



NORTH COUNTY FIRE PROTECTION DISTRICT

AGENDA FOR REGULAR BOARD MEETING

APRIL 30, 2024, AT 5:00 p.m.

The April 30, 2024, meeting will be 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=ekFORGt1Mm4vWXgrRFpXbUIPUFlmdz09> 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 ncfboardcomments@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. 1-2)

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.).



DISCUSSION 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.

2. County-wide Genasys Evacuation System – BC Bradshaw and Chief McReynolds

(pgs. 3-4)

Discussion: Implementation of Genasys EVAC in San Diego County effective May 31, 2024.



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.

3. Approve Regular Board Meeting Minutes, March 26, 2024

(pgs. 5-10)

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



4. Review and Accept Financial Reports for March 2024

(pgs. 11-20)

Standing Item: Review and accept financial reports for March 2024 as presented.



5. Review and Approve Policies and Procedures

(pgs. 21-28)

- a) Administration, Business Management, Payroll and Benefits: Single Role EMS Personnel Compensation



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

APRIL 30, 2024, AT 5:00 p.m.

b) Administration, Rules & Regulations, Administrative Guidelines: Use of District Facilities

6. Monthly Operations Activity Report (pgs. 29-40)
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.
7. First Quarter 2024 Customer Satisfaction Survey (pgs. 41-48)
Quarterly Report: Review and accept report for the first quarter as presented.

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.

8. Emergency Services Organizational Statement - Chief McReynolds (pgs. 49-58)
New Item: Consider proposed Emergency Services Organizational Statement which provides guidance to the District for emergency service delivery.
9. First Quarter 2024 Awards: Board Recognition Program – Chief McReynolds (pgs. 59-66)
Quarterly Item: Select employees to be acknowledged for their efforts in Q1 of 2024.
10. Station 3 Renovation and Dozer Barn Project Exemption from California Environmental Quality Act (“CEQA”) under Sections 15302 and 15303 of the State CEQA Guidelines – Chief McReynolds and General Counsel Steinke (pgs. 67-72)
New Item: Consider adoption of Resolution 2024-03 finding the Station 3 Renovation and Dozer Barn project exempt from the California Environmental Quality Act (CEQA) pursuant to State guidelines.

STANDING DISCUSSION ITEMS

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

- LEGAL COUNSEL REPORT: (pgs. 73-76)
Assembly Bill 2751 (Haney): The so-called ‘right to disconnect bill’.
- WRITTEN COMMUNICATION (pgs. 77-78)
- COMMENTS/QUESTIONS (pgs. 79-80)
 - Staff:
 - Chief McReynolds
 - Other Staff
 - Board
 - Bargaining Groups
 - Public Comment



NORTH COUNTY FIRE PROTECTION DISTRICT

AGENDA FOR REGULAR BOARD MEETING

APRIL 30, 2024, AT 5:00 p.m.

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. 81-82)
- CS-2. Conference with Real Property Negotiator (Government Code §54956.8)
Property: 315 E. Ivy Street, Fallbrook, CA & Vacant Land, Ivy Street, Fallbrook, CA 92028
➤ Agency Representatives: Chief McReynolds and Wil Soholt
- CS-3. Conference with Labor Negotiators (Government Code §54957.6):
➤ Agency Representative: Chief McReynolds Employee Organizations: Fallbrook Firefighters Association (Safety Group Employees), Management Group, and Miscellaneous.
- CS-4. Report From Closed Session — President Pike

ADJOURNMENT

Scheduled Meetings:

The next regularly scheduled Board meeting is **Tues. May 28, 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 the Staff's ability to post the documents before the meeting. The date of posting was April 25, 2024."

Board Clerk Mavis Canpinar:  Date: April 25, 2024

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**NORTH COUNTY FIRE
PROTECTION DISTRICT
STAFF REPORT**

TO: BOARD OF DIRECTORS
FROM: CHIEF McREYNOLDS
DATE: APRIL 30, 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: B/C BRADSHAW AND CHIEF McREYNOLDS
DATE: APRIL 30, 2024
SUBJECT: COUNTY-WIDE GENASYS EVACUATION SYSTEM

DISCUSSION AGENDA

BACKGROUND:

For many years the County of San Diego has used a public safety grid mapping system for evacuations during emergencies. Technological advancements have allowed for enhanced mapping programs that account for current conditions such as roadway access and egress, natural barriers, population density, etc. The County of San Diego will be migrating to a new evacuation system in the coming weeks called *Genasys EVAC*.

DISCUSSION:

Genasys EVAC is an evacuation system which will aid in evacuations during emergencies. City/County law enforcement (LE) personnel in cooperation with San Diego County Office of Emergency Services (OES) will manage the system as evacuations are a LE function. Fire service personnel will partner with LE and OES during incidents to determine areas identified as needing evacuation orders and warnings using programmable “trigger points.” This new system utilizes artificial intelligence (AI) to determine evacuation zones based on real-time information. The *Genasys EVAC* system integrates many users such as field personnel, dispatch, public facing websites, *Tablet Command*, County OES, and *AlertSanDiego.org*.

FISCAL ANALYSIS:

The District anticipates minimal fiscal impact related to training, management, and implementation of the program. Costs will be covered through the NCFPD training budget.

SUMMARY:

Although *Genasys EVAC* is a County of San Diego supported program, North County Fire along with other public safety entities within the county will participate and play a critical role in the rollout and management of this new system. The County Communications Office will take the lead on the public information rollout, with agencies supporting the media effort. End user training will be a major focus of the rollout across the County. The go-live date for the system will be May 31st.

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1 **March 26, 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, DFC MacMillan, DC August, FM Fieri,
11 F/M Juul, B/C DeCamp, B/C Bradshaw, IT Specialist Swanger, Board Clerk Canpinar, and members of
12 the public.

13 **CHANGES TO THE AGENDA:**

14 Chief McReynolds announced item #8 (Change of April 23, 2024, Regular Board Meeting Date) should
15 reference Board attendance at the Fire Districts Association of California (FDAC) conference April 23,
16 2024 - April 26, 2024, and not the California Special Districts Association (CSDA) conference.

17
18 **PUBLIC ACTIVITIES AGENDA**

19 1. **PUBLIC COMMENT:** President Pike inquired if there were any public comments regarding items
20 not on the agenda. There being no public comment, the public comment section was closed.

21
22 **DISCUSSION AGENDA**

23 2. There were no discussion items for the March 26, 2024, Board meeting.

24 **ACTION AGENDA**

25 **CONSENT ITEMS:**

26 3. **REVIEW AND ACCEPT REGULAR BOARD MEETING MINUTES FOR FEBRUARY 27, 2024.**

27 4. **REVIEW AND ACCEPT FINANCIAL REPORTS FOR FEBRUARY 2024.**

28 5. **REVIEW AND ACCEPT POLICIES & PROCEDURES:**

29 A. Administration, Business Management, Purchases & Sales – Purchasing and Contracting
30 Policy

31 6. **REVIEW AND ACCEPT THE MONTHLY OPERATIONS ACTIVITY REPORT.**

32 President Pike inquired whether there were any questions on Consent Items 3-6. There being
33 no discussion, President Pike asked for a motion to approve the Consent Agenda. On a motion by
34 Director Egkan seconded by Director Acosta, the motion to approve the Consent Agenda passed
35 unanimously.

36 **ACTION ITEMS:**

37 8. **CHANGE OF APRIL 23, 2024, REGULAR BOARD MEETING DATE:** Item #8 was moved to precede Item
38 #7, as Item #7 was a public hearing that could not officially start until 5:05 p.m. Chief McReynolds
39 advised the Board that the month of April has several scheduling conflicts that will interfere with the
40 April 23, 2024, Regular Board Meeting date. Two Directors will be out of town attending the Fire
41 Districts Association of California (FDAC) annual conference in Monterey, California, and the
42 Guaranteed Maximum Price (GMP) for the Fire Station #3 renovation may be ready for Board approval
43 the last week of April. On a motion by Director Munson seconded by Director Acosta, the motion to
44 move the April 23, 2024, Regular Board Meeting to April 30, 2024, at 5 p.m. at the Fallbrook Public
45 Utility District passed unanimously.

46 7. **PUBLIC HEARING DATE/TIME CERTAIN MARCH 26, 2024 (5:05 P.M.) – FOR ESTABLISHMENT OF MUTLI-**
47 **YEAR FACILITIES AND EQUIPMENT PLAN FOR THE FIRE MITIGATION FEE (FMF) PROGRAM WITH ADOPTION OF**

48 **RESOLUTION 2024-02:** Chief McReynolds presented Resolution 2024-02 to the Board, noting it is a
49 requirement of the FMF Program. Chief McReynolds informed the Board the County recently
50 combined the participation and capital improvement plan resolution into one document. The allocation
51 of funding for Resolution 2024-02 details the breakdown of funding for the Fire Station #4 project.
52 President Pike inquired whether there was any public comment on agenda Item #7. There being no
53 public comment, the public hearing was closed. On a motion by Director Egkan seconded by Vice
54 President Shaw, Resolution 2024-02 passed with the following roll call vote: **Ayes:** Acosta, Egkan,
55 Munson, Pike, and Shaw; **Noes:** None.

56 **STANDING DISCUSSION ITEMS:**

57 ● **LEGAL COUNSEL REPORT:** General Counsel Steinke reviewed the included report: Assembly

58 Bill 2449 and Remote Attendance at Board Meetings. General Counsel Steinke instructed the Board
59 that under AB 2449, Directors may attend the meeting remotely for emergency reasons up to two
60 times per year. Regular teleconference options under the Brown Act require agencies to post the
61 Directors' teleconference location on the agenda 72-hours before a meeting when attending
62 remotely due to business. The agenda must be displayed at the teleconference location and the
63 location must be accessible to the public.

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

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

66 ● **STAFF REPORTS/UPDATES:**

67 ● **KEITH MCREYNOLDS, FIRE CHIEF:** Chief McReynolds informed the Board of the following
68 items:

- 69 ○ The Fallbrook Firefighters Association raised over \$7800 for the Burn Institute, and
70 also raised over \$12000 for this year's San Diego County Fair Demolition Derby car.
- 71 ○ April 8 the new ambulance will be in service. A ceremony to commemorate the event
72 will take place April 10 at 10 a.m. at Station #1.
- 73 ○ BLS 116 will be back from Vista on Saturday March 30.
- 74 ○ The employee recognition event will take place on April 20 from 5 – 9 p.m. at the
75 Monserate Winery.
- 76 ○ The fire administrative office will be open during the Avocado Festival on April 21.

77 ● **CHIEF OFFICERS AND OTHER STAFF: BC BRADSHAW:** BC Bradshaw provided updates on Station
78 #1, Medic 110, and the Personal Protective Equipment program (PPE). **BC DECAMP:** BC DeCamp
79 provided probationary staffing updates, On-Duty Health assessments, the County Wildland
80 Preparedness exercise, and progress of vehicle procurement. **DC AUGUST:** DC August provided an
81 update on facility projects, noting the administrative building renovations will be completed before
82 the April 21, 2024, Avocado Festival. The Station 3 Guaranteed Maximum Price (GMP) may be an
83 action item for the April 2024 Regular Board Meeting, with Station 3 crews scheduled for a tentative
84 Red Mountain move-in date of May 6. Internal firefighter recruitments will be held on April 4, and
85 April 8 kicks off a 'No Drunk Driving Campaign' in conjunction with Fallbrook High School. **F/M JUUL.**
86 F/M Juul advised the preliminary budget will be completed in April and brought back to the Board

87 for discussion in May. The ad-hoc finance committee will likely meet sometime in the next two
88 months. . **FM FIERI:** FM Fieri provided an update on community risk reduction concerns, including 6
89 red tags. There was a monthly total of 30 plan reviews, and \$32k worth of fire mitigation fees were
90 collected. **DFC MACMILLAN:** DFC MacMillan provided operations updates, including current
91 internships with 2 paramedics and 2 EMTs. The human resources department is developing a 360
92 review for employee development, which will be sent to peers to gather feedback on individual
93 performance. The District will be leading the 2024 training for the upcoming PROS workshop.

94 ● **BOARD:** Director Egkan: The advocacy trip to Washington D.C. meeting with several different
95 members of congress was both productive and successful. President Pike: The Washington D.C.
96 advocacy trip with Howells Government Relations was an extremely valuable and beneficial
97 opportunity for the Distict. A D.E.I. meeting will be held next week, and kudos were given to both
98 Chief McReynolds for his participation speaking at the Palomar Community College workshop and
99 to DC August for his presentation at the last Fallbrook Planning Group meeting.

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

101 ● **PUBLIC COMMENT:** There was no additional public comment.

102 103 **CLOSED SESSION**

104 At 5:32 p.m., President Pike inquired whether there was a motion to adjourn to closed session.
105 There being no objection, President Pike read the items to be discussed in closed session and
106 open session was closed. A short break ensued after the reading of the closed session items. At
107 6:28 p.m. the Board entered closed session to hear:

108 **CS-1. ANNOUNCEMENT – PRESIDENT PIKE:**

109 **CS-2. CONFERENCE WITH REAL PROPERTY NEGOTIATOR (GOVERNMENT CODE §54956.8) PROPERTY:**

110 **2805 OVERLAND TRAIL, FALLBROOK, CA 92028:**

111 **AGENCY REPRESENTATIVE: CHIEF MCREYNOLDS AND WIL SOHOLT**

112 **EMPLOYEE ORGANIZATIONS: FALLBROOK FIREFIGHTERS' ASSOCIATION (SAFETY GROUP EMPLOYEES).**

113 **CS-3. CONFERENCE WITH LABOR NEGOTIATORS (GOVERNMENT CODE §54957.6):**

114 **AGENCY REPRESENTATIVE: CHIEF MCREYNOLDS**

115 **EMPLOYEE ORGANIZATIONS: FALLBROOK FIREFIGHTERS ASSOCIATION (SAFETY GROUP EMPLOYEES)**
116 **AND MISCELLANEOUS.**

117 **CS-4. REPORT FROM CLOSED SESSION – PRESIDENT PIKE:**

118 ● **REOPENING OPEN SESSION:**

119 On a motion by Director Acosta seconded by Director Egkan which passed unanimously, the Board
120 returned to open session at 7:13 p.m. and the following items were reported out to the public:

121 **CS-2. CONFERENCE WITH REAL PROPERTY NEGOTIATOR (GOVERNMENT CODE §54956.8) PROPERTY:**

122 **2805 OVERLAND TRAIL, FALLBROOK, CA 92028:** There was no reportable action.

123 **CS-3. CONFERENCE WITH LABOR NEGOTIATORS (GOVERNMENT CODE §54957.6):** On a motion by
124 President Pike seconded by Director Acosta, the motion was made to adopt the proposed Single-
125 Role EMT and Paramedic salary increase and step program, and Preceptor pay incentive for
126 single role Paramedics effective March 2024 , with annual salary reviews due during preliminary
127 budget creation. The motion passed unanimously.

128 **ADJOURNMENT**

129 A motion was made at 7:14 p.m. by Director Acosta seconded by Vice President Shaw to adjourn
130 the meeting and reconvene on April 30, 2024, at 5:00 p.m., which motion carried unanimously.

131
132 Respectfully submitted,

133
134 _____

135 Mavis Canpinar

136 Board Clerk

137
138 Minutes approved at the Board of Director's Meeting on:

139

Official Seal

North County Fire Protection District
Board of Directors – Regular Meeting Minutes
March 26, 2024 — Page 5 of 5
April 30, 2024 - Regular Board Meeting

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

	March 2024	YTD	FY 24 Final Budget	\$ Budget Variance	% Budget Variance
1 REVENUE					
2 Property Taxes	\$ 608,386	\$ 12,218,631	\$ 20,604,200	8,385,569	59%
3 Mitigation Fees - CFD	146,000	146,000	250,000	104,000	58%
4 Ambulance Revenue	444,475	3,578,196	3,750,200	172,004	95%
5 Fire Prevention Fees	16,419	127,739	213,000	85,261	60%
6 OES Reimbursement	522	1,207,728	-	(1,207,728)	100%
7 Grant Revenue	500,000	1,279,675	-	(1,279,675)	100%
8 Other Revenues	31,172	502,995	371,600	(131,395)	135%
9 Interest Income	92,344	406,548	124,500	(282,048)	327%
10 TOTAL REVENUE	1,839,320	19,472,604	25,313,500	5,840,896	77%
11 EXPENSE					
12 Salaries and Benefits					
13 Salaries	607,349	5,287,285	9,019,200	3,731,915	59%
14 Overtime	187,214	2,085,610	2,277,900	192,290	92%
15 FLSA	11,445	108,471	156,700	48,229	69%
16 Holiday Pay	21,784	267,743	427,900	160,157	63%
17 Worker's Compensation	18,250	496,046	659,100	163,054	75%
18 Longevity	5,858	51,273	93,200	41,927	55%
19 Education	12,746	118,489	146,000	27,511	81%
20 Bilingual	4,400	34,114	36,400	2,286	94%
21 Annual Leave	29,175	603,647	205,800	(397,847)	293%
22 Sick Leave	26,345	284,607	204,500	(80,107)	139%
23 Payroll Taxes	12,988	128,597	165,400	36,803	78%
24 Classic Safety	104,931	1,033,150	1,498,000	464,850	69%
25 PEPRA Non-Safety	11,006	109,320	154,600	45,280	71%
26 Classic Non-Safety	5,525	51,569	70,600	19,031	73%
27 PEPRA Safety	22,668	191,377	245,700	54,323	78%
28 Classic UAL	-	397,408	397,410	2	100%
29 PEPRA UAL	-	9,813	9,820	7	100%
30 Workers' Comp Insurance	(29,215)	549,040	650,000	100,960	84%
31 Pension Obligation Fund Int	-	227,814	1,264,600	1,036,786	18%
32 115 Trust	-	-	-	-	0%
33 Uniforms	11,128	103,020	110,000	6,980	94%
34 Health Insurance	240,928	1,414,829	1,985,700	570,871	71%
35 Total Salaries & Benefits	1,304,526	13,553,220	19,778,530	6,225,310	69%
36 Operations Expenses					
37 Dispatch Services	-	384,759	473,200	88,441	81%
38 QAF Payments - GEMT	-	323,335	393,000	69,665	82%
39 Structures & Grounds	38,967	315,873	300,000	(15,873)	105%
40 Fuel	22,886	206,593	260,000	53,407	79%
41 Medical Supplies	25,088	165,517	201,200	35,683	82%
42 Materials & Equipment	43,353	194,584	182,500	(12,084)	107%
43 Liability Insurance	-	132,882	175,000	42,118	76%
44 Utilities	19,787	166,933	175,200	8,267	95%
45 Ambulance Billing	12,249	127,314	144,600	17,286	88%
46 Repairs & Maintenance	7,262	64,207	115,900	51,693	55%
47 Firefighting Equipment	16,194	57,912	95,800	37,888	60%
48 Safety Equipment & PPE	1,225	36,561	95,200	58,639	38%
49 Defib Maintenance	-	58,907	50,530	(8,377)	117%
50 Kitchen & Janitorial Supplies	3,584	25,604	37,000	11,396	69%
51 Weed Abatement Expenses	20	5,168	35,000	29,832	15%
52 Verizon Data For Engines	4	10	29,600	29,590	0%
53 SHSP Grant Funds	-	-	28,500	28,500	0%
54 Public Education Material	769	15,790	26,000	10,210	61%
55 Maintenance - MDC & AVL	-	31,031	25,000	(6,031)	124%
56 Medical & Pre-Emp Exams	3,972	11,588	25,000	13,412	46%
57 SCBA Equipment	-	10,567	22,500	11,933	47%
58 Small Tools & Minor Equip	1,425	7,199	20,400	13,201	35%
59 Fleet Maintenance Software	-	-	12,300	12,300	0%

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

	March 2024	YTD	FY 24 Final Budget	\$ Budget Variance	% Budget Variance	
60	Hazmat Disposal & Permits	-	4,263	10,900	6,637	39%
61	EMS Equipment	-	575	9,900	9,325	6%
62	Medical Licensing & CERT	750	19,759	8,300	(11,459)	238%
63	Emer Incident Meals & Misc	3,641	5,205	8,000	2,795	65%
64	Trauma Intervention Program	-	-	7,700	7,700	0%
65	CERT Program	-	3,421	12,500	9,079	27%
66	Total Operations Expenses	201,334	2,376,761	2,980,730	603,969	80%
67	General & Administration Expenses					
68	County Admin Costs	2,127	69,900	235,000	165,100	30%
69	Computer Materials & Service	22,098	106,029	211,600	105,571	50%
70	Professional Services	29,367	207,622	201,000	(6,622)	103%
71	Legal Services	6,290	62,367	150,000	87,633	42%
72	Professional Development	9,134	79,481	160,100	80,619	50%
73	Formal Education	2,052	52,958	116,000	63,042	46%
74	Physicals & Wellness Program	15,963	16,363	83,300	66,937	20%
75	Memberships & Subscriptions	(9,124)	68,691	65,000	(3,691)	106%
76	Employee Assistance Program	3,228	16,541	25,000	8,459	66%
77	Meetings & Travel	12,622	14,997	15,700	703	96%
78	Training Materials	527	6,163	16,600	10,437	37%
79	Labor Negotiations	-	-	15,000	15,000	0%
80	Office Expense	3,010	13,955	13,000	(955)	107%
81	Employee Recognition Program	2,222	9,822	12,400	2,578	79%
82	LAFCO Assessment Fee	-	13,483	12,000	(1,483)	112%
83	Admin Fees	1,012	6,785	11,600	4,815	58%
84	Rents & Lease Equipment	1,117	5,789	8,900	3,111	65%
85	Advertising & Legal Notices	-	270	8,000	7,730	3%
86	Personnel Recruitment	10,575	27,260	7,400	(19,860)	368%
87	Community Relations	-	2,188	6,900	4,712	32%
88	Total General & Admin Expenses	112,375	780,931	1,374,500	593,569	57%
89	TOTAL EXPENSE FROM OPERATIONS	1,618,235	16,710,912	24,133,760	1,810,681	69%
90	NET REVENUE / (EXPENSE) BEFORE CAPITAL	\$ 221,085	\$ 2,761,692	\$ 1,179,740	\$ 4,030,215	
91	Capital					
92	Capital Reserve Account			1,042,700		
93	Capital - Facilities	383,353	1,183,412	3,634,900	2,451,488	33%
94	Capital - Apparatus	-	1,063,635	1,436,000	372,365	74%
95	Capital - Equipment	28,429	345,219	528,000	182,781	65%
96	Capital - Vehicle	63,427	69,673	190,000	120,327	37%
97	Debt Service - Facilities	-	206,856	368,850	161,994	56%
98	Debt Service - Apparatus	-	-	-	-	0%
99	Debt Service - Equipment	-	-	-	-	0%
100	Total Capital	475,209	2,868,794	7,200,450	3,288,956	40%
101	TOTAL EXPENSE FROM CAPITAL	475,209	2,868,794	7,200,450	3,288,956	40%
102	NET REVENUE / (EXPENSE)	\$ (254,124)	\$ (107,102)	\$ (6,020,710)	\$ 741,259	

**NORTH COUNTY FIRE PROTECTION DISTRICT
COST RECOVERY FY 2023/2024**

<u>Month</u>	<u>Billed</u>	<u>Collected</u>	<u>YTD % Collected</u>	<u>Billing Fees</u>	<u>Net Revenue 23/24</u>	<u>Net Revenue 22/23</u>
7/31/2023	5,101.50	4,465.50	87.53%	893.10	3,572.40	8,375.33
8/31/2023	5,177.00	5,055.75	97.66%	1,011.15	4,044.60	8,433.50
9/30/2023	4,340.00	4,056.00	93.46%	811.20	3,244.80	6,075.43
10/31/2023	5,638.00	4,949.79	87.79%	989.96	3,959.83	6,634.40
11/30/2023	5,800.00	5,146.46	88.73%	1,029.29	4,117.17	4,307.60
12/31/2023	8,651.13	8,245.24	95.31%	1,649.05	6,596.19	5,941.28
1/31/2024	11,230.00	8,472.47	75.44%	1,694.49	6,777.98	6,760.80
2/29/2024	11,176.50	10,297.54	92.14%	2,059.51	8,238.03	4,793.57
3/31/2024	6,201.50	5,954.50	96.02%	1,190.90	4,763.60	7,890.81
4/30/2024			#DIV/0!	-	-	7,029.80
5/31/2024			#DIV/0!	-	-	5,589.83
6/30/2024			#DIV/0!	-	-	4,314.19
TOTAL:	63,315.63	56,643.25	89.46%	11,328.65	45,314.60	59,212.72
					Net Rev Increase	-23.47%

NORTH COUNTY FIRE PROTECTION DISTRICT

AMBULANCE REVENUE FY 2023-2024

MONTH	BILLED	CONTRACTUAL WRITE DOWNS	AB 716	TOTAL AR		TOTAL AR FY 22-23	BAD DEBT WRITE-OFFS	REFUNDS	ADJ AR	DEPOSITS RECEIVED	BILLING FEES	FY 23-24		FY 22-23 NET REVENUE
				FY 23-24	FY 22-23							NET REVENUE	NET REVENUE	
7/31/2023	1,285,190.10	740,497.35		544,692.75	342,706.66		-	-	544,692.75	467,902.28	21,055.60	446,846.68	269,197.56	
8/31/2023	1,277,664.63	787,717.37		489,947.26	192,579.06		14,980.18	(68,575.38)	(68,575.38)	404,079.53	17,509.47	386,570.06	260,595.63	
9/30/2023	1,158,959.26	651,212.54		507,746.72	454,742.29		11,119.28	337,233.60	337,233.60	406,550.52	15,777.71	390,772.81	244,935.14	
10/31/2023	1,390,733.62	774,618.55		616,115.07	394,075.28		-	560,138.06	560,138.06	423,387.54	16,871.22	406,516.32	270,893.22	
11/30/2023	1,228,431.79	728,220.65		500,211.14	471,664.12		1,580.07	367,577.55	367,577.55	347,826.97	13,797.70	334,029.27	295,927.72	
12/31/2023	1,295,765.16	740,684.61		555,080.55	337,309.48		2,463.43	457,015.19	457,015.19	354,673.40	13,769.49	340,903.91	288,294.79	
1/31/2024	1,234,615.59	765,892.20		468,723.39	448,712.80		8,429.56	354,895.42	354,895.42	420,090.28	16,283.71	403,806.57	257,551.37	
2/29/2024	1,107,155.89	547,625.24		559,530.65	458,650.13		5,702.56	455,647.46	455,647.46	324,675.20	12,249.21	312,425.99	286,639.68	
3/31/2024	1,291,710.43	715,237.68	141,698.51	434,774.24	479,394.80		4,836.16	401,503.56	401,503.56	436,651.01	17,034.00	419,617.01	367,267.70	
4/30/2024				-	512,380.19			-	-			-	296,715.94	
5/31/2024				-	446,596.47			-	-			-	340,698.45	
6/30/2024				-	609,980.85			-	-			-	333,898.47	
TOTAL:	11,270,226.47	6,451,706.19	141,698.51	4,676,821.77	3,579,824.62		1,217,582.32	49,111.24	3,410,128.21	3,585,836.73	144,348.11	3,441,488.62	2,541,302.81	
							Net AIR Change		30.64%			New Rev. Change	35.42%	

Report Criteria:

Report type: Summary
Check.Type = {<->} "Adjustment"
Check.Check issue date = 03/01/2024-03/31/2024

GL Period	Check Issue Date	Check Number	Vendor Number	Payee	Check GL Account	Amount
03/24	03/27/2024	67194	1140	CSDA	01-000-000-2000	9,275.00- V
03/24	03/07/2024	67415	180	Ahrend Studio	01-000-000-2000	134.69
03/24	03/07/2024	67416	4854	APPLICANTPRO	01-000-000-2000	3,655.00
03/24	03/07/2024	67417	770	CAL PACIFIC TRUCK CENTER LLC	01-000-000-2000	305.51
03/24	03/07/2024	67418	860	CASELLE INC.	01-000-000-2000	2,006.00
03/24	03/07/2024	67419	1200	D.F. Cleaning Service	01-000-000-2000	705.00
03/24	03/07/2024	67420	1230	Day Wireless Systems	01-000-000-2000	15,432.25
03/24	03/07/2024	67421	1380	Downtown Ford Sales	01-000-000-2000	63,427.22
03/24	03/07/2024	67422	1500	ERICKSON-HALL CONSTRUCTION	01-000-000-2000	13,845.00
03/24	03/07/2024	67423	1640	FALLBROOK OIL COMPANY	01-000-000-2000	3,856.45
03/24	03/07/2024	67424	1660	FALLBROOK PRINTING CORP.	01-000-000-2000	181.27
03/24	03/07/2024	67425	1790	FIRST ALARM WELLNESS	01-000-000-2000	1,350.00
03/24	03/07/2024	67426	2150	HI-TECH E.V.S. INC.	01-000-000-2000	273.92
03/24	03/07/2024	67427	4803	HOCH CONSULTING	01-000-000-2000	11,730.00
03/24	03/07/2024	67428	4804	HONEYWELL INTL	01-000-000-2000	2,978.88
03/24	03/07/2024	67429	4834	HOWELLS GOVERNMENT RELATIONS	01-000-000-2000	7,500.00
03/24	03/07/2024	67430	2300	JIM'S SIGN SHOP	01-000-000-2000	533.36
03/24	03/07/2024	67431	2400	KEN GRODY FORD CARLSBAD	01-000-000-2000	510.95
03/24	03/07/2024	67432	2600	LIFE LINE EMERGENCY VEHICLES	01-000-000-2000	1,370.18
03/24	03/07/2024	67433	2610	LIFE-ASSIST INC	01-000-000-2000	5,901.44
03/24	03/07/2024	67434	2770	Master Flow	01-000-000-2000	1,250.00
03/24	03/07/2024	67435	3290	PARKHOUSE TIRE INC.	01-000-000-2000	4,271.50
03/24	03/07/2024	67436	3370	PINE TREE LUMBER	01-000-000-2000	981.05
03/24	03/07/2024	67437	2050	PTW Insurance Services	01-000-000-2000	1,077.00
03/24	03/07/2024	67438	3490	RAINBOW MUNICIPAL WATER DIST	01-000-000-2000	242.60
03/24	03/07/2024	67439	3530	Reeder Media	01-000-000-2000	358.00
03/24	03/07/2024	67440	3660	RUSTY WALLIS INC	01-000-000-2000	162.00
03/24	03/07/2024	67441	4010	SOUTH COAST EMERGENCY VEHICLE SERV	01-000-000-2000	1,366.08
03/24	03/07/2024	67442	4210	Sylvester Roofing Co INC.	01-000-000-2000	68,053.27
03/24	03/07/2024	67443	4400	Uniform Plus	01-000-000-2000	711.68
03/24	03/07/2024	67444	4510	VELOCITY TRUCK CENTERS	01-000-000-2000	4,984.09
03/24	03/07/2024	67445	4520	VERIZON WIRELESS	01-000-000-2000	38.01
03/24	03/07/2024	67446	4720	World Landscape	01-000-000-2000	700.00
03/24	03/19/2024	67447	4850	EMPIRE CARPORTS INC	01-000-000-2000	2,500.00
03/24	03/21/2024	67448	4856	BUDGET BLINDS	01-000-000-2000	11,874.49
03/24	03/21/2024	67449	560	BIT PROS INC	01-000-000-2000	353.51
03/24	03/21/2024	67450	4858	BONSALL PETROLEUM CONSTRUCTION INC	01-000-000-2000	338.49
03/24	03/21/2024	67451	720	Burke Williams & Sorensen LLP	01-000-000-2000	6,209.50
03/24	03/21/2024	67452	4860	CABO CEILINGS	01-000-000-2000	2,200.00
03/24	03/21/2024	67453	4290	CHARTER COMMUNICATIONS	01-000-000-2000	1,857.27
03/24	03/21/2024	67454	4861	CIVTEC	01-000-000-2000	7,800.00
03/24	03/21/2024	67455	4821	COSMIC SOLAR INC	01-000-000-2000	4,500.00
03/24	03/21/2024	67456	1010	COUNTY OF SAN DIEGO - RCS	01-000-000-2000	5,935.50
03/24	03/21/2024	67457	1230	Day Wireless Systems	01-000-000-2000	3,648.00
03/24	03/21/2024	67458	1640	FALLBROOK OIL COMPANY	01-000-000-2000	6,052.60
03/24	03/21/2024	67459	1650	Fallbrook Overhead Doors and Entry Gates	01-000-000-2000	2,400.00
03/24	03/21/2024	67460	1680	FALLBROOK PUBLIC UTILITY DISTRICT	01-000-000-2000	407.97
03/24	03/21/2024	67461	1790	FIRST ALARM WELLNESS	01-000-000-2000	1,687.50
03/24	03/21/2024	67462	1530	Five Alarm Security	01-000-000-2000	149.97
03/24	03/21/2024	67463	1850	Fowler Pest Control	01-000-000-2000	93.00
03/24	03/21/2024	67464	1860	FOWLER PLUMBING	01-000-000-2000	4,071.50
03/24	03/21/2024	67465	2300	JIM'S SIGN SHOP	01-000-000-2000	827.52

M = Manual Check, V = Void Check

GL Period	Check Issue Date	Check Number	Vendor Number	Payee	Check GL Account	Amount
03/24	03/21/2024	67466	4844	KOSMONT REALTY	01-000-000-2000	1,869.03
03/24	03/21/2024	67467	2530	LAWSON PRODUCTS INC.	01-000-000-2000	138.06
03/24	03/21/2024	67468	2540	LEGAL SHIELD	01-000-000-2000	331.00
03/24	03/21/2024	67469	2620	LIFTOFF LLC	01-000-000-2000	40.00
03/24	03/21/2024	67470	2770	Master Flow	01-000-000-2000	2,375.00
03/24	03/21/2024	67471	2870	Meza Automotive Paint	01-000-000-2000	693.91
03/24	03/21/2024	67472	4859	NORTH COUNTY SCREENS	01-000-000-2000	2,200.00
03/24	03/21/2024	67473	3170	OHD LLP	01-000-000-2000	960.00
03/24	03/21/2024	67474	3210	OSTARI	01-000-000-2000	1,850.00
03/24	03/21/2024	67475	3270	Palomar Health	01-000-000-2000	3,312.50
03/24	03/21/2024	67476	4812	PSYCHOLOGY 360 INC.	01-000-000-2000	10,500.00
03/24	03/21/2024	67477	3490	RAINBOW MUNICIPAL WATER DIST	01-000-000-2000	229.65
03/24	03/21/2024	67478	3520	REED FAMILY ENTERPRISES INC	01-000-000-2000	183,182.29
03/24	03/21/2024	67479	3530	Reeder Media	01-000-000-2000	80.00
03/24	03/21/2024	67480	3560	RINCON TRUCK CENTER INC.	01-000-000-2000	53.88
03/24	03/21/2024	67481	4010	SOUTH COAST EMERGENCY VEHICLE SERV	01-000-000-2000	136.76
03/24	03/21/2024	67482	60	Sterling	01-000-000-2000	659.40
03/24	03/21/2024	67483	4130	STRYKER MEDICAL	01-000-000-2000	28,428.80
03/24	03/21/2024	67484	4180	SUPERIOR RAIN GUTTERS & AWNING	01-000-000-2000	2,500.00
03/24	03/21/2024	67485	4816	TELACU CONSTRUCTION MANAGEMENT	01-000-000-2000	71,318.78
03/24	03/21/2024	67486	4400	Uniform Plus	01-000-000-2000	1,486.92
03/24	03/21/2024	67487	4857	WALLTECH DRYWALL	01-000-000-2000	2,400.00
03/24	03/21/2024	67488	4740	XEROX - PASADENA	01-000-000-2000	468.14
03/24	03/26/2024	67489	4862	CLOSET WORLD	01-000-000-2000	15,000.00
03/24	03/28/2024	67490	380	AT&T	01-000-000-2000	2,560.33
03/24	03/28/2024	67491	410	AUTO ZONE	01-000-000-2000	722.87
03/24	03/28/2024	67492	4821	COSMIC SOLAR INC	01-000-000-2000	650.00
03/24	03/28/2024	67493	1200	D.F. Cleaning Service	01-000-000-2000	690.00
03/24	03/28/2024	67494	1410	E.C.C.	01-000-000-2000	2,401.75
03/24	03/28/2024	67495	1470	EMPLOYMENT DEVELOPMENT DEPT.	01-000-000-2000	28.88
03/24	03/28/2024	67496	1590	FALLBROOK EQUIPMENT RENTALS	01-000-000-2000	37.62
03/24	03/28/2024	67497	1680	FALLBROOK PUBLIC UTILITY DISTRICT	01-000-000-2000	593.22
03/24	03/28/2024	67498	1820	Fitness Direct	01-000-000-2000	15,190.30
03/24	03/28/2024	67499	1530	Five Alarm Security	01-000-000-2000	2,299.35
03/24	03/28/2024	67500	4834	HOWELLS GOVERNMENT RELATIONS	01-000-000-2000	7,500.00
03/24	03/28/2024	67501	2530	LAWSON PRODUCTS INC.	01-000-000-2000	261.33
03/24	03/28/2024	67502	2600	LIFE LINE EMERGENCY VEHICLES	01-000-000-2000	73.19
03/24	03/28/2024	67503	3400	POSTAL ANNEX #25	01-000-000-2000	94.51
03/24	03/28/2024	67504	3490	RAINBOW MUNICIPAL WATER DIST	01-000-000-2000	704.30
03/24	03/28/2024	67505	3550	RIDEOUT ELECTRIC	01-000-000-2000	1,367.45
03/24	03/28/2024	67506	4863	ROHVA	01-000-000-2000	1,500.00
03/24	03/28/2024	67507	4010	SOUTH COAST EMERGENCY VEHICLE SERV	01-000-000-2000	944.41
03/24	03/28/2024	67508	4170	SUNSHINE WATER SOFTENERS & MORE	01-000-000-2000	177.50
03/24	03/28/2024	67509	4250	THE COUNSELING TEAM	01-000-000-2000	190.00
03/24	03/28/2024	67510	4260	THE STANDARD	01-000-000-2000	522.00
03/24	03/28/2024	67511	4710	Wittman Enterprises LLC	01-000-000-2000	12,249.21
Grand Totals:						654,496.56

Summary by General Ledger Account Number

GL Account	Debit	Credit	Proof
01-000-000-2000	9,275.00	663,771.56-	654,496.56-
01-000-000-2021	28.88	.00	28.88

M = Manual Check, V = Void Check

GL Account	Debit	Credit	Proof
01-000-000-2035	1,599.00	.00	1,599.00
01-000-000-2044	331.00	.00	331.00
01-101-000-5155	10.95	.00	10.95
01-101-000-5550	.00	9,275.00-	9,275.00-
01-101-000-5575	181.27	.00	181.27
01-101-000-5581	6,289.50	.00	6,289.50
01-102-000-5140	3,227.50	.00	3,227.50
01-102-000-5160	10,500.00	.00	10,500.00
01-102-000-5170	15,190.30	.00	15,190.30
01-102-000-5245	28,167.92	.00	28,167.92
01-102-000-5270	1,702.99	.00	1,702.99
01-102-000-5271	474.75	.00	474.75
01-102-000-5340	9,408.27	.00	9,408.27
01-102-000-5510	645.64	.00	645.64
01-102-000-5575	94.51	.00	94.51
01-102-000-5580	28,733.72	.00	28,733.72
01-103-000-5539	358.00	.00	358.00
01-104-000-5320	960.00	.00	960.00
01-104-000-5350	693.91	.00	693.91
01-105-000-5155	2,187.65	.00	2,187.65
01-105-000-5175	3,971.90	.00	3,971.90
01-105-000-5200	12,249.21	.00	12,249.21
01-105-000-5320	5,901.44	.00	5,901.44
01-107-000-5274	2,598.34	.00	2,598.34
01-107-000-5320	19,080.25	.00	19,080.25
01-107-000-5335	5,935.50	.00	5,935.50
01-108-000-5220	10,392.04	.00	10,392.04
01-108-000-5320	15,062.23	.00	15,062.23
01-108-000-5335	1,086.16	.00	1,086.16
01-109-000-5532	1,500.00	.00	1,500.00
01-200-000-7001	383,352.71	.00	383,352.71
01-200-000-7003	28,428.80	.00	28,428.80
01-200-000-7004	63,427.22	.00	63,427.22
Grand Totals:	673,046.56	673,046.56-	.00

Report Criteria:

Report type: Summary

Check.Type = {<->} "Adjustment"

Check.Check issue date = 03/01/2024-03/31/2024

NORTH COUNTY FIRE PROTECTION DISTRICT

Tax Apportionments FY 23-24

DATE	APP #	GROSS	REFUNDS & ADJUSTMENTS	COUNTY ADMIN COSTS	FY 23/24 NET	FY 23/24 RUNNING	FY 22/23 NET	FY 22/23 RUNNING
8/8/2023	1	313,272.43	1,293.92	669.68	311,308.83	311,308.83	259,243.84	259,243.84
9/5/2023	2	116,495.20	432.52	2,449.51	113,613.17	424,922.00	119,547.03	378,790.87
10/10/2023	3	274,233.89	26,617.85	1,965.64	245,650.40	670,572.40	271,608.18	650,399.05
11/14/2023	4	845,729.19	16,451.63	9,286.80	819,990.76	1,490,563.16	808,729.23	1,459,128.28
12/12/2023	5	6,648,935.67	21,210.81	4,170.78	6,623,554.08	8,114,117.24	6,115,360.30	7,574,488.58
1/16/2023	6	3,036,187.88	20,568.70	4,447.43	3,011,171.75	11,125,288.99	2,999,456.99	10,573,945.57
2/13/2023	7	551,822.76	26,542.24	2,160.57	523,119.95	11,648,408.94	696,903.82	11,270,849.39
3/19/2023	8	596,632.40	31,657.25	2,127.14	562,848.01	12,211,256.95	476,472.49	11,747,321.88
4/16/2023	9				-	12,211,256.95	5,642,191.95	17,389,513.83
5/14/2023	10				-	12,211,256.95	1,145,898.51	18,535,412.34
6/18/2023	11				-	12,211,256.95	416,621.01	18,952,033.35
7/19/2023	12				-	12,211,256.95	116,717.17	19,068,750.52
TOTAL YTD		12,383,309.42	144,774.92	27,277.55	12,211,256.95	12,211,256.95	11,747,321.88	11,747,321.88
							Net Rev Increase	
							12,238,534.50	
							3.95%	

**North County Fire Protection District
Monthly Investment Report
as of March 31, 2024
(Unaudited)**

District Cash & Investments		Interest
01-000-000-1010	County of San Diego/General Fund - FBK	\$ 1,090,704 1.00%
01-000-000-1011	Pacific Western Bank/Accounts Receivable	1,308,102 0.00%
01-000-000-1012	First National/Payroll	281,312 0.35%
01-000-000-1013	Bank of America/PASIS	71,534 0.01%
01-000-000-1014	Local Agency Investment Fund	47,373 4.12%
01-000-000-1015	First National/Benefit Fund	389,032 0.35%
01-000-000-1016	First National/Accounts Receivable	101,464 0.35%
01-000-000-1017	First National/Accounts Payable	28,345 0.35%
01-000-000-1130	Workers' Comp JPA	488,768 0.87%
01-000-000-1020	California Cooperative Liquid Assets Securities System (CLASS)	7,203,961 5.44%
01-000-000-1020	UAL set aside	763,567 5.44%
01-200-000-1010	County of San Diego/Capital Reserve	423,820 1.00%
11-000-000-1010	County of San Diego/General Fund - RNBW	2,380,751 1.00%
35-000-000-1010	County of San Diego/Fire Mitigation Fund - FBK	2,306,024 1.00%
36-000-000-1010	County of San Diego/Fire Mitigation Fund - RNBW	4,294 1.00%
Total District Cash & Investments		\$ 16,889,051

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NORTH COUNTY FIRE PROTECTION DISTRICT

POLICY AND PROCEDURE MANUAL

ADMINISTRATION
BUSINESS MANAGEMENT
PAYROLL AND BENEFITS

SECTION 216.08

~~OCTOBER 25, 2022~~
APRIL 30, 2024

PAGE 1 OF 5

SINGLE ROLE EMS PERSONNEL COMPENSATION

1.0. **PURPOSE:**

- 1.1. To establish compensation guidelines for Single Role EMS Personnel employed by the North County Fire Protection District.

2.0. **POLICY:**

- 2.1. The North County Fire Protection District will provide compensation and benefits for Single Role EMS Personnel sufficient to fulfill the District's Mission and in order to comply with applicable local, State and Federal regulations.

3.0. **AUTHORITY:**

- 3.1. California Government Code §7522, et. seq. - Public Employee's Pension Reform Act;
- 3.2. California Government Code §20305 - CalPERS Benefits For Part-Time Employees;
- 3.3. California Labor Code §2810.5 - Employment, Paid Sick Days, Part-Time Employees;
- 3.4. Public Law 111-148 - Patient Protection and Affordable Care Act;
- 3.5. Title 29, U.S. Code, Chapter 8, Fair Labor Standards Act;
- 3.6. California Code of Regulations, Title 8, §§11040 and 11050.

4.0. **PROCEDURE:**

4.1. **COMPENSATION AND BENEFITS:**

- 4.1.1. Payroll for Single Role EMS Personnel is processed in accordance with the **Payroll Processing Policy**.
- 4.1.2. Single Role EMS Personnel includes both full-time and part-time positions. Each position will include different compensation and benefits.
- 4.1.3. Health Insurance Benefits are provided to Single Role EMS Personnel in accordance with the provisions of the Affordable Care Act and as outlined in the **Insurance Benefits Policy**. For those Single Role EMS Personnel assigned to work in a full-time capacity, by virtue of their full-time assignment, full-time Single Role EMS Personnel are presumed to have satisfied the thirty (30) hours-per-week eligibility requirement and therefore will begin receiving health benefits at



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SINGLE ROLE EMS PERSONNEL COMPENSATION

time of assignment, unless they choose to decline health benefits. Eligibility for health insurance benefits is determined pursuant to **Resolution 2014-09**, which establishes a nine (9)-month “look back” period to determine if the employee consecutively works an average of thirty (30) or more hours-per-week (equivalent to 130 hours/month). *[Note that periods of paid leave are included in determining eligibility during the look back period.]* For employees deemed eligible, the District will currently pay 90% of the Employee only portion of the Blue Shield HMO premium for the subsequent twelve (12)-month stability period, which satisfies the “affordability” test based upon the “rate of pay” safe harbor provision. *The District will need to periodically evaluate this cost sharing to ensure the employee’s portion of the premium remains “affordable,” which is defined as not exceeding 9.5% of the employee’s rate of pay.* The District’s cafeteria plan will also provide insurance benefits to the employee’s dependents; however the Single Role EMS Personnel are obligated to pay for any additional portions of the premium. Full-time Single Role Personnel and their dependents are eligible to enroll in Vision and Dental benefits. The District does not pay towards premiums for Vision or Dental benefits.

4.1.4. Single Role EMS Personnel will receive Sick Leave benefits which are accrued at a rate of one (1) hour for each thirty (30) hours worked. Sick Leave may be accrued to a maximum of 400 hours and has no cash value upon separation from the District. Credit for unused sick leave may be applied toward retirement as a component of the District’s contracted retirement benefits through CalPERS. Sick Leave is to be utilized in accordance with the **Sick Leave Policy** and related policies.

4.1.5. Compensation for Single Role employees is outlined in the District’s salary schedule which is approved by the Board on an annual basis. The District will review Single Role compensation on an annual basis, using surrounding San Diego County public safety agencies with similar positions to complete an analysis, working to ensure that wages remain competitive.

4.1.6. Both EMT and Paramedics have ~~two~~four Step Levels. Step increases will be awarded after a one (1) year period and upon receipt of a satisfactory performance evaluation. For part-time positions, ~~Step-#step increases~~ may be requested after working a full-time equivalent of 2912 hours. Each Step Level equates to a \$1.00/hour pay raise.

<u>Step A</u>	<u>Step B</u>	<u>Step C</u>	<u>Step D</u>
---------------	---------------	---------------	---------------



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SINGLE ROLE EMS PERSONNEL COMPENSATION

<u>0-1 Years of Service or Experience</u>	<u>1-2 Years of Service or Experience</u>	<u>2-3 Years of Service or Experience</u>	<u>4+ Years of Service or Experience</u>
---	---	---	--

All newly hired Single Role personnel will begin at Step A, regardless of experience level in their current position. Once released from their mentorship, and upon the recommendation of their assigned mentor, employees with prior years of experience (Pre-hospital, 911 from a comparable agency) working elsewhere in their current position (either paramedic or EMT) may apply to be moved to another step level. These requests are subject to approval by the Single Role Program Manager and Human Resources.

4.1.7. Requests for step increases must be submitted to Human Resources on the **Pay Step/Stipend Request Form** for processing. Once approved, step increases will go into effect the first day of the following payroll period.

4.1.7.4.1.8.

Both EMTs and Paramedics are eligible for bilingual pay. Eligible full-time employees will receive \$100.00 per week. Eligible part-time employees will receive an additional \$1.75 per hour, not to exceed \$100.00 per week. See Bilingual Pay Policy for additional information.

4.1.9. Both EMTs and Paramedics who perform as the primary preceptor/mentor for internships shall receive a one-time stipend of \$500 per internship, upon completion of the internship.

4.1.8.4.1.10.

In general, EMTs & Paramedics will work a rotating shift schedule that will accommodate the fire department's 24/7 operations. To the extent required by federal and state labor laws and/or regulations, the District agrees to provide the EMT and Paramedic with overtime pay based upon a forty (40) hour workweek. As FLSA "non-exempt" employees, EMTs and Paramedics shall receive overtime pay for hours worked over forty (40) hours in a workweek at time and one half of the EMT or Paramedic's FLSA regular rate of pay.

4.1.9.4.1.11.

Single Role EMS Personnel shall be compensated for their time when on duty or when asked to report to duty for emergency call back, meetings, training, or special tasks [i.e., retrieval of medical equipment or any support services needed]. All Overtime must be pre-approved.

4.1.12. Single Role EMS Personnel that work on Thanksgiving, Christmas Day or New Year's Day shall be compensated an additional \$125.00 for the shift.

4.1.10.—



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SINGLE ROLE EMS PERSONNEL COMPENSATION

4.1.11.4.1.13. Full-time Single Role EMS employees will receive:

4.1.11.4.1.13.1. Annual Leave accrued biweekly at a rate of ninety-six (96) hours annually to a maximum of 480 hours. Annual Leave is to be used in accordance with the Annual Leave Policy.

4.2. RETIREMENT BENEFITS:

4.2.1. Retirement benefits for all Single Role EMS Personnel will be determined by their status under the Public Employees' Retirement Reform Act of 2013 (PEPRA). Under this law, Single Role EMS Personnel are considered either "NEW" or "CLASSIC" members.

4.2.2. Full-Time Single Role EMS Personnel will be added into the CalPERS system upon hire. Part-time Single Role EMS Personnel that have reached a total of 1000 hours within a fiscal year with the District will be enrolled in the CalPERS retirement system. Once eligible for CalPERS benefits, Single Role EMS Personnel will remain an active member. Single Role EMS Personnel will be responsible for paying the full "employee rate" for their membership class.

4.2.3. "NEW" MEMBERS ARE:

4.2.3.1. A new hire who becomes a CalPERS members for the first time on or after January 1, 2013 and who has no prior membership in any other California Public retirement system, or who is not reciprocal with another California public retirement system.

4.2.3.2. A new hire who is brought into the CalPERS membership for the first time on or after January 1, 2013 and who is not eligible for reciprocity with another California public retirement system.

4.2.3.3. An established member prior to January 1, 2013, who is hired by a different CalPERS employer after January 1, 2013, after a break in service greater than six (6) months.

4.2.3.4. Responsible for paying the full "employee rate" of 6.5% for NEW CalPERS members, which will be deducted from each pay cycle check.

4.2.3.5. RETIREMENT FOR NEW SINGLE ROLE EMS EMPLOYEES SHALL BE AS FOLLOWS:

4.2.3.5.1. Classified a miscellaneous employee, the DISTRICT shall contract with the Public Employees' Retirement System (PERS) to provide, in addition to



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SINGLE ROLE EMS PERSONNEL COMPENSATION

minimum benefits, retirement benefits described in California Government Code §7522.25, known commonly as 2.0% at 62.

4.2.4. **"CLASSIC" MEMBERS ARE:**

4.2.4.1. "CLASSIC" members are those employees with an initial hire date prior to January 1, 2013, who do not fit into the "NEW" member categories.

4.2.4.2. Responsible for paying the full "employee rate" of 8%, which will be deducted from each pay cycle check.

4.2.4.3. RETIREMENT FOR CLASSIC SINGLE ROLE EMS EMPLOYEES SHALL BE AS FOLLOWS:

4.2.4.3.1. Classified as a miscellaneous employee The DISTRICT shall contract with the Public Employees' Retirement System (PERS) to provide, in addition to minimum benefits, retirement benefits described in California Government Code, §21354.5, known commonly as 2.7% at 55. The contract shall also include the following:

4.2.4.3.1.1. Fourth Level of 1959 Survivor Benefits (Gov. Code §21574);

4.2.4.3.1.2. Two Years Additional Service Credit (Gov. Code §20903);

4.2.4.3.1.3. Credit For Unused Sick Leave (Gov. Code §20965);

4.2.4.3.1.4. Post-Retirement Survivor Allowance (Gov. Code §§21624, 21626 and 21628);

4.2.4.3.1.5. One-Year Final Compensation (Gov. Code §20042);

4.2.4.3.1.6. Military Service Credit as Public Service (Gov. Code §21024)



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USE OF DISTRICT FACILITIES

1.0. **PURPOSE:**

1.1. To define proper use of all District Facilities.

2.0. **POLICY:**

2.1. All District facilities shall be maintained and operated in a manner that promotes a professional work environment and presents a positive image to the public. District facilities shall be used for conducting District business. Local community groups and individuals may utilize District facilities provided that they comply with the requirements set forth in this policy. The Firefighter's Association has right to access and use District property in accordance with the [MOU](#). Use of the Roy Noon Meeting Hall is in accordance with the Roy Noon Meeting Hall Policy.

3.0. **INTENT:**

4.0. It is the desire of the District to maintain its facilities in a professional, presentable and functional condition. To that end it is necessary to regulate the activities within its facilities. It is further the desire of the District to cooperate and support local community groups. Regulations and restrictions are therefore imposed to insure the District incurs no financial or legal liability in supporting these activities.

5.0. **PROCEDURE:**

5.1. Company Officers are responsible for the day-to-day operations of District facilities in their charge. This includes activities such as station safety, [Station Security](#) and maintenance. All employees are responsible for contributing to the overall care and maintenance of the facilities they live and work in. Additionally, all users of District facilities must leave said facilities in a clean fashion and in the same condition and configuration in which they were found. Failure to do so may revoke an individual's/group's future right to access.

5.2. All uses not specifically related to the operation of the District must be approved by Fire Administration. For example, this would include requests from organizations such as the Registrar of Voters, various community groups and other local government agencies.

5.3. A notation is required on the ~~master~~ [department](#) calendar whenever a District facility is scheduled for a specific use. The ~~master~~ [department](#) calendar is kept in



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USE OF DISTRICT FACILITIES

the ~~Operations Office by the Operations Secretary~~ accessed on the intranet. Any requests for change must be submitted via department calendar ~~to the Operations Secretary~~, inasmuch as access to District facilities is granted on a first come, first served basis, or as outlined in the Roy Noon Meeting Hall Policy. The District retains full control of and right to access any District facility at any time, such as in an exigent situation (local disaster declaration, EOC activation, etc.).

- 5.4. Any individuals or groups wishing to utilize a District facility ~~must~~ must provide their name, phone number and contact person. Additionally, individuals/groups must maintain on file with the Board ~~Clerk Secretary~~ a completed application for the use of the Roy Noon Meeting Hall, when applicable, and a certificate of insurance, as specified by District policy.
- 5.5. All activities that may create an undue risk to the District are prohibited. In addition, the use of District equipment, supplies, products and services for personal use is prohibited. Refer to the [Equipment Loan Policy](#) for further information on use of District equipment.

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North County Fire



MONTHLY OPERATIONS ACTIVITY REPORT:

Mar 2024

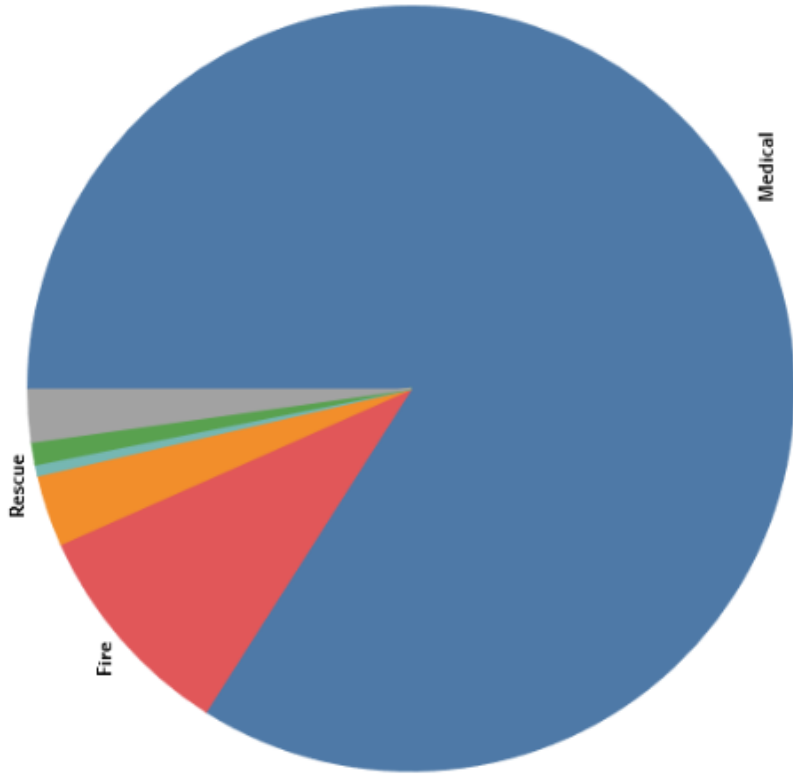
Assigned Incidents

Assigned Incidents for NORTH COUNTY FPD
March 2024

Agency
NORTH COUNTY FPD

Month
March 2024

Medical	530 incidents / 83.99%
Fire	59 incidents / 9.35%
Alarm	19 incidents / 3.01%
Aid	3 incidents / 0.48%
Rescue	6 incidents / 0.95%
Other	14 incidents / 2.22%
Grand Total	631 incidents / 100.00%



- Problem Category
- Medical
 - Fire
 - Alarm
 - Aid
 - Rescue
 - Other



Total incidents year to date:
Mar 2023: 1,776
Mar 2024: 1,821

Incidents in Jurisdiction

Incidents in NORTH COUNTY FPD
March 2024

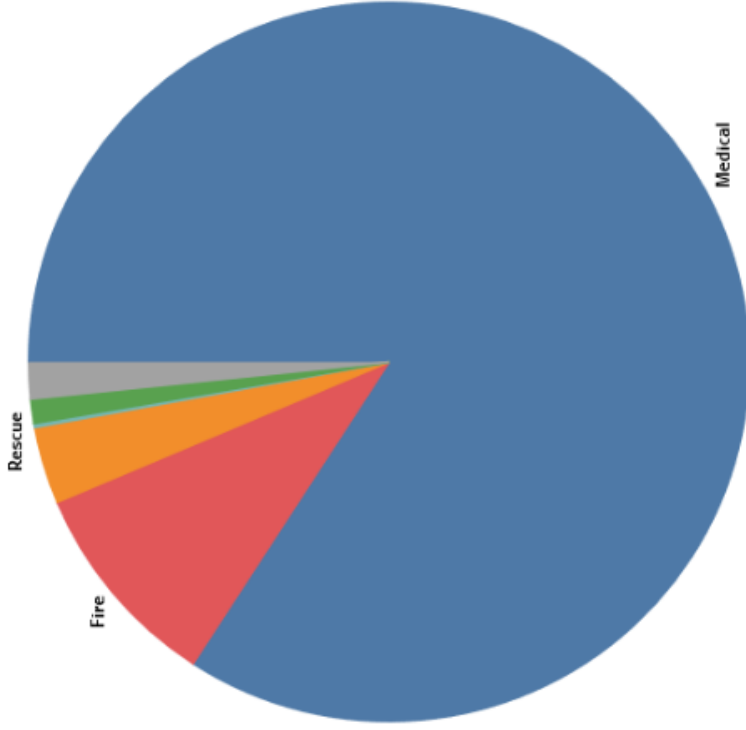
Agency
NORTH COUNTY FPD

Month
March 2024

Medical	462 incidents / 84.15%
Fire	52 incidents / 9.47%
Alarm	19 incidents / 3.46%
Aid	1 incidents / 0.18%
Rescue	6 incidents / 1.09%
Other	9 incidents / 1.64%
Grand Total	549 incidents / 100.00%

Problem Category

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



Total incidents year to date:

Mar 2023: 1,529

Mar 2024: 1,590



Turnout Time

(Time of station notification to responding)

90th Percentile – Emergency Calls Only

Shift	Unit Name	March	Shift	Unit Name	March	Shift	Unit Name	March
A-SHIFT	B111	00:01:02 (8)	B-SHIFT	B111	00:01:22 (7)	C-SHIFT	B111	00:00:56 (8)
	BLS116	00:01:57 (15)		BLS116	00:02:43 (17)		BLS116	00:02:20 (20)
	E111	00:01:38 (48)		E111	00:01:10 (65)		E111	00:01:37 (68)
	E112	00:01:41 (26)		E112	00:00:58 (27)		E112	00:01:30 (25)
	E113	00:00:58 (23)		E113	00:01:01 (17)		E113	00:01:14 (11)
	E114	00:01:37 (25)		E114	00:01:47 (30)		E114	00:01:32 (28)
	E115	00:01:53 (38)		E115	00:01:41 (24)		E115	00:01:30 (25)
	M111	00:01:39 (42)		M111	00:01:29 (45)		M110	00:00:16 (1)
	M114	00:01:36 (34)		M114	00:01:22 (59)		M111	00:01:50 (43)
	M115	00:01:36 (49)		M115	00:01:13 (30)		M114	00:01:28 (25)
	RA111	00:01:51 (8)		RA115	00:00:53 (22)		M115	00:01:19 (38)
	RA114	00:01:39 (8)					RA111	00:01:11 (7)
	RA115	00:01:49 (6)					RA114	00:01:44 (16)
							RA115	00:01:37 (9)



Aid Given/Received

Aid Given by NORTH COUNTY FPD
March 2024; Incident Count

Aid Received by NORTH COUNTY FPD
March 2024; Incident Count

CAL FIRE	24	CAL FIRE	49
CAMP PENDLETON	1	CAMP PENDLETON	2
OCEANSIDE FD	36	DMR/ENC/SOL FD	1
PALA FD	3	OCEANSIDE FD	14
RINCON FD	1	PALA FD	12
VALLEY CENTER FPD	1	SAN DIEGO FD	2
VISTA FD	16	SAN MARCOS FD	2
Grand Total	82	VISTA FD	26
Incidents outside of jurisdiction to which units were assigned sorted by jurisdiction.		Grand Total	108

Data Source: AgencyDashboard_v3_Extract_v3
Data Last Updated: 4/1/2024 7:06:19 PM

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



Incident Volume by Hour



Incidents by Unit

Incidents by Unit for NORTH COUNTY FPD
March 2024

Ambulance	M110	1
	M111	160
	M114	144
	M115	137
	RA111	18
	RA114	28
	RA115	40
	Total	528
Engine / Truck	E111	245
	E112	108
	E113	57
	E114	102
	E115	109
	Total	621
Grand Total		1,149



Ambulance Unit Hour Utilization



Transports

Transport Counts	Transport Destinations
M111	115 TEMECULA VALLEY HOSPITAL 153
M114	82 PALOMAR HOSPITAL 121
M115	63 TRI CITY MEDICAL CENTER (TCMC) 16
RA111	14 KAISER SAN MARCOS MEDICAL CENTER 11
RA114	16 MCP NAVAL HOSPITAL 4
RA115	23 RANCHO SPRINGS HOSP. 2
Grand Total	313 SCRIPPS ENCINITAS HOSPITAL 2 AIR AMB LZ 1 CHILDRENS HOSPITAL 1 INLAND VALLEY HOSPITAL 1

*Only transports which arrive at a destination are counted.



Health & Safety

Injuries &
Illness

0 Injuries

Accidents

0 vehicle



Social Media Metrics

	Mar
Instagram Followers	3,878
Facebook Followers	9,298
X (formally known as Twitter) Followers	19.3k
Post Reach Instagram	36.30%
Post Reach Facebook	28.60%
Audience Growth Instagram	0
Audience Growth Facebook	0
Audience Growth X (formally known as Twitter)	0
Engagement rate Instagram	21.90%
Engagement rate Facebook	13.90%
Engagement rate X (formally known as Twitter)	31%

Top performing posts:

Instagram: Structure fire from 3/14. 272 likes, 3 comments, 39 shares, and 6 saves.

Facebook: Brian Farmer Shield presentation. 121 reactions, 18 comments, and 2 shares



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**NORTH COUNTY FIRE
PROTECTION DISTRICT
STAFF REPORT**

TO: Board of Directors
FROM: Operations/EMS Division
DATE: Tuesday, April 30th, 2024
SUBJECT: Customer Satisfaction Survey Program, 2024 – 1st 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 2023 Payer Class percentages according to our ambulance billing company, Wittman Enterprises. This quarter’s customer satisfaction results incorporate surveys received from October 1st, 2023 through December 30th, 2023. The following is a listing of the type and number of individual payer classes that are randomly mailed surveys on a monthly basis.

2023 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’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.

Customer Satisfaction Survey Program

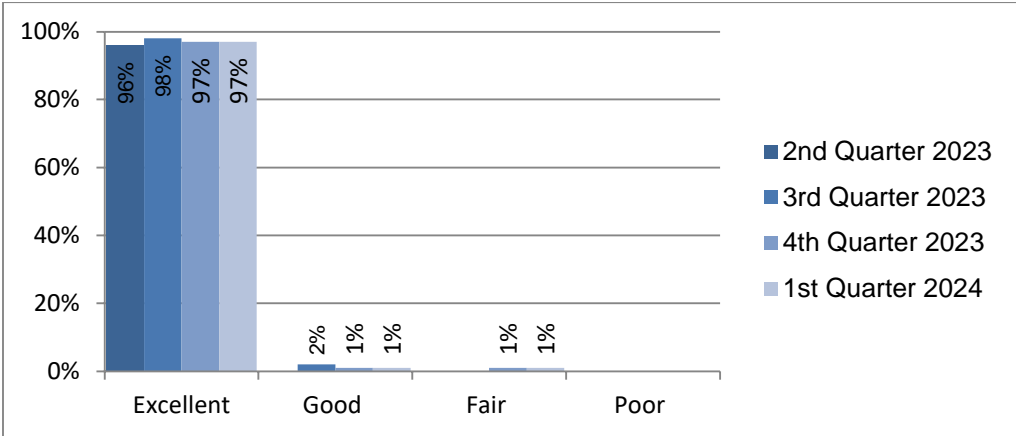
Tuesday, April 30th, 2024

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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 62 surveys were returned (21%).

Ninety seven percent (97%), or 60, of the surveys returned indicated “excellent” customer satisfaction as indicated on the chart below:

2022-2023 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

Tuesday, April 30th, 2024

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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
1ST Q 2024	197	224	151	572
4TH Q 2023	169	97	128	394
3RD Q 2023	168	187	269	624
2ND Q 2023	304	244	286	834

The above numbers represent 43% of total cards sent by A Shift, 25% of total cards sent by B Shift and 32% 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
 First Quarter 2024
 January- March
 Attachment A



Y Intake Number	Date Received	Follow Up	Customer Comments
24-1-1	1/3/2024		The firemen were kind and showed compassion. The ambulance took a bit longer to arrive that made me nervous but the firemen and paramedics were very caring to me and my dad.
24-1-2	1/3/2024		Excellent.
24-1-3	1/2/2024		My daughter called 911 as I was in a lot of pain. I am currently going through cancer treatment and various other health issues. The paramedics arrived quickly and were immediately assessing my problems through questions. They were all very kind and efficient. They got me into the ambulance and tried to make me as comfortable as possible. We arrived at the hospital and they stayed by my side 'till it was my turn with the doctors. They were very compassionate which helped me feel more comfortable. I am grateful for all that they did for me.
24-1-4	1/2/2024		They were prompt, professional and sympathetic. Great group of guys! Thank you very much.
24-1-5	1/2/2024		I fell and hit my head. I was bleeding so my wife called 911. The crew arrived very soon after the 911 call and very professionally assessed my condition. They bandaged the bleeding spot and transported me to Palomar hospital where they scanned my brain and decided there was no damage.
24-1-6	1/4/2024		The "C" crew- was professional, courteous, caring- I couldn't say enough good things about the care my husband received. We are forever grateful! Thank you.
24-1-7	1/5/2024		A huge thank-you and "kudos" to Ryan Lewis and the crew who promptly appeared and professionally and compassionately attend [redacted] when she had a diabetic incident. She quickly returned to her stable condition. We appreciate NC Fire and are so happy to live in small town where people recognize and care for each other sincerely, *long time friend of [redacted], was present at incident.
24-1-8	1/5/2024		Thank you for taking such good care of me in the time of emergency!
24-1-9	1/6/2024		These guys did a great job of helping me out in time of need. I was loaded into ambulance and taken to Palomar where I had three surgeries on ankle. I cannot thank these me enough. They removed ladder from home which I fell off of and loaded onto my work van. This was very helpful to my customers and myself. As soon as I recover, I will be taking the Pala Mesa station either lunch on dinner. Thank you.
24-1-10	1/6/2024		Response personnel were very professional got me to hospital emergency room quickly.
24-1-11	1/8/2024		We are very happy that you are there. Thank you.
24-1-12	1/8/2024		You saved my husbands life that day! My husband never having anything wrong, all of a sudden, couldn't breathe. After a few visits to many hospitals ER's- his A Fib got worse, with congestive heart failure- a total shock. When he couldn't get his breath on this particular day- my 911 call was received and the help was here in 6 minutes! The group was so amazing with the whole action! Thank you all so very very much!!



North County Fire Protection District
 Customer Satisfaction Survey
 First Quarter 2024
 January- March
 Attachment A



Y Intake Number	Date Received	Follow Up	Customer Comments
24-1-13	1/9/2024		In response to your Customer Satisfaction Survey: The patient was my wife, and she is presently in hospice care and unable to communicate. I would like take this opportunity to commend the North County Firefighters for the assistance they rendered my wife on December 21, 2023. I was not present at the time of her injury but I have a great deal of confidence that their service was absolutely excellent. I served 33 years in the fire service and retired as Battalion Chief of a training division for 150 firefighters, and I know from personal experience the dedication firefighters have to the service they provide the community it is always performed with the greatest dedication and I have full confidence that my wife received the very best assistance that could be provided under the circumstances. Please extend my appreciation to those firefighters who came to the aid of my wife during a tragic incident.
24-1-14	1/17/2024		The patient was my father-in-law. 911 was called because he suddenly developed difficulty breathing. You units arrived quickly and were courteous and professional. The person in charge of patient care was an intern or paramedic student. His name was Mitch Vincent. He was aggressive and appropriate and very caring and friendly in dealing with us and our family members. The paramedic observing the student was Erin English, and was very kind as well. If I ever have reason to call for medical assistance, I hope the same crew shows up, including the engine co. crew. Thank you.
24-1-15	1/23/2024		Monday, November 6, 2023, I fell in my apartment. I fell backward and hit my head, splitting scalp. It began to bleed profusely. My son had no vehicle as my daughter-in-law had taken their car to Folsom where their house had been empty for several weeks, and they wanted to correct any problems there. He called 911 as our area of Fallbrook is completely residential, and approximately 14 miles from ER or emergency services. I was probably in and out of consciousness as I remember it in flashes. Five young men came in, put neck brace on me. I said "it's my head that's bleeding not my neck". One of the young men said "We take no chances!" four of them lowered a blanket ? under me, they lifted me, carried e out to their ambulance. The fifth man had evidently obtained my name and medical coverage and off we went. Sometime during the drive I asked where they were taking me and when they said the hospital at Temecula, I said "I don't want to go there". We arrived at the ER, I was off- loaded and after several examinations I was released to my son and grandson. I feel lucky that I really suffered no permanent damage. I still have a lump on my head but no other problems. Thank you for your skills and promptness in arriving to help me.
24-1-16	1/19/2023		Excelente el servicio y los paramédicos que me ayudaron, toda la atención fue excelente. Muchas Gracias y que "Dios" los bendiga y proteja siempre
24-1-17	2/5/2024		They arrived promptly and took me to the correct Hospital. Thank you.
24-1-18	2/6/2024		Excellent.
24-1-19	2/6/2024		The paramedics that handled my case that night were professional and thorough. They were patient and kind throughout the ride and in what they had to provide.



North County Fire Protection District
 Customer Satisfaction Survey
 First Quarter 2024
 January- March
 Attachment A



Y Intake Number	Date Received	Follow Up	Customer Comments
24-1-20	2/7/2024		I don't have any suggestion for improvement. The paramedics arrived quickly, treated me with care and respect, and made me comfortable as far as pain management. They worked together very professionally. I am grateful for each one of them.
24-1-21	2/7/2024		Assistance from NC Fire Paramedic's was excellent- each man had his area of expertise- and fulfilled it with experience and compassion. I couldn't think of any way NC Fire could improve their service. It was excellent. Thank you!
24-1-22	2/8/2024		The team responded quickly. My husband was laying on the floor bleeding or only partially dressed. They covered him, spoke directly to him, covered the bleeding area, and were comforting to me. They made sure they understood the situation and let me know how they thought it should be handled. Our Fire Department is the best.
24-1-23	2/8/2024		The young men that came to my home were very professional, kind, and caring. I couldn't have experienced any better care. To have a fantastic team. Keep up the good work.
24-1-24	2/8/2024		Please allow Paramedics to transport to Scripps Encinitas and La Jolla.
24-1-25	2/8/2024		The Fireman were kind and gave me and my dad their full, attention attending to my dad they showed us compassion and respect we had to wait a bit for the ambulance. I was a bit nervous but everything was fine excellent service from the fireman and paramedics.
24-1-26	2/8/2024		Keep up the good work- the guys were so helpful, caring and professional. Health issues are never easy, but they were quick to respond and rescue. Thank you- I appreciate being able to comment.
24-1-27	2/9/2024		Treated respectfully and were very kind
24-1-28	2/10/2024		Excellent *Letter submitted
24-1-29	2/12/2024		Very cordial, polite, prompt, etc.
24-1-30	2/12/2024		The service provided was quick. The service providers were courteous and knowledgeable I appreciate the care that was given to me. Thank you.
24-1-31	2/13/2024		They were amazing! Thank you for everything. Very professional and quick to work as a team. No complaints here!
24-1-32	2/13/2024		The care I received via the ambulance was excellent. Each step was explained and I was treated respectfully. Thank you for all for your care.
24-1-33	2/13/2024		Arrived Safely. God Bless!
24-1-34	2/13/2024		Thank you North County Fire! Your entire team was amazing. Everyone was professional and respectful Helped me remain calm while they tended to my husband and his medical emergency. They informed me of everything that they were doing. Cannot say thank you enough.
24-1-35	2/21/2024		They were very helpful and courteous to me. I was grateful they arrived so quickly because I had been on the floor for over 7 hours unable to pull myself up. I am very glad to know they are available when they are needed. Thank you.



North County Fire Protection District
 Customer Satisfaction Survey
 First Quarter 2024
 January- March
 Attachment A



Y Intake Number	Date Received	Follow Up	Customer Comments
24-1-36	2/22/2024		The all experience was good! The team was at our house in 10 minutes and took care of my son right away... the only improvement should be at the hospital were once we arrived we were ignored for more than 1 hour and it wasn't busy there. To see a doctor took over 3 hours! Thank you to North County Fire Protection. Very professional and effective!
24-1-37	2/27/2024		My husband, had two visits from the fire department. The first was in September of 2023 when he fell at the top of our driveway breaking seven ribs, brain bleed and huge contusion of left foot. After a week at Palomar they said he need to go to rehab he did for seven weeks. He was actually running and bouncing a large ball at therapy after this the doctors said he was in excellent shape and should go home. He came home was great until the second evening. He looked at me, took two gulps and closed his eyes and stopped breathing. I pulled him down to the floor- hit my phone 911 and they talked me thru CPR. I broke all of his risks again and could not bring him back... your firemen and women were here with in 5-7 minutes, the one fireman said he was here when he originally fell- he was. They were all so kind and stayed to make sure I had someone here (I did- my children, got here from Temecula and the neighbors were here too. The fireman told me exactly what they were going to do with him next and brought in a blanket/sheets (?) to wrap him in and covered his face as they did it. They also had closed his eyes when he died. It was so so sad and even now I am crying writing this now but I only have the best memories of how kind and the sympathy they showed to me and my children (grown) was beyond what I could even have expected. In all the years I have ahead of me I will always be thankful everyday for the sweetness and caring they showed us, and most of all the dignity in which they handle everything. I'm certain my husband approved. Thank you all for what you do from the bottom of my heart.
24-1-28	2/29/2024		Everyone was kind and courteous. Appreciate them.
24-1-29	3/2/2024		The gentle care that the EMT's gave was great. Ultimately diagnosed with 2 broken ribs, very painful. I appreciate the fact that they were so cautious making my experience as easy as possible.
24-1-30	3/2/2024		Excellent.
24-1-31	3/2/2024		Excellent.
24-1-32	3/2/2024		Excellent.
24-1-33	3/2/2024		You all were great. Thanks.
24-1-34	3/4/2024		The addressee has died on 2/7/24.
24-1-35	3/4/2024		Everyone was very professional thoughtful and knowledgeable.
24-1-36	3/4/2024		No improvement needed in my opinion! Please keep up the outstanding service to our community!
24-1-37	3/4/2024		Absolutely no suggestions for improvement! Everyone "A Crew" was helpful, caring and professional. This was out 2 nd experience with crews from Station 5- Both were excellent. Paramedic English was so great as well as EMT Ujemov. We are so fortunate to have such a competent fire dept.
24-1-38	3/4/2024		The med tech was really nice that was the first time I ever rode in a ambulance.



North County Fire Protection District
 Customer Satisfaction Survey
 First Quarter 2024
 January- March
 Attachment A



Y Intake Number	Date Received	Follow Up	Customer Comments
24-1-39	3/5/2024		My wife fell, called on great fire dept. Fire Dept picked her up made sure she was ok & left. Thank you Firemen.
24-1-40	3/5/2024		A huge thank you to the North County Fire Protection District for all you do in our community, but especially me good care and concern for me on the evening I needed help. Thankfully, I am back to normal
24-1-41	3/5/2024		The guys who assisted me were so wonderful, I was extremely scared & upset and they helped to calm me down. They were so patient and understanding. They helped me get through this very difficult time.
24-1-42	3/5/2024	Mary. M	Good. *Letter submitted
24-1-43	3/5/2024		All crew members were considerate, compassionate and knowledgeable. They deserve a very high rating.
24-1-44	3/5/2024		Excellent.
24-1-45	3/7/2024		We have had a number of calls to 911 in the past several years for ongoing, age-related health issues. The Fire Department's response has always been very prompt and efficient and we are so very grateful to the Fire Department teams that have been there for us. Thank you most sincerely!
24-1-46	3/7/2024		They are the Best!!
24-1-47	3/14/2024		Prompt, kind, helpful, caring, attentive, gentle, and wonderful team of people. I was in the best hands love the get well card!
24-1-48	3/14/2024		We called 911 twice in one week. Both teams were excellent and really took the time to understand how I was feeling. The team offered pain medication and anything to keep me comfortable. Great team to work with! Thank you all!
24-1-49	3/14/2024		Excellent.
24-1-50	3/14/2024	Mary. M	I feel in the early morning and I know I broke my hip. When the Paramedics arrived they brought what seemed like 10 firemen with them. I was in my night gown and robe. I felt like the need for 12 people was unnecessary. In the ambo they knew I was a Kaiser. Patient and I asked them 3x's to take me to Kaiser in San Marcos and instead they took me to Palomar because it was a trauma center. My experience at Palomar was extremely negative. They were not busy at 5am. Then I got transferred to Kaiser Zion. I didn't see the need to be subjected tot the delay of my care by not taking me where I requested.
24-1-51	3/14/2024		My wife has been transported by ambulance from North County Fire Protection District several times in the last few months. On each occasion both she and I were treated with the utmost respect. All the personnel from North County Fire were genuinely concerned for her safety and welfare. They were friendly, courteous and very professional and they seemed very well prepared to handle her mental state. It is reassuring to see that our firefighters are so capable in potentially high stress situations involving another person's loved one. We can't thank the personnel of North County Fire Protection District enough for all you have done for my wife and me! Thank you all!!!!
24-1-52	3/14/2024		Excellent.



NORTH COUNTY FIRE PROTECTION DISTRICT

STAFF REPORT

TO: BOARD OF DIRECTORS
FROM: CHIEF MCREYNOLDS
DATE: APRIL 30, 2024
SUBJECT: EMERGENCY SERVICES ORGANIZATIONAL STATEMENT

ACTION AGENDA

RECOMMENDATION:

That the Board review and adopt the draft NCFPD Emergency Services Organizational Statement (appendix A).

BACKGROUND:

The NCFPD 2022 Strategic Plan identified the need for an Emergency Services Organizational Statement to better inform the public of and provide guidance to the fire District for emergency service delivery.

DISCUSSION:

The Statement identifies broad authorities such as purpose, scope, policy, mission (vision, values) and services provided. The broad purpose of an Organizational Statement is to clearly identify who we are, our mission, services, essential functions, and resources.

FISCAL ANALYSIS:

None

SUMMARY:

Once the Board approves the statement Staff will make it accessible on our agency website, in our Policy and Procedure Manual, and on our SharePoint employee home page.

Reference: **NCFPD 2022 Strategic Plan**

Goal #5: Emergency Services Organizational Statement



NORTH COUNTY FIRE PROTECTION DISTRICT

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EMERGENCY SERVICES ORGANIZATIONAL STATEMENT

WHO WE ARE:

Firefighting operations in the Fallbrook area date back to the late 1800's with a bucket brigade. Through the early 1900's various organizations provided fire suppression services including the California Division of Forestry and the Fallbrook Volunteer Fire District. Donations from the citizens and civic organizations provided financial support to continue operations and equipment. In 1948 the Fallbrook Volunteer Fire District was one of the first fire agencies to use short wave radios between units, units to station, and from units to aircraft.

In 1949, a group of citizens formed a committee to establish a local fire district and in 1953 the Fallbrook Local Fire District was formed. Following changes in the state law, the Fallbrook Local Fire District was reorganized as the Fallbrook Fire Protection District. Fire station 1 was constructed on East Ivy Street in downtown Fallbrook. Station 2 was constructed on Winterwarm Drive. In 1987 the Fallbrook Fire Protection District reorganized again with the Rainbow Volunteer Fire District (CSA-7) to form the North County Fire Protection District (NCFPD).

NCFPD operates from five (5) fire stations providing service to approximately ninety square miles. Fire, Rescue, and Emergency medical services are provided to approximately forty square miles outside the primary service area through the North Regional Zone Automatic Aid Agreement. The primary service area has an estimated population of 55,000 residents making the overall population density approximately 611 people per square mile.

The NCFPD Board of Directors provides governance to the district with members elected to serve four-year staggered terms. Until 2020 Directors were elected at-large. The District moved to zone-based area elections beginning with the 2020 election. Election districts were created to strengthen the representation of the communities served by the NCFPD. There are five (5) election districts.

Our Mission is:

To serve and exceed our community's expectations through preparedness, response, and recovery.

Our Vision is:

To foster a healthy and resilient community through service, collaboration, and innovation.



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EMERGENCY SERVICES ORGANIZATIONAL STATEMENT

Our Values are:

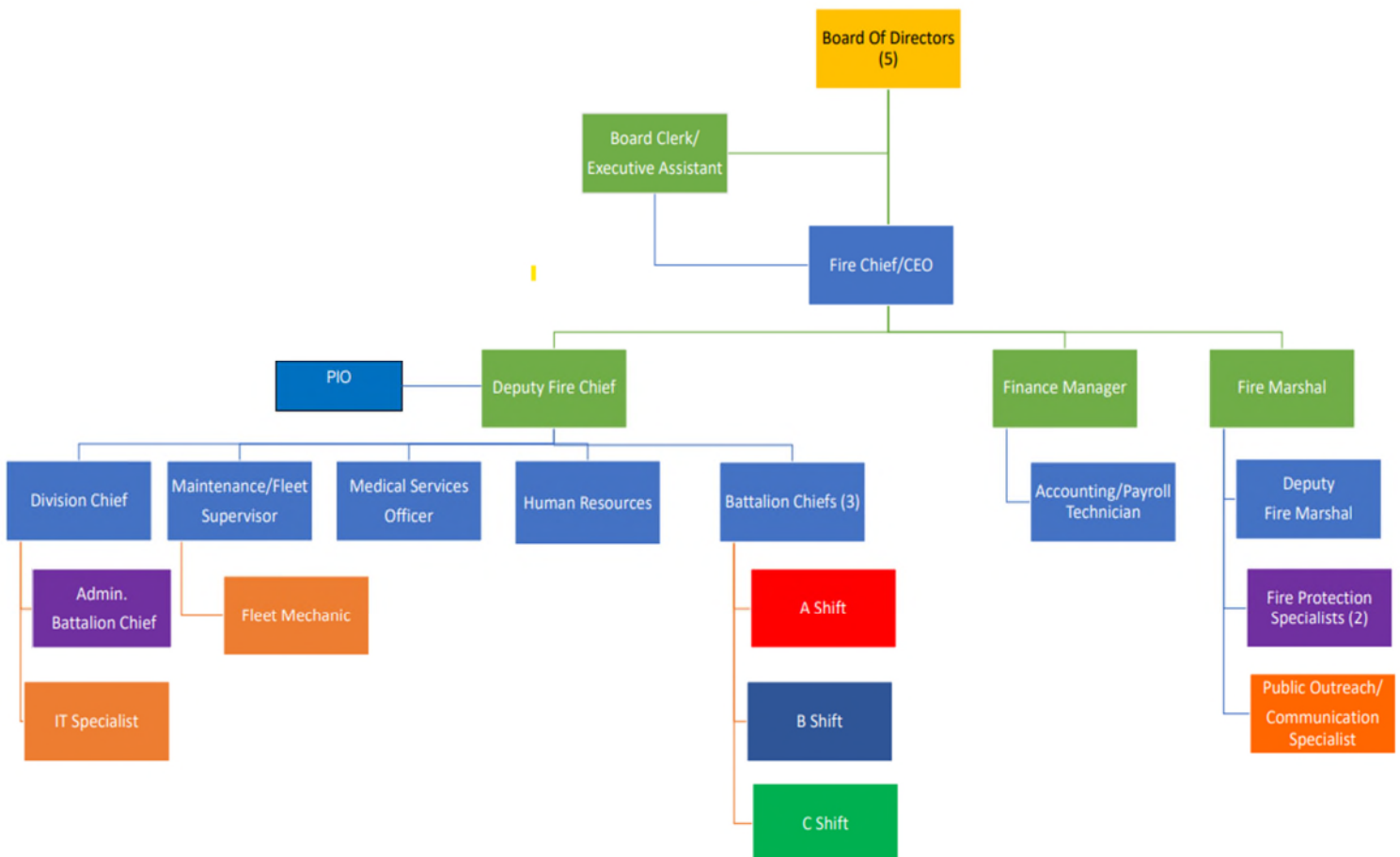
- Duty: Purposeful action, extreme ownership, selfless service
- Respect: Mindful speech, considerate action, embracing diversity
- Integrity: Honest character, accountable behavior, professionalism

Organizational Motto:

Committed to Serving You

NORTH COUNTY FIRE PROTECTION DISTRICT

Organizational Chart





NORTH COUNTY FIRE PROTECTION DISTRICT

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EMERGENCY SERVICES ORGANIZATIONAL STATEMENT

Benchmark Goal Performance Objective:

Area Designation	Demographic Designation	Travel Time
Fallbrook	Suburban	6 minutes/30 seconds
Bonsall	Suburban	6 minutes/30 seconds
Rainbow	Rural	13 minutes
Areas east of I-15	Rural	13 minutes

SERVICES:

NCFPD provides a wide variety of services. The section below outlines those services.

1. Fire Suppression

The NCFPD responds to incidents involving fires.

- I. NCFPD provides full alarm responses to fires involving permanent and mobile structures, large vehicle/machinery fires and fires of unknown extent. Alarm responses shall have an initial assignment in accordance with North Zone Administrative Guideline 107 *Zone Response Plans* given regional availability. Depending on the presence of hydrants, a water tender may also respond. Incidents will be managed by the highest-ranking Fire Officer on scene.

2. Emergency Medical Services

NCFPD provides Basic Life Support (BLS) and Advanced Life Support (ALS) Emergency Medical Services (EMS) including ambulance response and transport. The District also provides periodic EMS education and training to the community.

3. Special Operations/Technical Rescue

NCFPD provides response to rescue and hazardous materials incidents. Responses to these incidents shall have an initial assignment in



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EMERGENCY SERVICES ORGANIZATIONAL STATEMENT

accordance with North Zone Administrative Guideline 107 *Zone Response Plans* given regional availability. Responses shall be capable of providing the following service levels (as defined by NFPA):

- I. Rope Rescue- technical
 - II. Structural Collapse Search and Rescue -awareness
 - III. Confined Space Search and Rescue- awareness
 - IV. Vehicle Extrication/Rescue- technical
 - V. Water Search and Rescue (surface only)- awareness
 - VI. Hazardous Materials- operations
 - VII. All service levels listed at less than the technical level will be supplemented by other agency technical teams through mutual/automatic aid agreements.
4. Natural and Man-made Disaster Response

The District maintains a constant state of readiness to respond to natural disasters incurred because of extreme weather conditions and as a first-response agency for man-made disasters (i.e.) wildfires, explosions, environmental emergencies, etc.). Since a large disaster response typically exceeds the resources of a local fire agency, the NCFPD relies on other resources within the region for mutual and automatic aid.

ESSENTIAL FUNCTIONS:

The primary purpose of the North County Fire Protection District is to respond to and mitigate fire and medical emergencies within the district. To support these responses, there are a variety of other functions and responsibilities assigned to the District such as Community Risk Reduction and training. Historically the fire service has been tasked only with fire suppression. However, in the past few decades there have been changes that now entails a fire protection system to provide service to the community.

1. Training and Education

A training division is considered a major function in a fire department as it is critical for personnel to maintain perishable skills and become proficient to handle low frequency – high consequence events. Training is managed by the Administrative Battalion Chief using instructors from various shifts and regional content experts



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EMERGENCY SERVICES ORGANIZATIONAL STATEMENT

to deliver the programming.

There is an annual training plan established that identifies the training goals for the year. Within this plan mandatory subjects and hours are established that includes the use of an online training system, target Solutions, tower drills at the Pala tower, and participation in the North Zone multi-company activities. The annual calendar is included that identifies the discipline, subject, and responsible individual for the delivery of the session.

2. Community Risk Reduction

The NCFPD has adopted the principles of community all-risk reduction. As such, it provides life safety education at local schools, special events, and as requested by the community. The Community Risk Reduction Division of the District actively engages in fire/risk prevention efforts such as weed abatement. The Fire District performs annual State inspections mandated under the authority of the California Fire Code.

3. Fire Investigation

The NCFPD, through partnerships with the North Zone and the San Diego County Sheriff's Department will provide for the investigation of fires that threatens our citizens to ensure proper risk reduction measures are in place for a safer community.

4. Non-Emergency Service Calls

The Fire District responds to a variety of non-emergency calls for assistance in the community. These include, but are not limited to animal rescue or removal, vehicle/structure lockouts, health/welfare checks and assisting with fire protection system problems.

5. Automatic/Mutual Aid

The NCFPD cooperates (receiving and providing aid) with other local, state, and federal agencies to improve the quality of life for all residents of the County and State through overhead, single-resource, and strike team assignments.



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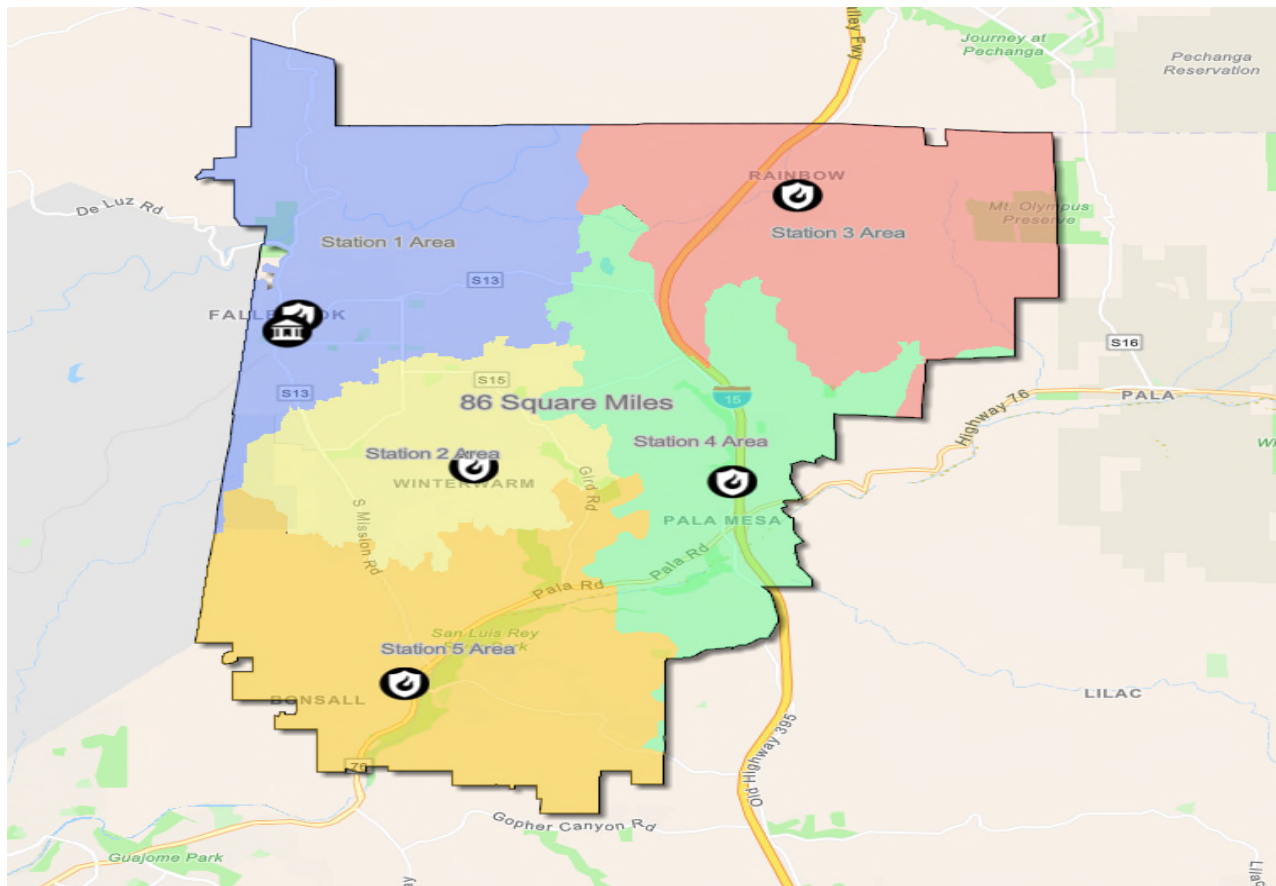
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EMERGENCY SERVICES ORGANIZATIONAL STATEMENT

RESOURCES:

Service to the fire district is provided from five fire stations located throughout the district.

The following map illustrates the location of the fire stations.



NCFPD operates on a three (3) platoon system, working 48 hours on and 96 hours off. Staffing for each shift is twenty-two (22) personnel (including a Battalion Chief). The tables that follow illustrate the apparatus and staffing for each of the five stations, administrative, and reserve apparatus.



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EMERGENCY SERVICES ORGANIZATIONAL STATEMENT

DISTRICT FACILITIES:

Administration: NCFPD support staff operate from the District Administration Headquarters located at 330 S. Main St. in Fallbrook.

Fleet Service: The NCFPD Fleet Service Center provides preventative maintenance and repair to the District's fleet of staff vehicles, engines, ambulances, and various support vehicles. The Fleet Service Center is located on the NCFPD Fire Station #1 campus located at 315 E. Ivy St in Fallbrook.

Fire Station 1 - Fallbrook

315 East Ivy Street

Description of Use	Located in the northwest corner of the district, Station 1 provides service primarily to downtown Fallbrook. The district Fleet Maintenance Center is also located on the Station 1 campus.
Apparatus Space	Three bay drive through
Assigned Apparatus	Battalion 111 Engine 111 Medic 111 Medic 110

Fire Station 2 - Fallbrook

2180 Winterwarm Drive

Description of Use	Located in the central section of the Fallbrook community, Station 2 provides service primarily to the Winterwarm region and surrounding areas.
Apparatus Space	Two Bay drive through
Assigned Apparatus	Engine 112 Brush 112



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EMERGENCY SERVICES ORGANIZATIONAL STATEMENT

Fire Station 3 - Rainbow

2309 Rainbow Valley Blvd.

Description of Use	Located in the northeast section of the district in the Rainbow community station 3 provides service primarily to the Rainbow community and I-15.
Apparatus Space	Three Bay drive through
Assigned Apparatus	Engine 113 Brush 113

Fire Station 4 - Pala Mesa

4375 Pala Mesa Drive

Description of Use	Located in the Southeast section of the district, station 4 provides services primarily to the Pala Mesa, SR-76, and I-15 area.
Apparatus Space	Three Bay
Assigned Apparatus	Engine 114 Brush 114 Medic 114

Fire Station 5 - Bonsall

5906 Olive Hill Road

Description of Use	Located in the southwest section of the district, station 5 provides service primarily to the Bonsall community and SR-76.
Apparatus Space	Three Bay drive through
Assigned Apparatus	Unit ID Engine 115 Medic 115 OES Type 1

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**NORTH COUNTY FIRE
PROTECTION DISTRICT
STAFF REPORT**

TO: BOARD OF DIRECTORS

FROM: CHIEF McREYNOLDS

DATE: APRIL 30, 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 first quarter of 2024.

BACKGROUND:

In 2007, the Board instituted a Program designed to recognize excellent performance by members of the organization. On a quarterly basis, the Board selects employees to be recognized based on feedback received during the quarter. The District has been fortunate to receive positive feedback on a number of employees' activities this past quarter, upon which they may make their selection from the individuals and groups below.

INFORMATION RECEIVED ON INDIVIDUALS:

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

● **BOARD RECOGNITION PROGRAM:**

December 2023

- Engineer Krenz and team relocate gym equipment
- Captain Craven, Engineer Rivera, FF/PM Saldana, and Explorer Dethomas for the fire department tour

January 2024

- Captain Russell and Engineer Ruiz for their NCFPD representation at a recent North Zone Training event
- FF/PM Debrauwere for the Station 2 grounds project

February 2024

- Acknowledgement for team members who assisted with the recent firefighter orientation process

BOARD OF DIRECTORS – EMPLOYEE RECOGNITION

APRIL 30, 2024

PAGE 2 OF 2

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.

12-26-23

Hello Everyone,

The station 1 gym equipment has been relocated to the old shop and is fully operational! The bay that is being used has been cleaned/reorganized and the equipment works well in the space. This can allow for a quick work out if we are unable to make it to Club Paradise during the remodel. Thank you to everyone that played a part in disassembling, moving and setting equipment back up. You can contact me if you have any questions. Happy New Year!!!



Kyle Krenz | Engineer/Paramedic

North County Fire Protection District | 330 S. Main Ave – Fallbrook, CA 92028



12-30-23

Hi Chief,

I wanted to take a moment to thank all of the incredible team comprising Station 1's C Crew today.

My nephew wants to be a firefighter when he grows up and this crew certainly made his 4th birthday one to remember for the whole family!

My sister asked him what his favorite part of the day was today and he yelled, "the fire truck!!"

Thank you all for everything you do serving our community and inspiring future generations!

Captain Chris Craven
Engineer Justin Rivera
Firefighter Gabe Saldana
Explorer Enzo Dethomas

Also, a special thank you to Battalion Chief Tom Harrington for setting this up!

Thank you,
Ross

Ross Pike

Board President

Director - District 1



1-10-24

NCF,

I am happy to extend a big shout-out to Captain Sam Russell and Engineer Tyler Ruiz for their outstanding contributions to North Zone training and their exemplary representation of North County Fire at the Zone level.

Captain Russell was instrumental in spearheading the East Side Rope Rescue Drill for the North Zone. He dedicated many hours and navigated complex coordination with the Water District to secure a suitable drill site and logistical support. His efforts resulted in a highly realistic and beneficial training experience for all Department and North Zone members who attended.

Engineer Ruiz played a crucial role in the instructional cadre for the inaugural North Zone Engineer Academy. He generously dedicated three days to the development and training of the next generation of engineers for the North Zone, showcasing his commitment and expertise.

As a token of our appreciation for their significant contributions to the North Zone and the fire service, both Captain Russell and Engineer Ruiz were presented with a challenge coin from the North Zone Training Officers.

Please join me in congratulating them on a job well done and in expressing our gratitude for their dedication and hard work.

Robert DeCamp | Battalion Chief



1-16-24

Good Morning,

I would like to give a facilities shout out to Doug Debrauwere for his hard work and dedication to another station 2 grounds project. He recently upgraded the BBQ wall with stone veneer. Great job!!



Peter August | Division Chief

1-29-24

Good evening, Everyone,

I want to recognize the exceptional dedication of those who assisted with the recent firefighter orientation process. Their efforts have significantly enhanced the strength and readiness of our department.

This accomplishment reflects our shared commitment to mentorship and community, setting high standards of service and professionalism. The guidance and expertise provided to new members are invaluable and shape the future of North County Fire.

So, to Firefighter Ben Lian and the entire team who played a role in this essential process: thank you! Your hard work and dedication resonate throughout our organization and make us who we are today.

Let's all take a moment to appreciate their efforts and draw inspiration from their extreme ownership and commitment to excellence.

Thank you to:

Firefighter Nash

Captain Russell

Captain Baker

Captain Lewis

Engineer Cain

Engineer Harlin

Captain Craven

Captain Sahagun



Robert DeCamp | Battalion Chief

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NORTH COUNTY FIRE PROTECTION DISTRICT

STAFF REPORT

TO: BOARD OF DIRECTORS
FROM: CHIEF McREYNOLDS & GENERAL COUNSEL STEINKE
DATE: APRIL 30, 2024
SUBJECT: STATION 3 RENOVATION AND DOZER BARN PROJECT EXEMPTION FROM CALIFORNIA ENVIRONMENTAL QUALITY ACT (“CEQA”) UNDER SECTIONS 15302 AND 15303 OF THE STATE CEQA GUIDELINES

ACTION AGENDA

RECOMMENDATION:

That the Board make the findings included in the attached Resolution 2024-03 that the Station 3 Renovation and Dozer Barn Project (“Station 3 Project”) is exempt from the California Environmental Quality Act (“CEQA”) pursuant to State CEQA Guidelines sections 15302 and 15303.

BACKGROUND:

In May 2023 the Board directed Staff to explore a potential “Dozer Barn” facility with Cal Fire on the NCFPD Station #3 property to house a firefighting bulldozer, truck, and trailer from the Rainbow Fire Camp. As a result of that exploratory mission, Staff determined that a construction/lease agreement would be the best option to cover the cost of facility construction and provide NCFPD with ongoing lease revenue. The addition of the Dozer Barn to the Station 3 Renovation is a natural fit and provides an opportunity to collaborate with our partner agencies.

On December 12, 2023, the Board directed staff to execute a multi-year lease agreement with the State of California Department of Governmental Services (DGS) for a Cal Fire dozer barn facility on the NCFPD Station #3 property. The Board further directed Staff to execute a change order with TELACU Construction Management (TCM) for dozer barn construction services.

DISCUSSION:

The Station 3 Project is moving forward at a steady pace and the lease agreement with DGS is nearly complete. It is now necessary for the Board to adopt findings that the Station 3 Project is exempt from CEQA. Once these findings are adopted, a Notice of Exemption (“NOE”) will be filed with the County.

STATION 3 RENOVATION AND DOZER BARN PROJECT CEQA EXEMPTION

4/30/24

PAGE 2 OF 2

The Project is exempt under Section 15302 of the State CEQA Guidelines, reconstruction or replacement of existing facilities, because it is part of a larger renovation of existing Fire Station No. 3 and is within the same site, purpose, and capacity of the existing fire station. The dozer barn will sit on the same site as the fire station, will serve existing District and CalFire purposes, and will not change the capacity of the existing fire station or the renovation in any way.

The Project is also exempt under Section 15303 of the State CEQA Guidelines, construction and location of limited numbers of new, small facilities or structures, installation of small new equipment and facilities in small structures, and conversion of existing small structures from one use to another with only minor modifications. The exemption is typically applied to small construction projects and associated utility and electrical work. The dozer barn project fits squarely within the description of example “e” in the regulation, which are accessory, appurtenant structures such garages, carports, and similar structures, and dozer barns are standard at many fire stations.

No exceptions to these exemptions apply that would preclude the use of a “Notice of Exemption” for this project. Construction of a fire station dozer barn in a rural area is not an unusual project, and there are no nearby similar projects that would cause cumulative environmental impacts. Moreover, although the area is rural, it is not within or adjacent to any sensitive environmental features landscapes.

FISCAL ANALYSIS:

The CEQA findings proposed in this agenda item have no fiscal impact on the District.

SUMMARY:

One of the identified goals in our NCFPD 2022 Strategic Plan was to continue to explore new ways to collaborate and partner with other regional fire agencies. This project will provide value to both our Fire District and the region through faster response times for a critical firefighting resource.

Reference: ***NCFPD 2022 Strategic Plan***

Goal #6: Continue to support the North Regional Zone and enhance the collaboration between agencies in various areas to includes training, prevention, risk reduction, and outreach.

NORTH COUNTY FIRE PROTECTION DISTRICT



RESOLUTION 2024-03

RESOLUTION OF THE BOARD OF DIRECTORS OF THE NORTH COUNTY FIRE PROTECTION DISTRICT FINDING THE STATION 3 RENOVATION AND DOZER BARN PROJECT EXEMPT FROM THE CALIFORNIA ENVIRONMENTAL QUALITY ACT

Whereas, the Fire Station #3 Renovation and Dozer Barn Project (“Station 3 Project”) has been continuing to progress since Board approval on December 12, 2023;

Whereas, the Station 3 Project is moving forward at a steady pace and the lease agreement with the State of California Department of Governmental Services (“DGS”) is nearly complete;

Whereas, the North County Fire Protection District is required to comply with the California Environmental Quality Act (“CEQA”) in its construction of new projects as well as renovations;

Whereas, the Station 3 Project consists of a renovation of Fire Station #3 as well as the construction of an appurtenant barn/garage that will house the Cal Fire bulldozer previously stored at the remote Rainbow Fire Camp located at the far upper east end of Rainbow Heights;

Whereas, Section 15302 of the State CEQA Guidelines, allows for exemption from CEQA projects consisting of reconstruction or replacement of existing facilities;

Whereas, the dozer barn is part of a larger renovation of existing Fire Station No. 3 and is within the same site, purpose, and capacity of the existing fire station. The dozer barn will sit on the same site as the fire station, will serve existing District and CalFire purposes, and will not change the capacity of the existing fire station or the renovation in any way;

Whereas, Section 15303 of the State CEQA Guidelines allows for exemption for the construction and location of limited numbers of new, small facilities or structures, installation of small new equipment and facilities in small structures, and conversion of existing small structures from one use to another with only minor modifications;

Whereas, the dozer barn is an accessory, appurtenant structure to be used as a garage or barn to house the Cal Fire bulldozer, and dozer barns are standard at many fire stations.

Whereas, construction of a fire station dozer barn in a rural area is not an unusual project, and there are no nearby similar projects that would cause cumulative environmental impacts. Moreover, although the area is rural, it is not within or adjacent to any sensitive environmental feature landscapes.

NOW, THEREFORE, the Board of Directors of the North County Fire Protection District does resolve as follows:

1. That the above recitations are true and correct.

2. That the District Board finds and determines that the Fire Station 3 Project is exempt under Section 15302 of the State CEQA Guidelines, reconstruction or replacement of existing facilities, because it is part of a larger renovation of existing Fire Station No. 3 and is within the same site, purpose, and capacity of the existing fire station. The dozer barn will sit on the same site as the fire station, will serve existing District and CalFire purposes, and will not change the capacity of the existing fire station or the renovation in any way.
3. That the District Board finds and determines that the Fire Station 3 Project is exempt under Section 15303 of the State CEQA Guidelines, construction and location of limited numbers of new, small facilities or structures, installation of small new equipment and facilities in small structures, and conversion of existing small structures from one use to another with only minor modifications. Further, the dozer barn is an accessory, appurtenant barn/garage, and dozer barns are standard at many fire stations.
4. The District Board finds and determines that no exceptions to these exemptions apply that would preclude the use of a "Notice of Exemption" for this project.

APPROVED, SIGNED AND ADOPTED by the Board of Directors, North County Fire Protection District, County of San Diego, State of California, on this **30th day of April 2024** by the following vote:

AYES:

NOES:

ABSENT:

ABSTAIN:

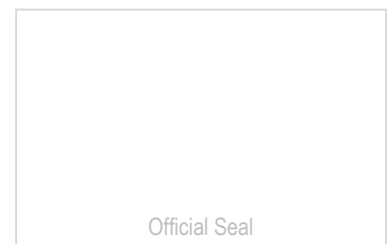
Ross Pike, Board President

ATTEST:

I HEREBY CERTIFY that the foregoing is a true and correct copy of the Resolution duly and regularly adopted by the Board of Directors of the North County Fire Protection District thereof held on the **30th day of April 2024**, and that the same now appears on record in my office.

IN WITNESS THEREOF, I hereunto set my hand and affixed by official seal this **30th day of April 2024**

Mavis Canpinar
Board Clerk



Notice of Exemption

Appendix E

To: Office of Planning and Research
P.O. Box 3044, Room 113
Sacramento, CA 95812-3044

County Clerk

County of: San Diego

1600 Pacific Highway, Suite 260

San Diego, CA 92101

From: (Public Agency): _____
North County Fire Protection District
330 S. Main Avenue, Fallbrook, CA 92028-2938

(Address)

Project Title: NCFPD Fire Station 3 Renovation and Dozer Barn

Project Applicant: North County Fire Protection District

Project Location - Specific:

2309 Rainbow Valley Boulevard, Fallbrook, California 92028

Project Location - City: Fallbrook

Project Location - County: San Diego

Description of Nature, Purpose and Beneficiaries of Project:

This project is located at the North County Fire Protection District's (NCFPD) Fire Station No. 3, located northwest of Rainbow, CA. The property is surrounded by semi-rural residential-zoned land, and an elementary school is located southwest of the Fire Station. The purpose of the project is to provide a covered storage barn/garage (the "dozer barn") for a CAL FIRE [INSERT TYPE] bulldozer and associated vehicles and maintenance equipment. Project activities will include all necessary construction for the installation of the dozer barn and associated infrastructure. The dozer barn will have a footprint of 65' x 24', or 1,560 square feet, and a height of [INSERT]. The proposed dozer driveway will be [INSERT] wide and [INSERT] long and be constructed of concrete. The project will result in [INSERT] cubic yards of grading.

Name of Public Agency Approving Project: North County Fire Protection District

Name of Person or Agency Carrying Out Project: North County Fire Protection District

Exempt Status: **(check one):**

- Ministerial (Sec. 21080(b)(1); 15268);
- Declared Emergency (Sec. 21080(b)(3); 15269(a));
- Emergency Project (Sec. 21080(b)(4); 15269(b)(c));
- Categorical Exemption. State type and section number: Secs. 15302 (Reconstruction/Replacement), 15303 (Small Structures)
- Statutory Exemptions. State code number: _____

Reasons why project is exempt:

The project is exempt under Section 15302, reconstruction or replacement of existing facilities, because it is part of a larger renovation of existing Fire Station No. 3 and is within the same site, purpose, and capacity of the existing fire station. The project is also exempt per Section 15303, construction and location of limited numbers of new, small facilities or structures, and fits the description of example "e" as an accessory structure such as garage or carport. No exceptions to these exemptions apply that would preclude the use of a "Notice of Exemption" for this project.

Lead Agency

Contact Person: Fire Chief Keith McReynolds Area Code/Telephone/Extension: 760-723-2012

If filed by applicant:

1. Attach certified document of exemption finding.
2. Has a Notice of Exemption been filed by the public agency approving the project? Yes No

Signature: _____ Date: _____ Title: _____

Signed by Lead Agency Signed by Applicant

Authority cited: Sections 21083 and 21110, Public Resources Code.
Reference: Sections 21108, 21152, and 21152.1, Public Resources Code.

Date Received for filing at OPR: _____

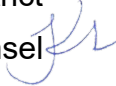
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501 West Broadway - Suite 1600
San Diego, California 92101-8474
voice 619.814.5800 - fax 619.814.6799
www.bwslaw.com

MEMORANDUM

TO: Board of Directors
North County Fire Protection District

FROM: Kristen S. Steinke, General Counsel 

DATE: April 30, 2024

RE: General Counsel Report for Monthly Board Meeting

This memorandum provides a summary of Assembly Bill 2751 (Haney) the so-called “right to disconnect” bill. A copy of the bill as amended is attached hereto.

AB 2751 proposes to add a Section 1198.2 to the Labor Code that would effectively prevent employers from contacting employees outside of working hours, with limited exceptions, and subject to an agreement between employers and employees.

If passed, the bill would require employers to adopt a workplace policy that allows employees to disconnect from work by restricting the ability of an employer from communicating with employees during personal time. There are limited exceptions included in the bill that would allow communication with an employee during non-working hours, including emergencies and a change to the employee’s work schedule that changes within 24 hours of a scheduled shift.

Violations by the employer of the policy/agreement would allow the employee to file a complaint with the Labor Commissioner and could be punishable by a civil penalty up to \$100.

If adopted, this bill would have significant impacts on employer/employee relations and significant impact on the service industry in particular.

We will keep an eye on this one as it winds its way through the legislature and will keep the Board updated as it progresses

Attachment


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AB-2751 Employer communications during nonworking hours. (2023-2024)

SHARE THIS:



Date Published: 03/21/2024 09:00 PM

AMENDED IN ASSEMBLY MARCH 21, 2024

CALIFORNIA LEGISLATURE— 2023–2024 REGULAR SESSION

ASSEMBLY BILL

NO. 2751

Introduced by Assembly Member Haney

February 15, 2024

An act to ~~amend Section 7 of~~ *add Section 1198.2* to the Labor Code, relating to employment.

LEGISLATIVE COUNSEL'S DIGEST

AB 2751, as amended, Haney. ~~Employment.~~ *Employer communications during nonworking hours.*

Existing law, including statutory provisions and orders of the Industrial Welfare Commission, as enforced by the Division of Labor Standards Enforcement, regulates the wages, hours, and working conditions of employees. Existing law makes it a crime for an employer to require or cause any employee to work for longer hours than those fixed or under conditions of labor prohibited by an order of the commission or to violate or refuse or neglect to comply with specified statutes on wages, hours, and working conditions or any order or ruling of the commission.

This bill would require a public or private employer to establish a workplace policy that provides employees the right to disconnect from communications from the employer during nonworking hours, except as specified. The bill would define the "right to disconnect" to mean that, except for an emergency or for scheduling, as defined, an employee has the right to ignore communications from the employer during nonworking hours. The bill would require nonworking hours to be established by written agreement between an employer and employee. The bill would authorize an employee to file a complaint of a pattern of violation of the bill's provisions with the Labor Commissioner, punishable by a specified civil penalty.

~~Existing law permits the duties and administrative power granted to public officers under the Labor Code to be administered by authorized deputies.~~

~~This bill would make nonsubstantive changes to that provision.~~

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

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

April 30, 2024 - Regular Board Meeting

75

SECTION 1. *Section 1198.2 is added to the Labor Code, to read:*

1198.2. *(a) As used in this section:*

(1) "Emergency" means an unforeseen situation that threatens an employee, customer, or the public; disrupts or shuts down operations; or causes physical or environmental damage.

(2) "Employer" includes the state, political subdivisions of the state, and municipalities.

(3) "Nonworking hours" means hours before and after an employee's assigned hours of work, whether stated in their job description or stated otherwise.

(4) "Pattern of violation" means three or more documented instances of violating the right to disconnect.

(5) "Right to disconnect" means that, except as provided in subdivision (d), an employee has the right to ignore communications from the employer during nonworking hours.

(6) "Scheduling" means changes to a schedule within 24 hours.

(b) An employer shall establish a workplace policy that provides employees the right to disconnect from communications from the employer during nonworking hours.

(c) Nonworking hours shall be established by written agreement between an employer and employee.

(d) An employer may contact an employee during nonworking hours for an emergency or for scheduling.

(e) An employee may file a complaint of a pattern of violation of this section with the Labor Commissioner.

(f) A pattern of violation of this section shall not be punished as a misdemeanor pursuant to Section 1199. A pattern of violation of this section shall be punishable by a fine of not less than one hundred dollars (\$100).

(g) This section does not apply to an employee who is covered by a valid collective bargaining agreement.

~~SECTION 1. Section 7 of the Labor Code is amended to read:~~

~~7. If by the provisions of this code, an administrative power is granted to, or a duty is imposed upon, a public officer, the power may be exercised or the duty performed by a deputy of the officer or by a person authorized pursuant to law.~~



**NORTH COUNTY FIRE
PROTECTION DISTRICT
STAFF REPORT**

TO: BOARD OF DIRECTORS
FROM: CHIEF McREYNOLDS
DATE: APRIL 30, 2024
SUBJECT: WRITTEN CORRESPONDENCE

● **WRITTEN COMMUNICATION:**

- The Administrative Fire Services Section (AFSS) of the California Fire Chiefs Association: Participation acknowledgement

Presented to

Chief Keith McReynolds

**2024 AFSS Educational Forum
Fire Chiefs Q & A Panel**

The Administrative Fire Services Section of the California Fire Chiefs Association extends our heartfelt thanks for your guidance, leadership, and willingness to provide an outstanding opportunity for our Association. We appreciate you!



Presented to Chief Keith McReynolds on April 12, 2024



**NORTH COUNTY FIRE
PROTECTION DISTRICT
STAFF REPORT**

TO: BOARD OF DIRECTORS
FROM: CHIEF McREYNOLDS
DATE: APRIL 30, 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: APRIL 30, 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 Real Property Negotiator (Government Code §54956.8)
Property: 315 E. Ivy Street, Fallbrook, CA & Vacant Land, Ivy Street, Fallbrook,
CA 92028**

➤ Agency Rep.: Chief McReynolds and Wil Soholt

CS-3. Conference with Labor Negotiators (Government Code §54957.6):

➤ Agency Representative: Chief McReynolds Employee Organizations: Fallbrook Firefighters Association (Safety Group Employees), Management Group, and Miscellaneous.

CS-4. Report From Closed Session — President Pike

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