing the one-word designation of the type of benefit received by its members is equivalent to providing a copy of their medical records," said Transparent California executive director Robert Fellner. "Instead, CalPERS is exploiting the lack of any penalties for governments who unlawfully withhold public records, secure in the knowledge that taxpayers will be the ones required to pay all legal fees incurred."

Data show at least 23 local and state pension systems, including the San Diego County Employees' Retirement Association, the Los Angeles County Pension, the Imperial County Employees Retirement and the California State Teachers' Retirement System, provide benefit type information when requested.

According to the lawsuit, CalPERS already calls on the public to assist in reporting cases of disability fraud. A recent tip to its hotline led to criminal charges, and CalPERS general counsel Matthew Jacobs touted the incident as a success.

"This case demonstrates the great value of the public's assistance in CalPERS' efforts to protect the state pension system from fraud, waste and abuse," Jacobs said in a November 2016 press release. "Here, a simple voice message to our disability fraud tip line led to a criminal case and the system's eventual recovery of a substantial amount of money. We continue to encourage the public to assist us in this manner."

The Nevada institute behind Transparent California is a non-partisan think tank that focuses on, among other things, empowering citizens and elected officials with information they need to make informed public policy decisions.

CalPERS is the nation's largest pension fund, according to its website. It serves more than 1.9 million members in the

## Transparent CA sues CalPERS for retiree disability status

By Dan Smith

A nonprofit organization that publishes California government employee salary and pension data is suing the California Public Employees' Retirement System to compel the fund to disclose which retirees are receiving disability pensions.

[Transparent California](#) wants the information so it can research disability fraud among retired public employees.

The Sacramento Bee in 2004 detailed disability abuses among the [top ranks of the California Highway Patrol](#), where 80 percent of retiring chiefs filed disability claims within two years of retirement.

More recently, the Los Angeles Times has exposed a number of retired city employees who've [received lucrative disability payments](#) and gone on to complete half-marathon races and other physically demanding challenges.

Transparent California is the name of the salary and pension databases published by the Las Vegas-based Nevada Policy and Research Institute.

It asked for the disability data in one of its regular requests for CalPERS pension data. CalPERS provided much of the data but withheld records on the disability status of individual retirees, citing a California Public Records Act exemption for medical records.

"We have a long and successful history of exposing disability fraud wherever and whenever we uncover it," said Matthew Jacobs, CalPERS' general counsel. "But we are equally committed to protecting the privacy of our members' health information."

CalPERS has a hotline for people to report disability fraud. It also publishes detailed information regarding requests for disability pensions when [retired workers contest denials of benefits](#). Those cases usually are posted on CalPERS' website in advance of its Board of Administration meetings.

"Refusing to disclose benefit type prevents the public from providing the very oversight CalPERS claims is essential in order to safeguard against waste, fraud and abuse," Transparent California Executive Director Robert Fellner said.

Work-related disability pensions are desirable because they allow public employees to retire early for medical reasons and to avoid paying income taxes.

Fellner filed the lawsuit on Aug. 17 in Sacramento Superior Court.



## Deputies' Use of Force Probed in Man's Death

Published at 12:50 PM PDT on Aug 22, 2018 | Updated at 6:47 PM PDT on Aug 22, 2018

### NEWSLETTERS

#### Receive the latest local updates in your inbox

The suspect was put in a restraint after being aggressive with officers but died of a medical emergency. NBC 7's Bridget Naso has more on the use of force investigation in Fallbrook. (Published Wednesday, Aug. 22, 2018)

Eight sheriff's deputies were involved in a confrontation with a man who became unresponsive after being shot with a stun gun and died in the hospital nearly a week later, the San Diego Sheriff's Department said Wednesday.

Marco Napoles Rosales, of El Monte, east of Los Angeles, was declared brain dead on Tuesday, less than a week after going into medical distress in an ambulance after the altercation near state Route 76 and Interstate 15, SDSO Lt. Rich Williams said.

Deputies were called when 28-year-old Rosales refused to leave a Circle K convenience store when asked last Thursday morning, SDSO Lt. Rich Williams said.

Rosales was "acting strangely" and may have been under the influence of drugs, Williams said.

He became combative as deputies attempted to evaluate him and a struggle ensued. At some point during the altercation, the man bit a sheriff's deputy and at least one deputy shot the man with a stun gun.

Two unidentified men who were driving by also stopped to help the deputies.

Once deputies had Rosales in custody, he was placed in a WRAP restraint, which is used to de-escalate situations, Williams said.

Medics with the North County Fire Protection District were called but before Rosales could be transported to the hospital, he became unresponsive in the ambulance, Williams said.

Eight sheriff's deputies were identified Wednesday as being involved in the confrontation. The deputies are: Nicholas Adams, Katherine Barajas, Brandon Delima, Carl Fielstra, Evan McCormick, Christopher Perez, Brian Schaefer, and Terence York.

The deputies were assigned to the Fallbrook Sheriff's Substation and the Vista Patrol Station. One deputy was assigned to the Sheriff's Hospital Guard Unit, and one was off-duty at the time of the incident, Williams said.

SDSO's homicide unit was investigating the incident.



# Neighbors: Marijuana greenhouses burn in North County fire

POSTED 4:03 PM, AUGUST 8, 2018, BY CITY NEWS SERVICE AND FOX 5 DIGITAL TEAM



Firefighters spray down flames at a greenhouse that neighbors say was known for growing marijuana.

RAINBOW, Calif. — A brush fire in a rural neighborhood in the far northern reaches of inland San Diego County blackened about an acre and a half Wednesday and destroyed three greenhouses at what neighbors called a marijuana farm.

The blaze erupted for unknown reasons around noon in the area of Fifth Street and Camino Rainbow in the unincorporated Rainbow community, according to Cal Fire.

Sheriff's deputies closed traffic lanes in the immediate area as firefighters worked to extinguish the flames, which took about 45 minutes.

One person was injured in the process of evacuating the area, but was treated at the scene without being sent to the hospital. The cause of the fire was under investigation.

Neighbors were monitoring the blaze closely out of concern that wind might spread the flames to homes nearby. Residents said the farm was known for growing marijuana. The apparent smell of cannabis permeated the air surrounding the blaze.

#### **RELATED STORIES**

**Growing marijuana could make these furry creatures an endangered species**

**Man burned in garage fire where authorities discover pounds of pot**

**Cops claim mice ate half a ton of marijuana**

Home » Crime » This Article

# Rock Fire Near Fallbrook Fully Contained without Damage to Homes

POSTED BY CHRIS JENNEWAIN ON AUGUST 1, 2018 IN CRIME | 138 VIEWS | 0 COMMENTS | LEAVE A COMMENT

Share This Article:



A Cal Fire crew approaches the Rock Fire north of Fallbrook Courtesy Cal Fire

### GET TIMES OF SAN DIEGO BY EMAIL

Our free newsletter is delivered at a.m. daily.

Please enter email address:

A wildfire that spread over several hundred open acres in Fallbrook last weekend was fully contained Tuesday, authorities reported.

Support Times of San Diego's growth with a small monthly contribution

Become a supporter

The blaze erupted for unknown reasons off Rock Mountain and Sandia Creek drives about 3 p.m. Saturday, according to [Cal Fire](#).

Ground and airborne crews needed about four hours to halt the spread of the flames, which caused no reported structural damage or injuries.

Firefighters had the 207-acre burn area of the blaze, dubbed the Rock Fire, 100 percent surrounded late Tuesday afternoon, Cal Fire reported.

— City News Service

ROCK FIRE NEAR FALLBROOK FULLY CONTAINED WITHOUT DAMAGE TO HOMES was last modified: August 1st, 2018 by Chris Jennewain

## Fire forces evacuations in north Fallbrook; flames halted at 225 acres

*Pauline Repard, Teri Figueroa*

---

**Update: The Rock fire was 25 percent contained as of 7 a.m.**

---

Fast-moving flames from a 225-acre brush fire forced residents to evacuate about 100 homes along small, winding roads on the northern end of Fallbrook, in the De Luz area Saturday afternoon.

No structures were damaged as helicopters, air tankers and about 150 firefighters swarmed hillsides dotted with small fires that merged into larger blackened masses.

The fire broke out about 3:15 p.m. near Sandia Creek and Rock Mountain roads just south of the Riverside County line.

As the blaze grew from three acres to 20, then 75 acres in little more than two hours, residents were advised to flee and take temporary shelter at Fallbrook High School at 2400 Stage Coach Ln.

A few people dropped by the shelter, set up by Red Cross volunteers, but then went on to find a place to spend the night.

Breezes pushed the flames northwest, toward houses and corrals scattered along narrow roads lined with trees and brush. Smoke filled canyons and hung over hilltops.

By 5:30 p.m., about 100 homes had been evacuated in the Sandia Creek Road area, according to Cal Fire. The fire continued to grow, to 225 acres, but by 7:30 p.m. it was 10 percent contained and the forward spread had stopped.

DE LUZ, July 28, 2018 | A hand crew of firefighters, from various San Diego County fire departments,

Hayne Palmour IV / San Diego Union-Tribune

Firefighters silhouetted against an evening sky head up a charred hillside to work at containing the Rock fire.

Firefighters silhouetted against an evening sky head up a charred hillside to work at containing the Rock fire. (Hayne Palmour IV / San Diego Union-Tribune)

The Sheriff's Department warned residents to leave their homes on Little Rock Road, Via de la Roca, Via El Dorado, Rock Mountain Road, Mira Monte Road, Los Robles Road, Paso Oro Verde, Via Napoli, Via Ranchitos and Ammons Way.

Authorities escorted groups of residents out of the neighborhood, with roads blocked against re-entry.

Crews from Cal Fire and other agencies including Riverside County delivered a "significant initial attack" on the fire, Cal Fire Capt. Issac Sanchez said.

"Every fire has potential (to quickly spread)," Sanchez said. "It's Southern California and it's summer."

Firefighters on the ground included crews that had been working on the fire in Idyllwild. The air attack on the blaze included four helicopters and four air tankers

Sandia Creek Road was to remain closed all night between De Luz Road and the county line. Rock Mountain Road also was to stay closed from Sandia Creek to the county line.

DE LUZ, July 28, 2018 | A hand crew of firefighters, from various San Diego County fire departments

Hayne Palmour IV / San Diego Union-Tribune

Firefighters work to get a hose over some brush as they maneuver on charred hills.

Firefighters work to get a hose over some brush as they maneuver on charred hills. (Hayne Palmour IV / San Diego Union-Tribune)

Barb and Jim McConn, who live on Rock Mountain Road, said they saw smoke about a quarter-mile from their home and decided to evacuate. They didn't want to wait, Barb McConn said, because they had to move their daughter, who has a broken hip.

"I'm a little anxious," Barb McConn said as they waited at the Santa Margarita County Preserve on Sandia Creek Road. She said they'd never been forced to evacuate before, but they had a box of valuable items packed and ready — in case.

Kimber, who asked that her last name not be used, said she and her Marine Corps husband had just moved to Fallbrook from Maryland three weeks ago and had thought, "You know, we might need a fire plan." But they had not formed one yet.

They were at the grocery store, with three children at home, when their 14-year-old called to report seeing smoke near their home. The couple told them to get on their shoes, collect some papers and be ready. But they found road blocks and weren't able to get home, but neighbors who did not evacuate were keeping an eye on the children. With the help of law enforcement, they were eventually able to evacuate the children.

County Department of Animal Services crews responded to help evacuate livestock. Large animals were being accepted at Riders Field, 1627 S. Stage Coach Lane and to the San Diego Humane Society in Escondido, at 3450 E. Valley Pkwy.

The Red Cross sent volunteers to provide drinks and snacks to evacuees at Fallbrook High School.

San Diego Gas & Electric Co. shut off the power "for safety" to 530 residents in the area at 4:12 p.m., according to the utility's website. Power was restored gradually through the night, with full restoration expected by 11 p.m.

The cause of the fire was under investigation.

Fire crews worked through the night dousing hot spots and flare-ups. They expected to continue building containment lines around the fire into Sunday.

Cal Fire officials in Riverside tweeted about drifting smoke: "Residents in Southwest Riverside County including Temecula, Murrieta, French Valley, La Cresta and De Luz will experience drift smoke from a fire in the Red Mtn./Fallbrook area. Those who are sensitive to the smoke should avoid outdoor activity and stay indoors."

**PAGE INTENTIONALLY BLANK**





**NORTH COUNTY FIRE  
PROTECTION DISTRICT  
FIRE CHIEF/CEO**

**TO:** BOARD OF DIRECTORS  
**FROM:** CHIEF ABBOTT, FIRE CHIEF/CEO  
**DATE:** SEPTEMBER 25, 2018  
**SUBJECT:** CLOSED SESSION

**CS-1. ANNOUNCEMENT – PRESIDENT MUNSON:**

- *An announcement regarding the items to be discussed in Closed Session will be made prior to the commencement of Closed Session.*

**CS-2. EVALUATION OF PERFORMANCE – GOVERNMENT CODE §54597**

- CEO/Fire Chief District Negotiator:  
District Counsel James

**CS-3. CONFERENCE WITH REAL PROPERTY NEGOTIATOR - GOVERNMENT CODE §54956.8 – CHIEF ABBOTT:**

- Property Location: 4157 Olive Hill Road – Station 3, Fallbrook, CA 92028;  
Parties: North County Fire Protection District (Seller);  
Under Negotiation: Terms of Sale;  
District Negotiators: Chief Abbott, District Counsel James

**CS-4 CONFERENCE WITH DISTRICT COUNSEL REGARDING PENDING LITIGATION – GOVERNMENT CODE §54956.9 (D)(4) – DISTRICT COUNSEL JAMES:**

- To Be Discussed: Whether a basis exists for anticipated litigation  
District Counsel: District Counsel James

**CS-5 REPORT FROM CLOSED SESSION – PRESIDENT MUNSON**