



## Fire Chiefs' Fire Service Working Group

May 13<sup>th</sup>, 2023

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County Chiefs' Association  
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**Objective:**

Efficient, Effective, and Sustainable county-wide fire delivery system

To: Sonoma County Fire Chiefs' Association  
Sonoma County Fire Districts' Association  
Sonoma County Fire Fighters Labor Groups and Associations

The FSWG will continue to provide updates at the SCFCA and Districts Assn meetings, to our Labor partners, and through email blasts when there are significant milestones in this project. Following are some highlights since our previous update:

- Tax Measure Distribution Plan: This week, the team continued right-sizing the distribution plan. We are pleased to report that many of the measure asks are being met. There is additional employee benefit follow-up to be done in order to finalize the distribution plan. Meetings are scheduled for Monday to review what is included for each Zone in the plan. The estimated measure allocation dollars and percentages will follow once the plan is complete, hopefully by the end of next week.
- Governance Model: The Governance Model proposal is complete.
- Ordinance Language: We spent a significant amount of time walking through the draft ordinance language with the attorney. The goal is to finalize the bulk of the language next week. One of the remaining holes revolves around the audit and what happens when an agency fails an audit.
- The team continues to evaluate the handling of the discretionary funding. The goal is to complete that next week.
- One-Page Overview: Attached is a one-page overview that can be used to brief people on the measure.
- Outreach: There will be special briefings with SCFCA, the Districts Association, and Labor partners late Monday. The team will also present at the City Managers Mtg. on Thursday.

Please reach out to a FSWG representative if you have any questions.

# March 2024 Sonoma County Fire Service Sales Tax Implementation Summary DRAFT

## Staffing = \$42.3 Million

- The addition of approximately 200 local firefighters and paramedics.

## Recruitment/Retention/Pay Parity = \$3.1 Million

- Approximately \$3.1 Million will be funded annually throughout most agencies to raise pay and benefits of current and new tax-funded employees to the benchmark equal to that of Sonoma County Fire District. The goal with this initiative is to increase pay to support firefighter recruitment/retention and remove a major consolidation obstacle.

## Facilities = \$258 Million over 30 years or \$8.6 Million annually

- Many fire stations cannot accommodate the staffing this measure will provide and/or do not currently accommodate a diverse workforce, or need repair, replacement, or relocation. This annual funding will provide one-time or bonded payments to fund fire station needs.

## Apparatus and Equipment – no specific funding

- There are insufficient funds to specifically categorize allocations towards apparatus and equipment, although tax measure funds can be used to make such purchases. Apparatus and equipment will be a component of the “intent” of this measure and apparatus/equipment purchases can be made with tax measure funds that are acquired prior to and during the FF recruitment process, prior to hiring staff (or the differential between entry level pay while receiving top-step funding through the tax) or prior to payments for facility upgrades are made, can be used towards or for apparatus and/or equipment. After 3-5 years, oversight committee will expect all tax funds to be going towards personnel and facilities.

## “All Fire Agency” Funding - \$8.5 Million

- Funds to cover agency REDCOM fees and add Ops staffing to make the 911 dispatch center a Command Center - \$4 M
- Lexipol policy and technologies - \$250 K
- Red Flag, Winter Storm, All-Risk Upstaffing - \$275 K

- Vegetation Management Crews - \$3 million
- Tax collection and audit fees - \$800 K
- DEM/PRMD/HazMat - \$250 K

## Funding Allocations by Zone

### Zone 3

#### Kenwood

- Increased staffing of 1 Captain, 1 Engineer and 3 FF positions to reach 3-0 staffing
- Revenue from the measure will meet the funding needs required for consolidation
- \$10M over 30 years towards Fire Station upgrades.
- Annual REDCOM Fees based on FY 23-24: \$17,194

#### Sonoma Valley/Sonoma City

- 2 Fire Inspectors/Veg Mgt Coordinators (one is a Regional Inspector for all of Zone 3)
- 40-hour fire mechanic (Regional Zone 3 benefit), represented by local 1401
- 3 FF positions to get Station 1 to 3-0 staffing
- 6 FF positions to get Station 2 to 5-0 “flex” staffing (wildland, water tender, rescue, or ambulance)
- 2-0 staffing for Eldridge Station (3 Captains, 3 Engineers)
- \$20 Million over 30 years towards 2 Fire Station upgrades
- Annual REDCOM Fees based on FY 23-24: \$189,928 (City) \$97,879 (District)

#### Schell-Vista

- 3 FF to get to 3-0 staffing
- 1 Administration position
- Annual REDCOM Fees based on FY 23-24: \$50,669

### Zone 4

#### North Sonoma Coast FPD

- ½ FTE for admin support
- Added 3 Fire Engineers to get to 3-0 staffing through CALFIRE contract
- Funding for 24/7 CALFIRE BC
- \$10M over 30 years towards Fire Station upgrades.
- Annual REDCOM Fees based on FY 23-24: \$17,126

#### Fort Ross

- \$250K over 30 years towards station improvements

### Timber Cove FPD

- An additional ½ FTE to achieve 1 full-time admin
- Staffing for 2-0 engine, 3 Captains and 3 Engineers
- 10M over 30 years towards Fire Station upgrades
- Annual REDCOM Fees based on FY 23-24: \$12,562

## **Zone 5**

### Cazadero

- New staffing to support 3-0 daytime staffing and stipends
- \$100,000 over 30 years for facility improvements
- Annual REDCOM Fees based on FY 23-24: \$8,712

### Monte Rio

- Adding FF and Eng for 3-0 staffing
- \$10M over 30 years towards a Fire Station replacement
- Annual REDCOM Fees based on FY 23-24: \$41,898

### Camp Meeker

- Funding for 1 stipend FF and a BC shared by all of zone 5
- \$500,000 over 30 years for facility improvements

### Occidental

- Addition of a full-time Captain and Engineer, with a stipend FF to achieve 3-0 staffing
- Annual REDCOM Fees based on FY 23-24: \$21,858

## **Zone 6**

### Northern Sonoma County

- 2 added Engineers to Geyserville station to get 3-0 staffing, plus a flex operator
- Funding to make Geyserville's Engine to ALS
- Addition of a 40-hour Captain- this is a Regional resource for the entire zone, but "lives" at Northern Sonoma County
- Regional Fire Inspector/Veg. Mgt. Coordinator – includes help for Cloverdale/Healdsburg
- Adding 2 full time and one stipend position for 3-0 staffing at Chalk Hill Station
- \$10M over 30 years towards a Chalk Hill Fire Station
- Annual REDCOM Fees based on FY 23-24: \$34,711

### Healdsburg

- Battalion Chief for zone 6
- Funding to make Healdsburg's Engine ALS
- Daytime 2-0 staffing for Montage Station

- \$3M over 30 years towards a Montage Fire Station
- Funding for a Fire Inspector/Veg Mgt for the City
- Annual REDCOM Fees based on FY 23-24: \$101,622

#### Cloverdale

- Funding 2 Engineers for 3-0 staffing plus a flex operator/veg mgt/fire inspector.
- Funding to make Cloverdale engine ALS

### **Zone 7**

#### Sonoma County Fire District

- Funding to staff a 3-0 ALS engine or truck company
- Funding an additional Battalion Chief
- Funding for 40-hour Captain and BC for air ops program – this is a regional resource for all agencies
- \$10M over 30 years for a new Larkfield Fire Station
- \$10M over 30 years for a new Bellevue Fire Station
- \$15M over 30 years towards a new Guerneville Fire Station
- Annual REDCOM Fees based on FY 23-24: \$537,924

#### Santa Rosa Fire Department

- The addition of 3-0 staffed Engine Companies to the Bellevue (Station 9) and Brush Creek (Station 12) Fire Stations
- Funding an additional Suppression Battalion Chief (Battalion 2)
- Funding two new Fire Inspectors dedicated to Vegetation Management
- \$15M each over 30 years for new Calistoga and Bellevue fire stations
- \$20M over 30 years for a new Brush Creek station, shared with SCFPD
- Annual REDCOM Fees based on FY 23-24: \$1,423,138

### **Zone 8**

#### Gold Ridge

- Staffing at both Twin Hills and Hessel will increase from a 2-person engine company to a 3- person engine company
- 4.75 million dollars will be provided to complete capital improvement projects
- Funding for recruitment and retention will be provided
- A regional fire prevention officer will be added
- Annual REDCOM Fees based on FY 23-24: \$155,624 (All of Gold Ridge/North Bay)

### Sebastopol

- Sebastopol Fire Department will receive funding to achieve a 2-person staffed engine company
- Funding will be provided to support a daily stipend firefighter at the Sebastopol Station
- Revenue will be provided to support a 5-million-dollar capital improvement project
- Annual REDCOM Fees based on FY 23-24: \$64,981

### Graton

- Graton Station staffing will increase from a 2-person to a 3-person engine company
- Graton Fire District will receive funds to recruit and retain employees
- Annual REDCOM Fees based on FY 23-24: \$40,883

### NBF Zone 8

- A 2-person engine company will be staffed in Valley Ford.
- \$750,000 will be provided for capital improvements.
- Stipend staffing at Bodega will be funded.

## **Zone 9**

### Rancho Adobe

- Funding to make all 3 engines ALS.
- Add 40-hour Captain (for training/admin/EMS/program mgt/etc)
- Add a Fire Inspector/Veg. Mgt.
- Addition of a second Engineer to Station 3 to support fleet maintenance, fire inspections, additional emergency response, etc.
- \$3M over 30 years for Cotati Fire Station upgrades
- \$2M over 30 years for Penngrove Fire Station upgrades
- \$7.5M over 30 years for Liberty Station upgrades and shop
- Annual REDCOM Fees based on FY 23-24: \$154,481

### Petaluma

- Staffing for full-time Ladder Truck (fund 3 per day to get to 4-0 staffing)
- Funding for a Fire Inspector/Veg Mgt.
- Funding for an EMS coordinator and Chief Officer
- \$5M each over 30 years for upgrades to Fire Stations 2 and 3
- \$15M over 30 years for a full-retrofit of the current Fire HQ
- \$15M over 30 years towards a new central station for ladder truck
- Annual REDCOM Fees based on FY 23-24: \$365,995

### Wilmar/Two Rock/Lakeville

- Funds to increase daytime 2-0 staffing at Wilmar Station to full-time 3-0
- 40-Hour BC/Fire Marshal/Veg. Management for zone 9
- Fund Lakeville to go from 1 stipend FF to 3-0; Captain, Engineer, and a stipend FF
- \$8M over 30 years for Wilmar Station upgrades
- \$500,000 over 30 years for Two Rock station upgrades
- \$8M over 30 years for a new Lakeville Fire Station closer to Lakeville and Hwy. 37

### Rohnert Park

- Add one person to each of three staffed stations to get to 3-0 staffing so each has a Captain, Engineer, and FF
- Add 40-hour Battalion Chief, as admin BC or 1/3 of Shift BC
- \$5M over 30 years for Station 2 upgrades
- \$15M over 30 years for Station 4 replacement and relocation