



OCFA PROPOSAL REVIEW

JULY 10, 2018

Fire Department OCFA/FSP Analysis

2

Background

Key Operational Issues Garden Grove Fire Department is Facing:

1. **Paramedic Response Times**
2. **Retention & Recruitment**
3. **Public Safety Infrastructure**

These issues were identified in the 2016 Fire Department Deployment Report.

Fire Department OCFA/FSP Analysis

3

Fire department staff reviewed the Fire Service Proposal from OCFA and determined the following:

1. Paramedic Response Times
 - ▶ Paramedic response times would improve with the proposed redeployment of staffing by providing 2 trained Paramedics at each fire station
 - ▶ The replacement of 1 engine company with a truck company would also improve truck services in the western part of town

Fire Department OCFA/FSP Analysis

4

2. Retention & Recruitment

- ▶ *The OCFA does not have the same issues recruiting new firefighters and paramedics due to their competitive position in the workforce*

3. Public Safety Infrastructure

- ▶ *The OCFA FSP lays out the start of a strategic road map to deal with the city's current aging infrastructure*

Fire Department OCFA/FSP

Analysis

5

Findings

- ▶ After reviewing the OCFA FSP, no negative operational impacts were found for the fire/paramedic service to the citizens of Garden Grove
- ▶ The FSP embraces many of the recommendations within the 2016 Fire Department Deployment Report
- ▶ Paramedic response times are improved with the redeployment of paramedics/firefighters, as recommended in the FSP
- ▶ Truck company service is improved on the west side of the city with the proposed FSP

Side By Side Analysis

Daily Equipment & Staffing

6

CURRENT (29/FF)

7 Fire Stations

9 Pieces of Equipment

- ▶ 7 Engines
- ▶ 1 Truck
- ▶ 1 Squad
- ▶ 1 Battalion Chief
- ▶ 8 Captains
- ▶ 8 Engineers
- ▶ 12 Firefighters
- ▶ *10 Certified Paramedics

OCFA/FSP (29/FF)

7 Fire Stations

7 Pieces of Equipment

- ▶ 5 Engines
- ▶ 2 Trucks
- ▶ 1 Battalion Chief
- ▶ 7 Captains
- ▶ 7 Engineers
- ▶ 14 Firefighters
- ▶ *14 Certified paramedics

Daily Paramedics Staffing

<u>STATION</u>	<u>CURRENT *10/PM</u>	<u>OCFA/FSP *14/PM</u>
1	1 BC (1.0) 1 Engine (3.0) 1 Truck (3.0) 1 Squad (2.0) *2PM	1 BC (1.0) 1 Truck (4.0)*2PM
2	1 Engine (4.0)*2PM	1 Engine (4.0)*2PM
3	1 Engine (3.0)*1PM	1 Engine (4.0)*2PM
4	1 Engine (3.0)*1PM	1 Engine (4.0)*2PM
5	1 Engine (4.0)*2PM	1 Truck (4.0)*2PM
6	1 Engine (3.0)*1PM	1 Engine (4.0)*2PM
7	1 Engine (3.0)*1PM	1 Engine (4.0)*2PM

Questions

Garden Grove Fire Department

9

- ▶ FY 2018-19 Adopted Budget (June 2017)
 - ▶ \$25,122,000
 - ▶ All Salaries & Benefits
 - ▶ Contracts
 - ▶ Commodities
 - ▶ Equipment Pool, Telephones, Computers, etc.
 - ▶ Staffing
 - ▶ 84 Current Full-Time Sworn Employees, 4 Constant Manning Positions
 - ▶ 8 Vacant Positions
 - ▶ 5 Full-Time Non-Sworn Employees
 - ▶ Department Secretary, Fiscal Analyst, Sr. Fire Protection Specialist, Fire Prevention Tech
 - ▶ Public Works Fire Engine Mechanic
 - ▶ 4 Part-Time Employees
 - ▶ 2 Interns, Clerical Assistant, Fire Prevention Tech
 - ▶ Equipment Maintenance
 - ▶ 7 Fire Stations

OCFA CONTRACT PROPOSAL

10

- ▶ Contract Proposal Cost - \$22,191,928
 - ▶ Capped at 4.5% Annually
 - ▶ Recapture Clause
 - ▶ Average increase 2.92%
- ▶ Option to Withdraw Every 10 Years (Year 2030)
- ▶ Personnel
- ▶ Equipment Maintenance & Replacement
- ▶ Routine Station Maintenance
- ▶ Plan Check Services
- ▶ Administration
- ▶ 1 Member on the OCFA Board of Directors

PERSONNEL

11

- ▶ All 84 Sworn Employees Will Be Offered Positions
 - ▶ Pre-employment Check
 - ▶ Medical/Physical Examination
 - ▶ Livescan
 - ▶ CA DMV Check
 - ▶ City Responsible for Employees Who Do Not Pass Pre-Employment
 - ▶ 7 Potential Demotions (may have some flexibility with OCFA)
- ▶ 5 Non-Sworn Employees
 - ▶ Requires Application through OCFA if Positions Available (may have some flexibility with OCFA)
- ▶ 4 Part-Time Employees
 - ▶ Requires Application through OCFA if Positions Available

Sworn Positions

Position	OCFA Proposal	Current Filled GG Positions	Vacancies
Fire Chief	0	1	0
Fire Division Chief	0	2	0
Battalion Chief	3	3	0
Fire Captains	20	24	2
Fire Apparatus Engineers	18	22	2
Firefighter/Paramedics	36	32	4
Total	77	84	8

Non-Sworn Positions

Position	OCFA Proposal	Current GG Positions
Department Secretary	0	1
Senior Fire Protection Specialist	0	1
Fire Prevention Tech	0	1
Fire Apparatus Mechanic (PW)	0	1
Fiscal Analyst	0	1
Total Full-Time	0	5
Part-Time Fire Prevention	0	1
Part-Time Clerical Assistant	0	1
Intern	0	2
Total Part-Time	0	4

Facilities

- ▶ OCFA Leasing of Facilities
 - ▶ 7 Stations
 - ▶ \$1.00 Per Year for Each Facility
 - ▶ Normal Daily Maintenance Operations
 - ▶ Utilities
- ▶ City Remains Responsible For:
 - ▶ Revolving Facility Account \$15,000 Per Station (\$105,000)
 - ▶ Repairs Over \$1,000
 - ▶ To Be Replenished Annually
 - ▶ Capital Improvements
 - ▶ Repairs Over \$15,000
 - ▶ Hazard Issues (i.e. fuel tanks)
 - ▶ Property Insurance

Equipment

15

- ▶ Equipment Will Be Leased to OCFA At No Cost
 - ▶ 6 Type 1 Engines
 - ▶ 1 Battalion Chief Vehicle
 - ▶ 1 Battalion Utility
 - ▶ 1 Truck Company
 - ▶ 1 Air Light Unit
- ▶ OCFA Will Provide Maintenance of Vehicles
- ▶ Contract Cost Includes Vehicle Replacement
- ▶ Remaining City Equipment May Be Sold (Est. Value \$190,000)

Additional Costs

- ▶ Start-Up Costs \$1,136,225
- ▶ Payment Over 5 Years

Description	Start-Up Cost
Service Center (Equipment/Uniforms)	\$309,661
Personnel Costs	\$152,650
Fleet Services	\$20,800
Communications/IT	\$293,146
Facilities	\$156,500
EMS	\$203,468
Total	\$1,136,225
Amortized Over 5 Years	\$227,245

Additional Costs

- ▶ One-Time
 - ▶ Capital Improvement Requirements
 - ▶ \$357,000
 - ▶ Asbestos Certification
 - ▶ \$20,740

Ongoing City Costs

- ▶ Pension Obligation (Pre-OCFA Unfunded Liability)
- ▶ Retiree Medical Premium Contribution
- ▶ Workers' Compensation Claims
- ▶ Records Management
- ▶ Weed Abatement
- ▶ Potential Need for 1 Additional Full-Time Staff:
 - ▶ Emergency Operations Coordination
 - ▶ Training/Compliance
 - ▶ Management of Ambulance Contract
 - ▶ Records Requests Before Transition

Other Savings

- ▶ Daily Facility Maintenance
 - ▶ Utilities
- ▶ Insurance Premiums
 - ▶ General Liability - \$30,000
 - ▶ Workers' Compensation - \$70,000

OCFA Proposal Projected Savings

20

	FY 2018-19	FY 2019-20	FY 2020-21	FY 2021-22
OCFA Estimated Savings				
Annual Contract	22,592,221	23,608,870	24,671,258	25,781,464
City Budget	25,122,000	25,912,000	26,816,000	27,339,000
OCFA Proposed Savings	2,529,779	2,303,129	2,144,730	1,557,523

Cost Analysis (Est. 2.92% Per Year)

21

	FY 2018-19	FY 2019-20	FY 2020-21	FY 2021-22
Annual Contract (2.92%)	22,191,928	22,839,932	23,506,858	24,193,259
Annual Facility Revolving Fund (\$15,000 x 7)	105,000	105,000	105,000	105,000
Equipment Replacement (3% Per OCFA)	295,293	304,152	313,276	322,675
Start -Up (0%, 5 Years, \$1,136,225)	227,245	227,245	227,245	227,245
Capital Improvements Required	357,000	0	0	0
Asbestos Certification	20,740	0	0	0
Total OCFA Estimated Contract Costs	23,197,206	23,476,329	24,152,380	24,848,178
City Continuation of Services Not Included In OCFA				
Add Position for EOC Management	175,000	178,500	182,070	185,711
Hazmat Clean Up (Ocean Blue)	57,000	57,000	57,000	57,000
Records Management	38,718	13,718	13,718	13,718
Total Additional Services	270,718	249,218	252,788	256,429
Pension Obligation (Pre-OCFA Unfunded Liability)	3,545,268	4,189,251	4,672,032	5,284,172
Retired Medical Premium Contribution	83,928	86,026	88,177	90,381
Total Cost for Fire Services with OCFA	27,097,120	28,000,824	29,165,377	30,479,161
City Budget (2.92% Increase)	25,122,000	25,855,562	26,610,545	27,387,573
Fire Dept Revenue	150,000	153,000	156,060	159,181
Net Cost of Fire Dept with City	24,972,000	25,702,562	26,454,485	27,228,392
Estimated Savings / (Additional Costs)	(2,125,120)	(2,298,262)	(2,710,892)	(3,250,769)
Additional Savings: Insurance Premiums	100,000	110,000	121,000	133,100
Annual Facility Maintenance Savings	105,000	105,000	105,000	105,000
Utilities	88,012	90,652	93,372	96,173
One time Sell Off of Fire Equipment	190,000	0	0	0
Total Projected Savings / (Additional Costs)	(1,642,108)	(1,992,609)	(2,391,520)	(2,916,496)

Cost Analysis (cont.)

	FY 2022-23	FY 2023-24	FY 2024-25	FY 2025-26	FY 2026-27	FY 2027-28
Annual Contract (2.92%)	24,899,702	25,626,773	26,375,075	27,145,227	27,937,868	28,753,653
Annual Facility Revolving Fund (\$15,000 x 7)	105,000	105,000	105,000	105,000	105,000	105,000
Equipment Replacement (3% Per OCFA)	332,355	342,326	352,595	363,173	374,068	385,290
Start-Up (0%, 5 Years, \$1,136,225)	227,245	0	0	0	0	0
Capital Improvements Required	0	0	0	0	0	0
Asbestos Certification	0	0	0	0	0	0
Total OCFA Estimated Contract Costs	25,564,302	26,074,099	26,832,670	27,613,400	28,416,936	29,243,944
City Continuation of Services Not Included In OCFA						
Add Position for EOC Management	189,426	193,214	197,078	201,020	205,040	209,141
Hazmat Clean Up (Ocean Blue)	57,000	57,000	57,000	57,000	57,000	57,000
Records Management	13,718	13,718	-	-	-	-
Total Additional Services	260,144	263,932	254,078	258,020	262,040	266,141
Pension Obligation (Pre-OCFA Unfunded Liability)	5,816,364	6,195,177	6,520,806	6,029,900	6,210,798	6,397,122
Retired Medical Premium Contribution	92,641	94,957	97,331	99,764	102,258	104,815
Total Cost for Fire Services with OCFA	31,753,450	32,628,165	33,704,885	34,001,084	34,992,033	36,012,021
City Budget (2.92% Increase)	28,187,290	29,010,359	29,857,461	30,729,299	31,626,595	32,550,091
Fire Dept Revenue	162,365	165,612	168,924	172,303	175,749	179,264
Net Cost of Fire Dept with City	28,024,925	28,844,747	29,688,537	30,556,996	31,450,846	32,370,827
Estimated Savings / (Additional Costs)	(3,708,525)	(3,783,418)	(4,016,348)	(3,444,088)	(3,541,187)	(3,641,194)
Additional Savings: Insurance Premiums	146,410	161,051	177,156	194,872	214,359	235,795
Annual Facility Maintenance Savings	105,000	105,000	105,000	105,000	105,000	105,000
Utilities	99,058	102,030	105,091	108,244	111,491	114,836
One time Sell Off of Fire Equipment	0	0	0	0	0	0
Total Projected Savings / (Additional Costs)	(3,358,057)	(3,415,337)	(3,629,101)	(3,035,973)	(3,110,337)	(3,185,564)

Cost Analysis (Est. 4.5% Per Year)

23

	FY 2018-19	FY 2019-20	FY 2020-21	FY 2021-22
Annual Contract (4.5%)	22,191,928	23,190,565	24,234,140	25,324,676
Annual Facility Revolving Fund (\$15,000 x 7)	105,000	105,000	105,000	105,000
Equipment Replacement (3% Per OCFA)	295,293	304,152	313,276	322,675
Start - Up (0%, 5 Years, \$1,136,225)	227,245	227,245	227,245	227,245
Capital Improvements Required	357,000	0	0	0
Asbestos Certification	20,740	0	0	0
Total OCFA Estimated Contract Costs	23,197,206	23,826,962	24,879,662	25,979,596
City Continuation of Services Not Included In OCFA				
Add Position for EOC Management	175,000	178,500	182,070	185,711
Hazmat Clean Up (Ocean Blue)	57,000	57,000	57,000	57,000
Records Management	38,718	13,718	13,718	13,718
Total Additional Services	270,718	249,218	252,788	256,429
Pension Obligation (Pre-OCFA Unfunded Liability)	3,545,268	4,189,251	4,672,032	5,284,172
Retired Medical Premium Contribution	83,928	86,026	88,177	90,381
Total Cost for Fire Services with OCFA	27,097,120	28,351,457	29,892,658	31,610,579
City Budget (4.5% Increase)	25,122,000	26,252,490	27,433,852	28,668,375
Fire Dept Revenue (3 Year Average)	150,000	153,000	156,060	159,181
Net Cost of Fire Dept with City	24,972,000	26,099,490	27,277,792	28,509,194
Estimated Savings / (Additional Costs)	(2,125,120)	(2,251,967)	(2,614,866)	(3,101,385)
Additional Savings: Insurance Premiums	100,000	110,000	121,000	133,100
Annual Facility Maintenance Savings	105,000	105,000	105,000	105,000
Utilities	88,012	90,652	93,372	96,173
One time Sell Off of Fire Equipment	190,000	0	0	0
Total Projected Savings / (Additional Costs)	(1,642,108)	(1,946,314)	(2,295,494)	(2,767,111)

Cost Analysis (cont.)

	FY 2022-23	FY 2023-24	FY 2024-25	FY 2025-26	FY 2026-27	FY 2027-28
Annual Contract (4.5%)	26,464,287	27,655,180	28,899,663	30,200,148	31,559,154	32,979,316
Annual Facility Revolving Fund (\$15,000 x 7)	105,000	105,000	105,000	105,000	105,000	105,000
Equipment Replacement (3% Per OCFA)	332,355	342,326	352,595	363,173	374,068	385,290
Start - Up (0%, 5 Years, \$1,136,225)	227,245	0	0	0	0	0
Capital Improvements Required	0	0	-	-	-	-
Asbestos Certification	0	0	-	-	-	-
Total OCFA Estimated Contract Costs	27,128,887	28,102,505	29,357,258	30,668,321	32,038,223	33,469,607
City Continuation of Services Not Included In OCFA						
Add Position for EOC Management	189,426	193,214	197,078	201,020	205,040	209,141
Hazmat Clean Up (Ocean Blue)	57,000	57,000	57,000	57,000	57,000	57,000
Records Management	13,718	13,718	-	-	-	-
Total Additional Services	260,144	263,932	254,078	258,020	262,040	266,141
Pension Obligation (Pre-OCFA Unfunded Liability)	5,816,364	6,195,177	6,520,806	6,029,900	6,210,798	6,397,122
Retired Medical Premium Contribution	92,641	94,957	97,331	99,764	102,258	104,815
Total Cost for Fire Services with OCFA	33,298,035	34,656,571	36,229,473	37,056,005	38,613,320	40,237,684
City Budget (4.5% Increase)	29,958,452	31,306,583	32,715,379	34,187,571	35,726,012	37,333,682
Fire Dept Revenue (3 Year Average)	162,365	165,612	168,924	172,303	175,749	179,264
Net Cost of Fire Dept with City	29,796,087	31,140,971	32,546,454	34,015,268	35,550,263	37,154,418
Estimated Savings / (Additional Costs)	(3,501,948)	(3,515,601)	(3,683,019)	(3,040,737)	(3,063,057)	(3,083,266)
Additional Savings: Insurance Premiums	146,410	161,051	177,156	194,872	214,359	235,795
Annual Facility Maintenance Savings	105,000	105,000	105,000	105,000	105,000	105,000
Utilities	99,058	102,030	105,091	108,244	111,491	114,836
One time Sell Off of Fire Equipment	0	0	0	0	0	0
Total Projected Savings / (Additional Costs)	(3,151,479)	(3,147,520)	(3,295,772)	(2,632,622)	(2,632,207)	(2,627,636)

Impact on City Services

- ▶ Building/Plan Check
- ▶ Increase in Fees for Plan Check and Permits
- ▶ Emergency Coordination
- ▶ Tactical Emergency Medical Support (TEMS)
- ▶ Citizen Emergency Response Team Program (CERT)
- ▶ Community Services
 - ▶ Special Events
 - ▶ Non Profit Event Sponsorships

QUESTIONS?