



2018 Workshops

- At NO time have the Garden Grove Firefighter's been invited to meetings discussing the OCFA FSP



Why are we HERE today ?

2016 City Budget Workshop

- Rising Pension Costs



Actor John Heard found dead in local hotel room
Actor John Heard, whose many roles included the father in the "Home Alone" series and a corrupt detective in "The Sopranos," died in a Palo Alto hotel room following surgery at Stanford Hospital. He was 71.
Heard was found dead Friday by a maid at the Sheraton Hotel at 625 El Camino Real. A representative for Heard said the actor had "minor back surgery" earlier in the day.
[See HEARD, page 18]

Daily Post
Locally owned, independent

City's pension costs to jump
BY ELAINE GOODMAN
Daily Post Correspondent
The city of Burlingame's employee pension shortfall has swelled to an estimated \$51.9 million — up 5.3% from two years ago — but that's not the only bad news the city is facing when it comes to pensions.
In addition to the total shortfall, the amount that the city is required to pay each year toward employee pensions is expected to grow to \$13.5 million in the next 10 years — more than double the current \$5.7 million. That's a sizeable amount for a city that is expecting general fund revenues of \$69 million this year.
City officials are looking at a variety of strategies to get ahead of the rapidly rising payments, such as setting aside money in a dedicated fund to use when the increased payments kick in. The City Council heard a brief presentation on the issue on July 3 and is expected to have a more in-depth discussion in two or three months.
"More than likely, we'll hit a recession again," said councilwoman Ann Keighran. "And so we have to make [See PENSION, page 18]

Developer tries again
To push big office project to replace Malibu Grand Prix
BY EMILY MIBACH

THE UPDATE
In the past five sessions
Dow -57.67 Nasdaq +75.28 Oil -0.77
21,580.07 6,387.75 45.77
Gold 1,254.30 +27.70 NY COMEX 100oz
courtesy of Mish Int'l (650) 324-9110
National Debt: 519,966,006,349,473

HUMAN TRAFFICKING DEATHS:
At least nine people died after being crammed into a sweltering tractor-trailer found parked outside a San Antonio Walmart in the midsummer

Iconic Storybook House
2 Bed, 2 Bath | \$5,995,000 | Cared for by the Sea
CARMEL READY COMPANY Carmel Realty Group, Inc.
(811) 250-6616

2017 Negotiations

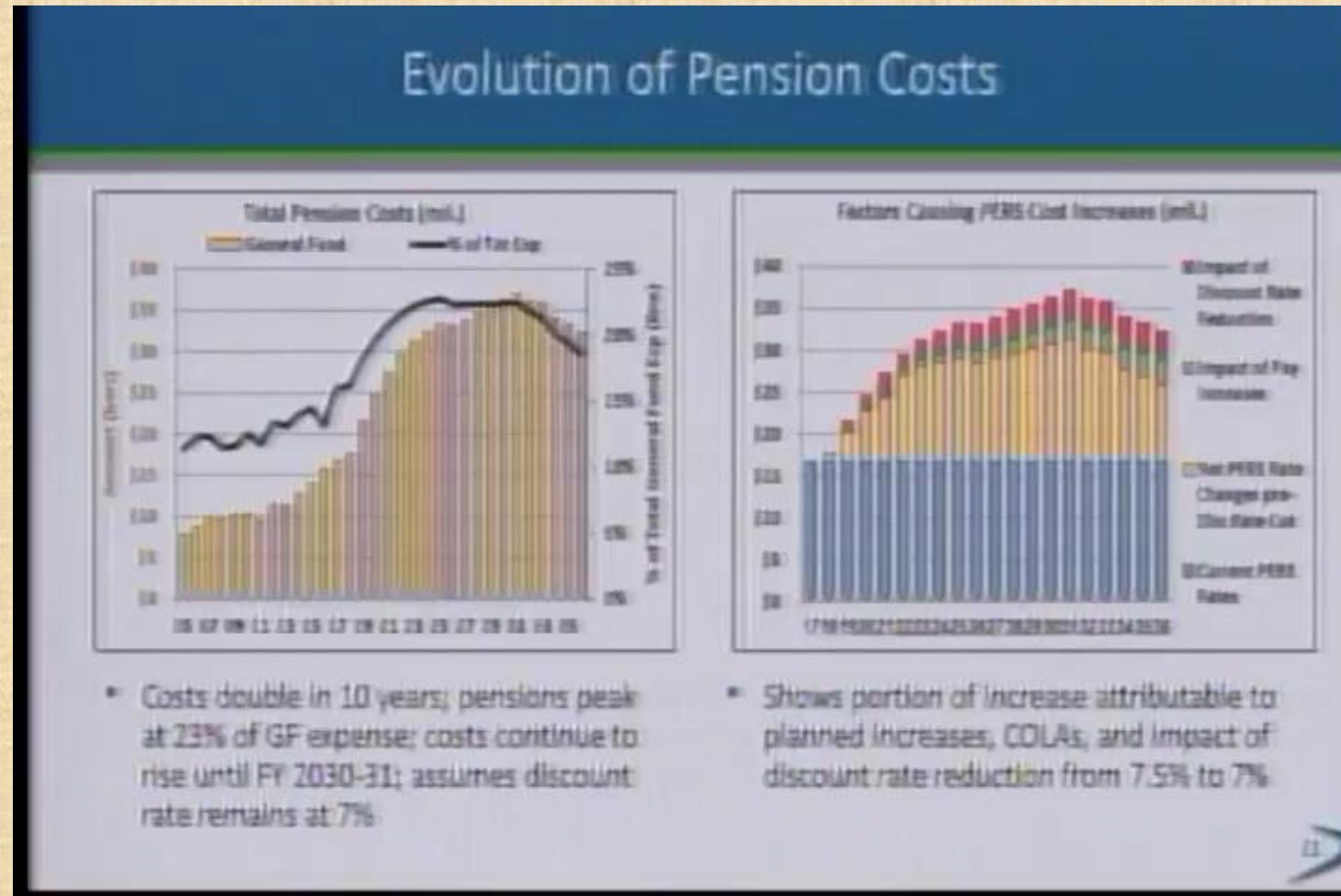
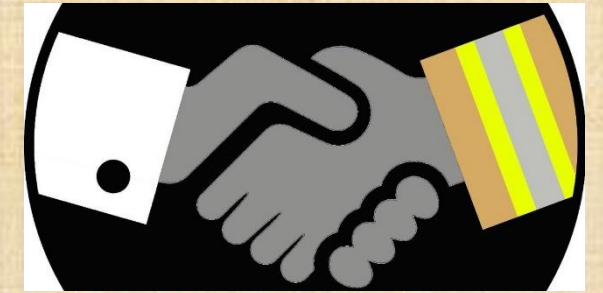
- City unable to address Recruitment and Retention Issue
- City states Increasing Pension Debt
- City states Increasing Health Insurance Cost
- City states Unable to pay Bills

Garden Grove Firefighters ask to look at a consolidation model

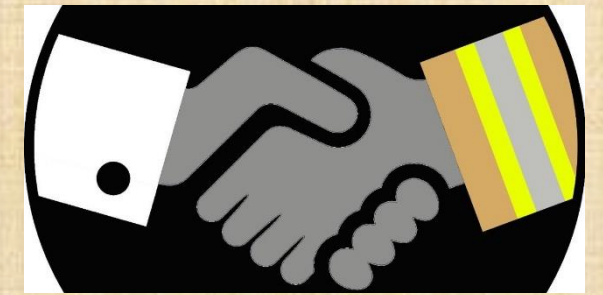
City spends \$ 75,000 dollars to get a bid from OCFA



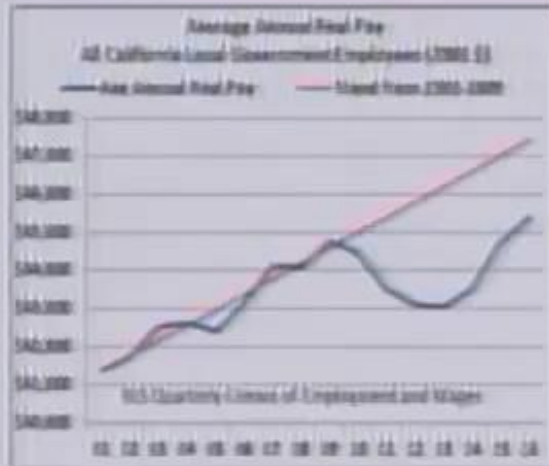
Pension Costs/ Pension Debt



Health Care Costs

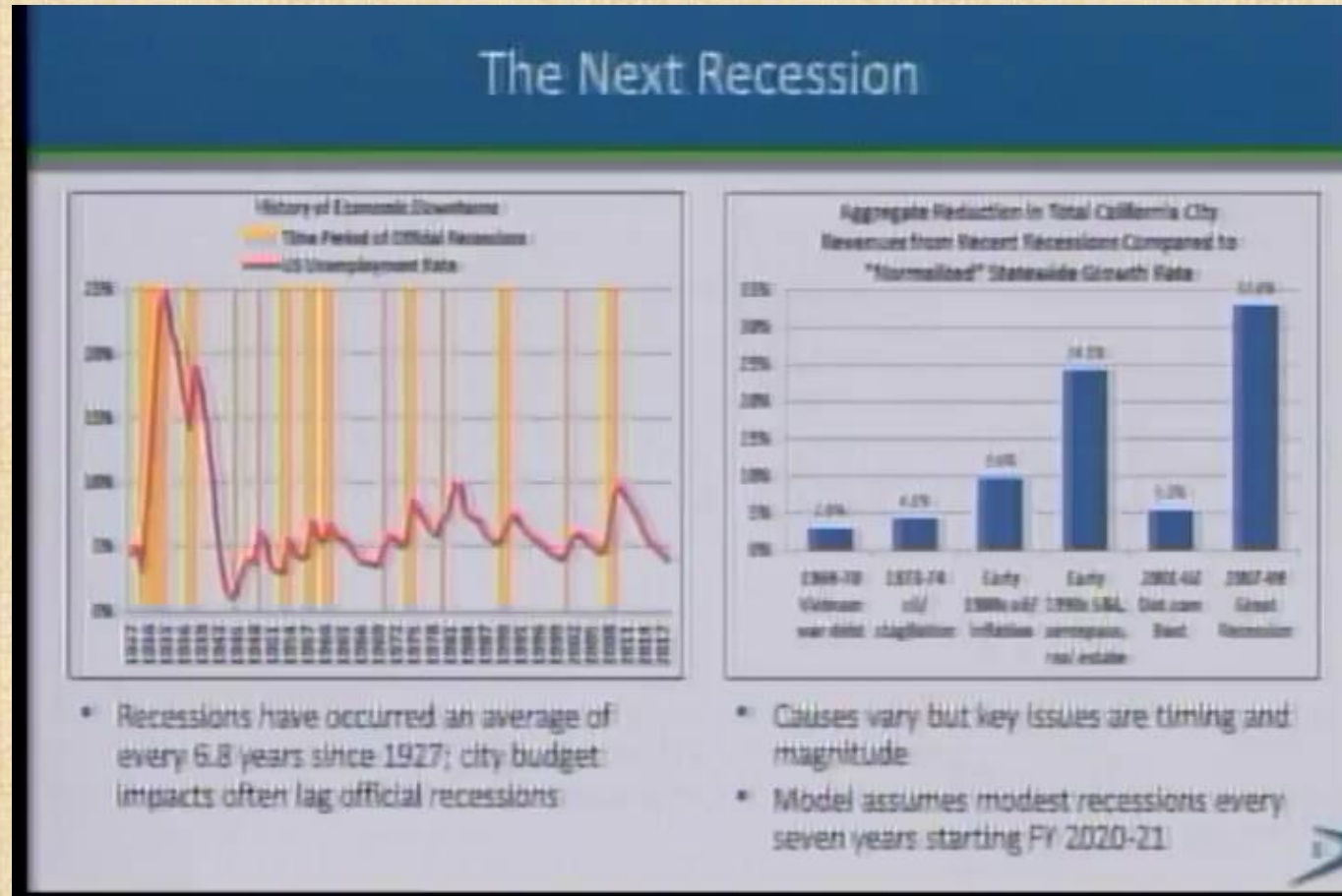


Wage and Health Cost Pressures



- Wage gap since end of Great Recession
- Lower PEPPRA benefits add pressure to boost wages to compensate (Public Employees' Pension Reform Act in 2013 lowered benefit levels for new hires)
- Health premium costs grew at 6.8% annual rate in region over last 16 years
- General inflation annual growth rate of 2.2% (composite rate)

Staffing Levels/Calls for Service



Staffing Levels/Calls for Service

Key Expenditure Assumptions

- **Staffing levels:** no change from current FTE
- **Wage Adjustments:** current MOUs through FY 2017-18, assumes 2% growth but this will depend on future MOUs; combination of merit increases and turnover savings adds net 0.25% per year (5% turnover rate is low); vacancy savings rate drops from current 7% to 3% over 3 years; forecast is lower than the CalPERS assumption of 3% growth in payroll
- **Pensions:** based on six-year CalPERS forecast (2016 valuation) with continued transition of employees from Classic to PEPPA benefit levels; assumes discount rate remains at 7%
- **Health:** assumes 3% growth but will depend on future MOUs
- **Other Services and Supplies:** averages 2% annual growth
- **5% Cut:** assumes this is one-time in FY2018-19
- **Debt Service:** per debt schedules of current obligations
- **Capital:** pays for Community Services and Facility Maintenance Plan from CIP; assumes street costs covered by Gas Tax under SB 1 and Measure M
- **Subsidy of Other Funds:** as required to maintain zero balances



Staffing Levels/Calls for Service

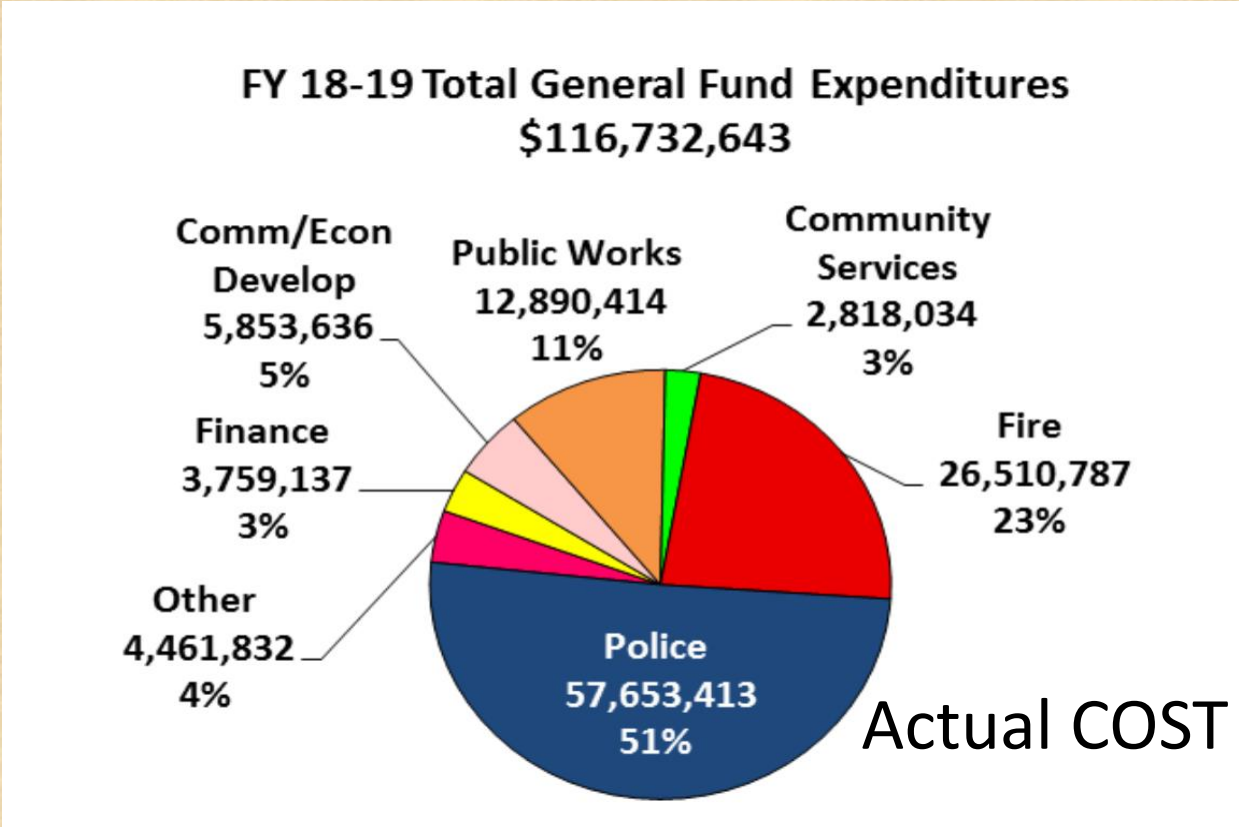


GG Budget

DEPARTMENTS	FY 16-17 00	FY 17-18 00	FY 18-19 00
Fire	\$ 23,000.8	\$ 24,060.1	\$ 25,122.7

BUDGET

Management Partners



Call Load in Last Five Years 40% Increase

2014 Calls for Service	11,200
2015 Calls for Service	14,627
2016 Calls for Service	14,901
2017 Calls for Service	15,093
2018 Calls for Service on Target	15,700



GG Fire Service Issues

- 40% increase in Call Load in 5 years
- Poor Response Times
- Recruitment
- Retention
- Low Morale
- Pension Debt



3 Deployment Models

#1 Current Plan

#2 2016 GG Fire Deployment Plan

#3 OCFA Deployment Plan

Apples to Apples Cost Comparison

Deployment Model # 1 – GG Current Plan

Current Deployment Model Issues

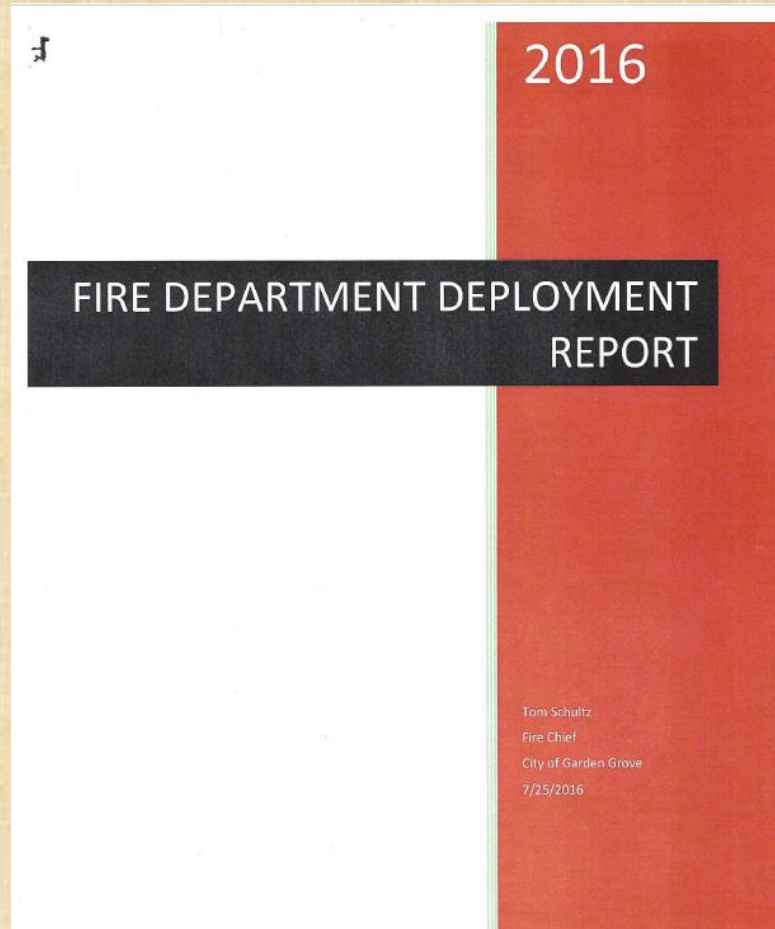
- 35-40% Increase in calls for service

Current Deployment DOES NOT meet Model NFPA 1710

- EEMS 28.20% Responses that meet the minimum Standard
- EFF 30%
- Recruitment and Retention
- Infrastructure
- Low Morale
- Further Increasing Pension Debt



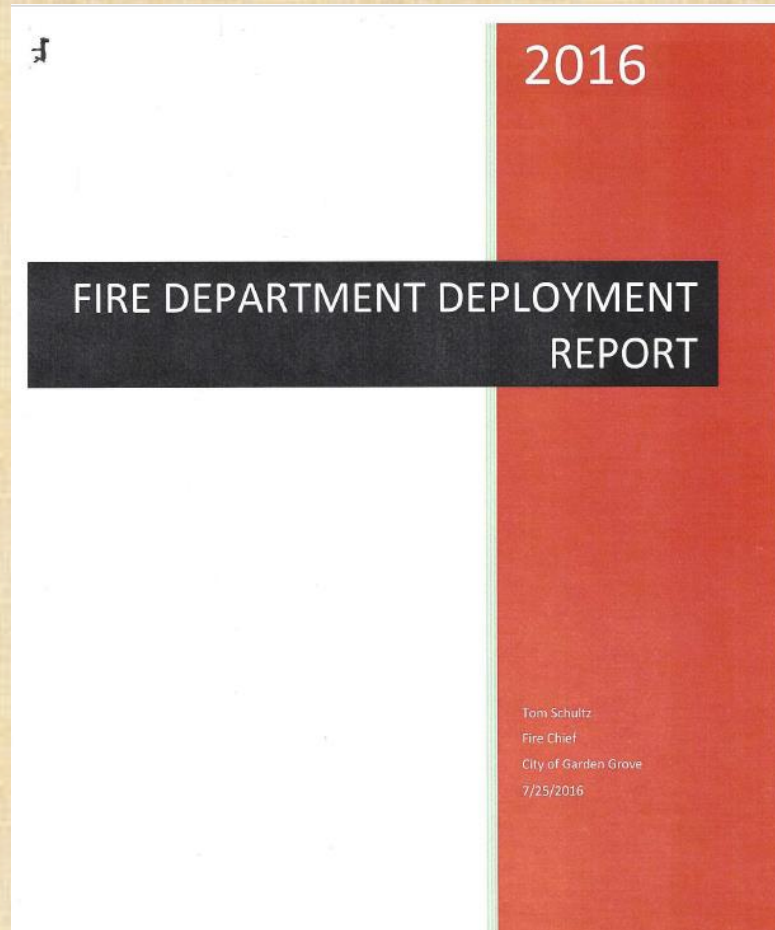
Deployment Model # 2



Submitted to the City in July 2016



Deployment Model # 2



2016 GGFD New Deployment Report

Addresses response times ONLY

DOSE NOT FIX

Recruitment

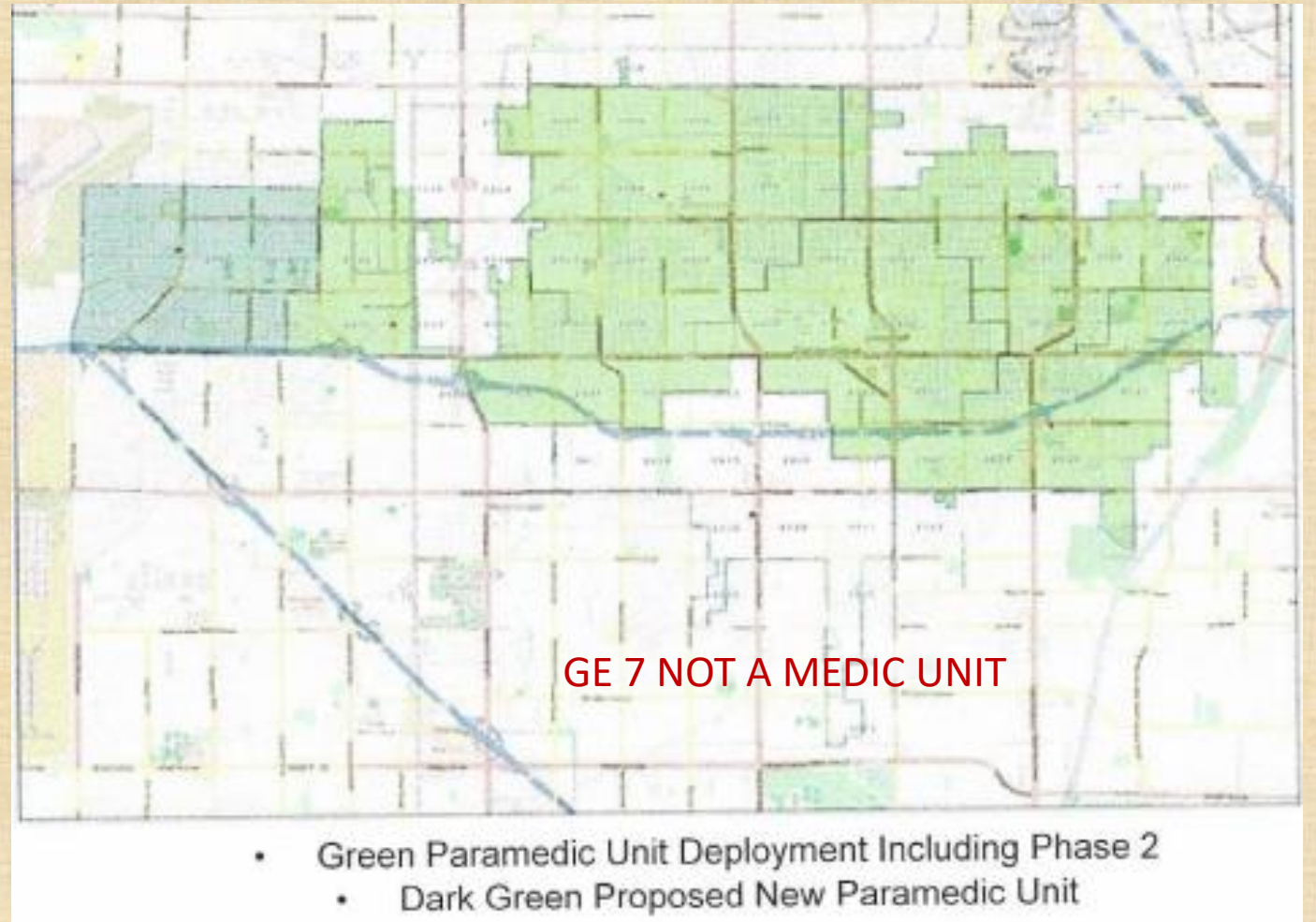
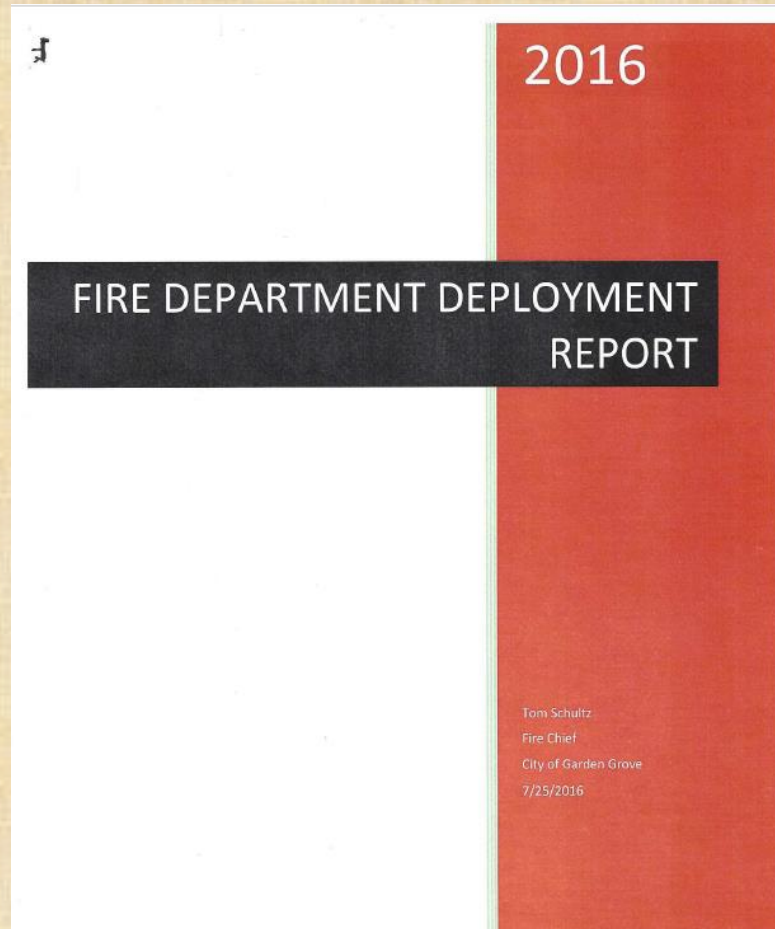
Retention

Low Morale

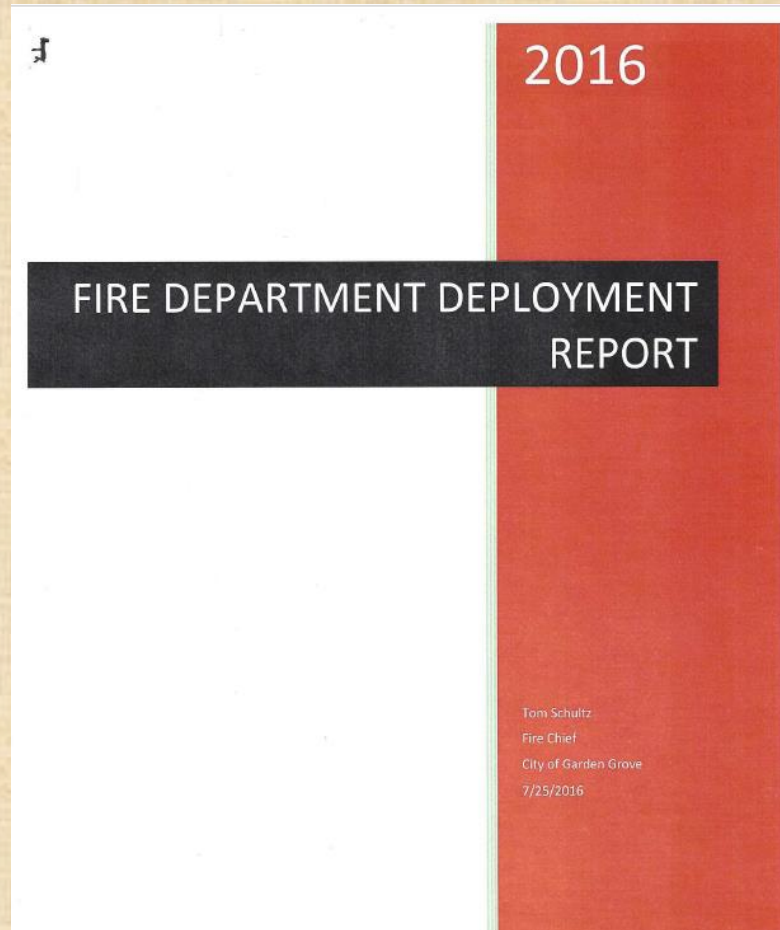
ADDS to Increasing Pension Debt

Health Care Cost Increasing

Fire Station 7 NOT a Paramedic Unit



2 – 2.6 Million added to Budget



Phase 1

Paramedic Assessment Funding Impact
Engine 6 Paramedic Upgrade
\$605,235

Phase 2

Paramedic Assessment Funding Impact
Engine 3 Paramedic Upgrade
\$605,235
Nurse/Paramedic Coordinator
\$254,215
Cost From Phase 1
\$605,235
Total Cost:
\$1,464.685

Phase 3

Paramedic Assessment Funding Impact
Engine 4 Paramedic Upgrade
\$605,235
Cost From (Phase 1 & 2)
\$1,464.685
Total Cost:
\$2,069.920

OCFA Deployment Model # 3

Can Manage Today's and Tomorrow's Increased Calls for Service

Eliminates Recruitment and Retention Issues Immediately

Addresses Infrastructure Issues

Eliminates ANY FURTHER accrual of

Pension Debt

Health Care Costs

Workers Comp



Apples to Apples



- Same deployment but not same level of service
- Loss of 4 Captains Position
- Loss of 3 Engineers Positions
- Stagnation with Promotion (further decreases morale)
- 2-4 Years to deploy
- Does NOT address Recruitment
- Does NOT address Retention ONLY ADDS
- Loss of 6 FF Positions, may have to terminate 4 existing FFs
- 350K to train 4 FF's to become Paramedics
- More Apparatus to purchase and maintain
- INCREASES FURTHER PENSION DEBT



Apples to Apple



OCFA

GG Fire INFRASTRUTRE

Yard

Currently NO truck can fit into yard.

Have to ADD 3 Quints.

MECHANIC

Currently only 1 for 17-20 pieces of fire equipment.

Need to add X 1 additional mechanic. \$125K

24 Fleet Service Personnel

Modern Maintenance Service Area

24 hr Mobile Mechanic

Parts Department on Site

Quints

1.4 million

Station 1



1.4 million

Station 5



1.4 million

Reserve Unit

250K to Equip Reserve Quint



City Yard Fire Maintenance



OCFA Infrastructure



Garden Grove Full Time Fire Investigator

Fire Investigator

Certification Task Book
February 2017



- Full Time Investigator position cut in 2005
- Was a Temporary Cost Saving Measure
- Shift Investigator Program created as a stop gap

Apples to Apples Need to Add Full Time Fire Investigator



California Department of Forestry and Fire Protection
Office of the State Fire Marshal
State Fire Training

Full Time Fire Investigator

Anaheim Fire Department

40 hr and Shift Investigators

Orange Fire Department

40 hr and Shift Investigators

Garden Grove

NO 40 hr Fire Investigator ONLY Shift Investigators



OCFA Fire Investigation UNIT

40 hr Fire Investigator

40 hr Police Officer

Shift Fire Investigators



Recruitment Issue

Entry Level Pay Currently 17% below 5th in County

Fire Chief Stated it was a serious issue

Labor has also recognized it



GG Fire Fighter Starting Pay \$20.52

GG Paramedic Starting Pay \$ 23.60

Average Starting pay for Firefighters \$23-\$24.05

Average Starting pay for Paramedics \$26.36-\$27.66

FIREFIGHTER PARAMEDIC

Salary ⓘ	\$7,072.00 - \$8,760.27 Monthly	Location ⓘ	Huntington Beach, CA	
Job Type	Full-Time	\$29.14 hr	Department	Fire Department
Job Number	0226-0818			
Closing	10/6/2018 11:59 PM Pacific			

Recruitment Fix – Drop first 2 steps

Now 7 years to top step

Paramedic Steps	Paramedic Steps	New Paramedic Steps
A Step \$23.60	A Step \$23.60	
B Step \$24.78	B Step \$24.78	
C step \$26.01	C step \$26.01	A \$26.01
D Step	D Step	B
E Step \$161,086	E Step	C
F Step	F Step	D
G Step	G Step	E \$177,194
H Step	H Step	F
I Step	I Step	G

Total Cost of a Paramedic

2016 Plan

Paramedic Assessment Funding Impact	
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Engine 6 Paramedic Upgrade	
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\$605,235	\$201,745
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Apples to Apples

\$177,000

Retention- Competitive Wage

- Currently 10.19% below 5th in County
- We have never asked to be in the top three
- We have had several paramedics leave



Retention
Solution –
Competitive
Wage



- 5% FY 18-19
- 4% FY 19-20
- 2% FY 20-21

Labor Cost – Labor Inflator

Labor (2.92%)	17,244,711
Other Operating Costs (2.92%)	3,969,674

2.92 % Labor Inflator INCLUDES

Future PERS Cost 2.75%

Medical 1.45%

Worker Comp Expenses

Health Care Cost Increases

PEMHCA – Public Employees Medical & Hospital Care Act

Step Increases

Promotions

10-Year Forecast - (2.92% Increase)

	FY 2018-19	FY 2019-20	FY 2020-21	FY 2021-22	FY 2022-23	FY 2023-24	FY 2024-25	FY 2025-26	FY 2026-27	FY 2027-28	Total
Annual Contract (2.9%)	22,191,928	22,839,932	23,506,858	24,193,259	24,899,702	25,626,773	26,375,075	27,145,227	27,937,868	28,753,653	253,470,275
Annual Facility Revolving Fund (\$15,000 x 7)	105,000	105,000	105,000	105,000	105,000	105,000	105,000	105,000	105,000	105,000	1,050,000
Equipment Replacement (3% Per OCFA)	295,293	304,152	313,276	322,675	332,355	342,326	352,595	363,173	374,068	385,290	3,385,203
Start - Up (0%, 10 Years, \$1,136,225)	113,623	113,623	113,623	113,623	113,623	113,623	113,623	113,623	113,623	113,623	1,136,225
Capital Improvements Required	-	-	-	-	-	-	-	-	-	-	-
Asbestos Certification	20,740	-	-	-	-	-	-	-	-	-	20,740
Proposal Cost Reimbursement	(75,000)	-	-	-	-	-	-	-	-	-	(75,000)
Total OCFA Estimated Contract Costs	22,651,584	23,362,707	24,038,757	24,734,556	25,450,679	26,187,721	26,946,293	27,727,023	28,530,558	29,357,566	258,987,443
City Continuation of Services Not Included in OCFA											
Add Position for EOC Management	175,000	178,500	182,070	185,711	189,426	193,214	197,078	201,020	205,040	209,141	1,916,201
Hazmat Clean Up (Ocean Blue)	57,000	57,000	57,000	57,000	57,000	57,000	57,000	57,000	57,000	57,000	570,000
Records Management	38,718	13,718	13,718	13,718	13,718	13,718	-	-	-	-	107,308
Total Additional Services	270,718	249,218	252,788	256,429	260,144	263,932	254,078	258,020	262,040	266,141	2,593,509
Pension Obligation (Pre-OCFA Unfunded Liability)	3,545,268	4,132,425	4,570,860	5,085,056	5,510,997	5,773,377	6,056,543	6,029,900	6,210,798	6,397,122	53,312,346
Retiree Medical Premium Contribution	83,928	86,026	88,177	90,381	92,641	94,957	97,331	99,764	102,258	104,815	940,277
Total Projected Costs	26,551,498	27,830,376	28,950,582	30,166,422	31,314,461	32,319,987	33,354,245	34,114,707	35,105,655	36,125,644	315,833,576
Additional Savings: Insurance Premiums	(100,000)	(110,000)	(121,000)	(133,100)	(146,410)	(161,051)	(177,156)	(194,872)	(214,359)	(235,795)	(1,593,742)
Annual Facility Maintenance Savings	(105,000)	(105,000)	(105,000)	(105,000)	(105,000)	(105,000)	(105,000)	(105,000)	(105,000)	(105,000)	(1,050,000)
Utilities	(88,012)	(90,652)	(93,372)	(96,173)	(99,058)	(102,030)	(105,091)	(108,244)	(111,491)	(114,836)	(1,008,959)
One time Sell Off of Fire Equipment	(190,000)	-	-	-	-	-	-	-	-	-	(190,000)
One-time Fleet Management Cash Availability	(2,549,414)	-	-	-	-	-	-	-	-	-	(2,549,414)
Total Cost for Fire Services with OCFA	23,519,072	27,524,723	28,631,210	29,832,149	30,963,992	31,951,906	32,966,998	33,706,591	34,674,805	35,670,014	309,441,460
Pension Obligation (Pre-OCFA Unfunded Liability)	3,545,268	4,132,425	4,570,860	5,085,056	5,510,997	5,773,377	6,056,543	6,029,900	6,210,798	6,397,122	53,312,346
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Labor (2.92%)	17,244,711	17,748,257	18,266,506	18,799,888	19,348,844	19,913,831	20,495,314	21,093,778	21,709,716	22,343,640	196,964,483
Other Operating Costs (2.92%)	3,969,674	4,085,588	4,204,888	4,327,670	4,454,038	4,584,096	4,717,952	4,855,716	4,997,503	5,143,430	45,340,556
Total Fire Budget	24,843,581	26,052,296	27,130,430	28,302,995	29,406,521	30,366,261	31,367,140	32,079,158	33,020,275	33,989,006	296,557,663
Fire Dept Revenue Offset	(150,000)	(153,000)	(156,060)	(159,181)	(162,365)	(165,612)	(168,924)	(172,303)	(175,749)	(179,264)	(1,642,458)
Net Cost of Fire Dept with City	24,693,581	25,899,296	26,974,370	28,143,814	29,244,156	30,200,649	31,198,216	31,906,855	32,844,526	33,809,742	294,915,205
Estimated Projected Savings/(Additional Cost)	1,174,510	(1,625,427)	(1,656,840)	(1,688,335)	(1,719,837)	(1,751,257)	(1,768,782)	(1,799,736)	(1,830,279)	(1,860,271)	(14,526,255)

Apples to Apples Cost Analysis

1 Time Cost 4 FF's trained to Paramedic \$350K

1 Time Cost –Equip the Reserve Quint \$250K

EOC- Bonus Only not a full time position -\$11,000

Cost to add adequate Equipment/Apparatus support

X1 Mechanic \$125k

Cost to return Fire investigation to 2005 Staffing Levels

X1 Full Time Fire investigator \$217K

Cost of X3 Quints to provide sustainable service levels

1.1 million \$136K

Annual maintenance \$165K

Recruitment Solution -Drop first 2 steps

Increase Top step achievement from 9 to 7 years

Retention Solution-5% FY 18-19-4% FY 19-20-2% FY 20-21

1 Time Cost of Paramedic Training and Equipment for Reserve Quint

10-Year Forecast - (2.92% Increase)											
	FY 2018-19	FY 2019-20	FY 2020-21	FY 2021-22	FY 2022-23	FY 2023-24	FY 2024-25	FY 2025-26	FY 2026-27	FY 2027-28	Total
Annual Contract (2.9%)	22,191,928	22,839,932	23,506,858	24,193,259	24,899,702	25,626,773	26,375,075	27,145,227	27,937,868	28,753,653	253,470,275
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EOC- \$11,000 Bonus

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Annual Contract (2.9%)	22,191,928	22,839,932	23,506,858	24,193,259	24,899,702	25,626,773	26,375,075	27,145,227	27,937,868	28,753,653	253,470,275
Annual Facility Revolving Fund (\$15,000 x 7)	105,000	105,000	105,000	105,000	105,000	105,000	105,000	105,000	105,000	105,000	1,050,000
Equipment Replacement (3% Per OCFA)	295,293	304,152	313,276	322,675	332,355	342,326	352,595	363,173	374,068	385,290	3,385,203
Start - Up (0%, 10 Years, \$1,136,225)	113,623	113,623	113,623	113,623	113,623	113,623	113,623	113,623	113,623	113,623	1,136,225
Capital Improvements Required	-	-	-	-	-	-	-	-	-	-	-
Asbestos Certification	20,740	-	-	-	-	-	-	-	-	-	20,740
Proposal Cost Reimbursement	(75,000)	-	-	-	-	-	-	-	-	-	(75,000)
Total OCFA Estimated Contract Costs	22,651,584	23,362,707	24,038,757	24,734,556	25,450,679	26,187,721	26,946,293	27,727,023	28,530,558	29,357,566	258,987,443
City Continuation of Services Not Included in OCFA											
Add Position for EOC Management	175,000	178,500	182,070	185,711	189,426	193,214	197,078	201,020	205,040	209,141	1,916,201
Hazmat Clean Up (Ocean Blue)	57,000	57,000	57,000	57,000	57,000	57,000	57,000	57,000	57,000	57,000	570,000
Records Management	38,718	13,718	13,718	13,718	13,718	13,718	-	-	-	-	107,308
Total Additional Services	270,718	249,218	252,788	256,429	260,144	263,932	254,078	258,020	262,040	266,141	2,593,509
Pension Obligation (Pre-OCFA Unfunded Liability)	3,545,268	4,132,425	4,570,860	5,085,056	5,510,997	5,773,377	6,056,543	6,029,900	6,210,798	6,397,122	53,312,346
Retiree Medical Premium Contribution	83,928	86,026	88,177	90,381	92,641	94,957	97,331	99,764	102,258	104,815	940,277
Total Projected Costs	26,551,498	27,830,376	28,950,582	30,166,422	31,314,461	32,319,987	33,354,245	34,114,707	35,105,655	36,125,644	315,833,576
Additional Savings: Insurance Premiums	(100,000)	(110,000)	(121,000)	(133,100)	(146,410)	(161,051)	(177,156)	(194,872)	(214,359)	(235,795)	(1,593,742)
Annual Facility Maintenance Savings	(105,000)	(105,000)	(105,000)	(105,000)	(105,000)	(105,000)	(105,000)	(105,000)	(105,000)	(105,000)	(1,050,000)
Utilities	(88,012)	(90,652)	(93,372)	(96,173)	(99,058)	(102,030)	(105,091)	(108,244)	(111,491)	(114,836)	(1,008,959)
One time Sell Off of Fire Equipment	(190,000)	-	-	-	-	-	-	-	-	-	(190,000)
One-time Fleet Management Cash Availability	(2,549,414)	-	-	-	-	-	-	-	-	-	(2,549,414)
Total Cost for Fire Services with OCFA	23,519,072	27,524,723	28,631,210	29,832,149	30,963,992	31,951,906	32,966,998	33,706,591	34,674,805	35,670,014	309,441,460
Pension Obligation (Pre-OCFA Unfunded Liability)	3,545,268	4,132,425	4,570,860	5,085,056	5,510,997	5,773,377	6,056,543	6,029,900	6,210,798	6,397,122	53,312,346

Retiree Medical	
Labor (2.92%)	
Other Operating	
Total Fire Budget	
Fire Dept Revenue	
Estimate	

City Continuation of Services Not Included in OCFA

Add Position for EOC Management

175,000

Add Mechanic and Quints

	Description:	FY 18-19 Avg. Tot Comp	Current GG Auth Pos List	Total GG Current Costs	Number of Positions (OCFA Proposal Deployment)	Estimated Cost Using OCFA Model	TOTAL COST OF FIRE SERVICES IF CONTRACTED WITH OCFA
ADMIN	Department Secretary	102,675	1	102,675	1	102,675	
	Public Safety Fiscal Analyst	112,135	1	112,135	1	112,135	
	Sr. Fire Protection Specialist	140,610	2	281,220	2	281,220	
	Fire Chief	394,767	1	394,767	1	394,767	
	Fire Division Chief	280,668	2	561,336	2	561,336	
	Fire Battalion Chief (Training)	248,782	0	-	1	248,782	
	Fire Captain (Deputy Fire Marshall)	217,311	2	434,622	1	217,311	
FRONT-LINE	Fire Battalion Chief	248,782	3	746,346	3	746,346	
	Fire Captain	217,311	24	5,215,464	21	4,563,531	
	Fire Engineer	185,770	24	4,458,480	21	3,901,170	
	Firefighter (Constant Manning)	120,191	4	480,764	4	480,764	
	Firefighter	133,595	6	801,570	0	-	
	Firefighter/Paramedic	161,086	30	4,832,580	42	6,765,612	
	Total Full-Time Labor Cost		100	18,421,959	100	18,375,649	N/A
OTHER OPERATING COSTS	Part-Time			58,281		58,281	
	Over-Time			2,439,977		2,439,977	
	Other Costs						
	Contractuals			1,222,407		1,222,407	
	Commodities			438,910		438,910	
	Tel/Beeper			82,701		82,701	
	Equip Pool Rental			1,772,611		1,772,611	
	Stores-Non Stock			16,211		16,211	
	Info Systems			130,166		130,166	
	Insurance-Liab/Prop			99,934		99,934	
Capital Outlay			178,200		178,200		
	Subtotal			6,439,398		6,439,398	
	Labor & Other Operating Costs			24,861,357		24,815,047	22,296,928
ADDITIONAL EQUIPMENT	Addition of a Quint			N/A		134,272	
	Equip Rental Rate for Quint			N/A		165,000	
	Less 1 Squad (#880 Annual Rate)			N/A		(45,228)	
	Less 2 Engines (#555,556 Annual Rate)			N/A		(225,510)	
	Additional Equipment Subtotal			N/A		28,534	295,293
	Total Costs			24,861,357		24,843,581	22,592,221

ADDITIONAL EQUIPMENT	Addition of a Quint			N/A		134,272
	Equip Rental Rate for Quint			N/A		165,000
	Less 1 Squad (#880 Annual Rate)			N/A		(45,228)
	Less 2 Engines (#555,556 Annual Rate)			N/A		(225,510)
	Additional Equipment Subtotal			N/A		28,534
	Total Costs				24,861,357	24,843,581

Return Fire investigation Staffing Levels to 2005

		FY 18-19 Avg. Tot Comp	Current GG Auth Pos List	Total GG Current Costs	Number of Positions (OCFA Proposal Deployment)	Estimated Cost Using OCFA Model	TOTAL COST OF FIRE SERVICES IF CONTRACTED WITH OCFA
ADMIN	Description:						
	Department Secretary	102,675	1	102,675	1	102,675	
	Public Safety Fiscal Analyst	112,135	1	112,135	1	112,135	
	Sr. Fire Protection Specialist	140,610	2	281,220	2	281,220	
	Fire Chief	394,767	1	394,767	1	394,767	
	Fire Division Chief	280,668	2	561,336	2	561,336	
	Fire Battalion Chief (Training)	248,782	0	-	1	248,782	
FRONT-LINE	Fire Captain (Deputy Fire Marshall)	217,311	2	434,622	1	217,311	
	Fire Battalion Chief	248,782	3	746,346	3	746,346	
	Fire Captain	217,311	24	5,215,464	21	4,563,531	
	Fire Engineer	185,770	24	4,458,480	21	3,901,170	
	Firefighter (Constant Manning)	120,191	4	480,764	4	480,764	
	Firefighter	133,595	6	801,570	0	-	
	Firefighter/Paramedic	161,086	30	4,832,580	42	6,765,612	
Total Full-Time Labor Cost			100	18,421,959	100	18,375,649	N/A

OTHER OPERATING COSTS						
	Part-Time			58,281		58,281
	Over-Time			2,439,977		2,439,977
	Other Costs					
	Contractuals			1,222,407		1,222,407
	Commodities			438,910		438,910
	Tel/Beeper			82,701		82,701
	Equip Pool Rental			1,778,611		1,778,611
	Stores-Non Stock					
	Info Systems					
	Insurance-Liab/Prop					
	Capital Outlay					

10% Staff Adjustment

	Fire Captain (Deputy Fire Marshall)	217,311	2	434,622	1	217,311	
	Fire Battalion Chief	248,782	3	746,346	3	746,346	
ADDITIONAL EQUIPMENT	Addition of a Quint	217,311	24	5,215,464	21	4,563,531	
	Equip Rental Rate for Quin	185,770	24	4,458,480	21	3,901,170	
	Less 1 Squad (#880 Annual	120,191	4	480,764	4	480,764	
	Less 2 Engines (#555,556 Ar	133,595	6	801,570	0	-	
	Additic	161,086	30	4,832,580	42	6,765,612	
	Total Full-Time Labor Cost			100	18,421,959	100	18,375,649

Recruitment Solution- Drop First 2 steps

Paramedic Cost = 177,194

	FY 18-19 Avg. Tot Comp	Current GG Auth Pos List	Total GG Current Costs	Number of Positions (OCFA Proposal Deployment)	Estimated Cost Using OCFA Model	TOTAL COST OF FIRE SERVICES IF CONTRACTED WITH OCFA
Description:						
ADMIN	Department Secretary	102,675	1	102,675	1	102,675
	Public Safety Fiscal Analyst	112,135	1	112,135	1	112,135
	Sr. Fire Protection Specialist	140,610	2	281,220	2	281,220
	Fire Chief	394,767	1	394,767	1	394,767
	Fire Division Chief	280,668	2	561,336	2	561,336
	Fire Battalion Chief (Training)	248,782	0	-	1	248,782
	Fire Captain (Deputy Fire Marshall)	217,311	2	434,622	1	217,311
FRONT-LINE	Fire Battalion Chief	248,782	3	746,346	3	746,346
	Fire Captain	217,311	24	5,215,464	21	4,563,531
	Fire Engineer	185,770	24	4,458,480	21	3,901,170
	Firefighter (Constant Manning)	120,191	4	480,764	4	480,764
	Firefighter	133,595	6	801,570	0	-
	Firefighter/Paramedic	161,086	30	4,832,580	42	6,765,612
	Total Full-Time Labor Cost		100	18,421,959	100	18,375,649

OTHER OPERATING COSTS						
Part-Time			58,281			58,281
Over-Time			2,439,977			2,439,977
Other Costs						
Contractuals			1,222,407			1,222,407
Commodities			438,910			438,910
Tel/Beeper			82,701			82,701
Equip Pool Rental			1,772,611			1,772,611
Stores-Non Stock						
Info Systems						
Insurance-Liab/Prop						
Capital Outlay						

	Fire Captain (Deputy Fire Marshall)	217,311	2	434,622	1	217,311
	Fire Battalion Chief	248,782	3	746,346	3	746,346
	Fire Captain	217,311	24	5,215,464	21	4,563,531
	Fire Engineer	185,770	24	4,458,480	21	3,901,170
	Firefighter (Constant Manning)	120,191	4	480,764	4	480,764
	Firefighter	133,595	6	801,570	0	-
	Firefighter/Paramedic	161,086	30	4,832,580	42	6,765,612
	Total Full-Time Labor Cost		100	18,421,959	100	18,375,649

ADDITIONAL EQUIPMENT	
Addition of a Quint	
Equip Rental Rate for Quin	
Less 1 Squad (#880 Annual	
Less 2 Engines (#555,556 Ar	
Additic	

Retention Solution- 5%,4%,2%

10-Year Forecast - (2.92% Increase)											
	FY 2018-19	FY 2019-20	FY 2020-21	FY 2021-22	FY 2022-23	FY 2023-24	FY 2024-25	FY 2025-26	FY 2026-27	FY 2027-28	Total
Annual Contract (2.9%)	22,191,928	22,839,932	23,506,858	24,193,259	24,899,702	25,626,773	26,375,075	27,145,227	27,937,868	28,753,653	253,470,275
Annual Facility Revolving Fund (\$15,000 x 7)	105,000	105,000	105,000	105,000	105,000	105,000	105,000	105,000	105,000	105,000	1,050,000
Equipment Replacement (3% Per OCFA)	295,293	304,152	313,276	322,675	332,355	342,326	352,595	363,173	374,068	385,290	3,385,203
Start - Up (0%, 10 Years, \$1,136,225)	113,623	113,623	113,623	113,623	113,623	113,623	113,623	113,623	113,623	113,623	1,136,225
Capital Improvements Required	-	-	-	-	-	-	-	-	-	-	-
Asbestos Certification	20,740	-	-	-	-	-	-	-	-	-	20,740
Proposal Cost Reimbursement	(75,000)	-	-	-	-	-	-	-	-	-	(75,000)
Total OCFA Estimated Contract Costs	22,651,584	23,362,707	24,038,757	24,734,556	25,450,679	26,187,721	26,946,293	27,727,023	28,530,558	29,357,566	258,987,443
City Continuation of Services Not Included in OCFA											
Add Position for EOC Management	175,000	178,500	182,070	185,711	189,426	193,214	197,078	201,020	205,040	209,141	1,916,201
Hazmat Clean Up (Ocean Blue)	57,000	57,000	57,000	57,000	57,000	57,000	57,000	57,000	57,000	57,000	570,000
Records Management	38,718	13,718	13,718	13,718	13,718	13,718	-	-	-	-	107,308
Total Additional Services	270,718	249,218	252,788	256,429	260,144	263,932	254,078	258,020	262,040	266,141	2,593,509
Pension Obligation (Pre-OCFA Unfunded Liability)	3,545,268	4,132,425	4,570,860	5,085,056	5,510,997	5,773,377	6,056,543	6,029,900	6,210,798	6,397,122	53,312,346
Retiree Medical Premium Contribution	83,928	86,026	88,177	90,381	92,641	94,957	97,331	99,764	102,258	104,815	940,277
Total Projected Costs	26,551,498	27,830,376	28,950,582	30,166,422	31,314,461	32,319,987	33,354,245	34,114,707	35,105,655	36,125,644	315,833,576
Additional Savings: Insurance Premiums	(100,000)	(110,000)	(121,000)	(133,100)	(146,410)	(161,051)	(177,156)	(194,872)	(214,359)	(235,795)	(1,593,742)
Annual Facility Maintenance Savings	(105,000)	(105,000)	(105,000)	(105,000)	(105,000)	(105,000)	(105,000)	(105,000)	(105,000)	(105,000)	(1,050,000)
Utilities	(88,012)	(90,652)	(93,372)	(96,173)	(99,058)	(102,030)	(105,091)	(108,244)	(111,491)	(114,836)	(1,008,959)
One time Sell Off of Fire Equipment	(190,000)	-	-	-	-	-	-	-	-	-	(190,000)
One-time Fleet Management Cash Availability	(2,549,414)	-	-	-	-	-	-	-	-	-	(2,549,414)
Total Cost for Fire Services with OCFA	23,519,072	27,524,723	28,631,210	29,832,149	30,963,992	31,951,906	32,966,998	33,706,591	34,674,805	35,670,014	309,441,460
Pension Obligation (Pre-OCFA Unfunded Liability)	3,545,268	4,132,425	4,570,860	5,085,056	5,510,997	5,773,377	6,056,543	6,029,900	6,210,798	6,397,122	53,312,346
Retiree Medical Premium Contribution	83,928	86,026	88,177	90,381	92,641	94,957	97,331	99,764	102,258	104,815	940,277
Labor (2.92%)	17,244,711	17,748,257	18,266,506	18,799,888	19,348,844	19,913,831	20,495,314	21,093,778	21,709,716	22,343,640	196,964,483
Other Operating Costs (2.92%)	3,969,674	4,085,588	4,204,888	4,327,670	4,454,038	4,584,096	4,717,952	4,855,716	4,997,503	5,143,430	45,340,556
Total Fire Budget	24,843,581	26,052,596	27,050,142	27,969,493	28,807,979	29,571,912	30,253,863	30,859,998	31,499,027	32,175,987	263,757,605
Fire Dept Revenue Offset	(150,000)	-	-	-	-	-	-	-	-	-	(150,000)
Net Cost of Fire Dept with City	24,693,581	26,052,596	27,050,142	27,969,493	28,807,979	29,571,912	30,253,863	30,859,998	31,499,027	32,175,987	263,607,605
Estimated Projected Savings/(Additional Cost)	1,174,510	(1,174,510)	(1,174,510)	(1,174,510)	(1,174,510)	(1,174,510)	(1,174,510)	(1,174,510)	(1,174,510)	(1,174,510)	(11,745,100)

Pension Obligation (Pre-OCFA Unfunded Liability)	3,545,268
Retiree Medical Premium Contribution	83,928
Labor (2.92%)	18,182,045
Other Operating Costs (2.92%)	4,368,674

Apples to Apples Cost Comparison

- OCFA more cost effective than GG Fire Deployment



Level of Service

- OCFA
- 2016 GG Fire Model
- Current GG Fire Model
- Apples to Apples



Recruitment and Retention

- OCFA
- 2016 GG Fire Model
- Current GG Fire Model
Apples to Apples



Infrastructure- Fire Maintenance

OCFA

2016 GG Fire Model

Current GG Fire Model

Apples to Apples



Future PENSION DEBT

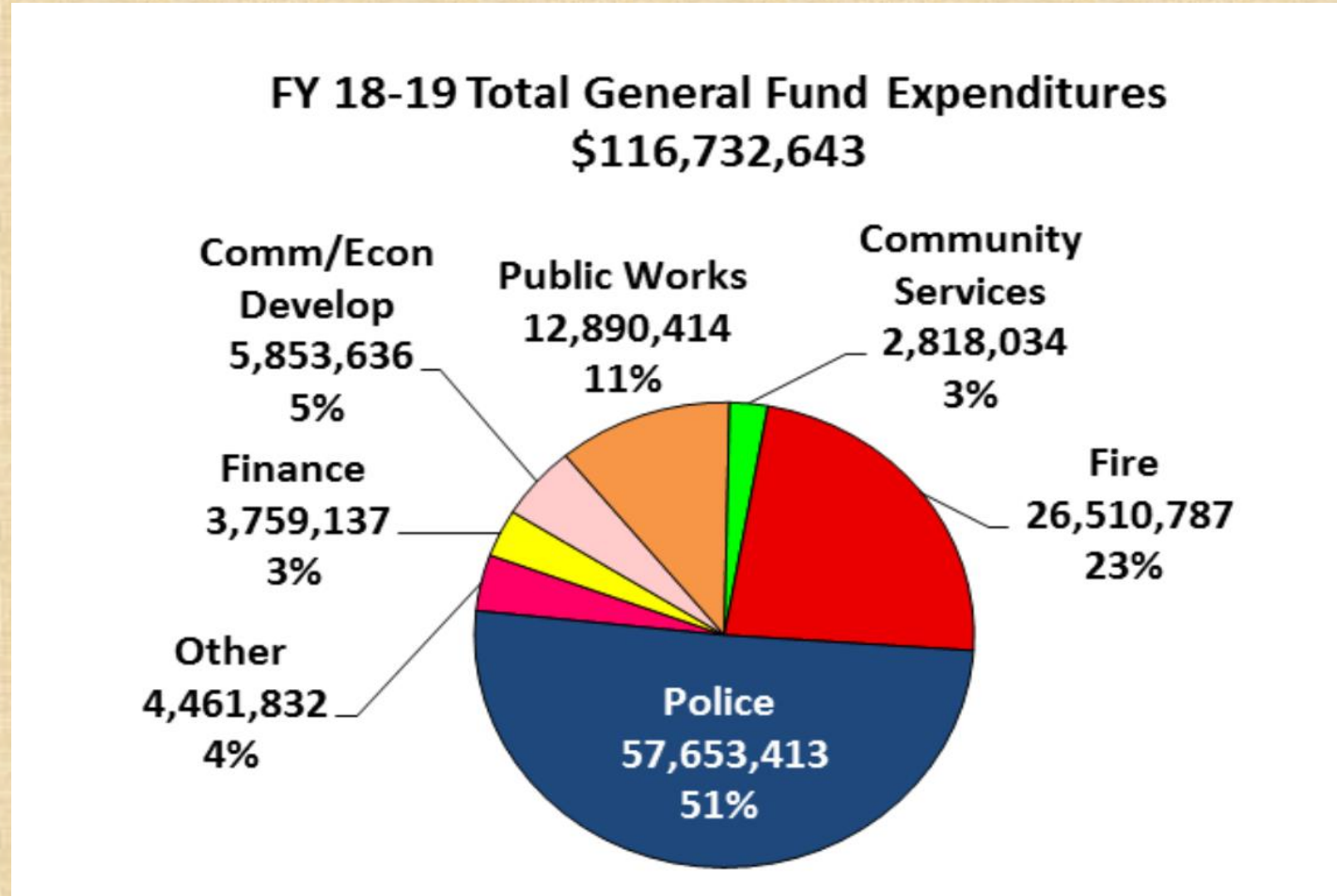
- OCFA
- 2016 GG Fire Model ONLY ADDS
- Current GG Fire Model ONLY ADDS
- Apples to Apples ONLY ADDS



OCFA Costs

- July 10th, 2018 Cost of OCFA per GG City \$27,097,120
 - Subtract \$113,623 (moving start up costs over 10 years instead of 5)
 - Subtract \$357,000 for capital improvement costs
(Need to be addressed either way)
- New GG City Spread Sheet show OCFA Cost \$26,551,498
 - Subtract EOC cost (\$11,000 bonus instead) -\$ 164,000
- New OCFA Cost = \$26,387,498

GGFD Actual Cost



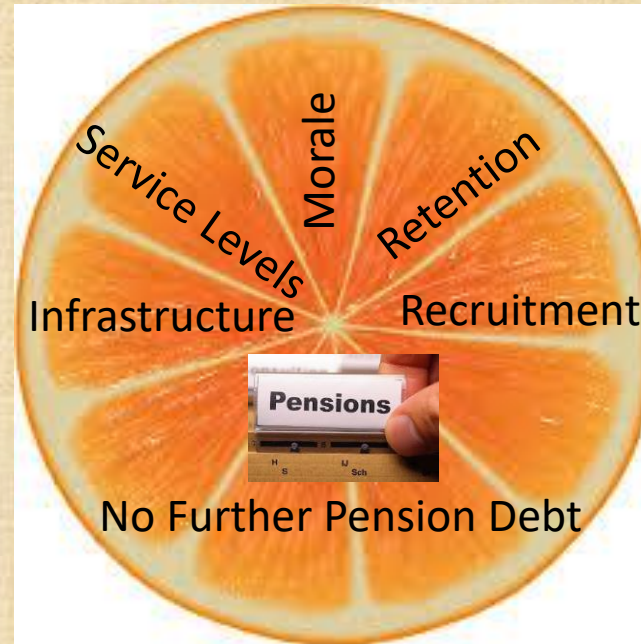
OCFA Cost Savings

GG Fire Cost = \$26,510,787

OCFA Cost = \$26,387,498

Savings = \$123,289 per year to go OCFA

One Solution for all issues



CFA