



Nevada County Consolidated Fire District

"Excellence in Emergency Service"

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BOARD OF DIRECTORS MINUTES JULY 21, 2011

Regular Meeting held in the Conference Room, Station 84,
10135 Coyote Street, Nevada City, CA

NCCFD DIRECTORS

Present: Bass (Treasurer), Grueneberg, Hanson (Chairman), Hitchcock, Knox (Vice Chair),
Leonard, Rhodes

Absent: None

STAFF

Present: Chief Fike, Board Sec. Bennett, B. C. Ray, DFM McMahan B. C. Newby, Fin. Mgr.
Henthorn, LaBarbera (HR)

Absent: Curtis (Dist. Counsel), Long (OSS)

REGULAR MEETING: 7:00 p.m.

STANDING ORDERS:

Chairman Hanson called the meeting to order at 7:00 p.m., at Station 84, 10135 Coyote Street, Nevada City, which was the time and place scheduled for the Regular Meeting. After the Pledge of Allegiance, Chairman Hanson welcomed everyone in the audience. He then reported that Chief Fike was at a Town Hall meeting on Wildland Fires at the Rood Center and would be arriving a little later in the meeting. Asking for and finding no additions or deletions to the agenda, Chairman Hanson moved the meeting on to the Consent Calendar.

CONSENT CALENDAR

1. Acceptance of Minutes – 06/23/11
2. Fund Balances and Check History Reports
3. Treasurer's Report
4. Fire Prevention Bureau Report

Director Knox moved to accept the Consent Calendar as presented. Director Rhodes seconded.
MOTION unanimously carried.

***PUBLIC COMMENT ON MATTERS NOT ON AGENDA**

NONE

COMMITTEE REPORTS

Standing Committees

Finance – **Mark Bass, Chair**

Operations – **Dave Hanson, Chair**

Personnel – **Bob Rhodes, Chair**

Public Relations – **Warren Knox, Chair**

Ad Hoc Committees

Board Policy and Procedures – **Ralph Hitchcock, Chair**

Director Rhodes, Personnel Committee Chair, reported that he, Director Grueneberg and Chief Fike, met with the Local 3800 Professional Firefighters Union on July 8th to discuss possible concessions to help reduce the pending projected budget deficit. The meeting went well with several good ideas put forward.

Director Rhodes also reported that there was a Health Benefits Plan presentation for NCCFD personnel, given by Insurance Brokers Jason T. Andrew from Stone Meadow Benefits & Insurance Assocs., LLC (formerly with Lawson-Hawks Insurance Assoc.) and Brian Drummond, with Viridian Benefits & Ins. Svs., LLC, which he & Director Hitchcock attended. The presentation reviewed other health insurance plans available to the District, comparing benefits available and premium costs with the Districts' current health plan through Blue Shield. Mr. Andrew and Mr. Drummond answered questions, with NCCFD Staff input, during the group meeting and met with individual employees after the meeting to answer questions to their specific health plan needs. It appeared that there are other good choices available with lower premiums which could help reduce the projected District budget deficit.

There was nothing new to report on from any other Board committee chairs.

OLD BUSINESS

Discussion and possible action concerning Requesting Bids for a proposed New Engineered Fire Suppression Special Benefit Assessment or a Special Tax to Provide Funding for the District to Maintain its Level of Service.

This item was tabled until Chief Fike's arrival, from his Town Hall meeting, which was after the second New Business item below. Regarding the Town Hall meeting, Chief Fike reported that he didn't get much air time but the meeting would be broadcast on the local television station.

Regarding this agenda item, Chief Fike reported that the Finance Committee held a Special Meeting on July 14, 2011 and had chosen the consulting firm of SCI for the engineering firm to handle the new proposed assessment. However, since that decision, the chief continued, a court case against another California fire district's assessment was settled, with the court deciding that their assessment was not legal. Due to this decision, SCI's attorneys have recommended backing away from special benefit assessments. SCI instead recommends going after a Special Tax in the spring of 2012. This would give SCI time to perform a District survey to see what kind of support there would be from the property owners in the District as well as the District's registered voters.

Chief Fike briefly reviewed the difference between a special benefit assessment and special tax. Answering Board questions, the chief replied that, by postponing until spring would allow time for a feasibility study, the outcome of any protests to the new CAL FIRE fee would be known,

OLD BUSINESS (cont.)

Requesting Bids for a proposed New Engineered Fire Suppression Special Benefit Assessment or a Special Tax to Provide Funding for the District to Maintain its Level of Service (cont.)

the opinions of the property owners and registered voters might be better known, and the District would have more time for educational public hearings and for campaigning, should the District continue to pursue this avenue of decreasing the budget deficit.

Director Grueneberg expressed his concern regarding the serious consequences if the revenue deficit is not resolved soon. Director Rhodes noted that no matter what method the District chooses, an assessment or a special tax, the revenues would not begin to be collected until December 2012, should the campaign be successful. Director Grueneberg commented that with the special tax, there would not be any problems with the Jarvis-Gann groups, but it would need a difficult to attain 2/3rds vote in order to succeed.

After Board Discussion ended, Chairman Hanson asked for comments from the public. Former NCCFD Board Director, Mel Mouser, asked to speak. Mr. Mouser expressed his concerns, many of which were answered by the Board discussion. Nonetheless he wanted to voice them. He recognized that this was not a time to take no action. However, he thought this was the worst time to pursue an increase to the assessment since everyone was bleeding economically. He stated that the proposed increase would only cover one tenth of the revenue shortfall. He encouraged the chief and Board to continue to examine everything such as overtime, workers comp, personnel compensation, employee contribution towards PERS, etc, such as Director Grueneberg had suggested at the June Board meeting. He encouraged personnel to bring concessions to the Board, for the Board to give up their monthly stipend, and for the chief and Board not to delay reassessing how the District is doing business. He finished by commenting that he, as a retired individual receiving \$600 a month in social security, could not vote for an increase in the assessment.

Chairman Hanson replied that the District and Board haven't waited and will continue to do all they can, including a good public relations campaign so that the District's constituents can fully understand that all had been done before turning to them for more revenue.

NEW BUSINESS

Discussion and possible action concerning a Public Hearing for the Adoption of Resolution No. R11-08, Abatement of Hazardous Conditions (Fuel Management Program).

DFM Terry McMahan reported that of the 17 parcels listed in the Resolution included in the Board Packet, eight parcels had since been cleared and have been removed from the Resolution. (see [updated](#) Resolution R11-08), leaving the nine lots yet to be cleared. DFM McMahan explained that the work on these remaining lots would go to bid, should the Board approve the resolution. He stated that he thought that some of these lots would be completed before the bid went out and explained the process for collecting the cost of the contracted work from the property owners.

Director Grueneberg moved to adopt Resolution No. R11-08, Abatement of Hazardous Conditions (Fuel Management Program) as updated. Director Knox seconded.

Chairman Hanson opened the Public Hearing and asked for public comment. Seeing none, the Board took a roll call vote and the **MOTION** unanimously carried.

NEW BUSINESS (cont.)

Discussion and possible action concerning Resolution R011-09, Re-ratification of Resolution No. R11-05, and Updating Refinance Amounts for the Station 84 Building's Refinanced Lease & Option Agreement.

Director Hitchcock moved to adopt R011-09, Re-ratification of Resolution No. R11-05, and Updating Refinance Amounts for the Station 84 Building's Refinanced Lease & Option Agreement. Director Rhodes seconded. There was no discussion and, after a roll call vote, **MOTION** unanimously carried.

Discussion and possible action concerning Resolution R11-10, Rescinding the Board's Action to Award the AFG Grant Program Training Props Bid, Cancelling the Acceptance of all other Previously Submitted Bids, and Directing Staff to Rewrite the RFP and Begin a New Bid Process. (Resolution will be provided at Board meeting and may have a slightly different title.)

Secretary Bennett distributed the final draft of Resolution R11-10 with the new title of "Resolution Rescinding the Award of a Contract to Fireblast 451, Inc., for the Purchase of One (1) Each LPG Car Fire Prop, 250 Gallon LPG Tank Prop, Community Fire Extinguisher Trainer and Approving a Revised Request for Bid Proposal" (see Resolution [R11-10](#)).

Battalion Chief David Ray explained that, as reported at the June Board Meeting, there was an error in the original RFP for the AFG Grant Program Training props Bid. He continued that, although the Board had decided to award the contract to Fireblast 451, after consulting with District legal counsel regarding the protest received from another bidder, Staff decided to cancel the award and start a new bid process with a corrected RFP.

There was no discussion. Director Rhodes moved to adopted Resolution R11-10, Resolution Rescinding the Award of a Contract to Fireblast 451, Inc., for the Purchase of One (1) Each LPG Car Fire Prop, 250 Gallon LPG Tank Prop, Community Fire Extinguisher Trainer and Approving a Revised Request for Bid Proposal. Director Grueneberg seconded. **MOTION** unanimously carried after a roll call vote.

Discussion and possible action concerning Fiscal Emergency, concessions, brown-outs, etc.

Chief Fike distributed two documents; one titled "NCCFD Fiscal Emergency" and the other "Concessions Meeting Recap, July 8, 2011". (see [Fiscal Emergency](#) and [Concessions](#)). He reviewed and summarized the documents and then answered questions.

The chief stated that he expected all NCCFD personnel to be able to answer District resident's questions regarding steps taken to reduce the District's expenses before asking for more money. Chief Fike would distribute the documents to the media and had distributed them at the Town Hall Meeting that evening.

In answer to a question about browning out stations, Chief Fike explained that brownouts of stations had already begun, with Station 89 in Alta Sierra being the first, and several times already in the last month. Next month, Station 54 would be next, provided Nevada City were unable to fill positions caused by unplanned absences.

NEW BUSINESS (cont.)

Discussion and possible action concerning Fiscal Emergency, concessions, brown-outs, etc. (cont.)

Chief Fike also reported that he had gone back over the preliminary budget with the finance manager after the Finance Committee meeting and had located some more possible savings. He and Finance Manager Henthorn still needed to plug in the concessions to find out what the new deficit number would be.

Chief Fike continued reporting that, due to the increase in workers comp claims, Staff invited a representative from the District's workers compensation carrier to do an audit of all District stations. Post-injury investigations are always done by the District and summarized in "Green Sheets", reports that not only review how the injury occurred, but also how to avoid such injuries from occurring again. These are shared with all District and JOA personnel. Chairman Hanson asked if the Board could receive copies of the "Green Sheets". Chief Fike noted that these reports were implemented after the last two most recent injuries.

Director Grueneberg announced that he applauded the Local 3800 Union for the huge concessions they had proposed. Union President Wyatt Howell replied that they realized that rapid changes needed to be made after learning of the pending deficit. The June 29th All Hands meeting was four and a half hours long and started with the agreement that everyone needed to think about "we" and not just about "me" when examining possible concessions. Eng. Howell thanked the Board members for not just looking for temporary band aids. He especially wanted to thank Director Grueneberg for his difficult list, at the last Board meeting, of what might be done to close the deficit gap and that it had been a real eye-opener for everyone.

Mr. Mouser asked more questions about the current assessment and how much it currently brings in. He stated that the annual increase of 3% in the rate of the assessment was just a band aid. He reiterated the importance of public education and that the media had not covered any of the items listed in the list of reasons for the deficit.

Chairman Hanson reported that he had spoken with a retired public servant in Alta Sierra for an hour on the phone and that the caller was very surprised when he heard the facts behind the discussion of a possible increase to the assessment.

Director Hitchcock commended the great job by the firefighters and Administrative staff in their response to trying to reduce the the looming deficit, and thanked the directors as well. Chief Fike added that the personnel came with ideas before he had to ask them. The remaining directors added their thanks for the hard work by all. Director Leonard thanked Mr. Mouser for his input as well.

There was **NO ACTION** on this item.

CHIEF'S MONTHLY REPORT

Chief Fike stated that most of his time in the last month was spent on meetings regarding the looming deficit and did not have anything more to add to his report.

***BOARD DISCUSSION**

NONE

ADJOURNMENT

There were no closed session nor further Board discussion. The next Regular Board meeting was confirmed for Thursday, August 18, 2011 at 7:00 p.m. at 10135 Coyote Street, Nevada City. The meeting adjourned at 8:30 p.m.

Attest:

Approved by:

Signature on file

Darlene E. Bennett
District and Board Secretary

Signature on file

David S. Hanson
Chairman of the Board

NEVADA COUNTY CONSOLIDATED FIRE DISTRICT

RESOLUTION NO. R11-08

ABATEMENT OF HAZARDOUS CONDITIONS

WHEREAS, the Chief of the Nevada County Consolidated Fire District is responsible for the prevention and suppression of fires in the district; and

WHEREAS, Nevada County has been designated as a Very High Fire Severity Zone by the California Department of Forestry and Fire Protection; and

WHEREAS, it has been determined that hazardous conditions exist on lands within the District due to the lack of regular maintenance and excessive vegetation growth that may contribute to a conflagration; and

WHEREAS, the District is situated in a wildland urban interface/intermix area of the state, where development has occurred in the wildland areas of the district with no clear boundaries between development and the wildland areas.

NOW, THEREFORE, BE IT RESOLVED that the weeds located on the following parcels are hereby declared a public nuisance:

<u>APN</u>	<u>ADDRESS</u>
24-060-02	18158 Alexandra Way
24-330-10	15716 Brewer Rd
24-340-06	15891 Brewer Rd
24-340-09	15843 Brewer Rd
24-840-20	16375 Alexandra Way
24-850-30	16798 Patricia Way
26-330-08	15188 Dog Bar Rd
23-310-13	10155 Howe Ave
56-300-06	21098 Clivus Dr

Weeds, as used in the Resolution, include dry grass, stubble, brush, litter, or other flammable material which endangers the public safety by creating a fire hazard in an urbanized portion of an unincorporated area which has been zoned for single and multiple residence purposes.

BE IT FURTHER RESOLVED the Fire Chief, or their authorized representative; have been designated by the Board of Directors of the Nevada County Consolidated Fire District to give notice to destroy weeds.

Attachment: Updated Resolution No. R11-08 page 2 of 2

Passed and adopted by the Board of Directors of the Nevada County Consolidated Fire District, Meeting of Thursday, July 21, 2011 by the following vote of said Board.

AYES: BASS, GRUENEBERG, HANSON, FITZCOCK, KNOX, LEONARD, RHODES
NOES: NONE
ABSTAIN: NONE
ABSENT: NONE

Signature on File

David Hanson, Chairman of the Board
Nevada County Consolidated Fire District

ATTEST:

Signature on File

Darlene E. Bennett, Secretary to the Board

Nevada County Consolidated Fire District

Resolution No. R11-10

**Resolution Rescinding the Award of a Contract to Fireblast 451, Inc.,
for the Purchase of One (1) Each LPG Car Fire Prop,
250 Gallon LPG Tank Prop,
Community Fire Extinguisher Trainer
and Approving a Revised Request for Bid Proposal**

Whereas, the Board of Directors ("Board") of the Nevada County Consolidated Fire District ("NCCFD") heretofore issued a request for sealed bid proposals for the Purchase of One (1) Each LPG Car Fire Prop, 250 Gallon LPG Tank Prop, Community Fire Extinguisher Trainer, in accordance with the bidding procedures and requirements as set forth in the District's Request for Bid Proposal; and

Whereas, the District received sealed bids from three companies; and

Whereas, following the receipt and opening of the bids from the three responding companies, the District was contacted by Fireblast 451, Inc., as one of the bidders, objecting to an ambiguity in the bid documents regarding the requirements for independent burners as part of the LPG Car Fire Prop and asserting that the ambiguity prejudiced their company in submitting an appropriate bid; and

Whereas, based on the ambiguity in the Request for Bid Proposal Fireblast 451, Inc. was allowed to submit a revised bid to meet the intent of the Request for Bid Proposal; and

Whereas, following the submission of the revised bid Fireblast 451, Inc. reduced its bid to an amount that became the lowest bid and based thereon the Board of Director's accepted the bid and made a motion to award the contract to Fireblast 451, Inc.; and

Whereas, BullEx, Inc., as one of the other companies submitting a bid to the District has submitted a protest to the District, attached to this resolution as "Exhibit A" contesting the award by the District to Fireblast 451 as violating the procedures set out in the Request for Bid Proposal; and

Whereas, counsel for the District has advised that allowing any modification or revision to a bid after bid opening is inappropriate and on the basis thereof has recommended that the award to Fireblast 451, Inc. be rescinded and that the Board reissue the Request for Bid Proposal in order to allow interested companies to submit new bids.

NOW THEREFORE BE IT HEREBY RESOLVED by the Nevada County Consolidated Fire District Board of Directors that the award of the contract to Fireblast 451, Inc., as approved by the Board on June 23, 2011, for the purchase of the equipment as described in the Request for Bid Proposal for the Purchase of One (1) Each LPG Car Fire Prop, 250 Gallon LPG Tank Prop, Community Fire Extinguisher Trainer, is hereby rescinded.

BE IT FURTHER RESOLVED that the Board directs the re-advertisement for a Request for Bid Proposal for the purchase of the equipment as described in the Request for Bid

NCCFD Resolution No. R11-10
Exhibit A

Proposal for the Purchase of One (1) Each LPG Car Fire Prop, 250 Gallon LPG Tank Prop, Community Fire Extinguisher Trainer with a bid closing date of August 10, 2011 at 1500 hours.

The foregoing Resolution was duly passed at an official meeting of the Nevada County Consolidated Fire District Board of Directors held on July 21, 2011, by the following roll call vote:

AYES: BASS, GRUENEWEBER, HANSON, HITCHCOCK, KNOX, LEONARD, RHODES
NOES: NONE
ABSTAIN: NONE
ABSENT: NONE

Signature on File

DAVID S. HANSON, Chairman of the Board
Nevada County Consolidated Fire District

ATTEST:

Signature on File

Darlene E. Bennett, Secretary to the Board



RECEIVED

JUL 08 2011

NCCFD

7 July 2011

Fire Chief Tim Fike
11329 McCourtney Road
Grass Valley, CA 95949

Re: Protest to Bid for "LPG Car Fire Prop..." etc of June 13, 2011

Dear Chief Fike,
Pursuant to the instructions of the NCCFD Request for Proposal of May 13 2011 for an "LPG Car Fire Prop, 250 Gallon LPG Tank Prop, Community Fire Extinguisher Trainer" we respectfully wish to submit a formal protest.

Page 2 of the instructions in the Request for Bid Proposal document clearly states that "Bids will not be accepted after June 13, 2011". It is our understanding that pricing proposals or alternative pricing proposals from another vendor were submitted after the official solicitation due date and closing time of June 13, 2011 and that this later submission was ultimately accepted. We feel that providing a vendor with an opportunity to re-submit a price offering after this close date undermines the overall bid process.

In addition, Page 7 of the instructions states that bid inquiries including technical questions should be submitted in writing to the main bid point of contact. It is our understanding that one of the bidders involved discussed technical elements of the bid after the close date which lead to the submission of an alternative price.

Lastly, Page 8 of the instructions states that it is the responsibility of the bidder to review and become acquainted with the specifications of the bid. We feel that a failure by one vendor to understand the specifications which appeared clear to us, and the failure of a vendor to seek clarification in writing prior to the bid close time as required should not adversely impact other companies who submitted bids in accordance with the process you had defined.

As a company that works closely with the fire service we do appreciate the complexities of government purchases, and it is not our intention to cause any undo difficulties to your office or to your procurement process. However, we do feel that the valid and competitive bid that we provided was compromised by the circumstances.

If you have any questions please do not hesitate to contact me. I look forward to discussing this with you at your earliest convenience.

A handwritten signature in black ink, appearing to read "Simon Balint".

Simon Balint
Chief Administrative Officer

20 Corporate Circle
Albany NY 12203

Bullex, Inc.

P. 518.689.2023
F. 518.689.2034

NCCFD FISCAL EMERGENCY

WHY

- Property tax revenue is down nearly \$210,000 in the last 2 years due to reductions imposed by the Assessor's Office and individual re-assessments by property owners.
- AB1600 Mitigation Development Fees on new construction are down nearly \$250,000 in the last 2 years. This revenue is used for capital payments on fire engines and the payments Station 84.
- Workers Compensation premium rates are up nearly \$200,000 (184%) this year due to 7 firefighter injuries that were high dollar loss claims. This rate will remain high for several years to come.
- CalPERS costs have had an ongoing increase for the last several years and this fiscal year are projected to increase by \$80,526 (11.7%).
- Health insurance premiums for employees continue to climb. The District capped its premium contribution last year for non-Local 3800 at \$1,225 monthly per employee and for Local 3800 Safety at \$1,510 per employee. However, the actual family premium plan exceeds the cap by \$2600 annually, which is covered by employee contributions.
- Fuel costs remain high and require \$71,400 (a 5% increase this FY) of our budget.
- Dispatch costs to CAL FIRE cost the District nearly \$91,000 annually or nearly \$40 per dispatched incident.
- We continue to pay the county \$62,250 per year to collect and distribute our taxes.
- We continue to lose over \$300,000+ annually to the state for Education Revenue Augmentation Fund (ERAF), "State Grab", shifts. \$4,200,000 since 1992.
- Utilities to operate our 12 fire stations costs \$70,000 annually.

WHAT ARE WE DOING ABOUT IT?

- The District has tried to keep up with tax revenue projections from the county by meeting with the County Finance Officer semiannually. However, those projections were seriously underestimated.
- Through attrition the District has not back filled 1 battalion chief's position after retirement and 3 firefighter positions, for an estimated savings of \$340,000 annually.
- All station maintenance, for all 12 fire stations, is deferred until further notice for approx. \$50,000 savings annually.
- All capital replacement purchases are deferred until further notice(i.e. fire engines, radios, computers, breathing apparatus, etc).
- The firefighters' bargaining unit has agreed to a number of concessions including an equivalent of up to 3% contribution towards their CalPERS pension and deferring step increases. COLA increases have been frozen for the past 4 years. They have agreed to review a change in the District's Health Plan provider by moving to a Health Savings Account Plan (HSA) which has the potential of saving the District \$36,000.

**NCCFD FISCAL EMERGENCY
JULY 2011**

- We are forced to reduce our overtime budget by \$150,000 leaving no option but to initiate rotating brownouts of 3 fire stations.
- The drastic savings measures we have taken are a temporary band-aid to the long term problem. The only permanent solution is to replace the revenue that has disappeared. The District needs to replace nearly \$500,000 or permanently cut \$500,000.
- The estimated annual increase on the assessment, or a new special tax, would need to be approximately \$45 per year per developed parcel.
- The estimated permanent cuts will have to come out of personnel costs and that can only be achieved by layoffs. We estimate that would be 4 to 5 personnel and would result in the partial closure of 1 fire station for at least 2 of 3 shifts.

OTHER FACTS

- The salary of our firefighters are as fair as we can provide, yet staying competitive for employee retention and providing a livable wage.

TOP STEP	ANNUAL SALARY
Firefighter	\$46,000
Engineer	54,000
Captain	69,000
Battalion Chief	83,000

- Our current retirement for safety employees is 3% at 55. Most of the agencies in the state are renegotiating from 3% at 50 to 3% at 55.
- After 30 years in PERS and the age of 55, one is eligible to receive 90% of one's base pay; overtime is not counted.
- Most firefighters serve several years as a seasonal before they are hired full time, therefore do not start their PERS until their mid-20's. Few can physically do the work of a firefighter (hose lays, structure fire attach, lifting 200 lb. gurneys multiple times a day, etc.), so few retire at 90%
- The average retirement pay for a firefighter is \$37,000 annually. (Information provided by PERS)
- We are not eligible for Social Security benefits.
- NCCFD does not offer medical insurance after retirement.

Concessions Meeting Recap July 8, 2011

Directors Rhodes and Gruenberg with Chief Fike met with Local 3800 Representatives Howell, Funk, and Menth to discuss items for concession from the safety group. The representatives reported that the members of the Local 3800 spent several hours brainstorming ideas and options regarding the District's budget shortfall. The outcome of that meeting was the topic of discussion the 8th.

- There is clearly unanimous support to help the district in any way possible to campaign for a successful outcome on an assessment or new tax. A committee of 3 firefighters was formed to work with the chief.
- It was agreed to withhold merit increases until further notice, saving \$27,355 in payroll and \$2,000 off workers compensation.
- Withhold holiday stipends until further notice saving \$53,000 and \$4,000 off workers compensation.
- Continue to explore a switch in health benefits for all groups to a Health Savings Account (HSA) Plan saving \$36,000.
- Eliminated all 6 cell phones assigned to staffed engines saving annually \$1,000
- We have reassessed al collateral duty budgets and agreed to defer as much as safely possible

Personal Protective Equipment (PPE)	\$ 6,000
Uniforms	\$ 10,000
Maintenance Equipment	\$ 47,000
" Buildings	\$ 20,000
" Vehicles	\$ 6,600
Medical Supplies	\$ 5,000
Office Supplies	\$ 1,000
Wellness Program	\$ 2,000
Small Tools	\$ 13,000
Fuel – Brownd out Engine & Reduce Inspections	\$ 3,400
Training – Cut all outside training	\$ 17,500
Overtime for Training	<u>\$ 42,000</u>

The Rough Combined Total: \$386,750

- All other staff have discussed various cost saving measures that are open to negotiation such as Furlough Fridays, PERS Contribution, etc.
- The Board could consider suspending their \$75 meeting stipend for a \$6,300 savings
- The overtime budget has been cut by \$120,000. The estimated cut per employee is 5% of payroll. This has resulted in a rotating brown-out plan which started in July at Station 89 and there have been several days of Brown-outs. Banner Mountain and Providence Mine

Concessions Meeting Recap
July 8 2011

- Stations are in the plan for future months. The Firefighters have agreed to defer as much time off as possible and the District may want to consider raising the current accrual caps.
- The Group is willing to renegotiate a 2-Tiered Retirement System. However, there would be no short term savings
 - We currently have 3 employees out on injuries ranging from a few months to several months. I have appointed 2 former interns and 1 PCF as emergency hire temporaries. The District will see significant savings in career overtime but, more importantly, retain our ability to keep stations staffed.
 - I have rescinded the 3rd Person Ride-Along Program for PCFs. They were allowed 2 shifts per month. However, I will allow the Program on Red Flag Days or Duty Chief discretion. Estimated \$10,000 savings.
 - We have completed the hoops of refinancing Station 84, reducing our annual payment obligation from \$100,000 to \$55,000 for a ten-year term.
 - We have taken steps to participate in more online training through our workers compensation carrier which should result in additional savings off our premium of approximately \$26,000. However this will not take affect until July 2012.
 - We recently completed our FY 10/11 Year-end workers comp payroll audit and can report that \$4,500 is due the District, partly due to the retirement of one battalion chief before close of Fiscal Year.
 - Finance Manager Henthorn reported on July 13 that our beginning cash balance is \$79,213 as apposed to the \$32,965 projection and that overall expenses were under at 98%. However, tax revenue is in at about \$25,000 less than the county projected. The bottom line, our preliminary deficit is reduced from \$507,532 to \$461,284 which does not account for any of the cuts we have discussed.
 - It is encouraging to see all employees step up to the challenge of finding solutions. We face an uncertain and very challenging year. Working together will be of paramount importance.

It is important to note that the measures we have taken to reduce our deficit are a temporary band-aid to a long term problem.