



NORTH COUNTY FIRE PROTECTION DISTRICT

AGENDA FOR REGULAR BOARD MEETING

OCTOBER 22, 2024, AT 5:00 p.m.

The October 22, 2024, meeting will be held in person and via Zoom. The public may attend remotely using:

The Zoom app, [Zoom website (<https://zoom.us/>)] [Meeting ID: 870 1784 6503; Passcode: 631628] at <https://us06web.zoom.us/j/87017846503?pwd=ekF0RGt1Mm4vWXgrRFpXbUIPUFlmdz09> or Dial by your location: +1 669 900 6833 US (San Jose); Meeting ID: 870 1784 6503; Passcode: 631628

The public may provide comments in advance or real-time by emailing ncboardcomments@ncfire.org. E-mailed comments received will be read into the record by Staff. Please note that in the event of technical issues that disrupt the ability of members of the public to view the meeting or provide public comments through the web conference option, the meeting will continue.

Location:

Fallbrook Public Utility District
990 East Mission Road
Fallbrook, CA 92028

PUBLIC ACTIVITIES AGENDA

For those joining us for the public activities agenda, please feel free to depart at the close of the agenda.

Call To Order

Roll Call

Pledge Of Allegiance

Changes to the Agenda

1. Public Comment – President Pike

(pgs. 5-6)

➤ Standing Item: 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 Presiding Officer may limit comments to three minutes per speaker (Board of Directors Meetings – SOG – § 7.2.).

2. Challenge Coin Recognition – Chief McReynolds and Captain Jones

(pgs. 7-8)

New Item: Recognition of Fallbrook Union Elementary School District staff.

DISCUSSION/PRESENTATION AGENDA

No action shall be undertaken on any discussion item. The Board may: acknowledge receipt of the information or report and make comments; refer the matter to Staff for further study or report; or refer the matter to a future agenda.

3. There are no discussion/presentation items for the October 22, 2024, Regular Board Meeting.

(pgs.9-10)

ACTION AGENDA

Consent Items:

All items listed under the consent items are considered routine and will be enacted in one motion. There will be no separate discussion of these items prior to the Board action on the motion, unless members of the Board, Staff or public request specific items be removed from the consent agenda.

4. Regular Board Meeting Minutes, September 24, 2024

(pgs. 11-18)

➤ Standing Item: Review and approve minutes from the September meeting as presented.

Note: The Americans with Disabilities Act provides that no qualified individual with a disability shall be excluded from participation in, or denied the benefits of, District business. If you need assistance to participate in this meeting, please contact the District office 72 hours prior to the meeting at (760) 723-2012. Closed captioning and translation services are available to the public when the meeting is accessed using the Zoom platform.



NORTH COUNTY FIRE PROTECTION DISTRICT

AGENDA FOR REGULAR BOARD MEETING

OCTOBER 22, 2024, AT 5:00 p.m.

5. Financial Reports for August 2024 (pgs. 19-34)
➤ Standing Item: Review and accept financial reports for August 2024 as presented.
6. Policies and Procedures (pgs. 35-36)
➤ There are no policy and procedures revisions for the October 22, 2024, Regular Board Meeting.
7. Monthly Operations Activity Report (pgs. 37-46)
➤ Standing Item: Monthly Report demonstrating call mix, turnout time, call by unit, transports, total response times, aid received & provided, monthly inspection report, health & safety, injuries & accidents, and turnover of care statistics.
8. Third Quarter 2024 Customer Satisfaction Survey (pgs. 47-54)
➤ Quarterly Report: Review and accept report for the third quarter as presented.
9. Waive the Full Text Reading of All Ordinances (pgs. 55-56)
➤ Recurring Item: Authorization to waive the full text reading of ordinances included in this agenda. Ordinances shall be introduced and adopted by title only.

Action Items:

All items listed under the action items agenda will be presented and discussed prior to the Board taking action on any matter. Members of the public may comment on items at the time they are presented. Time certain items will commence precisely at or after the time announced in the agenda.

10. Approve Meeting Schedule and Place for North County Fire Protection District Board Meetings for Calendar Year 2025 – Chief McReynolds and Board Clerk Canpinar (pgs. 57-58)
➤ Recommendation: That the Board approve the new meeting schedule for calendar year 2025 as presented.
11. Primary and Alternate Director Positions to Serve on the North County Dispatch Joint Powers Authority (NCDJPA) Board – Chief McReynolds (pgs. 59-60)
➤ Recommendation: That the Board discuss and determine primary and secondary candidates to serve on the NCDJPA Board of Directors.
12. **Public Hearing Date/Time Certain October 22, 2024, at 5:05 p.m.** for the First Reading of Ordinance 2024-01, Setting Compensation for the Board of Directors of the NCFPD – Chief McReynolds (pgs. 61-66)
➤ Recommendation: That the Board hold a first reading to consider Ordinance 2024-01, increasing director compensation to \$105 per meeting for up to 4 meetings per month, and hold a second reading of the ordinance on December 10, 2024, at 5:05 p.m.
13. Third Quarter 2024 Awards: Board Recognition Program – Chief McReynolds (pgs. 67-74)
➤ Recommendation: Select employees to be acknowledged for their efforts in Q3 of 2024.

STANDING DISCUSSION ITEMS

All items listed under the standing discussion items are presented at every meeting.

- LEGAL COUNSEL REPORT: (pgs. 75-78)
“Assembly Bill 2561 – Requirements for Public Agencies to Report Vacant Staff Positions”
- WRITTEN COMMUNICATION (pgs. 79-82)



NORTH COUNTY FIRE PROTECTION DISTRICT

AGENDA FOR REGULAR BOARD MEETING

OCTOBER 22, 2024, AT 5:00 p.m.

- COMMENTS/QUESTIONS

(pgs. 83-84)

- Staff:

- Chief McReynolds
- Other Staff

- Board

- Bargaining Groups
- Public Comment

CLOSED SESSION

The Board will enter closed session to discuss items as outlined herein. As provided in the Government Code, the public will not be present during these discussions. At the end of the closed session, the Board shall publicly report any action taken in closed session and the vote or abstention on that action of every member present in accordance with Government Code § 54950.

CS-1. Announcement — President Pike:

(pgs. 85-86)

CS-2. Conference with Legal Counsel - Existing Litigation (Govt Code §54956.9(d)(1))

➤ *Juul v. North County Fire Protection District, et al. (SDSC Case No.: 24CU016872C)*

CS-3. Announcement — President Pike:

ADJOURNMENT

Scheduled Meetings:

The next regularly scheduled Board meeting is **Tues. December 10, 2024, at 5:00 p.m.**

CERTIFICATION OF AGENDA POSTING

"I certify that this agenda was posted in accordance with the provisions of the Government Code § 54950 et. seq. The posting locations were: [1] the entrance of North County Fire Protection District Administrative Offices, [2] the Fallbrook Public Utility District Administrative Offices, [3] the Roy Noon Meeting Hall, and [4] the District's website at www.ncfireca.gov. The agenda was also available for review at the office of the Board Clerk, located at located at 330 S. Main Avenue, Fallbrook, CA. Materials related to an item on this agenda submitted to the District after distribution of the agenda packet are available for public inspection in the office of the Board Clerk during normal business hours or may be found on the District website, subject to Staff's ability to post the documents before the meeting. The date of posting was October 17, 2024."

Board Clerk Mavis Canpinar: *Mavis Canpinar* Date: October 17, 2024

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**NORTH COUNTY FIRE
PROTECTION DISTRICT
STAFF REPORT**

TO: BOARD OF DIRECTORS
FROM: CHIEF McREYNOLDS
DATE: OCTOBER 22, 2024
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 Meetings – SOG § 7.2.).*

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NORTH COUNTY FIRE PROTECTION DISTRICT

STAFF REPORT

TO: BOARD OF DIRECTORS
FROM: CHIEF McREYNOLDS AND CAPTAIN JONES
DATE: OCTOBER 22, 2024
SUBJECT: CHALLENGE COIN RECOGNITION

PUBLIC ACTIVITIES AGENDA

BACKGROUND:

The North County Fire Protection District strives to provide exceptional service to our communities through preparedness, response, and recovery. At times, NCF relies on community partners for assistance. On September 30, 2024, a group of employees from Fallbrook Unified Elementary School District aided a person in need prior to NCF units arriving on scene.

SUMMARY:

On September 30, E112 responded to a medical aid call in front of Potter Junior High School. When E112 arrived at the school staff had engaged with providing aid to a person in need. Two members were managing traffic, as only one lane of Potter Street was usable. The other staff provided first aid to the person in need.

We would like to recognize FUESD employees Nunzia Lopez, Gustavo Ramos, Harry Carreon, Fran Little, Jessica Ramirez, and Maggie Taylor with a Community Challenge Coin for their assistance.

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**NORTH COUNTY FIRE
PROTECTION DISTRICT**

STAFF REPORT

TO: BOARD OF DIRECTORS
FROM: CHIEF MCREYNOLDS
DATE: OCTOBER 22, 2024
SUBJECT: DISCUSSION/PRESENTATION AGENDA - NONE

There are no discussion/presentation agenda items for the October 22, 2024, Regular Board Meeting.

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1 **September 24, 2024**

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

4 **LOCATION: 990 E. MISSION ROAD, FALLBROOK CA 92028**

5 President Pike called the meeting to order at 5:00 p.m.

6 **ALL RECITED THE PLEDGE OF ALLEGIANCE.**

7 **ROLL CALL:**

8 **Present:** Directors Acosta, Egkan, Munson, Pike, and Shaw

9 **Absent:** None

10 **Staff Present:** Chief McReynolds, General Counsel Steinke (via teleconference), DFC MacMillan,
11 DC August, FM Fieri, BC DeCamp, BC Bradshaw, MSO Murphy, HR Specialist Goss, Board Clerk
12 Canpinar, and members of the public.

13 **CHANGES TO THE AGENDA:**

14 There were no changes to the agenda.

15
16 **PUBLIC ACTIVITIES AGENDA**

17 1. **PUBLIC COMMENT:** President Pike inquired if there were any public comments regarding items
18 not on the agenda. Ryan Tobler approached the podium and introduced himself. Mr. Tobler expressed
19 frustration complying with fire code 503.2.5. (dead-end roads past 800'), as it prohibits him from
20 building on his property on Gulf Club Drive in District 5. He has spoken with FM Fieri at length in the
21 past and is appreciative of his efforts, however, he is hoping to find an alternate option that would allow
22 him to move forward with construction. As this was a non-agendized item, the Board recommended
23 he reach out to the Bonsall Community Sponsor Group to see if they have any suggestions and invited
24 him back to speak on this topic at a future board meeting. President Pike thanked Mr. Tobler for his
25 comments and recommended he follow up with Staff on how to move forward.

26 President Pike inquired if there were any more public comments regarding items not on the
27 agenda. There being no further public comment, the public comment section was closed.

28 \\\

29 \\\

30 **DISCUSSION/PRESENTATION AGENDA**

31 2. **WOMEN’S EMPOWERMENT SUMMIT:** Medical Services Officer Murphy provided an overview of
32 the first ever Women’s Empowerment Summit which took place in June. Eighteen candidates
33 participated in the 3-day event. The event was hosted by NCFPD, Oceanside Fire Department, and
34 Vista Fire, with participants learning about the different facets of the fire service, including wildland
35 firefighting, medical and support services, and structural firefighting. North Zone agencies anticipate
36 growing this event in 2025.

37 3. **BATTERY ENERGY STORAGE SYSTEM (BESS) RESPONSE PLAN:** FM Fieri provided an overview of
38 the BESS located at 1405 S. Mission Rd. The battery cubes are modular lithium-ion battery units
39 designed to capture excess electricity energy when demand is low to then supply it later when
40 demand is high. If during normal operation a unit starts to overheat or short circuit, San Diego Gas &
41 Electric is automatically notified, as thermal management systems monitor internal temperatures 24-
42 7. Thermal barriers in each individual cube are designed to prevent a fire in one cell from spreading
43 to surrounding cells. If a fire were to occur in one of the units, a full NCFPD response would include
44 dispatching the County Hazmat Unit, life safety, protecting exposures, creating safe perimeters, and
45 starting evacuations. NCFPD and law enforcement along with neighboring agencies would act
46 together in unified command.

47 Cathy Morris, a resident who lives near the site, stepped to the podium to address her
48 concerns about the current facility, and expressed opposition to the proposed expansion of the
49 facility.

50 Fallbrook resident Stephanie Baxter addressed Staff to ask if NCFPD would work in conjunction
51 with the Sheriff if a shelter-in-place order evacuation were to occur in the event of a fire at the facility,
52 to which DFC MacMillan responded a coordinated hazardous materials response with local
53 authorities would take place. The details on how the evacuation would be handled are undetermined,
54 as winds, temperature, and other variables would dictate the response plan. Ms. Baxter asked FM
55 Fieri if there are environmental impact studies available to the public, to which FM Fieri advised the
56 National Fire Protection Agency (NFPA) studies are released every 3 years, and a new County report
57 which will include information about smoke plumes is scheduled to be released in December of this
58 year.

ACTION AGENDA

CONSENT ITEMS:

4. **REVIEW AND ACCEPT REGULAR BOARD MEETING MINUTES FOR AUGUST 27, 2024.**

5. **REVIEW AND ACCEPT FINANCIAL REPORTS FOR JULY 2024.**

6. **REVIEW AND ACCEPT POLICIES & PROCEDURES:**

A) Administration, Rules and Regulations, Leave Management: Will Call

7. **REVIEW AND ACCEPT THE MONTHLY OPERATIONS ACTIVITY REPORT.**

President Pike inquired whether there were any questions on Consent Items 4-7. There being no discussion, President Pike asked for a motion to approve the Consent Agenda. On a motion by Director Acosta seconded by Vice President Shaw, the motion to approve the Consent Agenda passed unanimously.

ACTION ITEMS:

8. **'DISCLOSURE OF REIMBURSEMENT' POLICY ADOPTION:** Chief McReynolds presented the draft disclosure of reimbursement policy to the Board. Per government code §53065.5, special districts are required to annually disclose reimbursements of more than \$100 made to employees the prior fiscal year. These items include but are not limited to one meal, lodging for one day, transportation, or a registration fee paid to any employee or member of the governing body of the agency. This report will be brought before the Board every July and will be available for public inspection in the office of the Board Clerk. On a motion by Director Acosta seconded by Director Egkan, the motion to approve the newly drafted Disclosure of Reimbursement policy passed unanimously.

9. **'EXPENSES TO THE DISTRICT' POLICY REVISION AND SET A PUBLIC HEARING DATE/TIME CERTAIN OCTOBER 22, 2024, AT 5:05 P.M. TO CONSIDER ADOPTING AN ORDINANCE TO ADJUST THE COMPENSATION OF THE BOARD OF DIRECTORS FOR ATTENDING MEETINGS:** The NCFPD Board of Directors (BOD) currently receive compensation in the amount of \$100 per meeting attended. There has been no increase in compensation for members of the BOD in over 18 years. If compensation for the BOD exceeds \$100 a meeting, the increase must be adopted by ordinance and can be increased by 5% annually. The ordinance is then effective 30 days after the second reading of the ordinance. On a motion by Director Acosta seconded by Director Egkan, the motion set a public hearing date/time certain of October 22, 2024, at 5:05 p.m. to consider the first reading of an ordinance to adjust the

88 compensation of the BOD for attending meetings and also adopt the revised 'Expenses to the District'
89 policy, passed unanimously.

90 10. **PUBLIC HEARING DATE/TIME CERTAIN SEPTEMBER 24, 2024, AT 5:05 P.M. TO APPROVE THE FINAL**

91 **BUDGET FOR FY 2024/2025 AND ADOPT RESOLUTION 2024-16:** President Pike declared the public

92 hearing open at 6:00 p.m. Chief McReynolds and Finance Consultant Prall presented the FY 24/25

93 Final Budget to the Board, noting the District's primary revenue source is from property tax. Line 12

94 reflected a total revenue increase of 8%; line 15 reflected a salary increase of 6% with the addition of

95 three full-time positions; line 76 showed operations expenses went up 38% as most operational

96 expenses (materials, fuel, equipment, utilities) saw an increase as did professional services for things

97 like lobbying work. Finance Consultant Prall also noted the reserve balance is around \$18.7 million.

98 President Pike asked if there was any public comment on agenda item #10; there being no public

99 comment, the public hearing was closed at 6:09 p.m. On a motion by Director Acosta seconded by

100 Vice President Shaw, the motion to approve the FY 24/25 Final Budget and adopt Resolution 2024-16

101 passed unanimously.

102 11. **RESOLUTION 2024-15: ADOPTING AN UPDATED PAY SCHEDULE:** Chief McReynolds informed the

103 Board pay scale adjustments displayed as Exhibit 'A' of Resolution 2024-15 reflect proposed salary

104 increase of 6%, as referenced in the FY 24/25 Final Budget. Chief McReynolds advised the Board this

105 resolution is required to be posted on the District's website, with the salary increases being sent to

106 CalPERS and Cal OES for reporting. On a motion by Vice President Shaw seconded by Director Egkan,

107 the Board unanimously adopted Resolution 2024-15, adopting the updated pay schedule, noting the

108 salary increase would take effect retroactive September 1, 2024.

109 **LEGAL COUNSEL REPORT:** General Counsel Steinke reviewed the included report: 2024 Legislative

110 Session Summary, noting the passage of AB 2561 requiring an annual report on vacant positions.

111 ● **WRITTEN COMMUNICATIONS:** Information only; no action required.

112 ● **BOARD RECOGNITION PROGRAM:** Information only; no action required.

113 ● **STAFF REPORTS/UPDATES:**

114 ● **KEITH MCREYNOLDS, FIRE CHIEF:** Chief McReynolds informed the Board of the following

115 items:

- 116 ○ Fire Station 3 has been vacated and is ready for construction to start. The crew has
- 117 been temporarily moved to the Red Mt. Cal Fire Station on East Mission. A
- 118 groundbreaking ceremony will take place tomorrow, Sept. 25 at 10 a.m.
- 119 ○ A grant award of \$165,000 was received by the California Office of Traffic Safety for
- 120 battery-operated equipment.
- 121 ○ October 12 Station 1 will host its annual open house.

122 ● **CHIEF OFFICERS AND OTHER STAFF: BC BRADSHAW:** BC Bradshaw provided updates on strike
123 team deployments/returns. He was recently qualified to be a strike team leader. **BC DECAMP:** BC
124 DeCamp noted a Type 1 engine will be delivered the first quarter of next year, and the recently
125 acquired UTV is almost in service with training and certifications to operate the vehicle scheduled in
126 the coming months. **F/M FIERI:** F/M Fieri provided community risk reduction updates. The first round
127 of DSI inspections have been completed with approximately 400 left. **DC AUGUST:** DC August
128 provided an update on current facility projects. A marketing campaign advertising our Spanish
129 language social media page, @ncfbomberos, will take place soon starting with the Open House event
130 on Oct. 12. **MSO MURPHY:** MSO Murphy provided single role paramedic testing updates. **HR**
131 **SPECIALIST GOSS:** HR Specialist Goss provided employment and staffing updates. **MACMILLAN:** DFC
132 MacMillan provided operations updates, thanked MSO Murphy for her outstanding job with the
133 Women’s Empowerment Summit, and thanked HR Specialist Goss, Payroll Technician Koester, and
134 Finance Consultant Prall for their collective work in the finance department.

135 ● **BOARD:** President Pike thanked DC August and Staff for their efforts in producing social
136 media notifications in Spanish for the members of the community. Director Egkan thanked BC
137 Bradshaw for his efforts assisting with the Line Fire.

138 ● **BARGAINING GROUPS:** There was no comment from the Bargaining Groups.

139 ● **PUBLIC COMMENT:** There was no further comment from the public.

140 **CLOSED SESSION**

141 At 6:39 p.m. President Pike inquired whether there was a motion to adjourn to closed session.
142 There being no objection, President Pike read the items to be discussed in closed session and
143 open session was closed. A short break ensued after the reading of the closed session items. At
144 6:51 p.m. the Board entered closed session to hear:

145 **CS-1. ANNOUNCEMENT – PRESIDENT PIKE:**
146 **CS-2. CONFERENCE WITH REAL PROPERTY NEGOTIATOR (GOVERNMENT CODE §54956.8) PROPERTY:**
147 **315 E. IVY ST. AND VACANT LAND, IVY ST., FALLBROOK, CA 92028:**

148 **AGENCY REPRESENTATIVE: WIL SOHOLT**

149 **CS-3. CONFERENCE WITH LEGAL COUNSEL – ANTICIPATED LITIGATION (GOVERNMENT CODE**
150 **§54956.9(d)): ONE CASE**

151 **CS-4. CONFERENCE WITH LABOR NEGOTIATORS (GOVERNMENT CODE §54957.6):**

152 **AGENCY REPRESENTATIVE: CHIEF McREYNOLDS**

153 **EMPLOYEE ORGANIZATIONS: FALLBROOK FIREFIGHTERS ASSOCIATION (SAFETY GROUP EMPLOYEES),**
154 **MANAGEMENT GROUP, AND NON-SAFETY (MISCELLANEOUS).**

155 **CS-5. REPORT FROM CLOSED SESSION – PRESIDENT PIKE:**

156 ● **REOPENING TO OPEN SESSION:**

157 On a motion by Director Acosta seconded by Vice President Shaw which passed unanimously, the
158 Board returned to open session at 8:34 p.m. and the following items were reported out to the public:

159 **CS-2. CONFERENCE WITH REAL PROPERTY NEGOTIATOR (GOVERNMENT CODE §54956.8) PROPERTY:**
160 **315 E. IVY ST. AND VACANT LAND, IVY ST., FALLBROOK, CA 92028:** There was no reportable action.

161 **CS-3. CONFERENCE WITH REAL PROPERTY NEGOTIATOR (GOVT. CODE §54956.8) PROPERTY: 2805**
162 **OVERLAND TRAIL, FALLBROOK, CA 92028:** There was no reportable action.

163 **CS-4. CONFERENCE WITH LEGAL COUNSEL – ANTICIPATED LITIGATION (GOVERNMENT CODE**
164 **§54956.9(d)): ONE CASE:** There was no reportable action.

165 **CS-5. PUBLIC EMPLOYEE PERFORMANCE EVALUATION (GOVERNMENT CODE §54957): HR SPECIALIST:**
166 There was no reportable action.

167 **CS-6. PUBLIC EMPLOYEE PERFORMANCE EVALUATION (GOVERNMENT CODE §54957): PAYROLL**
168 **TECHNICIAN:** There was no reportable action.

169 **ADJOURNMENT**

170 A motion was made at 8:37 p.m. by Director Egkan seconded by Director Acosta to adjourn the
171 meeting and reconvene on October 22, 2024, at 5:00 p.m., which motion carried unanimously.

172

173 Respectfully submitted,

174

175

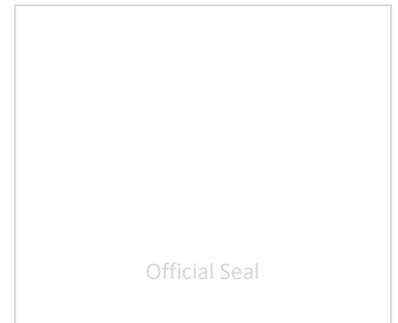
176 Mavis Canpinar

177 Board Clerk

178

179 Minutes approved at the Board of Director's Meeting on:

180



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**North County Fire Protection District
Statement of Revenues and Expenses
For Period Ending August 31, 2024**

	YTD	FY 25 Final Budget	\$ Budget Variance	% Budget Variance
1 REVENUE				
2 Property Taxes	\$ 342,372	\$ 21,356,700	\$ 21,014,328	1.6%
3 Mitigation Fees - CFD	-	500,000	500,000	0.0%
4 Ambulance Revenue	734,742	4,500,000	3,765,258	16.3%
5 Fire Prevention Fees	24,036	210,400	186,364	11.4%
6 OES Reimbursement	-	-	-	0.0%
7 GEMT - State Supplement	-	-	-	0.0%
8 Grant Revenue	-	-	-	0.0%
9 Donation Revenue	-	-	-	200.0%
10 Other Revenues	6,875	250,000	243,125	2.7%
11 Interest Income	123,483	400,000	276,517	30.9%
12 TOTAL REVENUE	1,231,507	27,217,100	25,985,593	4.5%
13 EXPENSE				
14 Salaries and Benefits				
15 Salaries	1,164,089	8,285,100	7,121,011	14.1%
16 Overtime	686,232	1,500,000	813,768	45.7%
17 Single Role Salaries	184,384	1,176,600	992,216	15.7%
18 Single Role Overtime	127,180	760,700	633,520	16.7%
19 FLSA	23,374	162,500	139,126	14.4%
20 Holiday Pay	42,378	295,200	252,822	14.4%
21 Worker's Compensation	6,200	-	(6,200)	0.0%
22 Longevity	12,063	127,700	115,637	9.4%
23 Education	25,536	186,400	160,864	13.7%
24 Bilingual	8,000	52,000	44,000	15.4%
25 Annual Leave Payout	144,027	150,700	6,673	95.6%
26 Sick Leave Payout	-	152,400	152,400	0.0%
27 Payroll Taxes	32,571	190,200	157,629	17.1%
28 PERS Classic Safety	214,668	1,451,000	1,236,332	14.8%
29 PERS PEPRA Safety	49,452	352,700	303,248	14.0%
30 PERS Classic Non-Safety	11,283	76,200	64,917	14.8%
31 PERS PEPRA Non-Safety	29,566	158,600	129,034	18.6%
32 Classic UAL	156,323	907,600	751,278	17.2%
33 PEPRA UAL	3,593	20,900	17,307	17.2%
34 Workers' Comp Insurance	344,821	688,850	344,029	50.1%
35 Pension Obligation Fund Int	1,000	1,242,050	1,241,050	0.1%
36 Uniforms	5,637	109,600	103,963	0.0%
37 Health Insurance	261,503	1,846,500	1,584,997	14.2%
38 Total Salaries & Benefits	3,533,878	19,893,500	16,359,622	17.8%
39 Operations Expenses				
40 Dispatch Services	170,812	485,300	314,488	35.2%
41 PPGEMT	98,221	400,000	301,779	24.6%
42 Structures & Grounds	16,565	300,000	283,435	5.5%
43 Fuel	46,297	300,000	253,703	15.4%
44 Medical Supplies	24,135	230,000	205,865	10.5%
45 Materials & Equipment	60,847	250,100	189,253	24.3%
46 Liability Insurance	145,560	150,000	4,440	97.0%
47 Ambulance Billing	25,781	179,600	153,819	14.4%
48 Repairs & Maintenance	9,047	138,200	129,153	6.5%
49 Firefighting Equipment	3,457	90,000	86,543	3.8%
50 Safety Equipment & PPE	8,362	118,200	109,838	7.1%
51 Telephone & Cable	10,130	107,600	97,470	9.4%
52 Gas & Electric	7,906	84,500	76,594	9.4%
53 Defib Maintenance	-	65,000	65,000	0.0%
54 Kitchen & Janitorial Supplies	326	32,000	31,674	1.0%
55 Weed Abatement Expenses	400	10,000	9,600	4.0%
56 Water	1,506	25,900	24,394	5.8%
57 SHSP Grant Funds	-	28,500	28,500	0.0%
58 Public Education Material	-	26,200	26,200	0.0%
59 Maintenance - MDC & AVL	-	15,000	15,000	0.0%
60 Medical & Pre-Emp Exams	-	15,000	15,000	0.0%
61 SCBA Equipment	7,846	12,000	4,155	65.4%

**North County Fire Protection District
Statement of Revenues and Expenses
For Period Ending August 31, 2024**

	YTD	FY 25 Final Budget	\$ Budget Variance	% Budget Variance	
62	Small Tools & Minor Equip	73	12,400	12,327	0.6%
63	Fleet Maintenance Software	7,130	12,300	5,170	58.0%
64	Trash	1,165	12,300	11,135	9.5%
65	Sewer	672	5,500	4,828	12.2%
66	Hazmat Disposal & Permits	603	6,000	5,397	10.1%
67	EMS Equipment	-	9,900	9,900	0.0%
68	Medical Licensing & CERT	936	26,300	25,365	3.6%
69	Emer Incident Meals & Misc.	913	5,000	4,087	18.3%
70	Trauma Intervention Program	7,800	7,700	(100)	101.3%
71	CERT Program	-	5,000	5,000	0.0%
72	Debt Service - Facilities	-	1,034,600	1,034,600	0.0%
73	Capital Reserve Funding	-	1,200,000	1,200,000	0.0%
74	Contingency	-	200,000	200,000	0.0%
75	Undesignated Reserves	-	347,300	347,300	0.0%
76	Total Operations Expenses	656,491	5,947,400	5,290,909	11.0%
77	General & Administration Expenses				
78	County Admin Costs	-	55,000	55,000	0.0%
79	Computer Materials & Service	23,876	185,500	161,624	12.9%
80	Professional Services	40,420	379,900	339,480	10.6%
81	Legal Services	27,407	150,000	122,593	18.3%
82	Professional Development	2,153	110,400	108,247	1.9%
83	Formal Education	14,055	75,000	60,945	18.7%
84	Physicals & Wellness Program	650	100,000	99,350	0.6%
85	Memberships & Subscriptions	53,929	70,000	16,071	77.0%
86	Employee Assistance Program	-	25,000	25,000	0.0%
87	Meetings & Travel	51	33,000	32,949	0.2%
88	Training Materials	266	18,000	17,734	1.5%
89	Labor Negotiations	-	7,500	7,500	0.0%
90	Office Expense	489	21,000	20,511	2.3%
91	Employee Recognition Program	-	20,000	20,000	0.0%
92	LAFCO Assessment Fee	14,958	15,000	42	99.7%
93	Admin Fees	1,171	10,000	8,829	11.7%
94	Rents & Lease Equipment	295	10,000	9,705	2.9%
95	Advertising & Legal Notices	440	1,500	1,060	29.3%
96	Board Members Fees	400	7,500	7,100	5.3%
97	Personnel Recruitment	-	25,000	25,000	0.0%
98	Community Relations	358	11,900	11,542	3.0%
99	Board Election	-	45,000	45,000	0.0%
100	Total General & Admin Expenses	180,917	1,376,200	1,195,283	13.1%
101	TOTAL EXPENSE FROM OPERATIONS	4,371,286	27,217,100	22,845,814	16.1%
102	NET REVENUE / (EXPENSE) BEFORE CAPITAL	\$ (3,139,779)	\$ -	\$ 3,139,779	
103	Capital				
104	Capital - Facilities	265,942	9,378,525	9,112,583	2.8%
105	Capital - Apparatus	-	1,420,000	1,420,000	0.0%
106	Capital - Equipment	135,737	642,400	506,663	21.1%
107	Capital - Vehicle	-	225,000	225,000	0.0%
108	TOTAL EXPENSE FROM CAPITAL	401,679	11,665,925	11,264,246	3.4%
109	NET REVENUE / (EXPENSE)	\$ (3,541,458)	\$ (11,665,925)	\$ (8,124,467)	

North County Fire Protection District Reserve Balance

Description	Cash & Investments 8/31/24
Restricted:	
Fallbrook Mitigation	\$ 2,631,682
Rainbow General & Mitigation	35,097
CLASS - Grant & Rainbow Monies for Station 3	3,815,839
CLASS - Grant Monies for Station 4	1,013,810
Committed:	
Compensated Absences	2,123,454
PASIS Deposit	207,116
Workers Comp	4,013,381
Undesignated Reserves	780,976
Assigned:	
Operating Reserve (Dry yield)	
Unassigned:	
AR - cash not received but owed	2,256,926
General Fund	1,745,892
General Fund - County Loan	(3,000,000)
Total	\$ 15,624,172

North County Fire Protection District

Financial Statement Analysis

For the Month Ended August 31, 2024 – 16% of Fiscal Year

Revenue

Line 2 – Property Taxes includes tax revenue less refunds assessed by San Diego County for all properties annexed to the district. Year-to-date (YTD) is trending less than budget as a majority of property taxes are received in December and April. Monies received thus far are 10% more than received at this time for prior fiscal year.

Line 3 – Mitigation Fees - CFD include fees for annexing properties to the district that are currently outside of the district boundaries. YTD does not have any activity.

Line 4 – Ambulance Revenue includes all fees owed, less refunds from ambulance services provided by from the district. Ambulance received account for 16.3% of budget.

Line 5 – Fire Prevention Fees includes all fees received for building plans, burn permits, and site inspections. Prevention fees received account for 11.4% of budget.

Line 6 – OES Reimbursements includes all reimbursements received for strike team deployments. Strike teams are actively deployed, reimbursements are approximately 60 days. YTD does not have any reimbursements through August 2024.

Line 7 – GEMT – State Supplement (Ground Emergency Medical Transportation) California Welfare and Institutions enacted it back in 2011. It is a supplemental reimbursement. This program ended December 2023. New program is PPGEMT - Public Provider Ground Emergency Medical Transportation Intergovernmental Transfer program. YTD does not have any activity.

Line 8 – Grant Revenue includes all revenue received for grants. YTD does not have any activity.

Line 9 – Donation Revenue includes all revenue received for donations. YTD does not have any activity.

Line 10 – Other Revenue includes Cost Recovery for Fires and Sale of Equipment and Fallbrook Health reimbursements. YTD can trend over/under budget depending on the timing of receipts. Cost Recovery for fire have received.

Line 11 – Interest Income includes all interest received from balances in associated accounts. Interest income from CLASS and County, interest received accounts for 30.9% of budget. YTD is trending over budget due to high cash balances that will begin to significantly decrease in coming months with planned facility upgrades.

Expense

Salaries and Benefits

North County Fire Protection District

Financial Statement Analysis

For the Month Ended August 31, 2024 – 16% of Fiscal Year

Line 15 – Salaries includes salaries for all non-Single Role employees. YTD is trending slightly under budget due to salary increases happening in September.

Line 16 – Overtime includes the overtime for all non-Single Role employees. YTD is over budget due to strike teams being deployed.

Line 17 – Single Role Salaries includes salaries for all Single Role employees. YTD is trending in line with budget.

Line 18 – Single Role Overtime includes the amount of time a Single Role employee works after 40 hours per week. YTD is trending in line with budget.

Line 19 – FLSA (Fair Labor Standards Act) United States labor law that creates the right to a minimum wage, and "time-and-a-half" overtime pay when employees work over forty hours a week. Amount is driven by base pay and paid out bi-weekly. YTD is trending slightly under budget due to salary increases happening in September.

Line 20 – Holiday Pay is paid out to safety employees only evenly over 26 pay periods due to all safety employees working holidays. YTD is trending slightly under budget due to salary increases happening in September.

Line 21 – Worker’s Compensation provides safety employees with medical and wage replacement (4850 pay) benefits that arise from workplace injuries. YTD will be over budget due to not budgeting this line item and the offset budget being in salaries.

Line 22 – Longevity includes additional incentive pay given to employees based on their length of service with the district. YTD is under budget due to additional tier for longevity beginning September 1st.

Line 23 Education includes additional incentive pay given to employees based on their completion of an associates, bachelor’s or master’s degree. YTD is under budget due to additional tier for longevity beginning September 1st.

Line 24 Bilingual includes additional incentive pay given to employees for having additional communication skills in Spanish. YTD is trending in line with budget.

Line 25 Annual Leave Payout includes lump sum payment for any additional annual leave hours above the set limit and retirement pay outs. Annual Leave Payouts are paid on July 1st.

Line 26 Sick Leave Payout includes lump sum payment for any additional sick leave hours above the set limit and retirement pay outs. Sick Leave Payouts are paid on June 30th.

Line 27 Payroll Taxes includes taxes for employer portion on all pay. YTD is trending in line with budget.

North County Fire Protection District

Financial Statement Analysis

For the Month Ended August 31, 2024 – 16% of Fiscal Year

Line 28 PERS Classic Safety includes employer portion of CalPERS payment made on behalf of the employees. YTD is trending slightly under budget due to salary increases happening in September.

Line 29 PERS PEPRSA Safety includes employer portion of CalPERS payment made on behalf of the employees. YTD is trending slightly under budget due to salary increases happening in September.

Line 30 PERS Classic Non-Safety includes employer portion of CalPERS payment made on behalf of the employees. YTD is trending slightly under budget due to salary increases happening in September.

Line 31 PERS PEPRSA Non-Safety includes employer portion of CalPERS payment made on behalf of the employees. YTD is trending over budget due to more part time single role employees working more reportable hours to PERS.

Line 32 Classic UAL is the difference between accrued assets (employer contributions and investment earnings) and accrued liabilities (the cost of pension benefits earned) as of the valuation date for all Classic classification employees. YTD is trending in line with budget.

Line 33 PEPRSA UAL is the difference between accrued assets (employer contributions and investment earnings) and accrued liabilities (the cost of pension benefits earned) as of the valuation date for all PEPRSA classification employees. YTD is trending in line with budget.

Line 34 Workers' Comp Insurance provides Safety employees (past and present) with medical benefits that arise from workplace injuries. YTD is over budget due to premium being paid in July of every year.

Line 35 Pension Obligation Fund are taxable bonds that some state and local governments have issued as part of an overall strategy to fund the unfunded accrued liability (UAL). Payments made in December and June with an administration fee paid August of every year.

Line 36 Uniforms are provided to the employees to purchase required work attire, reimbursements and paid directly to employee. These expenses are on an as-needed basis and can trend over/under budget. YTD is trending under budget.

Line 37 Health Insurance includes health, dental, vision and life insurance provided to employees and Retirees through CalPERS. District pays 90% of the Blue Shield Access+ plan; in lieu of health paid to employees is also included. YTD is trending under budget due to cost increases happening January 1st.

Operations Expenses

Line 40 Dispatch Services includes fire and medical emergency dispatch services. Payments are made quarterly; therefore, YTD can trend over/under budget.

North County Fire Protection District

Financial Statement Analysis

For the Month Ended August 31, 2024 – 16% of Fiscal Year

Line 41 PP-GEMT (ground emergency medical transport) QAF/GEMT program terminated at the end of 2022. DHCS developed the Public Provider Ground Emergency Medical Transport (PP-GEMT) Intergovernmental Transfer Program (IGT) to provide increased reimbursements. Payments are made quarterly; the first quarter of the fiscal year has been paid.

Line 42 Structures and Grounds includes all building repairs and maintenance. These expenses are on an as-needed basis and can trend over/under budget. YTD is trending under budget at 5.5%.

Line 43 Fuel costs of fuel for all staff vehicles. These expenses are on an as-needed basis and can trend over/under budget. YTD is trending is right in line with budget.

Line 44 Medical Supplies includes all costs for medical supplies in facilities, vehicles, apparatus, and equipment. These expenses are on an as-needed basis and can trend over/under budget. YTD is trending under budget at 10.5%.

Line 45 Materials & Equipment includes materials and equipment used for all safety personnel vehicles and equipment. These expenses are on an as-needed basis and can trend over/under budget. YTD is trending over budget at 24.3% due to purchases of portable suction machines and knox boxes.

Line 46 Liability Insurance includes cost to protect the district from claims related to other's bodily injury, property damage, and more. YTD is over budget due to premium being paid in July of every year.

Line 47 Ambulance billing are services to recover the costs of emergency medical services associated with transporting a patient to the hospital by ambulance. Currently paying Wittman Enterprises 3.99% of all billings. YTD is trending under budget due to Wittman services being based off a percentage of billings.

Line 48 Repairs and Maintenance includes maintenance and subscriptions for all GIS mapping, RCS and pagers. These expenses are on an as-needed basis and can trend over/under budget. YTD is trending under budget at 6.5%.

Line 49 Firefighting Equipment includes equipment used for safety employees to perform their job effectively and efficiently including, but not limited to, foam, equipment testing, maintenance, chainsaw, clamps, and hoses. These expenses are on an as-needed basis and can trend over/under budget.

Line 50 Safety Equipment & PPE is safety and personal protective equipment worn to minimize exposure to a variety of hazards. These expenses are on an as-needed basis and can trend over/under budget.

Line 51 Telephone & Cable includes costs for yearly charge for the T1 lines (dispatch) at all the stations and all monthly costs for ipads and tablets. YTD is trending under budget due to bills being one month behind.

North County Fire Protection District

Financial Statement Analysis

For the Month Ended August 31, 2024 – 16% of Fiscal Year

Line 52 Gas & Electric includes costs for utilities on all facilities. YTD is trending under budget due to bills being one month behind.

Line 53 Defibrillators Maintenance - Defibrillators are devices that send an electric pulse or shock to the heart to restore a normal heartbeat, this cost includes service of maintenance of this equipment. These expenses are on an as-needed basis and can trend over/under budget.

Line 54 Kitchen and Janitorial Supplies include costs for supplies on all facilities. These expenses are on an as-needed basis and can trend over/under budget.

Line 55 Weed Abatement Expenses includes contracts for services when property owners have not kept their grasses and weeds within maintenance requirements for a defensible space around their home's clearance for firefighters, all costs are invoiced to homeowners. These expenses are on an as-needed basis and can trend over/under budget.

Line 56 Water include costs for water on all facilities. YTD is trending under budget due to bills being one month behind.

Line 57 SHSP Grant Funds includes grant funds for specific training and equipment. YTD does not have any activity.

Line 58 Public Education Material includes informative material printed or electronic to protect the public in the community. YTD does not have any activity.

Line 59 Maintenance – MDC & AVL are mobile data computer (MDC) – an in-car computer terminal used to transmit calls and automatic vehicle location (AVL) a device that makes use of the Global Positioning System (GPS) to enable remote tracking of a vehicle's location by using the internet. YTD does not have any activity.

Line 60 Medical & Pre-Emp Exams includes cost prior to employment for potential employees, requiring a medical exam. These expenses are on an as-needed basis and can trend over/under budget.

Line 61 SCBA Equipment (self-contained breathing apparatus) a respiratory device that contains and delivers breathable compressed air. These expenses are on an as-needed basis and can trend over/under budget. YTD is over budget due to annual maintenance occurring in August.

Line 62 Small Tools and Minor Equip includes tools and equipment for safety personnel. These expenses are on an as-needed basis and can trend over/under budget.

Line 63 Fleet Maintenance Software which is a software to manage fleet with GPS tracking, routing, and maintenance, currently contracted with Fleetio. YTD is over budget due to the Fleetio annual maintenance contract being paid in August.

Line 64 Trash include costs for trash on all facilities. YTD is trending under budget due to bills being one month behind.

North County Fire Protection District

Financial Statement Analysis

For the Month Ended August 31, 2024 – 16% of Fiscal Year

Line 65 Sewer include costs for sewer on all facilities. YTD is trending under budget due to bills being one month behind.

Line 66 Hazmat Disposal & Permits include costs for all hazmat disposal and permits for on all facilities and equipment. These expenses are on an as-needed basis and can trend over/under budget. YTD is trending under budget due to timing of annual permits due.

Line 67 EMS Equipment is emergency medical service equipment for ambulances. These expenses are on an as-needed basis and can trend over/under budget.

Line 68 Medical Licensing and CERT includes certifications for all paramedics, emergency medical technician (EMT) and CPR certifications for all safety personnel. These expenses are on an as-needed basis and can trend over/under budget.

Line 69 Emer Incident Meals and Misc. includes costs for meals and accommodations for crews while on a strike team out of the area. These expenses are on an as-needed basis and can trend over/under budget.

Line 70 Trauma Intervention Program (TIP) is a non-profit organization committed to ensure emotionally traumatized victims receive the assistance needed in emergency situations. YTD is over budget due to premium being paid in July.

Line 71 CERT Program (Community Emergency Response Team) educates volunteers about disaster preparedness for the hazards that may occur in the community. These expenses are on an as-needed basis and can trend over/under budget.

Line 72 Debt Service – Facilities includes payments for debt service and potential new debt service to improve all facilities. Debt service on Station 5 and solar payments due semiannually and quarterly, respectively.

Line 73 Capital Reserve Funding for all capital planned needs.

Line 74 Contingency includes potential expenses for the district to allocate in case of unexpected costs.

Line 75 Undesignated Reserve includes digressionary funds for the district to allocate in case of unexpected costs.

General and Administrative Expenses

Line 78 County Admin Costs are the fees for county loans used by the district. YTD can trend under/over budget due to timing of county loan payments.

North County Fire Protection District

Financial Statement Analysis

For the Month Ended August 31, 2024 – 16% of Fiscal Year

Line 79 Computer Materials & Service includes materials and services for all computer related purchases. YTD is trending under budget.

Line 80 Professional Services includes services needed outside the scope of the district. YTD is trending under budget due to service bills being one month behind.

Line 81 Legal Services include general legal fees paid by the district. YTD is trending over budget due to the amount of different legal services needed at this time.

Line 82 Professional Development includes opportunities for staff to gain new skills through continuing education and career training. These expenses are on an as-requested basis and can trend over/under budget due to timing of education and training classes.

Line 83 Formal Education includes opportunities for staff to get formal education with reimbursement available through the district. These expenses are on an as-requested basis and can trend over/under budget due to timing of education classes.

Line 84 Physicals and Wellness Program includes worksite health and wellness program to help employees modify their lifestyle and move toward an optimal state of wellness. These expenses can trend over/under budget due to timing of payments.

Line 85 Memberships and Subscriptions includes all memberships and subscriptions the district partakes in to keep involvement in organizations and the community. YTD is over budget due to memberships and subscriptions being paid at the beginning of the fiscal year.

Line 86 Employee Assistance Program provides assessment, short-term counseling, referral, management consultation, and coaching services available 24 hours a day, 365 days a year. These expenses are on an as-needed basis and can trend over/under budget.

Line 87 Meetings and Travel includes offsite meetings and mileage for staff to attend meetings, education, and conferences etc. These expenses are on an as-needed basis and can trend over/under budget.

Line 88 Training Materials includes content that are a necessary part of any training program or activity that involves learning acquisition and retention. These expenses are on an as-needed basis and can trend over/under budget.

Line 89 Labor Negotiations includes negotiating contracts between Labor and the District to determine terms of employment, including pay, benefits, hours, leave, job health and safety policies, ways to balance work and home life, etc. These expenses are on an as-needed basis and can trend over/under budget.

Line 90 Office Expense includes costs related to the operation of the administration building and office supplies needed for district business. These expenses are on an as-needed basis and can trend over/under budget.

North County Fire Protection District

Financial Statement Analysis

For the Month Ended August 31, 2024 – 16% of Fiscal Year

Line 91 Employee Recognition Program a system through which the achievements and actions of employees are recognized by the District/Board. YTD can trend under/over budget due to timing of recognitions.

Line 92 LAFCO Assessment Fee (Local Agency Formation Commissions) responsible for coordinating logical and timely changes in local government boundaries. YTD is over budget due to premium being paid in July of every year.

Line 93 Admin Fees includes fees for health increase, trust payments and any other services provided by the district. These expenses can trend over/under budget due to timing of payments.

Line 94 Rents & Lease Equipment includes costs to rent or lease additional equipment. These expenses can trend over/under budget due to timing of payments and needs of service.

Line 95 Advertising and Legal Notices are formal communications and important subject matters that are of significant interest to members of the community. These expenses are on an as-needed basis and can trend over/under budget. YTD is over budget due to the notice for public hearing of the final budget.

Line 96 Board Member Fees are fees paid to the Board members to attend meetings. YTD is trending under budget.

Line 97 Personnel Recruitment includes costs to recruit new personnel for available positions. These expenses are on an as-needed basis and can trend over/under budget.

Line 98 Community Relations includes all costs to partake in community activities and outreach. These expenses can trend over/under budget due to timing of events.

Line 99 Board Election includes costs from the County to have election of the Board members. Elections will happen in November 2024.

Capital

Line 104 Capital – Facilities includes all costs to update facilities. Current budget includes fire station #3 remodel, fire station #4 and finalizing station 1 expansion.

Line 105 Capital – Apparatus includes all costs to purchase and replace apparatus. Current budget includes Type 1, Brush engine, and Ambulance remount.

Line 106 Capital – Equipment includes all costs to purchase and replace equipment. Current budget includes new fire engine equipment, mobile radios and gurneys.

Line 107 Capital – Vehicle includes all costs to purchase and replace staff vehicles. Current budget includes two new staff vehicles.



NORTH COUNTY FIRE PROTECTION DISTRICT

Warrant Register

August 1, 2024 - August 31, 2024

<u>Date</u>	<u>Vendor</u>	<u>Check #</u>	<u>Amount</u>
8/1/2024	ACE UNIFORMS LLC	67848 \$	982.85
8/1/2024	AT&T	67849	72.82
8/1/2024	AUTO ZONE	67850	337.74
8/1/2024	BACKFLOW BRIGADE	67851	1,050.00
8/1/2024	BLUE SHIELD OF CALIFORNIA	67852	417.77
8/1/2024	CASELLE INC.	67853	2,086.00
8/1/2024	CIVIC PLUS	67854	4,397.40
8/1/2024	COMMUNITY HEALTH GROUP	67855	2,228.29
8/1/2024	CONCEPCION CRUZ	67856	479.78
8/1/2024	CONCEPTS IN LANDSCAPING	67857	250.00
8/1/2024	DEWYN FAMILY 2010 TRUST	67858	117.94
8/1/2024	DIRK HEIDEMANN	67859	119.30
8/1/2024	EIDE BAILLY	67860	5,327.94
8/1/2024	ENTENMANN-ROVIN CO.	67861	824.20
8/1/2024	FALLBROOK OIL COMPANY	67862	5,083.38
8/1/2024	FALLBROOK PUBLIC UTILITY DISTRICT	67863	1,248.28
8/1/2024	FIRST ARRIVING	67864	4,628.82
8/1/2024	FITNESS DIRECT	67865	499.75
8/1/2024	FOWLER PLUMBING	67866	1,773.50
8/1/2024	GOLD COAST HEALTH PLAN	67867	396.13
8/1/2024	GRANGETTO'S AGRICULTURE SUPPLY	67868	79.99
8/1/2024	HOWELLS GOVERNMENT RELATIONS	67869	7,500.00
8/1/2024	INTERSTATE BATTERY OF SD	67870	357.99
8/1/2024	JAMES KENT	67871	240.00
8/1/2024	JANET R MESCALL	67872	50.00
8/1/2024	JASON BRACCI	67873	603.13
8/1/2024	KIMBALL MIDWEST	67874	295.03
8/1/2024	L.N. CURTIS & SONS	67875	579.58
8/1/2024	MASTER FLOW	67876	125.00
8/1/2024	MODIVCARE SOLUTIONS LLC	67877	533.81
8/1/2024	MOTOROLA	67878	301.44
8/1/2024	PATRICIA BORDAS	67879	3,339.56
8/1/2024	PERSONAL EXPOSURE REPORTING	67880	520.00
8/1/2024	POSTAL ANNEX #25	67881	13.05
8/1/2024	PW ELECTRIC INC	67882	250.00
8/1/2024	RAINBOW MUNICIPAL WATER DIST	67883	259.21
8/1/2024	REEDER MEDIA	67884	100.00
8/1/2024	RIDEOUT ELECTRIC	67885	1,127.10
8/1/2024	SCRIPPS HEALTH PLAN	67886	823.16
8/1/2024	SOUTH COAST FIRE EQUIPMENT	67887	214.98
8/1/2024	SUNSHINE WATER SOFTENERS & MORE	67888	252.50
8/1/2024	TRAUMA INTERVENTION PROGRAM	67889	7,800.00

<u>Date</u>	<u>Vendor</u>	<u>Check #</u>	<u>Amount</u>
8/1/2024	UNIFORM PLUS	67890	2,404.98
8/1/2024	PASIS	EFT	2,693.68
8/6/2024	FALLBROOK WASTE FALLBROOK	EFT	288.04
8/6/2024	FALLBROOK WASTE FALLBROOK	EFT	230.78
8/6/2024	FALLBROOK WASTE FALLBROOK	EFT	327.90
8/6/2024	FALLBROOK WASTE FALLBROOK	EFT	140.35
8/6/2024	FALLBROOK WASTE FALLBROOK	EFT	88.90
8/6/2024	FALLBROOK WASTE FALLBROOK	EFT	88.90
8/6/2024	NAVIA BENEFIT	EFT	1,427.75
8/7/2024	AT&T	EFT	2,440.71
8/7/2024	CA DEPT TAX FEE	EFT	1,485.17
8/7/2024	PASIS	EFT	3,691.03
8/8/2024	D.F. CLEANING SERVICE	67891	470.00
8/8/2024	DIRECTV	67892	183.98
8/8/2024	FALLBROOK OIL COMPANY	67893	7,798.92
8/8/2024	FALLBROOK OVERHEAD DOORS AND ENT	67894	125.00
8/8/2024	FOWLER PLUMBING	67895	195.00
8/8/2024	HI-TECH E.V.S. INC.	67896	2,129.40
8/8/2024	HONEYWELL INTL	67897	3,896.21
8/8/2024	INTERSTATE BATTERY OF SD	67898	397.39
8/8/2024	KNOX COMPANY	67899	721.00
8/8/2024	LIFE LINE EMERGENCY VEHICLES	67900	789.01
8/8/2024	MOTOROLA	67901	2,583.74
8/8/2024	NIGRO & NIGRO	67902	7,000.00
8/8/2024	PARKHOUSE TIRE INC.	67903	4,324.00
8/8/2024	PINE TREE LUMBER	67904	76.23
8/8/2024	PROPANE WEST COAST	67905	445.73
8/8/2024	REEDER MEDIA	67906	358.00
8/8/2024	SAFETY-KLEEN CORP	67907	287.57
8/8/2024	STATE OF CALIFORNIA - ERC	67908	6,287.70
8/8/2024	STRYKER MEDICAL	67909	60,544.02
8/8/2024	SUNSHINE WATER SOFTENERS & MORE	67910	187.50
8/8/2024	US BANK	67911	1,000.00
8/8/2024	VERIZON WIRELESS	67912	38.01
8/8/2024	NAVIA BENEFIT	EFT	227.55
8/9/2024	FALLBROOK FIREFIGHTERS' ASSN	66872	3,127.11
8/9/2024	FALLBROOK FIREFIGHTERS' ASSN	66873	460.00
8/9/2024	LINCOLN NATIONAL	66874	3,582.89
8/9/2024	PAYROLL & BENEFITS	EFT	532,084.86
8/12/2024	BOYETT	EFT	4,373.20
8/12/2024	CHASE CREDIT CRD	EFT	35,305.85
8/13/2024	ULTIMATE PERFORMANCE CORP	67913	64,368.84
8/13/2024	COX COMMUNICATIONS	EFT	473.32
8/13/2024	NAVIA BENEFIT	EFT	4,788.84
8/15/2024	PASIS	EFT	15,261.82
8/19/2024	UAL MISC PEPRA	EFT	335.25
8/19/2024	UAL SAFETY PEPRA	EFT	1,461.08
8/19/2024	UAL MISC CLASSIC	EFT	38,699.33
8/19/2024	UAL SAFETY CLASSIC	EFT	39,461.92
8/19/2024	PERS FOR JULY	October 22, 2024 - Regular Board Meeting	227,461.01

<u>Date</u>	<u>Vendor</u>	<u>Check #</u>	<u>Amount</u>
8/19/2024	PERS HEALTH AUGUST	EFT	123,892.64
8/19/2024	SPECTRUM	EFT	242.85
8/20/2024	NAVIA BENEFIT	EFT	244.89
8/20/2024	SPECTRUM	EFT	148.87
8/20/2024	XPS SHIP	EFT	100.00
8/21/2024	SPECTRUM	EFT	148.88
8/22/2024	PASIS	EFT	5,574.40
8/23/2024	SD GAS & ELEC	EFT	7,460.55
8/23/2024	FALLBROOK FIREFIGHTERS' ASSN	66875	3,125.94
8/23/2024	FALLBROOK FIREFIGHTERS' ASSN	66876	460.00
8/23/2024	LINCOLN NATIONAL	66877	3,090.94
8/23/2024	ACE UNIFORMS LLC	67914	2,022.02
8/23/2024	AT&T	67915	399.35
8/23/2024	AUTO ZONE	67916	59.92
8/23/2024	BURKE WILLIAMS & SORENSEN LLP	67917	13,172.50
8/23/2024	CAL PACIFIC TRUCK CENTER LLC	67918	161.37
8/23/2024	CAPITAL ONE PUBLIC FUNDING LLC	67919	117,585.00
8/23/2024	CASELLE INC.	67920	2,086.00
8/23/2024	CHARTER COMMUNICATIONS	67921	2,075.56
8/23/2024	CONCEPTS IN LANDSCAPING	67922	250.00
8/23/2024	COUNTY OF SAN DIEGO - AUDITOR	67923	14,957.97
8/23/2024	COUNTY OF SAN DIEGO - DEH	67924	603.00
8/23/2024	COUNTY OF SAN DIEGO - RCS	67925	6,046.50
8/23/2024	DAVID AGUIRRE	67926	7,086.20
8/23/2024	FALLBROOK OIL COMPANY	67927	3,817.17
8/23/2024	FALLBROOK OVERHEAD DOORS AND ENT	67928	85.00
8/23/2024	FOWLER PLUMBING	67929	165.00
8/23/2024	HOWELLS GOVERNMENT RELATIONS	67930	7,500.00
8/23/2024	KNOX COMPANY	67931	22,514.58
8/23/2024	KOSMONT REALTY	67932	175.00
8/23/2024	LEGAL SHIELD	67933	331.00
8/23/2024	LIFE-ASSIST INC	67934	112.50
8/23/2024	MASTER FLOW	67935	305.00
8/23/2024	MOTOROLA	67936	6,179.25
8/23/2024	NAPA AUTO PARTS	67937	145.12
8/23/2024	O'REILLY AUTO PARTS	67938	542.66
8/23/2024	OSTARI	67939	1,850.00
8/23/2024	POSTAL ANNEX #25	67940	35.88
8/23/2024	REEDER MEDIA	67941	340.00
8/23/2024	RIDEOUT ELECTRIC	67942	819.25
8/23/2024	RINGCENTRAL INC	67943	3,313.89
8/23/2024	RUSTY WALLIS INC	67944	162.00
8/23/2024	S&R TOWING	67945	300.00
8/23/2024	SAN DIEGO CHAPTER CSDA	67946	150.00
8/23/2024	SDCFCA-ADMIN SECTION	67947	120.00
8/23/2024	SOUTH COAST FIRE EQUIPMENT	67948	4,818.12
8/23/2024	STATE OF CALIFORNIA - ERC	67949	17,703.73
8/23/2024	THE STANDARD	67950	522.00
8/23/2024	VELOCITY TRUCK CENTERS	67951	3,860.63
8/23/2024	WALLTECH DRYWALL	67952	2,902.00

<u>Date</u>	<u>Vendor</u>	<u>Check #</u>	<u>Amount</u>
8/23/2024	PAYROLL & BENEFITS	EFT	568,444.97
8/26/2024	READY REFRESH	EFT	171.39
8/26/2024	BOYETT	EFT	6,155.86
8/27/2024	FPUD	EFT	186.62
8/27/2024	FPUD	EFT	484.37
8/27/2024	NAVIA BENEFIT	EFT	1,076.98
8/29/2024	PASIS	EFT	2,220.71
8/29/2024	AT&T	67953	2,179.81
8/29/2024	CROSS CONNECTIONS	67954	74.35
8/29/2024	D.F. CLEANING SERVICE	67955	470.00
8/29/2024	E.C.C.	67956	5,200.00
8/29/2024	EIDE BAILLY	67957	11,898.81
8/29/2024	ERICKSON-HALL CONSTRUCTION	67958	20,608.80
8/29/2024	FIVE ALARM SECURITY	67959	149.97
8/29/2024	FOWLER PLUMBING	67960	5,387.50
8/29/2024	FRMS	67961	9,363.49
8/29/2024	Joshua Kortekaas	67962	109.54
8/29/2024	K SIMON CHANG	67963	3,690.00
8/29/2024	L.N. CURTIS & SONS	67964	538.98
8/29/2024	MOTOROLA	67965	1,840.00
8/29/2024	PARKHOUSE TIRE INC.	67966	262.13
8/29/2024	RIDEOUT ELECTRIC	67967	2,289.50
8/29/2024	TELACU CONSTRUCTION MANAGEMENT	67968	201,788.90
8/29/2024	US POSTAL SERVICE	67969	200.00
8/29/2024	WESTERN EXTRICATION SPECIALISTS INC.	67970	3,457.09
			\$ 2,382,324.79

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**NORTH COUNTY FIRE
PROTECTION DISTRICT
STAFF REPORT**

TO: BOARD OF DIRECTORS
FROM: CHIEF MCREYNOLDS
DATE: OCTOBER 22, 2024
SUBJECT: POLICIES AND PROCEDURES

CONSENT AGENDA

There are no policy and procedure revisions for the October 22, 2024, Regular Board Meeting.

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North County Fire



MONTHLY OPERATIONS ACTIVITY REPORT:

Sept 2024

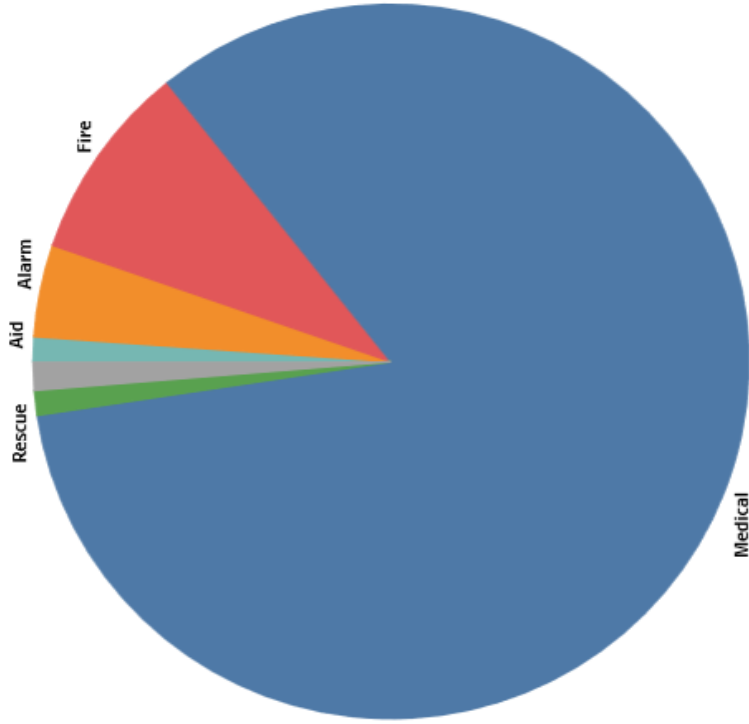
Assigned Incidents

Assigned Incidents for NORTH COUNTY FPD
September 2024

Agency
NORTH COUNTY FPD

Month
September 2024

Aid	7 incidents / 1.12%
Alarm	26 incidents / 4.17%
Fire	56 incidents / 8.97%
Medical	520 incidents / 83.33%
Rescue	7 incidents / 1.12%
Other	8 incidents / 1.28%
Grand Total	624 incidents / 100.00%



Problem Category

- Aid
- Alarm
- Fire
- Medical
- Rescue
- Other

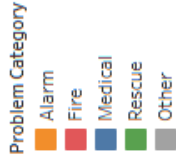
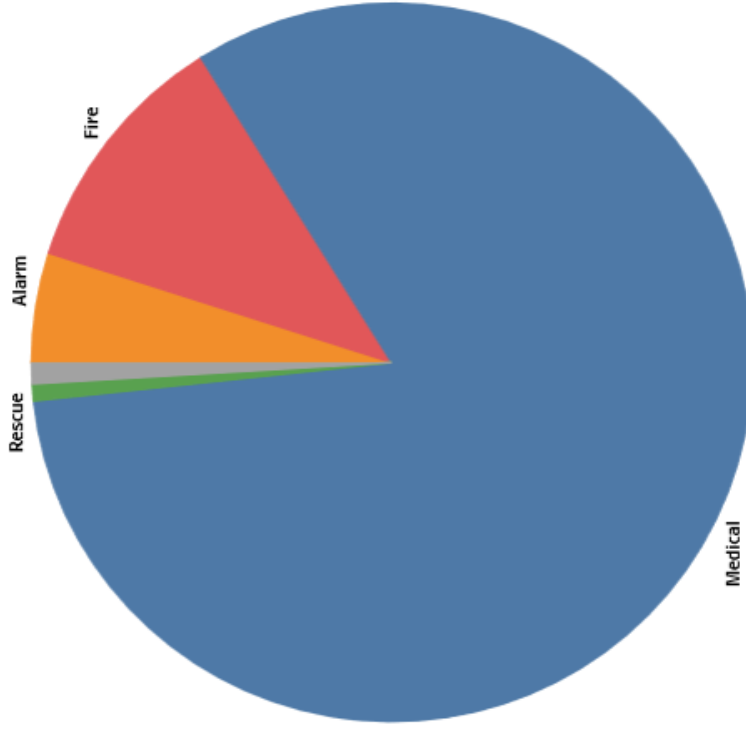
Total incidents year to date:
Sept 2023: 5,592
Sept 2024: 5,558



Incidents in Jurisdiction

Incidents in NORTH COUNTY FPD
September 2024

Agency	NORTH COUNTY FPD
Month	September 2024
Alarm	26 incidents / 4.93%
Fire	59 incidents / 11.20%
Medical	433 incidents / 82.16%
Rescue	4 incidents / 0.76%
Other	5 incidents / 0.95%
Grand Total	527 incidents / 100.00%



**Total incidents year to date:
Sept 2023: 4,737
Sept 2024: 4,821**



Turnout Time

(Time of station notification to responding)

90th Percentile – Emergency Calls Only

Unit Name	September	Shift	Unit Name	September	Shift	Unit Name	September
B111	00:01:32 (5)	B	B111	00:02:09 (4)	C	B111	00:01:27 (11)
E111	00:01:46 (60)		E111	00:01:53 (60)		E111	00:01:50 (56)
E112	00:01:57 (27)		E112	00:03:10 (24)		E112	00:01:49 (21)
E114	00:01:54 (25)		E114	00:02:02 (30)		E114	00:01:58 (27)
E115	00:01:37 (38)		E115	00:02:04 (27)		E115	00:01:49 (36)
M110	00:01:44 (39)		M110	00:02:02 (39)		M110	00:01:50 (30)
M111	00:01:45 (42)		M111	00:02:07 (33)		M111	00:01:56 (43)
M114	00:01:59 (35)		M114	00:01:41 (28)		M114	00:01:46 (28)
M115	00:02:04 (51)		M115	00:01:48 (42)		M115	00:02:09 (41)
						RA110	00:00:54 (1)



Aid Given/Received

Aid Given by NORTH COUNTY FPD
September 2024: Incident Count

Aid Received by NORTH COUNTY FPD
September 2024: Incident Count

CAL FIRE	24	CAL FIRE	101
CAMP PENDLETON	3	CAMP PENDLETON	4
ESCONDIDO FD	4	OCEANSIDE FD	11
OCEANSIDE FD	45	PALA FD	11
PALA FD	6	PAUMA FD	3
VALLEY CENTER FPD	9	VALLEY CENTER FPD	1
VISTA FD	17	VISTA FD	15
Grand Total	108	Grand Total	146

Incidents outside of jurisdiction to which units were assigned sorted by jurisdiction.

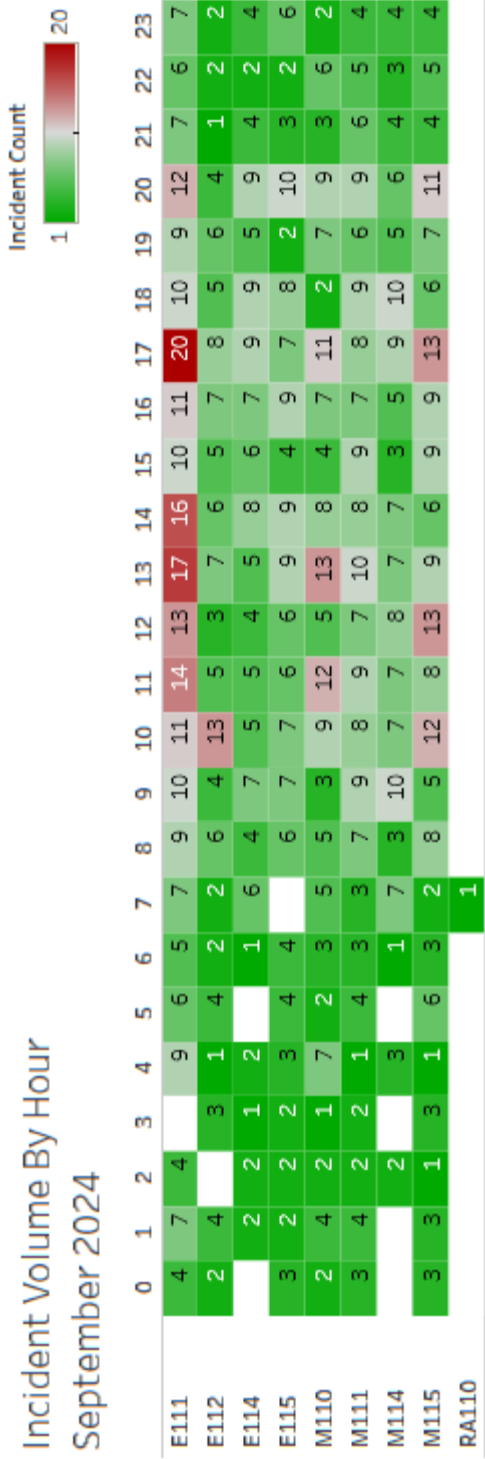
Incidents within jurisdiction to which outside units were assigned, sorted by home jurisdiction.

Data Source: AgencyDashboard_v3_Extract_v4
Data Last Updated: 10/1/2024 1:41:20 PM

Data Source: AgencyDashboard_v3_Extract_v4
Data Last Updated: 10/1/2024 1:41:20 PM



Incident Volume by Hour



Incident count broken down by Time Assigned Hour vs. Unit Name



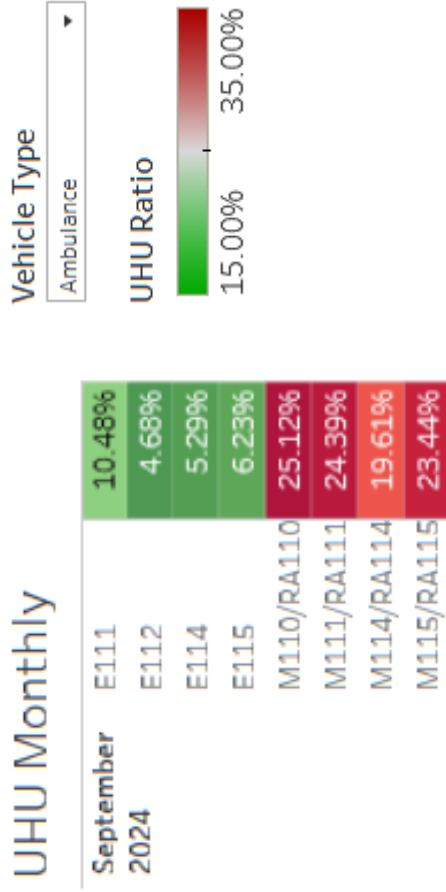
Incidents by Unit

Incidents by Unit for NORTH COUNTY FPD September 2024

Ambulance	M110	132
	M111	143
	M114	112
	M115	151
	RA110	1
Total	539	
Engine / Truck	E111	226
	E112	102
	E114	108
	E115	121
	Total	557
Other units	B111	22
	B111R	1
	C1102	2
	C1106	1
	OH1191	1
	REMS11	1
	Total	28
Grand Total	1,124	



Ambulance Unit Hour Utilization



Transports

Transport Counts	Transport Destinations
M110 86	TEMECULA VALLEY HOSPI.. 160
M111 86	PALOMAR HOSPITAL 106
M114 70	TRI CITY MEDICAL CENTE.. 20
M115 71	KAISER SAN MARCOS ME.. 11
RA110 1	CHILDRENS HOSPITAL 6
Grand Total 314	MCP NAVAL HOSPITAL 4
	RANCHO SPRINGS HOSP. 3
	SCRIPPS ENCINTAS HOSPI.. 3
	KAISER SAN DIEGO MEDIC.. 1
	Grand Total 314

*Only transports which arrive at a destination are counted.



Social Media Metrics

	Sept
Instagram Followers	4,331
Facebook Followers	9,446
X (formally known as Twitter) Followers	
Post Reach Instagram	-23%
Post Reach Facebook	-
Audience Growth Instagram	34.70%
Audience Growth Facebook	1.90%
Audience Growth X (formally known as Twitter)	0
Engagement rate Instagram	-
Interaction rate Facebook	30.50%
Engagement rate X (formally known as Twitter)	15.20%

Top performing posts:

FACEBOOK Camp Pendleton Smoke Advisory Post 45 reactions, 13 comments, 6 shares

INSTAGRAM Courtney Hager Post 541 like, 18 comments, 20 shares





**NORTH COUNTY FIRE
PROTECTION DISTRICT
STAFF REPORT**

TO: BOARD OF DIRECTORS
FROM: OPERATIONS/EMS DIVISION
DATE: OCTOBER 22ND, 2024
SUBJECT: CUSTOMER SATISFACTION SURVEY PROGRAM, 2024 – 3RD QUARTER RESULTS

CONSENT AGENDA

RECOMMENDATION:

Review the report as submitted. In looking at the overall percentage of satisfaction with our service, our customers continue to rate their level of satisfaction overwhelmingly in the “excellent” category.

BACKGROUND:

This report focuses on two areas, direct feedback based on surveys sent to patients transported by North County Fire and our Service/Sympathy card program. The distribution of the survey is based on the 2024 Payer Class percentages according to our ambulance billing company, Wittman Enterprises. This quarter’s customer satisfaction results incorporate surveys received from April 1st, 2024 through June 30th, 2024. The following is a listing of the type and number of individual payer classes that are randomly mailed surveys on a monthly basis.

2024 Payer Class

Private Commercial Insurance (includes Champus/Active Duty)	26
Medi Cal	10
Medicare (includes Senior HMO)	54
Cash	10
Total	100

DISCUSSION:

The survey results are reported on quarterly intervals to all safety employees. The sharing of this information with all employees provides a heightened awareness regarding our

Customer Satisfaction Survey Program

October 22nd, 2024

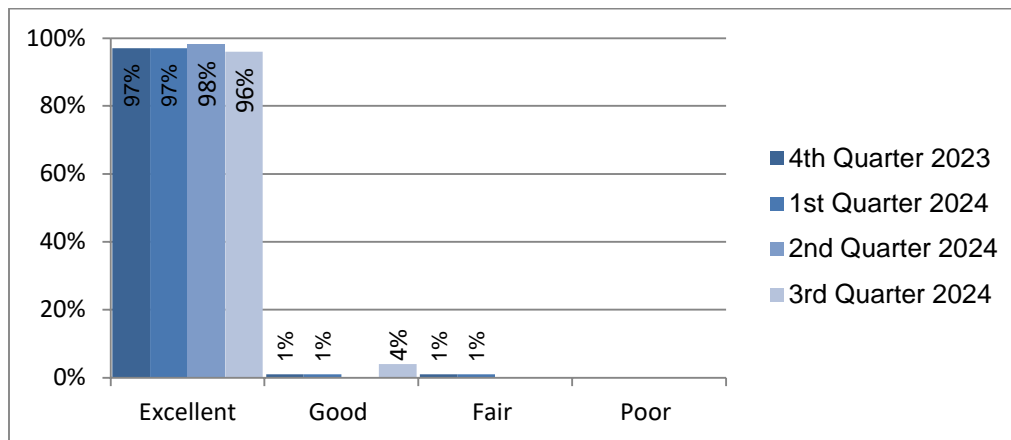
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customer's experience in the field. If a system or human deficiency trend is noted, the management staff will coordinate any measures necessary to correct the problem.

The first section of the *Satisfaction Survey Form* evaluates the customer's overall satisfaction with our service by rating it from "Excellent" to "Poor." The second section of the form allows the customer to provide comments on their perception of the service they received. This quarter 300 surveys were mailed, and 92 surveys were returned (31%).

Ninety seven percent (96%), or 88, of the surveys returned indicated "excellent" customer satisfaction as indicated on the chart below:

2023-2024 Customer Satisfaction Results



The customer comment portion of the survey has proven to be most effective by allowing us to hear the customer's opinions or concerns firsthand, thus allowing us to mitigate any problems as quickly as possible. These comments are reported on *Attachment-A* of this report.

In order to maintain Continual Quality Improvement (CQI) for this program, the responses are reviewed for any unusual comments or areas of concern. When necessary, incident documents will be reviewed. If a poor rating or adverse report is noted, the Operations Chief reaches out to seek clarification and ultimately improve services. If indicated, this review may warrant further investigation or training to mitigate potential customer service issues.

SERVICE/SYMPATHY CARD PROGRAM:

The District continues to utilize a Service/Sympathy Card Program to promote excellence in our emergency delivery services. This particular program allows our firefighters to correspond with our customers by personally signing and mailing "Service Cards." This post-incident program has proven invaluable in maintaining a positive relationship with our community through personal contact between our firefighters and the customers they serve. The "Sympathy Cards" are utilized in the same way by corresponding concern with a deceased patient's family.

Customer Satisfaction Survey Program

October 22nd, 2024

Page 3 of 3

The following data identifies the total number of Service and Sympathy cards completed by each crew during this report’s time frame:

	“A” CREW	“B” CREW	“C” CREW	TOTAL
3RD Q 2024	400	224	331	955
2ND Q 2024	329	316	374	1,019
1ST Q 2024	197	224	151	572
4TH Q 2023	169	97	128	394

The above numbers represent 32% of total cards sent by A Shift, 31% of total cards sent by B Shift and 37% of total cards sent by C Shift.

FISCAL ANALYSIS:

The increased use of Service Cards has contributed to increased expenditures in both printing and postage. Annually, the Program costs approximately \$2,000.00 to operate. It is our belief that enhanced public relations and the benefits these cards represent is worth the expenditure.

SUMMARY:

The North County Fire Protection District takes seriously the demeanor and professional conduct of its employees while providing emergency services. Our Customer Survey Program provides a tool to measure and quantify this area and if necessary, implement and/or modify the emergency delivery system to ensure its ability to meet customer expectations. This program, which is now in its seventeenth year, consistently reflects a high degree of satisfaction with the services delivered by the employees of the North County Fire Protection District, beginning from the request for service up to and including final mitigation of the incident.



North County Fire Protection District
 Customer Satisfaction Survey
 Third Quarter 2024
 July- September
 Attachment A



Y Intake Number	Date Received	Follow Up	Customer Comments
24-3-1	6/25/2024		Excellent.
24-3-2	6/25/2024		My wife and I are very thankful and highly appreciate the swift response of your team. They were very courteous, professional and made me feel very comfortable in the process, from their assessment and treatment of my symptoms at the house up to the transport to the ER. No suggestions except keep doing the great service that you do.
24-3-3	6/25/2024		They were very good and quick asked lots of question good service thank you.
24-3-4	6/25/2024		Excellent.
24-3-5	6/25/2024		The guys that came could not have been better. I was so sick and they were so careful and kind to me. They were knowledgeable and got me ready quickly and knew I was going to be alright. Great, wonderful service. Big thank you!
24-3-6	6/25/2024		Thank you for the patience it required to assist with my Husband's medical needs.
24-3-7	6/28/2024		I would like to thank all the individuals that assisted me in my time of need. I wouldn't be able to help myself w/o you. My full respect.
24-3-8	6/29/2024		Greatly appreciated! Thank you for all you do keep us safe.
24-3-9	7/1/2024		Everyone was great! Thank you!
24-3-10	6/13/2024		Excellent.
24-3-11	7/2/2024		Everyone was fantastic! Got me loaded and started treatment on the way to the hospital. Thank you!
24-3-12	7/3/2024		Responders treated me w/ care. They were extremely kind and helpful.
24-3-13	7/3/2024		Everyone was so kind and compassionate during a very scary time. All my thanks to you all!
24-3-14	7/8/2024		I get a lot of attention from 911 but this time I want to mention Adam Webbs and Trevor they helped me out very professional and courteous and were even able to start a line on me and I'm a very hard stick they should get a raise.
24-3-15	7/8/2024	Murphy	Robert and David were great the only person I complain about is Acavedo or something like that hes a firefighter always seems like I bother him by calling.
24-3-16	7/12/2024		Excellent.
24-3-17	7/16/2024		Hard for my mom t offer much in the way of an opinion as she was unconscious. Thank you.
24-3-18	7/17/2024		Survey available upon request.
24-3-19	7/17/2024		Excellent.
24-3-20	7/26/2024		Survey available upon request.
24-3-21	7/26/2024		Very Professional- A+
24-3-22	7/26/2024		Paul Moritz and Emilee were awesome!!
24-3-23	7/27/2024		They were fast. They were professional. Great job.



North County Fire Protection District
 Customer Satisfaction Survey
 Third Quarter 2024
 July- September
 Attachment A



Y Intake Number	Date Received	Follow Up	Customer Comments
24-3-24	7/27/2024		All four rides in last 30 days have great very caring, they really listen. Three to Palomar and on TVH kept it informed of each step. Thank you!
24-3-25	7/27/2024		Excellent.
24-3-26	7/29/2024		I believe the best way to describe my interaction with NCFD are by 5 words: Professional, Courteous, Concerned, Helpful and Kind. Rare traits to find in young men. I believe this is due to moral fortitude, excellent upbringing and outstanding training. I thank you very much!!
24-3-27	7/29/2024		Survey available upon request.
24-3-28	7/29/2024		Thank you for prompt response. Excellent care and transportation provided-
24-3-29	7/29/2024		Excellent.
24-3-30	7/29/2024		I think they do a good job thank you.
24-3-31	7/30/2024		Survey available upon request.
24-3-32	7/30/2024		Excellent.
24-3-33	7/30/2024		Not only were they extremely professional. They were caring comforting and reassuring- thank you all
24-3-34	7/30/2024		Each person who came to help was knowledgeable, kind, professional. Our community is blessed beyond measure by the essential service that you provide. With my sincere thanks.
24-3-35	7/30/2024		Excellent.
24-3-36	7/31/2024		So helpful and caring awesome group!
24-3-27	7/31/2024		Excellent.
24-3-28	8/1/2024		It's very nice to have them so close. I feel safe now. Thank you again for excellent service. I felt you all went above and beyond. Thank you.
24-3-39	8/2/2024		Very pleased with the care they gave my husband.
24-3-40	8/2/2024		The team handled with excellence! They managed her pain until she could arrive at Palomar for treatment. We love out Bonsall FD!
24-3-41	8/5/2024		We are pleased to respond to this letter. The service you provided was very professional and the response was very quick. The process could not have been better. All the "basis were covered" and the patient was quickly taken to the hospital. Thank you so much for your care.



North County Fire Protection District
 Customer Satisfaction Survey
 Third Quarter 2024
 July- September
 Attachment A



Y Intake Number	Date Received	Follow Up	Customer Comments
24-3-42	8/5/2024		To whom it may concern, thank you for the care provided the day of my horrific accident on June 30 th on the early hours and off the 76 w/b. I believe Gabriel was the first firefighter I made contact after I hiked. Out of the 100 foot embarkment w/ the assistance of 2 good- Samaritans. Gabe was professional, thorough and paid attention to detail. Emilee was on the ambulance w/ another medic- they did a great job. Emilee was professional, friendly and had great sense of humor. She worked fast and explained everything she was doing. Emilee's IV skills are on point. She gave a great report to the trauma RN&MD. She also made sure I did not lose any of my belongings. Both Gabe and Emilee deserve a raise. There were other members of your team present but the interaction was minimal- they were also professional. On a scale of 1-10 I give your team a 10 for being overall amazing. Thank you.
24-3-43	8/6/2024		Excellent.
24-3-44	8/6/2024		Sorry we took so long in returning the form. Very professional job. Thank you for being here for our community- Warm regards.
24-3-45	8/12/2024		A lifesaving act of heroism: to all of the personnel (Zach, Eddie, Gannon, Gavin and Ryan) of shift 5 who helped to save my life. THANK YOU! The speed and efficiency with which the paramedic team arrived were nothing short of miraculous. Within moments, they assessed my situation with calm precision, their expertise evident in every action they took. As they stabilized my condition and prepared me for transport, I was overwhelmed with gratitude. To Shift 5 paramedics who saved my life words can never fully express the depth of my gratitude. All of you gave to me and all is the greatest gift anyone could ever have- the chance to live another day, to see my loved ones again and to continue my journey in this world.
24-3-46	8/13/2024		They came immediately. Very courteous. They kept contacting my son on phone. The ambulance ride to Palomar was comfortable and safe over bumps. They followed instructions on how to get in the house with key in lockbox. We are so fortunate to have such a great service with a good team.
24-3-47	8/13/2024		Very responsive and kind. They took my husband to Palomar. I asked but they never hesitated. Thank you all!
24-3-48	8/13/2024		Excellent.
24-3-49	8/14/2024		They were great!! Thank you!
24-3-50	8/14/2024		One complaint I have is that I didn't want to give my documents to them to take with them. They assured me I would get them back at the hospital. When he was admitted and I talked to the charge nurse- there were no papers. I have had to replace the three items. The crew took very good care of my father.
24-3-51	8/14/2024		These guys were most professional polite and most knowledgeable of their job and my symptoms. Sorry my writing is so poor. Great service!!
24-3-52	8/14/2024		Survey available upon request.
24-3-53	8/14/2024		Excellent.
24-3-54	8/14/2024		Survey available upon request.
24-3-55	8/14/2024		Thank you for your service in my time of need.



North County Fire Protection District
 Customer Satisfaction Survey
 Third Quarter 2024
 July- September
 Attachment A



Y Intake Number	Date Received	Follow Up	Customer Comments
24-3-56	8/14/2024		You where great
24-3-57	8/15/2024		Survey available upon request.
24-3-58	8/15/2024		Thank you very much for the excellent service you provided my mother. I'm grateful for the work you do!
24-3-59	8/15/2024		Survey available upon request.
24-3-60	8/16/2024		These guys were proficient, caring and excellent! They made the patient feel secure and comfortable. Thanks thanks.
24-3-61	8/17/2024		Professional in all areas and execution of care. Showed kindness to spouse which was much appreciated.
24-3-62	8/19/2024		Yes, put more attention to the people that you're helping, than what you're doing. With that in mine, you'll doing fine. Thank you for your help.
24-3-63	8/19/2024		Excellent.
24-3-64	8/20/2024		Thank you very much for the top tier service! The engine company and ambulance crew attended to me promptly and efficiently. While experiencing extreme pain, and not understanding really what was happening to me the crew arrived and quickly made me feel comforted and at ease of what was transpiring. Their professionalism and bedside manner is why I am taking the time to fill this out. It was nothing less than incredible. To whomever is training them. Keep on doing what you are doing!! Thank you so very much!! Every one was kind, understanding and very helpful. Thank you all for the excellent service you provide. I can't thank you enough for coming & caring for me when I needed you most!! Well- done & your work is very much appreciated!!
24-3-65	8/21/2024		Excellent.
24-3-66	8/21/2024		Everyone was really great. Helpful and Concerning. Very careful.
24-3-67	8/21/2024		
24-3-68	8/22/2024		
24-3-69	8/22/2024		*Arrived promptly *Calming helpful *Efficient knowledgeable *Worked quickly and efficiently *Smooth transfer to hospital *Concerned and caring. Thank You
24-3-70	8/30/2024		The team was very efficient and courteous- thank and the team very much.
24-3-71	8/31/2024		Excellent.
24-3-72	9/3/2024		Sunday morning- quick response- took me to Palomar Hosp-Got good trtmt there.
24-3-73	9/21/2024		Great, Professional
24-3-74	9/21/2024		Excellent.
24-3-75	9/21/2024		The response time was very good. The person who attended to me in the ambulance was excellent. I was in a lot of pain and he was very focused on alleviating my pain. He explained what he was doing very well.
24-3-76	9/21/2024		Survey available upon request.
24-3-77	9/21/2024		Survey available upon request.
24-3-78	9/21/2024		Excellent.
24-3-79	9/20/2024		No suggestion for improvement. Excellent service. Saved my life!



North County Fire Protection District
 Customer Satisfaction Survey
 Third Quarter 2024
 July- September
 Attachment A



Y Intake Number	Date Received	Follow Up	Customer Comments
24-3-80	9/20/2024		Survey available upon request.
24-3-81	9/20/2024		Excellent service, they not only took care of me on the scene of the accident. They also took care of my dog and allowed me to coordinate care for her. Thank you for going above and beyond!
24-3-82	9/20/2024		EMT/ Paramedics were fantastic!! I wish the hospital and doctors office were as great as the EMT's. Thank you.
24-3-83	9/7/2024		They arrived promptly and were very courteous and convinced my mother to go to the hospital as she did not want to.
24-3-84	9/9/2024		Prompt 911 response accurate initial diagnosis exhibited compassion and confidence. Wife- I am very grateful for the action and transporting to hospital.
24-3-85	9/23/2024		They were too loud.
24-3-86	9/23/2024		No everything excellent. Thank you.
24-3-87	9/24/2024		Your response and your service were excellent. Thank you for your service.
24-3-88	9/24/2024		I was pleased with the promptness in responding. Thank you for the caring and knowledge.
24-3-89	9/24/2024		Response time very good and all paramedics were very attentive and professional. No improvement.
24-3-90	9/24/2024		They were quick, kind and gentle. Knowledgeable!
24-3-91	9/25/2024		The only way you could "improve" would be to show up before I do something stupid to hurt myself! I think sub 1 minute response time will be hard to beat too. The gents who showed up to help me were kind, professional, thorough and calm. They explained everything as they went about their work and their confidence and skill really helped me to stay even though it hurt. They made a bad, painful night a whole lot better and my wife and I will always be grateful! Thank you so much!
24-3-92	9/25/2024		No- excellent service.



**NORTH COUNTY FIRE
PROTECTION DISTRICT**

STAFF REPORT

TO: BOARD OF DIRECTORS
FROM: CHIEF MCREYNOLDS & KRISTEN STEINKE, GENERAL COUNSEL
DATE: OCTOBER 22, 2024
SUBJECT: WAIVE THE FULL TEXT READING OF ALL ORDINANCES

CONSENT AGENDA

Recommendation: Waive the full text reading of all ordinances included in this agenda. Ordinances shall be introduced and adopted by title only.

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NORTH COUNTY FIRE PROTECTION DISTRICT

STAFF REPORT

TO: BOARD OF DIRECTORS
FROM: CHIEF McREYNOLDS AND BOARD CLERK CANPINAR
DATE: October 22, 2024
SUBJECT: SETTING OF YEARLY MEETING SCHEDULE

ACTION AGENDA

RECOMMENDATION:

To approve the schedule of Regular Board Meetings for the Board of Directors of North County Fire Protection District for the calendar year 2025.

DISCUSSION:

The Fallbrook Public Utility District Board Room continues to be an appropriate location for the North County Fire Protection District’s Board business. The 5 p.m. meeting time and location are suitable, with appropriate response to public hearings and issues requiring public input.

As usual, there is no meeting in November; the December meeting is early to accommodate the holidays. Agreement on meeting dates for the year will allow the Board, Staff and public to anticipate and plan for attendance at meetings. Early approval allows staff to post the meeting calendar on the District website before the beginning of the year and reserve the Board Room in advance with Fallbrook Public Utility District. The proposed meetings dates are:

MEETING DATES FOR 2025							
Month	Day	Month	Day	Month	Day	Month	Day
January	28	April	22	July	22	October	28
February	25	May	27	August	26	November	No Meeting
March	25	June	25	September	23	December	9

FISCAL ANALYSIS:

None.

SUMMARY:

It is recommended that the Board approve the meetings be continued at the location and time recommended, following the schedule outlined herein.

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NORTH COUNTY FIRE PROTECTION DISTRICT

STAFF REPORT

TO: BOARD OF DIRECTORS
FROM: CHIEF MCREYNOLDS
DATE: OCTOBER 22, 2024
SUBJECT: REPRESENTATIVES TO THE NCDJPA BOARD OF DIRECTORS

ACTION AGENDA

RECOMMENDATION:

That the Board discuss, nominate, and elect a representative and alternate to serve on the North County Dispatch Joint Powers Authority (NCDJPA) Board of Directors.

BACKGROUND:

As a member agency to the NCDJPA, the District has one voting seat on the NCDJPA Board. The NCDJPA Board, who governs the NCDJPA meets quarterly. The NCFPD Board discusses, nominates, and elects Directors annually to represent NCFPD as primary and alternate representatives.

DISCUSSION:

Whomever the NCFPD Board elects to serve as the primary and alternate Director representatives to the NCDJPA BOD will serve through next calendar year until the election process is returned to this Board for consideration. In January 2024, the Board unanimously voted to choose its representatives at the meeting immediately preceding the December NCDJPA meeting.

FISCAL ANALYSIS:

No fiscal impact.

SUMMARY:

Once a decision is rendered on a primary and alternate Director to serve on the NCDJPA Board, Staff will make the notification to the NCDJPA Board Secretary.

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**NORTH COUNTY FIRE
PROTECTION DISTRICT**

STAFF REPORT

TO: BOARD OF DIRECTORS

FROM: CHIEF MCREYNOLDS

DATE: OCTOBER 22, 2024

SUBJECT: INTRODUCTION (FIRST READING) OF ORDINANCE 2024-01 SETTING COMPENSATION FOR THE BOARD OF DIRECTORS OF THE NORTH COUNTY FIRE PROTECTION DISTRICT

ACTION AGENDA

RECOMMENDATION:

That the Board of Directors adopt Ordinance 2024-01 setting compensation for the members of the Board of Directors for attendance at District meetings.

BACKGROUND:

In accordance with Health & Safety Code section 13857, each member of the Board of Directors for the North County Fire Protection District currently receives compensation in the amount of \$100 per meeting attended (not to exceed 4 meetings per month) pursuant to District policy on Expenses contained in the Policy and Procedure Manual.

There has been no increase in compensation for members of the Board of Directors for the North County Fire Protection District for at least 18 years. Many similarly situated Districts have adopted ordinances increasing director compensation pursuant to the Health & Safety Code and the Water Code. Below is a table summarizing compensation in some similar districts:

Rancho Santa Fe Fire	\$100
Vista Fire	\$100
San Miguel Fire	\$173.25
Lakeside Fire	\$200
FPUD (local water)	\$134
RMWD (local water)	\$150
FRHD (local health)	\$110.25

DISCUSSION:

If compensation for the Board exceeds \$100 per meeting, the increase must be adopted by ordinance and thereafter can be increased 5% annually by relying on Water Code section 20202. (See California Health and Safety Code section 13857.) Pursuant to

Director Compensation Ordinance 2024-01
October 22, 2024
Page 2 of 2

Water Code section 20202, compensation increases cannot exceed five (5%) percent per year from the time of the last adjustment by ordinance.

The North County Fire Protection District has never set director compensation by ordinance. Rather, the District has set compensation through its adoption of the Expenses Policy and by resolution. Since this is the first time an ordinance will be considered regarding director compensation, the increase is limited to 5% of the current rate (\$100 per meeting) under the Code. Thus, if the ordinance is adopted, director compensation will be increased up to a maximum of \$105 per meeting for up to 4 meetings per month.

Adopting an ordinance will require a first reading of the ordinance and a second reading. The ordinance is effective 30 days after the second reading.

FISCAL ANALYSIS: An increase by 5% to director compensation will result in payment of \$105 per meeting for up to 4 meetings per month.

SUMMARY:

Staff recommends a motion to adopt Ordinance 2024-01, increasing director compensation to \$105 per meeting for up to 4 meetings per month. A second reading of the Ordinance will be held on December 10, 2024, at 5:05 p.m.

**AFFIDAVIT OF PUBLICATION FALLBROOK, CALIFORNIA 92028
COUNTY OF SAN DIEGO, STATE OF CALIFORNIA**

I am a citizen of the United States,
over twenty-one years of age, and
the Associate Editor of said
newspaper The Village News, Inc.,
111 W. Alvarado St., Fallbrook, CA 92028
a newspaper adjudicated by the Superior Court,
County of San Diego GIN013243 is a newspaper
of general circulation, published and is circulated
at least once a week in Fallbrook, County of
San Diego, State of California.

**The Notice of _____
PUBLIC NOTICE**

Potential increase in compensation for members
of the board

North County Fire Protection District

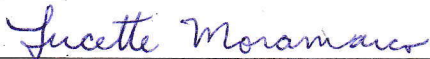
Legal Number: NA

Which the attached is a true printed copy, and
Published in said newspaper for 2 weeks, and
on the following days: 10/03/24, 10/10/24

in the regular issue of said newspaper,
THE VILLAGE NEWS, INC.,
111 W. Alvarado St., Fallbrook, CA 92028

and not in any other supplement.
I certify and declare under penalty that
this statement is true and correct to the
best of my knowledge.

Dated: October 10, 2024
Fallbrook, California 92028



Signature

LUCETTE MORAMARCO
ASSOCIATE EDITOR

**NOTICE OF PUBLIC HEARING
POTENTIAL INCREASE IN COMPENSATION FOR MEMBERS OF THE BOARD OF
DIRECTORS OF THE NORTH COUNTY FIRE PROTECTION DISTRICT**

NOTICE IS HEREBY GIVEN THAT THE BOARD OF DIRECTORS OF THE NORTH COUNTY FIRE PROTECTION DISTRICT, 330 South Main Avenue, Fallbrook, California, County of San Diego, will conduct a First Reading Public Hearing on **Tuesday, October 22, 2024, at a time certain of 5:05 p.m.** at the Fallbrook Public Utility District, 990 East Mission Road, Fallbrook, California, as part of the Regular Meeting of the Board in order to receive oral and written testimony regarding the proposed adoption of Ordinance No. 2024-01.

Instructions for members of the public to observe the board meeting and the public hearing in person or via web conference / teleconference will be included in the October 22, 2024, meeting agenda. Please note that in the event of technical issues that disrupt the ability of members of the public to view the meeting or provide public comments through the web conference option, the meeting will continue. Members of the public who wish to address the Board of Directors regarding Ordinance No. 2024-01 may submit written testimony for receipt no later than 3:00 pm on October 22, 2024 (with a reading limit of no more than 3 minutes), by mail to the attention of the Board Clerk, at 330 S. Main Ave., Fallbrook, CA 92028, or by e-mail to the Board Clerk at ncfboardcomments@ncfire.org. Written testimony will be read to the Board during the public hearing. Members of the public may also provide oral testimony during the public hearing in person or via teleconference by following the instructions for public comment included in the October 22, 2024, meeting agenda.

Upon conclusion of the first reading, the Board will hold a second reading of Ordinance No. 2024-01 on December 10, 2024, at a time certain of 5:05 p.m. to consider an increase in the amount of compensation for members of the Board of Directors. Copies of proposed Ordinance No. 2024-01 will be available upon posting of the agenda for the October 22, 2024, Regular Meeting of the Board by calling the District at (760) 723-2005.

Any person(s) may appear at said time and place and be heard regarding this item.

North County Fire Protection District
(760) 723-2005

BY ORDER OF THE BOARD OF DIRECTORS OF THE NORTH COUNTY FIRE PROTECTION DISTRICT.

Mavis Canpinar
Board Clerk
Dated: September 24, 2024

Published: October 3, 10, 2024



North County Fire Protection District

ORDINANCE 2024-01

AN ORDINANCE OF THE BOARD OF DIRECTORS OF THE NORTH COUNTY FIRE PROTECTION DISTRICT SETTING COMPENSATION FOR THE BOARD OF DIRECTORS

WHEREAS, Health & Safety Code section 13857 allows the Board of Directors of the North County Fire Protection District compensation in the amount of \$100 per meeting and allows an increase in compensation over \$100 if the process outlined in Water Code sections 20200, *et. seq.* are followed; and

WHEREAS, Water Code section 20200, *et. seq.*, provides that by ordinance the Board of Directors may increase the amount of compensation earned per meeting attended; and

WHEREAS, Water Code section 20202 provides that the District may increase the amount of compensation which may be received by members of the Board of Directors in an amount not to exceed five percent (5%) for each calendar year since the effective date of the last adjustment made by ordinance; and

WHEREAS, the Board of Directors is currently compensated \$100 per meeting for up to 4 meetings per month pursuant to District policy; and

WHEREAS, the Board of Directors has not received an increase in compensation for at least 18 years; and

WHEREAS, the Board of Directors now desires to increase compensation by 5% pursuant to the Code, which will result in an increase in compensation to \$105 per meeting for up to 4 meetings per month; and

WHEREAS, a public hearing to consider an increase in the compensation of the members of the Board was duly noticed in accordance with Government Code section 6066, and said hearing was held on the date hereof.

NOW, THEREFORE, IT IS ORDAINED by the Board of Directors of the North County Fire Protection District as follows:

SECTION I. The Board of Directors of the District hereby adopts Ordinance No. 2024-01, "An Ordinance of the Board of Directors of the North County Fire Protection District Setting Compensation for the Board of Directors."

SECTION II. The compensation for Members of the Board of the North County Fire Protection District shall be set at One Hundred Five Dollars and No Cents (\$105.00) and shall be reflected in District policy manuals for easy reference.



North County Fire Protection District

ORDINANCE 2024-01

AN ORDINANCE OF THE BOARD OF DIRECTORS OF THE NORTH COUNTY FIRE PROTECTION DISTRICT SETTING COMPENSATION FOR THE BOARD OF DIRECTORS

SECTION III. The number of meetings for which a Member of the Board of Directors of the North County Fire Protection District may be compensated shall not exceed four (4) meetings per month. "Meetings" shall be defined as adopted by District policy.

SECTION IV. If any clause or provision of this Ordinance is found to be void or unenforceable by a court of competent jurisdiction, the remaining provisions of this Ordinance shall nonetheless continue in full force and effect.

SECTION V. This Ordinance shall be caused to be published pursuant to Section 6061 of the Government Code in a newspaper of general circulation. This Ordinance shall take effect no less than 30 days after its second reading.

PASSED AND ADOPTED by the Board of Directors of the North County Fire Protection District at a regular meeting of the Board held on the 22nd day of October 2024, by a roll call vote, as follows:

AYES:
NOES:
ABSTAIN:
ABSENT:

President, Board of Directors

ATTEST:

Secretary, Board of Directors

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**NORTH COUNTY FIRE
PROTECTION DISTRICT
STAFF REPORT**

TO: BOARD OF DIRECTORS
FROM: CHIEF McREYNOLDS
DATE: OCTOBER 22, 2024
SUBJECT: EMPLOYEE RECOGNITION PROGRAM REPORT – SELECTION OF INDIVIDUALS

ACTION AGENDA

RECOMMENDATION:

Staff recommends the Board select individual(s) to be recognized for their efforts during the third quarter of 2024.

BACKGROUND:

At the May 2024 Regular Board Meeting, Board directed Staff to create an official District recognition form that could be accessed via intranet and on the District website by any employee or member of the public, allowing those who wish to acknowledge an individual or team for their outstanding performance to do so. The form(s) would be submitted monthly to the Board as an information only item, with the collection of individuals recognized being brought back to the Board for consideration quarterly. This process was to be implemented on a trial basis. After the trial, modification(s) to the Employee Recognition Policy would be brought back to the Board for consideration.

INFORMATION RECEIVED ON INDIVIDUALS:

For the third quarter of 2024, the Board received information on the following individuals/crews for their outstanding efforts:

● **BOARD RECOGNITION PROGRAM:**

JULY 2024

- FF/PM Swan
- IT Specialist Swanger
- Engineer Soriano

AUGUST 2024

- Engineer Moritz

SEPTEMBER 2024

- Medical Services Officer Murphy

FISCAL ANALYSIS:

The District has funding budgeted to cover the cost of a \$50 gift for each employee the Board feels deserving of recognition.

SUMMARY:

Staff joins the Board in acknowledging the extraordinary efforts of these members and requests the Board select individuals/groups/crews for recognition, staying within budgetary standards.



NORTH COUNTY FIRE PROTECTION DISTRICT

BOARD RECOGNITION

Date: 7/8/24

Employee: Jacob Swan

Reason for Recognition:

On 6/22/24 NCF station 5 had 2 main water lines struck by a vehicle that veered off the road. With leaking water coming from the ground, Jake was a pivotal part of assisting Rainbow Water in the repair the main water lines to restore water to the station.

I wanted to give a huge shout out to Jake Swan for staying outside with the rainbow water tech for over 3 hours to help dig up fittings and work as a "right-hand man" to assist with all of the repairs. This took a considerable amount of effort from Jake to assist in the plumbing work that was necessary to fix the problem. Justin from Rainbow Water was also very appreciative of Jakes efforts. This is the above and beyond effort that our employees provied that often goes unnoticed.

Good job Jake!

Submitted by: Collin Baker



NORTH COUNTY FIRE PROTECTION DISTRICT

BOARD RECOGNITION

Date: 7/8/2024

Employee: Charlie Swanger

Reason for Recognition:

I am pleased to publically recognize the exceptional efforts of IT Specialist, Charlie Swanger. He single handedly completed a successful migration of North County Fire's phone system from Mitel to Ring Central. Charlie's attention to detail was very important as he navigated through the vendor selection, contract execution, and project implementation. His communication skills with the new vendor through email, text messages and phone calls ensured all requirements were met in time and within budget, resulting in a seamless transition. One example of Charlie going above and beyond, was how he programed the individual voice mails to properly pronounce every employees last name. On behalf of the entire team at North County Fire, we want to recognize Charlie for all of his hard work and time spent on this large project.

Submitted by: Peter August



NORTH COUNTY FIRE PROTECTION DISTRICT

BOARD RECOGNITION

Date: 07/20/2024

Employee: DJ Soriano

Reason for Recognition:

I am writing to formally recognize the exceptional dedication and hard work demonstrated by DJ Soriano in coordinating multiple events in collaboration with Home For Our Troops.

Home For Our Troops is a nonprofit organization that builds and donates specially adapted custom homes nationwide for severely injured post-9/11 Veterans, to enable them to rebuild their lives. Most of these Veterans have sustained injuries including multiple limb amputations, partial or full paralysis, and/or severe traumatic brain injury (TBI). These homes restore some of the freedom and independence our Veterans sacrificed while defending our country, and enable them to focus on their family, recovery, and rebuilding their lives. A part of this process involves a landscape day, where volunteers help with the front and backyard of the property.

DJ has shown remarkable commitment in organizing groups of volunteers and on-duty personnel for several of these landscape days. DJ's ability to rally support and coordinate efforts has helped to create a significant difference in the lives of our Veterans and their families in Fallbrook, which exemplifies the very best of North County Fire's values and commitment to service.

Submitted by: Matt Lindsey



NORTH COUNTY FIRE PROTECTION DISTRICT

BOARD RECOGNITION

Date: 08/11/2024

Employee: Paul Moritz

Reason for Recognition:

Paul Moritz was getting off-duty on the morning of 08/06, which was right when a structure fire response came out. Despite being off-duty, Paul demonstrated exceptional dedication and selflessness by getting into his private vehicle and driving to the address. He took the initiative to ensure the safety of all the occupants of the house by not allowing them back inside and provided crucial support to the first arriving engine. This included trying to locate the fire, assisting with pulling hose, forcing entry of the front door, and notifying the Captain about the location of several animals inside. Paul's willingness to step-up and contribute to NCF's mission, even when off-duty, is a testament to his remarkable professionalism and courage.

Submitted by: Matt Lindsey



NORTH COUNTY FIRE PROTECTION DISTRICT

BOARD RECOGNITION

Date: 09/16/24

Employee: Mary Murphy

Reason for Recognition:

On August 9th, 10th and 11th MSO Mary Murphy represented the District at the first Young Women's Empowerment Camp co-sponsored with the Oceanside and Vista Fire Department. MSO Murphy assisted with planning the event too include all the content, training sites, food and beverages, apparatus, equipment and Instructors. The event was incredibly successful with helping to inspire and educate the young women in attendance in Fire and EMS professions.

Increasing the diversity of the NCFPD workforce is a District priority and MSO Murphys hard work in this event will help guarantee our success. Thank you, MSO Murphy, for your unbelievable work ethic and dedication to making NCFPD the best it could be!

Submitted by: DFC MacMillan


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501 West Broadway - Suite 1600
San Diego, California 92101-8474
voice 619.814.5800 - fax 619.814.6799
www.bwslaw.com

MEMORANDUM

TO: Board of Directors
North County Fire Protection District

FROM: Kristen S. Steinke, General Counsel 

DATE: October 22, 2024

RE: General Counsel Report for Monthly Board Meeting

At the end of this year's legislative session, Governor Gavin Newsom signed into law AB 2561 (full text attached) regarding new requirements for local agencies in identifying, reporting and filling vacant staff positions.

The measure is aimed at reducing vacancy rates in public employment. It requires all local agencies to hold an annual public hearing on the status of vacancies before their governing board at least once per fiscal year.

The bill requires a public agency to present the status of vacancies and recruitment and retention efforts at a public hearing at least once per fiscal year, and would entitle any recognized employee organization to present at the hearing.

If the number of job vacancies within a single bargaining unit meets or exceeds 20% of the total number of authorized full-time positions, the bill would require the public agency, upon request of the recognized employee organization, to include specified information during the public hearing, including the total number of job vacancies within the bargaining unit, the total number of applicants for vacant positions within the bargaining unit, the average number of days to complete the hiring process from when a position is posted, and opportunities to improve compensation and other working conditions.

AB 2561 now requires an annual hearing on the issues discussed above to be held in advance of adoption of the final budget.


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AB-2561 Local public employees: vacant positions. (2023-2024)

SHARE THIS:



Date Published: 09/23/2024 09:00 PM

Assembly Bill No. 2561

CHAPTER 409

An act to add Section 3502.3 to the Government Code, relating to public employment.

[Approved by Governor September 22, 2024. Filed with Secretary of State September 22, 2024.]

LEGISLATIVE COUNSEL'S DIGEST

AB 2561, McKinnor. Local public employees: vacant positions.

Existing law, the Meyers-Milias-Brown Act (act), authorizes local public employees, as defined, to form, join, and participate in the activities of employee organizations of their own choosing for the purpose of representation on matters of labor relations. The act requires the governing body of a public agency to meet and confer in good faith regarding wages, hours, and other terms and conditions of employment with representatives of recognized employee organizations and to consider fully presentations that are made by the employee organization on behalf of its members before arriving at a determination of policy or course of action.

This bill would, as specified, require a public agency to present the status of vacancies and recruitment and retention efforts at a public hearing at least once per fiscal year, and would entitle the recognized employee organization to present at the hearing. If the number of job vacancies within a single bargaining unit meets or exceeds 20% of the total number of authorized full-time positions, the bill would require the public agency, upon request of the recognized employee organization, to include specified information during the public hearing. By imposing new duties on local public agencies, the bill would impose a state-mandated local program. The bill would also include related legislative findings.

The California Constitution requires local agencies, for the purpose of ensuring public access to the meetings of public bodies and the writings of public officials and agencies, to comply with a statutory enactment that amends or enacts laws relating to public records or open meetings and contains findings demonstrating that the enactment furthers the constitutional requirements relating to this purpose.

This bill would make legislative findings to that effect.

The California Constitution requires the state to reimburse local agencies and school districts for certain costs mandated by the state. Statutory provisions establish procedures for making that reimbursement.

This bill would provide that no reimbursement shall be made pursuant to these statutory provisions for costs mandated by the state pursuant to this act, but would recognize that a local agency or school district may pursue any available remedies to seek reimbursement for these costs.

Vote: majority Appropriation: no Fiscal Committee: yes Local Program: yes

October 22, 2024 - Regular Board Meeting

THE PEOPLE OF THE STATE OF CALIFORNIA DO ENACT AS FOLLOWS:

SECTION 1. The Legislature finds and declares as follows:

(a) Job vacancies in local government are a widespread and significant problem for the public sector affecting occupations across wage levels and educational requirements.

(b) High job vacancies impact public service delivery and the workers who are forced to handle heavier workloads, with understaffing leading to burnout and increased turnover that further exacerbate staffing challenges.

(c) There is a statewide interest in ensuring that public agency operations are appropriately staffed and that high vacancy rates do not undermine public employee labor relations.

SEC. 2. Section 3502.3 is added to the Government Code, to read:

3502.3. (a) (1) A public agency shall present the status of vacancies and recruitment and retention efforts during a public hearing before the governing board at least once per fiscal year.

(2) If the governing board will be adopting an annual or multiyear budget during the fiscal year, the presentation shall be made prior to the adoption of the final budget.

(3) During the hearing, the public agency shall identify any necessary changes to policies, procedures, and recruitment activities that may lead to obstacles in the hiring process.

(b) The recognized employee organization for a bargaining unit shall be entitled to make a presentation at the public hearing at which the public agency presents the status of vacancies and recruitment and retention efforts for positions within that bargaining unit.

(c) If the number of job vacancies within a single bargaining unit meets or exceeds 20 percent of the total number of authorized full-time positions, the public agency shall, upon request of the recognized employee organization, include all of the following information during the public hearing:

(1) The total number of job vacancies within the bargaining unit.

(2) The total number of applicants for vacant positions within the bargaining unit.

(3) The average number of days to complete the hiring process from when a position is posted.

(4) Opportunities to improve compensation and other working conditions.

(d) This section shall not prevent the governing board from holding additional public hearings about vacancies.

(e) The provisions of this section are severable. If any provision of this section or its application is held invalid, the invalidity shall not affect other provisions or applications that can be given effect without the invalid provision or application.

(f) For purposes of this section, "recognized employee organization" has the same meaning as defined in subdivision (a) of Section 3501.

SEC. 3. The Legislature finds and declares that Section 2 of this act, which adds Section 3502.3 to the Government Code, furthers, within the meaning of paragraph (7) of subdivision (b) of Section 3 of Article I of the California Constitution, the purposes of that constitutional section as it relates to the right of public access to the meetings of local public bodies or the writings of local public officials and local agencies. Pursuant to paragraph (7) of subdivision (b) of Section 3 of Article I of the California Constitution, the Legislature makes the following findings:

It is in the public interest, and it furthers the purposes of paragraph (7) of subdivision (b) of Section (3) of Article I of the California Constitution, to ensure that information concerning public agency employment is available to the public.

SEC. 4. No reimbursement shall be made pursuant to Part 7 (commencing with Section 17500) of Division 4 of Title 2 of the Government Code for costs mandated by the state pursuant to this act. It is recognized, however, that a local agency or school district may pursue any remedies to obtain reimbursement available to it under Part 7 (commencing with Section 17500) and any other law.

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**NORTH COUNTY FIRE
PROTECTION DISTRICT
STAFF REPORT**

TO: BOARD OF DIRECTORS
FROM: CHIEF McREYNOLDS
DATE: OCTOBER 22, 2024
SUBJECT: WRITTEN CORRESPONDENCE

WRITTEN COMMUNICATION:

- Letter of Support for I-15/SR-76 Sheriff Station

BOARD RECOGNITION PROGRAM:

October 2024:

- A, B, & C Crew

NORTH COUNTY FIRE PROTECTION DISTRICT

330 S. Main Avenue • Fallbrook, California 92028-2938 • Phone: (760) 723-2005 • Fax: (760) 723-2072 • www.ncfireca.gov

BOARD OF DIRECTORS

CINDY ACOSTA
JEFFERY EGKAN
KENNETH E. MUNSON
ROSS L. PIKE
CHRIS SHAW

KEITH MCREYNOLDS - Fire Chief/CEO
KRISTEN S. STEINKE - General Counsel
MAVIS CANPINAR - Executive Assistant/Board Clerk

10/10/2024

Ebony N. Shelton
Chief Administrative Officer
County of San Diego
County Administration Center
1600 Pacific Highway, Suite 209
San Diego, CA 92101
Via Email: Ebony.Shelton@sdcounty.ca.gov

SUPPORT FOR I-15/SR-76 SHERIFF STATION AMONG TOP PRIORITY PROJECTS FOR COUNTY OF SAN DIEGO'S CAPITAL PLAN

Dear Ms. Shelton,

I am writing to you as the Fire Chief/CEO of the North County Fire Protection District and, as a concerned North County constituent and advocate for the safety and well-being of our community. North County is on a trajectory of growth making it imperative that we plan to enhance our public safety infrastructure to support the needs of the region. I urge the County of San Diego's leadership team to prioritize a new regional public safety center by funding this project on the 5-year Capital Plan. A new Sheriff's station will ensure that our law enforcement can effectively meet the demands of our expanding population, improve response times for calls for service, and bolster our disaster response capabilities.

The newly proposed Sheriff Station would serve an estimated 30,000 residents in the area, with growth estimated to reach approximately 100,000. Also, five tribal reservations in this area attract up to 50,000 guests a day to their casinos and other attractions. The addition of nearly 10,000 new residential units can increase not only the population but also a significant rise in the need for essential services, including effective policing. With more residents comes a greater responsibility to ensure their safety and security. A new Sheriff's station strategically located within or near these developments will allow for quick response times to emergencies, fostering a sense of safety and community trust.

The proposed location will centralize services rather than rely on availability of Vista and San Marcos sheriff's stations and Fallbrook and Valley Center substations. Sheriff's deputies are stretched across vast geographic areas when responding to calls for service, impacting timely responses. This not only compromises the safety of our residents but also places undue stress



PROUDLY SERVING THE COMMUNITIES OF FALLBROOK, BONSALL AND RAINBOW

*SUPPORT FOR I-15/SR-76 SHERIFF STATION AMONG TOP PRIORITY PROJECTS FOR
COUNTY OF SAN DIEGO'S CAPITAL PLAN*

10/10/2024

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on our deputies. A new facility will provide the necessary resources and space for our Sheriff's Office to operate more efficiently including modern technology and training facilities.

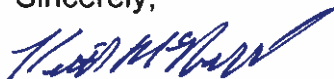
With a new regional public safety center, other first responder agencies will have the ability to utilize the space that can accommodate training and enhance collaborative capabilities. Moreover, given the susceptibility to natural calamities, a regional center designed with disaster response in mind would be an invaluable asset. It would serve as a central hub for coordination during emergencies, ensuring that our deputies can quickly mobilize and collaborate with other first responders. There is potential for this location to also host a backup dispatch center for continuity of operations. By beginning to invest in this infrastructure now, we can better prepare for any potential crises in the future.

The benefits of a new Sheriff station extend beyond just response times and disaster preparedness. It will also foster community engagement through outreach programs, crime prevention initiatives, and educational workshops that can help build a stronger relationship between law enforcement and the residents they serve. A community-oriented approach to policing is essential for creating a safe and vibrant environment where all residents feel valued and protected.

In conclusion, I respectfully request that you prioritize the development of a new regional public safety Sheriff station in your five-year Capital Plan as part of North County's growth strategy. By doing so, we will not only enhance public safety for our current residents but also ensure that we are well-equipped to protect the thousands of new residents who will soon call our region home.

Thank you for considering this important matter. I look forward to your support in advocating for a safer community for all.

Sincerely,



Keith McReynolds
Fire Chief/CEO, North County Fire Protection District

cc: Sheriff Kelly Martinez, San Diego County Sheriff's Office via
Nadia.Binderup@sdsheriff.gov



NORTH COUNTY FIRE PROTECTION DISTRICT

BOARD RECOGNITION

Date: October 2024

Employee: A, B, & C Crew

Reason for Recognition:

Thank you to the following for our 2024 open house preparation:

All Crews contribute - Station #1 living quarters

A Crew - Apparatus bay area including app bay lights, lockers etc.

B Crew - On Duty during event... rinse/ wash units reserve units, last minute cleanup/set up & take down of event.

C Crew - Back apron to the shop, everything west of the apron including mop locker/generator enclosure and east patio area.

Submitted by: Kyle Krenz



**NORTH COUNTY FIRE
PROTECTION DISTRICT
STAFF REPORT**

TO: BOARD OF DIRECTORS
FROM: CHIEF McREYNOLDS
DATE: OCTOBER 22, 2024
SUBJECT: COMMENTS, REPORTS, AND UPDATES

● **STAFF COMMENTS/REPORTS/UPDATES:**

● **CHIEF McREYNOLDS:**

● **CHIEF OFFICERS & STAFF:**

● **BOARD:**

● **BARGAINING GROUPS:**

● **PUBLIC COMMENT:**

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**NORTH COUNTY FIRE
PROTECTION DISTRICT
STAFF REPORT**

TO: BOARD OF DIRECTORS
FROM: CHIEF McREYNOLDS
DATE: OCTOBER 22, 2024
SUBJECT: CLOSED SESSION

CS.1. Announcement — President Pike

- 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 Legal Counsel - Existing Litigation (Govt Code §54956.9(d)(1))

- *Juul v. North County Fire Protection District, et al.* (SDSC Case No.: 24CU016872C)

CS.3. Report from Closed Session – President Pike

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