

Good Evening Chair, Board and Community Members,

Thank you for your time and allowing me to speak tonight. My name is Carlo Granzella and I am a Probationary Firemen with Rodeo-Hercules Fire Protection District. I come before you tonight seeking your support for the annexation with Contra Costa County Fire Protection District. This annexation provides standardized training throughout the area and will enhance firefighter safety.

When I arrived at RHFD, I was put through a 10 day academy. This academy was not like most academies that other agencies provide their new firefighters. It consisted of many hours of training while continuing to provide the citizens with the services that they expect from us every day. In an academy format, a subject topic could take a full week of learning and practice. Due to the 10 day academy, that same topic would only be given a couple hours so that we could move on to the next topic. I would like to thank everyone at the department that took the time to help train me to be successful at RHFD. We had a lot of long days and nights to ensure that I was able to get all my training completed in the 10 days prior to being assigned to my crew. I still work hard and train every day to be the firefighter the residents expect me to be.

As a firefighter, we are called into action when our citizens need us most. These incidents include medical emergencies, vehicle accidents, structure fires, vegetation fires, etc. There is a training division at Contra Costa Fire that ensures that everyone within the department is trained to the same standard. The academy allows the firefighters to focus on the task and skills that they will continue to use and rely on throughout our career without the distraction of running calls. With so many agencies located here in West County, we do not have the same training or Standard Operating Procedures (SOPs) when it comes to such incidents. This has caused death to firefighters in the line of duty. People often tell me they couldn't perform the work we do because they couldn't run into a burning building. I am able to do these tasks that I am called to do because I trust the men and women that I work alongside. The annexation will help to have more departments working with the same Standard Operating Procedures and training, making it safer for the residents and firefighters.

In closing, I am a normal person just like every one of you. I have a wife and daughter at home and we are expecting our second daughter any day. I support this annexation with Contra Costa Fire because it provide a better service for the residents of Rodeo and Hercules and enhances firefighter safety.

Thank you,

Carlo Granzella

Rodeo Hercules Fire District Board of Directors,

I write to you today as a Fire Captain and leader at the Rodeo-Hercules Fire District. I have 16 years in the fire service in many different capacities and levels. There are 20 Firefighters, Engineers, Captains and Chiefs that intimately know the fire service model that is needed to effectively serve this community like no one else. In this letter I am speaking as one of those individuals. I would like to share just a few of my thoughts on the benefits of annexation for this community and encourage you to please read with an open mind. I write this in response to the public's request for more information and am trying to help people understand. My list of specific enhancements in detail are listed by category below.

Firefighter safety: Firefighter safety would be increased through this annexation. Contra Costa County Fire Protection District has 24/7 coverage district-wide with a safety officer. The safety officer is to respond to high risk incidents, and ensure safe work practices are being employed. We recently commemorated the anniversary of the sacrifice of Matt Burton and Scott Desmond who died in the line of duty trying to save the lives of multiple members of the community in San Pablo. A contributing factor in the fatality report was different agencies operating individually. Bringing more of Battalion 7's departments under the same roof, aligning training standards, operating procedures, and accountability will aid in increasing firefighter safety and wellness and can prevent future firefighter fatalities.

An industry-wide issue in today's fire service is Workers Comp benefits. Workers Comp systems create sluggish responses that can delay rehabilitation which creates a negative result in the health and wellness of the employee. This leads to more overtime, costing taxpayers more as recovery times increase, potentially leading to long term disability. As a progressive district, CCCFPD is working on a proactive solution. Using their vast depth of resources, they have come up with a new state-of-the-art wellness program that is one of the only two of its kind in the entire nation. It is an exciting time for Contra Costa County Fire as they have become nationwide leaders for the fire service through this endeavour. They now have two sports medicine trainers at the disposal of its members to aid in injury prevention and rehabilitation and bring employees back to work faster and healthier than what the Workers Comp program could achieve on its own. By taking a proactive approach they have realized savings from fewer worker comp claims and future long term medical disability claims. This is one example of the sort of progression and fiscal responsibility RHFD cannot achieve due to the lack of depth and structure.

Employee Attrition: Attrition has been a huge problem in our agency. We've hired 20 firefighters in the last 10 years. Keep in mind we are only an 18-member department. We keep losing new employees. Firefighters are cut from the same cloth nationwide, we all have a special drive to serve our public. With that said, our members are leaving because other departments are providing better opportunities to serve their communities. Opportunities such as fully developed training divisions, prevention divisions, specialty rescue programs and more. RHFD flushes money down the drain that we have invested in the hiring process which includes: testing, backgrounds, psychological evaluations, interviews and more. If hired, there is

an additional loss of money spent for the new employees' 10-shift training and about an additional \$10,000 for PPE that is fitted specifically for that individual. The financial loss caused by lack of attrition adds up rapidly. However, the unforeseen accumulative impact due to high attrition results in low morale and also a less experienced workforce. Morale and experience are two contributing factors that can greatly affect a department's service and effectiveness. Contra Costa County Fire hires many firefighters at once, putting on full academies which cuts costs through economies of scale. Contra Costa County Fire is a destination department that top candidates seek out and compete to work at. These employees ultimately dedicate their entire career towards their one community. Morale loss is prevented, and experience is retained making their department's service model effective.

Training: Training is my specialty and is near and dear to me so I have quite a bit to say about it. I am a qualified state instructor and am a subject matter expert in this area. A department's training is what keeps its firefighters and citizens safe and prepared for emergency calls. Take a look at training chronologically in the two departments side by side. Let's start with Rodeo Hercules Fire District. As a new hire you will get 10 days of initial training from your on-duty crew which is available for calls in their district. The days calls that occur during this training interfere with the day's training. The training is led by a 10-shift book that the Captain must follow. The book includes teaching administrative tasks and a series of manipulative drills that must be performed throughout the day by the cadet. The day only allows the cadet to attempt each drill one or two times. The standards of training will vary from Captain to Captain and the nuances on how to perform tasks may also differ which has caused new employees to struggle the passing of their training 10-shift. Once the 10 days of new hire training are complete, the new hire's probation begins. There is a probationary task book to guide the new hire during probationary training but there are no standards on how the training tasks are to be done. Some of the task book tasks are antiquated and not accurate. There is no support staff in the district to support training, update tasks books or create/update training standards although it is greatly needed. At RHFD, promoted employees receive a task book to guide them through their new job. At the Engineer rank the Captain teaches the components in the task book. At the Captain rank they are self-taught. As the first line in leadership in serving the community, the training at this level is paramount to sustain a high level of service. RHFD would require new training officer positions to handle these deficiencies; it will cost the district multiple hundreds of thousands of taxpayers dollars. Keep in mind this is only one area and we have many others to cover.

In contrast, Contra Costa County Fire has done very well and is set up well as it relates to training. New hires get a full 18-week academy taught by dedicated training staff and guest instructors who specialize in the topics being taught. The curriculum being taught is prepared and updated long before the academy by their training division staff. Their training has standards the cadet is required to meet. This high quality first impression of training that is placed on employees early in one's career sets the tone for a superior level of service provided in the agency's service model. Once the employees graduate and begin their interactions with the community throughout the rest of their career the service model improves. For this reason training is a top priority for any fire service agency. The training division at Contra Costa County

Fire consists of a full-time dedicated training Chief, 4 full-time dedicated training Captains and roughly 10 part-time student workers to help out on training activities as needed. Contra Costa also has 3 training facilities where the scope of training is unrestricted. Two training towers, a state of the art burn building for realistic training. Not to mention the special training development programs contra costa county fire provides its employees. Each promotion you get a full academy to provide promoted employees with the tools needed to go out and be successful in serving the community in their new role. Contra Costa County Fire also provides employees specialty training opportunities such as water rescue, dozer operations, hand crew operations, Hazardous Materials, Heavy Rescue, Boat rescue/firefighting, Confined space, Truck academy and more. These specialty training opportunities are brought back out into the field where services are provided directly to the community having a direct impact on increasing Contra Costa County Fires service model to the community.

RHFD has limited resources to offer specialty training to the community. We cover vast amounts of water and shoreline with no open water training or resources. Our community would benefit greatly from Contra Costa County Fire's water and boat rescue/firefighting program. Training in these areas is what allows us to save the lives of the members of the community. Case in point: I remember early in my career watching the city of Alameda Fire Dept. who had recently ended their water rescue program. I saw them standing on the shore while a member of their community drowned and ultimately died. I could not believe what I had just watched. In my time at RHFD on two separate occasions I have found myself standing at our shoreline with a 50-foot rope watching members of our communities struggling as they attempt to stay alive in the current of the bay located roughly 200 feet offshore. They were out of reach. I remember in that moment feeling helpless, unable to help, and thinking about how Contra Costa County Fire has the training and resources to act. This person in the water drowning in front of me is counting on me to help... and I cannot. Contra Costa County Fire has a thriving boat program as well as swift/open water rescue program. If we had been Contra Costa County Fire we could easily have a water rescue asset implemented into our community. Not to mention Contra Costa County Fire has a rescue helicopter at their district's disposal at a moments notice which is paramount to the life-saving success of any search and rescue. These are life saving tools that we can have at our fingertips to better serve and save our community. We simply do not have these capabilities- we are qualified for shore-based rescue only. We get a rope that is 50 feet long and a lifejacket for our personnel to wear as they stand on the shoreline. You can decide which service model is better for yourself, but as a firefighter who deals with this on a regular basis I see the obvious service enhancement Contra Costa County Fire would provide this community. This is one specific example on how training and qualifications affect community safety and community level of service.

Contra Costa County Fire also has a rescue/firefighting helicopter at its disposal that our community could greatly benefit from. In my time as a wildland firefighter I learned first hand as a helicopter-based firefighter that aircraft help save community members' lives and save community members' homes... period. Our vast wildland urban interface would benefit greatly from this service that Contra Costa County Fire provides. RHFD will never have a helicopter or any service that would come close to providing the coverage similar to a helicopter. These few

examples just scratch the surface of benefits of training and special programs Contra Costa County offers our community members. There are many more examples I could talk about in great detail but I will mention a few others: bulldozers, handcrews for firefighting as well as fire fuels mitigation/prevention, and communications. In this topic alone the enhancements that Contra Costa County Fire can provide are pretty clear. Our communities' lives are what matter to me and I believe they deserve these enhancements.

Accountability: I have heard many public comments about Battalion 7's agreement with the RHFD and how this provides all the depth the community needs. I completely disagree. Having a unified Battalion 7 under one roof isn't just better for firefighter safety and standardized training - it's better for the community. Right now if there is a serious medical emergency in the area of Hercules Ave and San Pablo Ave of our district station 76 in Hercules would respond. The closest emergency unit to this area is actually engine 73 from Pinole located on Tennant Ave. Because we have jurisdictional boundaries the closest unit does not get sent. Instead, the jurisdiction associated with the taxpayer's address gets sent. If we are to have better accountability to our service model, regional consolidation would be the answer! Drop the jurisdictional boundaries through consolidation of resources. This would improve response times by over 200% in the Hercules Ave. area of our fire district's jurisdiction once Pinole contracts services to Contra Costa County Fire. There is a big picture solution.

An integral part of function missing at RHFD is accountability. Accountability is integral to providing a superior fire service model. Without proper accountability, how will our fire department ensure we are providing consistent and proper services to our community? Right now, RHFD only has one Battalion Chief-level supervisor on duty for one of the 3 shifts. That leaves 2 shifts with severe holes in the structure of the organization affecting its function. That means 66% of the total organization's leaders operate without direct supervision. Imagine going to work everyday in these conditions. Is having no direct supervision over 66% of your organization's structure healthy for day-to-day operations and effectiveness? Consider how a 66% lack of supervision and accountability in any agency would affect its end product of service. Annexing with Contra Costa County Fire will increase the function of accountability by 33% through bringing another Battalion Chief position and entire shift under the same roof. It's time for better service- and that opportunity is presented before you now.

In conclusion, annexation would greatly benefit our community. Hopefully I have explained some specific service model representations that the general public is not educated on. The average member of the public deals with fire emergency services about one time per their lifetime. The members of our public only somewhat know their current fire services and most definitely do not know Contra Costa County's Fire service model and the reality of the benefits annexing would bring to our community. However, we have all been hearing lots of speculation on both RHFD and Contra Costa County Fire service models expressed from the community. I hope this letter helps to scratch the surface of reality when it comes to the enhancements of annexation between the two agencies. If we are to try and bring some of these services to our community on our own we will spend well over 3.5-4 million and still be left with a lesser quality product and not to mention a duplication of services that waste more tax payer dollars.

In what world can you increase your business model that would normally cost you 3.5-4 million per year not just for free but in fact with an overall cost savings? Not only would we avoid spending millions in duplicated fire services but we would save taxpayers millions of dollars through cost savings of economies of scale. Contra Costa County Fire District per station provides their services substantially cheaper per year than RHFD currently does. With that said we would also fall under their current Fire Chief. The result is additional cost savings by not paying for RHFD Fire Chief and admin staff. You have the obligation to maintain fiscal responsibility for your tax payers. This annexation is the fiscally responsible thing to do with our tax dollars. I believe a situation like this is a rare opportunity to be able to increase your local service model while saving roughly 3.5-4 million dollars in your budget. There are many agencies nationwide who would be envious of this opportunity. I advise talking to Contra Costa County Fire Chief Broschard and speaking with him personally about possible enhancements and community concerns of local control. He is the expert and the only person who can provide insight on that matter. All other opinions including my own would only be a damaging speculation that you cannot consider as fact.

Thank you for your time and hope you consider what I have said.

Derek Cochnauer

Board of Directors Annexation Letter

Good evening board, ladies and gentleman of the community, my name is Miguel Carvajal and I am a firefighter with the Rodeo Hercules Fire District. I have been with the district a little over four years and am writing this letter to you tonight, in favor of the annexation of our department with Contra Costa County Fire District. Since I was hired back in 2017 I have noticed and experienced the short comings of this department and the areas that we as a small district lacked, the ultimately affects our safety and the level of service that we provide to the community.

First off the depth and personnel to have a sufficient training staff is not feasible with an 18 personnel department. Without that depth of a full-fledged training department we as Rodeo Hercules have outdated standards, lack of resources, and insufficient amounts of supervisors to receive the proper training that a professional paid department needs as well as the requirements from the state. Training is one of the biggest aspects of our job as it prepares us to respond to a vast majority of emergency calls and make important decisions with limited amounts of time to return safely to our family and friends as well as provide a high level of service to the community. Its not the fault of our fire chief and staff of these issues, they do an amazing job everyday to provide as much support to us as the operations side of things. They just do not have the resources, finances, or personnel to meet these needs.

The growth of Hercules and the town of Rodeo is another key topic to push towards the possibility of annexation. The call volume and the expansion of the area will continue to grow, not allowing us as 18 individuals to preform our everyday tasks answering the calls and training as well as the pre-planned steps we take to try to take and mitigate the emergencies from happening in the first place. I'm here to tell you that Contra Costa County Fire has these specialized divisions in place that currently do an amazing job mitigating and pre planning

Board of Directors Annexation Letter

emergencies. For example they have a fire prevention division, fire investigation division, training division, EMS divisions, operations divisions, and fuel mitigation division as working with their sole responsibilities to be community risk reduction. Currently in our RHFD model with our 18 line personnel staff we try and coordinate and facilitate these areas of responsibility as well as train, and answer the calls as they come in, this can be stressful and tasking and doesn't allow us to fully commit to our service of the community.

Depth of personnel is also a very important topic as to why annexation will be beneficial and help keep staffing levels at a minimum standard or better. The year 2020 presented many challenges facing a global pandemic, and uncertainty of where the fire service was headed. Within our department we saw a drastic dip in personnel due to long term injuries of our personnel leaving the department with 10 eligible employees to maintain the stations. Of those 10 employees only 2 were paramedics and were constantly tasked to their maximum allotted amount of time to work week after week. Multiple days even occurred were we couldn't staff a paramedic on the engines and ran in a basic life support setting, a mentality that we as RHFD dislike and discourage because now we are servicing our citizens at a lower level than what they are paying for. If annexed into Contra Costa County that depth issue will no longer play a factor as, CCCFPD up staffs and continually relies on the depth of their 309 firefighters to evenly share the load and maintain the highest level of service to the community.

So I urge you Board Members; as I write this as a current firefighter of Rodeo Hercules and as a citizen within Contra Costa County to please follow the facts, listen to the leadership within the fire service and see that annexation is the safest and financially feasible plan set before you to provide the most professional fire services to your communities. Thank You

-Miguel Carvajal

To: RHFD Board of Directors & Community Members

As an employee of the Fire District, I fully endorse the annexation between RHFD and the Contra Costa Fire Protection District (Confire).

Currently, RHFD has several areas that are deficient or redundant, as outlined in the AP Triton Feasibility Study. Consolidating the two district's resources, administration, personnel, equipment, training and services is operationally beneficial, fiscally responsible, and provides the community more for its tax dollars.

Some of the fiscal redundancy RHFD assumes annually include: a full time Chief, administrative staff, vehicle maintenance, IT support, and EMS training. These redundant services cost tax payers over a million dollars per year. All these functions can be handled and shared with the 13 towns and cities within Confire at a fraction of the cost, and with better service.

While RHFD has always "made it work" with the resources and finances we have, NFPA Standards and the Triton Study clearly outline that there are deficiencies and areas for improvement that we cannot undertake with our current fiscal and operational limitations. We need to move away from the "local control" mantra in lieu of one of "regional operational capabilities". Confire can provide us this essential component. What has local control given us? Closing the Rodeo station for 2 years, significant attrition, financial losses, redundant services/management, and inadequate resources.

These are some examples of RHFD's operational insufficiencies: No Hazmat, No RN for EMS program management, No Fire Investigators, Insufficient Prevention/Inspection staff, No Water Rescue, No IT department, No training staff, and too few Battalion Chiefs. All of these are either paid as contracts, or done by Confire for us as a gesture of good faith.

With only one Battalion Chief, RHFD lacks an appropriate command structure. A department our size requires at least 3 BC's. This leaves two shifts per week without adequate supervision while on duty. Confire has numerous BC's, providing a depth of coverage RHFD is financially incapable of providing.

Being a small department with limited opportunities for advancement and career options, RHFD has had nine of the last nineteen hires leave for larger departments with better career opportunities. This constitutes attrition of 47% in just the last seven years, not including retirements. Hiring and training new employees is very costly, and to endure such extensive attrition impacts our operations and finances significantly.

The culpability of our current situation lies on the shoulders of the District's Fire Boards in decades past that opted for "local control" over "regional operational capability", blinding them to the fiscal redundancies, operational requirements, career needs of firefighters, and improved service to the citizens they represent. Confire's depth of personnel, resources, administration, equipment and training, plus cost savings is unequivocally superior to RHFD's current fire service delivery model.

Accordingly, I would like to ask for your support to please approve the annexation between RHFD and Contra Costa County Fire.

Respectfully Yours,

Robert Gelhaus
RHFD Engineer/Paramedic

My name is Clint Ballard and I am an Engineer/Medic here at the Rodeo-Hercules Fire District. I have been working in west Contra Costa County in Battalion 7 for nearly fifteen years.

I am a strong supporter of consolidation and am excited about the progressive advancements a merger with Con-Fire will bring to the community and the employees of RHFD. A comprehensive merger such as this will usher in a new era of enhanced resources that a stand-alone small department simply cannot provide.

This merger should be seen and embraced as a positive progressive step for the community as well as the RHFD employees, and I'm confident those who do not share our vision would change their minds if they were fully educated on the true benefits.

It is a tragedy that a dozen or so angry hostile citizens have united together to effectively kill our efforts for annexation, they have absolutely zero knowledge of what is needed in today's modern fire service and should not have this strong of an influence.

Today's complex threats and challenges can only be met with a unified effort – it is imperative consolidation with Con-Fire is achieved. Please support us in our pursuit to provide a better service delivery for our community.

From: [Jason Garry](#)
To: [Bryan Craig](#); [Kimberly Corcoran](#)
Subject: COORESPONDENCE TO RHFD BOARD OF DIRECTORS
Date: Friday, August 6, 2021 1:01:18 PM

Good Evening Chair, Board and community members,

Thank you for the opportunity to speak tonight. My name is Jason Garry. I am a Probationary Firefighter with the Rodeo-Hercules Fire Protection District. Tonight, I'm speaking to you and asking for your support of the annexation with Contra Costa Fire.

I was hired here with limited Firefighting experience. I came into this department with an ambition to learn and become a professional firefighter. Initially, my experience here was different than I had envisioned. When compared to many of the larger departments that have the resources to put on an 18 week, standardized academy RHFD was a very different experience. It was difficult for me to learn in an environment with many inconsistencies and then be evaluated in the same manner.

At Contra Costa Fire there is an entire division dedicated to training. With a standardized approach this would greatly improve the competencies of our entry level Firefighters and properly prepare them for working in their role as a Firefighter. Additionally, annexation would provide the necessary in-depth training for future new hires with limited experience in being better equipped and trained to mitigate the many situations that we are tasked with on a daily basis.

My experience here at RHFD has been very positive since I have been assigned to my now permanent crew. The expectations were clearly explained to me and I have since been a contributing member on my shift. In my situation during my training I was able to adapt and be successful, however, I am concerned for those who will be hired after me and would be led to follow in my "footsteps". There is a department next door that is welcoming us with open arms that has a standardized fire academy that would resolve this problem.

In closing I would again stress that in supporting the annexation with Contra Costa Fire it will resolve this issue and many others alike while better serving the citizens of Rodeo, Hercules and our Firefighters alike.

Thank you,
Jason Garry

From: [Matt Greiner](#)
To: [Kimberly Corcoran](#); [Bryan Craig](#)
Subject: Correspondence to RHFD Board of Directors
Date: Friday, August 6, 2021 12:56:43 PM

Good evening citizens and members of the board. My name is Matt Greiner and I am a firefighter here with Rodeo-Hercules. I was hired over 4 years ago and have a total of 6 years in the fire service. I have written this letter to give you a standpoint in favor of annexation straight from one of your firefighters here in the district. I come from a unique background because I was first hired with East Contra Costa County Fire back in 2015. Retention of firefighters, inadequate amount of stations and personnel, and an abundance of calls were all huge issues during my time there and I later made a decision and left to be a firefighter here in the district. I am afraid to say we are headed down the same path and dealing with these same issues here to this day. Retention is a huge issue here at RHFD as well and has been since I got hired here over four years ago. We have lost great firefighters to surrounding agencies due to pay, greater opportunities in advancement elsewhere, and lack of access to higher levels of training that other departments offer. Contra Costa County Fire has training divisions and multiple chiefs who are in charge of specific programs within the department. We are only 18 personnel and 2 Chiefs which means

that this massive work load falls on all of our shoulders on top of the rigorous day to day of what our job consists of. This means that each one of us runs a program. From taking care of the building and grounds, to personal protective equipment, to inspections within our district, and running all of our community programs to stay involved just to name a few. We have no choice but to keep these running and do proudly but we are overworked and exhausted especially with the ever growing and dangerous summer fire seasons that have ravaged California every year. Just like right now as multiple areas are burning in the state today. With this annexation that massive workload is taken from our shoulders which is a huge benefit to us and to the community. This allows these programs to flourish with the appropriate personnel being able to run these day to day as their main and only focus. Most importantly that massive workload is lifted from us and allows us to be better focused on our day to day jobs and be better firefighters for our community each and every day. Our district is continuously building all over which means a massive increase in population and call volume for us that is inevitability coming. We lack the resources and personnel to sustain that growth. I am not putting down our district in any way. I have roots that run deep here in Rodeo. My great grandpa

was one of the original volunteer firefighters here and later became one of the first paid firefighters in the merge between Rodeo and Hercules. I grew up here and still have family and very close friends that live in the district. I would not be pushing annexation if it was not a huge benefit for the citizens which are my family and friends. This is why I find it beneficial as one of your firefighters to explain the benefits. With annexation the service to the community will greatly increase with access to more personnel, better equipment, special resources, and a massive training division to just name a few. An influx of money right now does not fix our current and future problems but annexation does. We have had to shutdown stations in the past and just last year we dropped our service from advanced life support to basic life support. This means we had no paramedics on our fire engines providing a higher level of service to our citizens. That is unacceptable to me and something I never want to see happen again. This was due to multiple injuries, which happen in our line of work very often, and personnel being overworked with the dangerous fire seasons that have gotten worse each year. Annexation brings 300+ firefighters as dedicated and caring as your 18 personnel here in the district today to combat these major issues we face today. To the citizens of this district, from the bottom of my heart, I

truly believe and know that annexation is the best possible thing for this district and I hope I was able to better paint that picture with this letter. To our board members. I hope hearing directly from your fire personnel has an impact on each and every one of you here today and I hope that you will listen to what we have said and make the right decision and vote in favor of this annexation . Thank you so much for your time.

Sincerely FF Greiner

Sent from my iPhone

From: [Jesus Garcia](#)
To: [Kimberly Corcoran](#); [Bryan Craig](#)
Subject: Fwd: Correspondence to RHFD board of directors
Date: Friday, August 6, 2021 1:43:24 PM

Sent from my iPhone

Begin forwarded message:

From: Jesus Garcia <jesus.garcia.lopez12@gmail.com>
Date: July 22, 2021 at 11:15:40 PM EST
To: Bryan Craig <Craig@rhfd.org>, Kimberly Corcoran <corcoran@rhfd.org>
Subject: Correspondence to RHFD board of directors

Good evening members of the board and residents. My name is Jesus Garcia and I am a firefighter with the Rodeo-Hercules fire district. I am writing to you, to let you know that I am in full support of annexation with Confire. Since becoming a member of RHFD in 2019, I began to notice the areas that we need more support. Those areas include a fully staffed fire prevention division, training division, EMS division, specialized resources, equipment and health/wellness, that's just to name a few. A lot of these areas of responsibility are put into our members hands to handle on a day to day basis. We do so with tremendous pride to impact our community in a positive way but we can't do it alone. We need your full support with the annexation with Confire, so we can better serve our community. The annexation with Confire will aid with our growing community and needs in our district. Now more than ever we need to be unified to ultimately have a positive impact in our community for many years to come.

Sincerely,

Firefighter Garcia

Sent from my iPhone

From: [Barron Flanders](#)
To: [Kimberly Corcoran](#)
Subject: Re: Board correspondence
Date: Friday, August 6, 2021 1:12:39 PM
Attachments: [image001.png](#)

Good evening citizens and members of the board. My name is Barron Flanders I am an engineer here at Rodeo Hercules fire. I got hired back in 2013 on a SAFER grant. Since then all but one of my classmates have left to other departments to pursue better opportunities.

I am speaking today in favor of consolidation not just for better opportunities but because I am seriously concerned about our fire prevention. One of my many areas of responsibilities is fire prevention and business inspections. Recently I implemented a new app based software to help our on duty crews speed up and keep better track of our business inspections. Since covid we have ceased our inspections. Now that things are opening back up we need to lay out a new plan. My biggest concern is that our community is growing at a rapid pace. There are more business coming to town and it's harder to keep track of them. Before we were on a nine month rotation and we could barely keep up. Even if we switched to a year long rotation I don't think we would have time to do them all. Our call volume is increasing and that already means less time to train.

Recently we found a bunch of homeless people squatting in a vacant business in Rodeo. We would have had no idea if it wasn't for a medical that our crews responded to. We could have easily had our own ghost ship warehouse fire in our own community. Since the Ghost Ship incident there have been a number of changes in fire prevention, too many for us line personal to keep track of and it puts us in direct liability if something like this was to occur. I believe that we would need to hire at least two people who's sole responsibility is business inspections and plan checks.

Contra Costa Fire has a full bureau of dedicated inspectors. Why should we waste money and duplicate roles when we can consolidate and have people who are professionals in this sector?

This is just one of many potentially lifesaving services that annexation would provide that Rodeo Hercules just can not keep up with in our growing community.

-Thank you

- Barron Flanders

On Aug 6, 2021, at 1:10 PM, Kimberly Corcoran <corcoran@rhfd.org> wrote:

Your attachment will not open.

[Kimberly Corcoran](#)
[Administrative Services Officer/Board Clerk](#)
[Rodeo-Hercules Fire Protection District](#)
[1680 Refugio Valley Road](#)
[Hercules, CA 94547](#)
<[image001.png](#)>

From: Barron Flanders <Flanders@rhfd.org>
Sent: Friday, August 6, 2021 1:05 PM
To: Kimberly Corcoran <Corcoran@rhfd.org>
Subject: Board correspondence

Good afternoon Kim. I wanted to re send my letter to be read by the board at the next board meeting. Thank you.

- Barron Flanders

From: [Marie Bowman](#)
To: [Aurora Guingon](#)
Cc: [Kimberly Corcoran](#)
Subject: Re: Postpone the Vote!
Date: Friday, July 30, 2021 8:44:45 PM

Dear Aurora,

Thank you for expressing your opinion on this very important issue. I am copying staff/Kimberly to ensure your letter will appear in the next Board packet.

Best,
Marie

From: Aurora Guingon <prettilady24@yahoo.com>
Sent: Friday, July 30, 2021 7:55 PM
To: Marie Bowman <Bowman@rhfd.org>
Subject: Postpone the Vote!

Mr. Bowman,

I urge you to postpone your vote on the annexation until the citizens of Rodeo and Hercules have had their questions answered and are informed.

Sincerely,

Aurora Guingon
PHREED Member

July 23, 2021

Dear Rodeo-Hercules Fire District and community members,

My name is Donovan Kiel and I was employed with Rodeo-Hercules Fire District from July 2014 to November 2019. I would like to start by apologizing for not being able to attend tonight's meeting as I am currently deployed at the Dixie fire. I was hired as a Firefighter/EMT and worked to complete paramedic school and later promoted to Engineer/Paramedic. I am writing you to share my experiences while working for the Fire District and serving the amazing citizens within the communities of Rodeo and Hercules.

I want you to understand that the RHFD was more than a job. Though I did not live in Rodeo-Hercules, my family spent every 4th of July morning in the community, with my kids participating in the fun run and watching and/or being a part of the parade. Even if I was working, my wife, who likes to sleep in, would wake up early so the boys can enjoy the Fourth of July festivities. We would also come enjoy the car show, chili cook-off, the bay trail, parks and other festivities the community had to offer.

My time serving the citizens of Rodeo and Hercules was extremely rewarding in many ways. RHFD has lots of support from the community. Making the decision to leave the RHFD was a difficult one, for I felt a connection to the communities I served and my fellow firefighters that I considered family. Working at a small two station department had some advantages. Being able to have a bigger voice in the direction of the Department, an intimate knowledge of the community, and a close family like relationship with your coworkers were some of the reasons I enjoyed working for RHFD.

Despite this, the reasons for leaving outweighed the reasons to stay. The Fire service is more than just a job, it is a career and a passion for us. As I looked forward to my goals and the areas I am most passionate about within the Fire service, it became quite apparent that I would not be able to accomplish them while working for RHFD. My desire to be able to work on a tiller truck, my love for rope rescue, and my interest in boat rescue were unavailable due to the limited resources RHFD could provide.

As a Firefighter, I want nothing more than to provide the best possible service while coming home safely to my family. In order to do that we take classes and gain on the job work experience. With only two stations, my desire to gain that experience and apply the knowledge I learned in classes was severely limited, as I only had the experience and resources that RHFD could provide, within the limited call volume and equipment provided.

Lastly, and most importantly, was financial stability. I was hired on a safer grant and was on the edge of losing my position. Luckily the community was so supportive of keeping both stations open and overwhelmingly passed the tax measure securing the positions and keeping the station open. While this kept me employed, it still didn't address the issue of nearly ten-years of no pay raises for RHFD prior to me leaving. Being a Firefighter in the Bay area is difficult when your pay is substantially less than many other departments. I understand there has been some pay raises since I have left, which I feel was necessary and deserved for those working at RHFD. Moving forward, hopefully that continues to happen. Merging with Contra Costa Fire (Confire) would eliminate the need for a Fire Chief position, administration, and other administrative costs as these are all duplicate costs that can be provided as

part of Confire. It would provide financial stability to the members serving the community as part of a bigger entity. It would continue to provide outstanding service to the community while also enhancing resources they could provide. The current model is not sustainable and merging with Confire is not only a fiscally responsible decision, but it is the best decision for both the community and the current members who continue to proudly serve Rodeo and Hercules.

I want to thank everyone tonight for allowing me a space to speak about my experiences with the RHFD. I hope that tonight you will take the time to really think about what is best to support the RHFD's members and provide the best possible service to the citizens of Rodeo and Hercules. As I stated earlier, I really enjoyed my time working for RHFD. It was a difficult decision to leave but the only option I had to further my career and better provide for my family. Unfortunately, I was not the only person to make this, decision but hopefully I will be the last.

Regards,

Donovan Kiel

Good evening board and community,

My name is Theresa Vouchilas. I am an Engineer-Paramedic with Rodeo-Hercules Fire District and have been with the district for seven years. I am writing this letter because I love this community I serve and I love working in the area. I hear the community's questions about the benefits of annexation and I hope through my first hand experience I can explain why I am in favor of this annexation and why I believe it is a huge benefit to our public.

In my seven years here retention has always been an issue for this department. I am currently the only employee left from my academy of nine. Since the time I got hired in 2014 nine employees have left for other departments with more opportunities. More employees will continue to leave if this annexation does not happen. Having to constantly hire one employee at a time makes it impossible to have an academy. This leads to extra stress on crews having to do all day on the job training with new hires while still trying to run calls and complete other daily duties. Also there is no set standard or job sheets so the training varies from captain to captain. Not to mention the cost to outfit each new hire and pay for benefits for them to turn around and leave. Contra Costa County Fire is able to retain their employees due to more opportunities, specialty programs, standardized training with excellent training props, actual new hire academies, more opportunities to take time off of work to take classes and much more.

During my time here staffing has also been an issue. Not just with retention but injuries. RHFD currently has nine paramedics. Last year we only had three of the nine paramedics able to work for months due to injuries. At one point we dropped down to two paramedics due to a positive covid case. During that time of having two paramedics RHFD had to drop down to BLS. This resulted in EMTs having to run CPR calls and other critical calls. During this time the community was not able to receive the best care possible because EMTs are unable to start IVs and administer important life saving medications. Also only having three paramedics with two on duty a day led to the paramedics having to work four or five days straight. This leads to not only physical exhaustion but mental exhaustion as well. I also experienced a staffing issue when I dislocated my shoulder at work while on a call and we had no staffing to come in and cover me. I had to stay at work for 14 hours with a dislocated shoulder so we would not have to close a station down. This injury resulted in me needing surgery and placing me off work for eight months. Contra Costa County Fire has adequate staffing with rovers on duty so we would not have to work five days straight and we would be able to go home when injuries happen without worrying about closing a station. The annexation will provide resources and staffing for mental and physical longevity.

Another benefit to the annexation is the training division. With RHFD it is on the captain to take the information they remember and pass it down to their crew. Like previously stated training differs from captain to captain. RHFD also does not have succession planning or strong training to prepare you for promotional movement. We lack supplying our employees with the training to be successful at the next rank. Contra Costa County has developed engineer, captain and truck academies to supply their employees with the information needed to be

confident and successful as they promote through the ranks.

Other benefits to the annexation is that Contra Costa County Fire has a mechanic shop so when our apparatus have issues we can call the shop and get a new apparatus in service right away. RHFD uses a third party for maintenance so we have to pay two employees overtime to take an apparatus to the shop and bring it back. We would also save money having a shared fire chief and administration.

I have also heard a lot of comments about having volunteers. RHFD had a volunteer program and we had a difficult time retaining the volunteers. I once was a volunteer for another department. The fire service is not a priority to most volunteers. You can not make a living off being a volunteer firefighter. Often, I was unable to show up to calls because of my regular job. We even experience it here in town when running with Crockett-Carquinez fire. Sometimes they have to leave during the middle of a critical call because they have to go to work and sometimes we are left covering their calls because they do not have the personnel to respond to a call.

Lastly, I would like to thank all of you for your time. These are a few of the reasons why I am in favor of this annexation and why I think it will benefit the public. RHFD will continue to be a dead end department if this annexation does not happen. It will be a revolving door of employees coming and going. I personally would love to stay in the RHFD area if this annexation happens and continue to serve this community I love. I believe this annexation is important moving forward to be able to have standardized training, succession planning, employee retention and a unified front. We need to make a change to insure that an incident like Michelle drive never happens again in our lovely battalion 7. This change can start now. This change can start with you. I strongly hope you consider moving forward with this annexation.

Thank you,

Engineer Vouchilas

I joined Rodeo-Hercules Fire District over 21 years ago because it was a small town fire department similar to the town I grew up in. At the time I did not want a large department, I wanted that small town feel. However since then I have seen huge changes in the fire service and knowing what I know now realize that small departments do a disservice to everyone. Small departments claim to be all hazards however we lack the resources to handle most of hazards. Rodeo- Hercules is no exception we have a large area of our district that is within San Pablo Bay and we have no training or resources to handle any part of that hazard. We have lucked out over the years all of our emergencies on the bay we have been able to handle from the shoreline or by asking for help from our neighbors. Contra Costa Fire has those resources and training and would be able to bring them out to our area. We have said that we are the jack-of-all-trades, but master of none, Co

ontra Costa Fire has those masters leading us to use them and become masters. Rodeo-Hercules lacks the administration to handle everything so our Captain, Engineers and even the Firefighters have to take some of the responsibility. In Rodeo-Hercules all personnel have areas of responsibility that we have to handle which in turn takes time from all of our other needs (I.E. training, public education). Unfortunately, there is no plan to increase administration because the increase in revenues will bring higher call volume and need for another station which is needed but will exaggerate the problem even more. Add that problem with the fact that in the fire service firefighter retention is becoming the number 1 problem. Since the reform of firefighter retirement system firefighters have to work longer. The next generation of firefighters are not looking to make it rich but are looking for opportunity to have a variety of positions

whether it is on a Truck company, boat, Helicopter, or even hazmat. Small department can not offer the diversity that the next generation is looking for. In the last ten years of my career Rodeo- Hercules and seen more Firefighters come and go and it is a huge financial burden on the District. Every new firefighter requires personal protective equipment fitted to them costing thousands of dollars, plus basic training required to allow them to operate on an Engine, (this has been as a fourth person on the engine, increase in personnel cost). Rodeo- Hercules is unable to run its own academy so we have to find new employees that have experience. I am concerned that if this annexation does not happen we have a large group of well qualified employees that will leave in search of better training, better opportunity and better administration to support them.

Rodeo-Hercules Fire District has a small work force there is only 18 personnel on the engine. If someone is sick, injured or on vacation we have to back fill their position. Last year we had a catastrophic year with injuries, then COVID hit luckily the Firefighters stepped up and worked not taking very much vacation (we could not go anywhere anyway) but by September and October of 2020 we had reached a critical level with our Paramedic. The paramedics were working at least one extra day a week and at least once they were asked to work over their hourly limit to maintain our paramedics at each station. At one given point we had only two paramedics available to work and unfortunately we had to reduce our staffing level to BLS for two days. Pinole during this time period had to close completely and hire a crew from another department

(Con Fire) to cover their station. If we are annexed into Contra Costa Fire the depth of personnel will increase to the point that we will never have this situation happen again.

All of the firefighters for Rodeo-Hercules become firefighters because they wanted to help the community. We do the best we can everyday to safely and efficiently provide protection to the community of Rodeo and Hercules. The amount of support, training and resources that will be available to us will allow me to reduce the loss of life, and property within Rodeo and Hercules. As for the community worrying about loss of community connection I have worked in this community for the last 21 year and even after the annexation I will still be in this community I love the Town of Rodeo and the City of Hercules and would not want to work anywhere else but I need the added help of a larger organization to do my job to the utmost.



RODEO-HERCULES FIRE PROTECTION DISTRICT
1680 REFUGIO VALLEY ROAD, HERCULES, CALIFORNIA 94547
(510) 799-4561 FAX: (510) 799-0395

REGULAR BOARD MEETING MINUTES
May 12, 2021

1. CALL TO ORDER/ROLL CALL

Directors Present: Covington, Couzens, Davidson, Bowman, Hill

Directors Absent: None

Meeting called to order at 7:02 p.m.

2. PLEDGE OF ALLEGIANCE (00:10)

3. ANNOUNCEMENTS (0:23)

None.

4. CONFIRMATION OF AGENDA (0:29)

No changes.

5. BOARD CORRESPONDENCE (1:23)

None.

6. PUBLIC COMMENT (1:30)

None.

7. CONSENT CALENDAR (2:13)

Motion by Director Bowman to approve meeting minutes of April 6, 2021 and April 14, 2021, seconded by Director Couzens.

Chair Hill removed Item 7C from consent calendar (Review of Transmittals).

Roll Call Vote:

Covington: Yes
Couzens: Yes
Davidson: Yes
Bowman: Yes
Hill: Yes

Motion passed.

8. RESOLUTION NO. 2021-04: A RESOLUTION DECLARING INTENTION TO CONTINUE TO LEVY A FIRE SUPPRESSION ASSESSMENT AND SUPPLEMENTAL FIRE SUPPRESSION ASSESSMENT ON ALL PARCELS OF REAL PROPERTY FOR FISCAL YEAR 2021-2022 FOR THE RODEO HERCULES FIRE PROTECTION DISTRICT (10:46)

Motion by Director Bowman to adopt Resolution 2021-04 to continue fire suppression assessment, seconded by Director Couzens.

Public Comment:

Annie Ziff

Roll Call Vote:

Covington: Yes
Couzens: Yes
Davidson: Yes
Bowman: Yes
Hill: Yes

Motion passed.

9. RODEO HERCULES FIRE PROTECTION DISTRICT AND CONTRA COSTA COUNTY FIRE PROTECTION DISTRICT ANNEXATION FEASIBILITY STUDY-UPDATE REGARDING AP TRITON STUDY (20:57)

Chief Craig provided update on AP Triton's study on consolidation, and made recommendation to have board consider giving direction to legal counsel to draft a resolution of intent for review.

Public Comment:

Jan Callaghan
Paul Freese
Jerry Short

10. DISTRICT STRATEGIC PLANNING (49:08)

Board discussion regarding strategic planning. Direction to staff to schedule a board orientation.

Public Comment:

Jan Callaghan
Jerry Short
Paul Freese

11. FIRE CHIEF'S REPORT (1:27:37)

Chief Craig gave brief update and mentioned theft from Station 76. Questions from the Board regarding wildfire prevention.

12. STAFF REPORTS (1:32:41)

Update on status of fiscal year 2021-22 budget. Draft budget to come before the board at the June 9, 2021 board meeting.

13. BOARD MEMBER REPORTS (1:36:59)

Chair Hill-LAFCO meeting canceled.

14. AD HOC BOARD COMMITTEE REPORTS (1:41:25)

- a. FEASIBILITY STUDY-Communications Consultant interviews are being scheduled.
- b. BUDGET-had a meeting with Chief; will have another meeting once budget is finalized.
- c. PUBLIC OUTREACH-met to discuss communication with stakeholders. Direction to staff given.

15. LOCAL 1230 CORRESPONDENCE (1:48:28)

Jerry Short-no comments.

16. ADJOURN TO CLOSED SESSION (1:49:00)

17. RECONVENE IN OPEN SESSION/CLOSED SESSION REPORT OUT (2:56:27)

No reportable action, direction given to staff.

18. REQUESTS FOR FUTURE AGENDA ITEMS (2:57:34)

1. Chief's proposal for LAFCO resolution of intent-discussion item

19. ADJOURNMENT (3:01:05)

Meeting adjourned at 10:04 p.m.

Audio from this board meeting can be heard at www.rhfd.org
Number in parenthesis is time stamp where agenda item begins.

Board Vice Chair



RODEO-HERCULES FIRE PROTECTION DISTRICT
1680 REFUGIO VALLEY ROAD, HERCULES, CALIFORNIA 94547
(510) 799-4561 FAX: (510) 799-0395

SPECIAL BOARD MEETING MINUTES
June 9, 2021

1. CALL TO ORDER/ROLL CALL

Directors Present: Covington, Hill, Couzens, Davidson, Bowman

Directors Absent: None.

Meeting called to order at 5:35 p.m.

2. PLEDGE OF ALLEGIANCE (1:00)

3. CONFIRMATION OF THE AGENDA (01:27)

No changes to agenda.

4. PUBLIC COMMUNICATIONS (01:44)

Sarah Creely

5. BUDGET WORKSHOP (06:30)

Chief Craig gave overview for the 21-22 fiscal year budget. Took comments and questions from the Board. Direction to staff to make the changes discussed.

Public Comment

None.

6. ADJOURNMENT (01:03:02)

Meeting adjourned at 6:38 p.m.

Audio from this board meeting can be heard at www.rhfd.org
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Board Vice Chair



RODEO-HERCULES FIRE PROTECTION DISTRICT
1680 REFUGIO VALLEY ROAD, HERCULES, CALIFORNIA 94547
(510) 799-4561 FAX: (510) 799-0395

REGULAR BOARD MEETING MINUTES
June 9, 2021

1. CALL TO ORDER/ROLL CALL

Directors Present: Covington, Hill, Couzens, Davidson, Bowman

Directors Absent: None.

Meeting called to order at 7:06 p.m.

2. PLEDGE OF ALLEGIANCE (1:19)

3. ANNOUNCEMENTS (1:40)

Chief Craig requested a special board meeting for June 21, 2021 to receive the preliminary findings from AP Triton. Direction given to staff to poll board members for time.

4. CONFIRMATION OF THE AGENDA (5:39)

Agenda items renumbered beginning at Item 15. Item 12A removed.

5. BOARD CORRESPONDENCE (6:38)

None.

6. PUBLIC COMMENT (6:46)

None.

7. CONSENT CALENDAR (8:13)

Motion by Director Bowman to approve consent calendar; seconded by Director Covington.

Roll Call Vote:

Covington: Yes

Couzens: Yes

Davidson: Yes

Bowman: Yes

Hill: Yes

Motion passed 5-0.

8. MEASURE O OVERSIGHT COMMITTEE (09:09)

The Board received an application for the Oversight Committee from Maureen Brennan. Ms. Brennan commented and took questions from the board.

Public Comment:

Paul Freese

Motion by Director Bowman to appoint Maureen Brennan to the Measure O Oversight Committee; seconded by Director Covington.

Roll Call Vote:

Covington: Yes

Couzens: Yes

Davidson: Yes

Bowman: Yes

Hill: Yes

Motion passed 5-0.

9. PUBLIC HEARING TO ADOPT PRELIMINARY BUDGET (16:07)

Chief gave overview of Preliminary Budget. No clarifying questions from board received.

Board comments regarding budget.

Motion by Director Bowman to adopt Preliminary Operating Budget for fiscal year 2021-2022; seconded by Director Couzens

Public Comment:

None.

Roll Call Vote:

Covington: Yes

Couzens: Yes

Davidson: Yes

Bowman: Yes

Hill: Yes

Motion passed 5-0.

10. RETRACTION AND CORRECTION OF DELETERIOUS STATEMENTS BY MOFD DIRECTOR JEX AT MOFD REGULAR BOARD MEETING OF MARCH 17, 2021

Director Bowman reported out regarding false comments made by Director Jex regarding Rodeo-Hercules District. Director Bowman would like the Board to consider a letter drafted to the Moraga-Orinda Fire District Board.

Board comments regarding comments made by Moraga-Orinda board.

Public Comment

Maureen Brennan
Sarah Creely
Jerry Short
Tanya Little
Paul Freese

Motion by Director Davidson to have Board demand retraction and correction of statements by Director Jex at the Moraga-Orinda Board meeting of March 17, 2021; seconded by Director Couzens.

Roll Call Vote:

Covington: Yes
Couzens: Yes
Davidson: Yes
Bowman: Yes
Hill: Yes

Motion passed 5-0.

11. FIRE CHIEF'S REPORT (49:56)

Chief Craig gave brief report on grant requests; noted the special meeting on June 21st to receive preliminary AP Triton report. Discussion on board retreat.

12. STAFF REPORTS (56:51)

None.

13. BOARD MEMBER REPORTS (57:08)

Chair Hill-LAFCO meeting canceled.

Counsel provided update on the issue of Chair Hill's need to recuse himself with regard to consolidation. Response letter from FPPC is posted to district's website.

Chair Hill commented on presentation to Hercules City Council regarding possible consolidation.

Director Bowman reported out on public outreach.

Public Comment

Sarah Creely
Paul Freese
Vince Wells
Tanya Little

14. AD HOC BOARD COMMITTEE REPORTS (1:21:40)

- a. Consolidation Feasibility-interviewed and selected a Communications Consultant.
- b. Budget-none. Chair Hill dissolved budget ad hoc committee.
- c. Public Outreach-addressed in item 13.

15. LOCAL 1230 CORRESPONDENCE (1:26:44)

Jerry Short thanked board for positive interaction with the public.

16. ADJOURN TO CLOSED SESSION (1:27:41)

17. RECONVENE IN OPEN SESSION/CLOSED SESSION REPORT OUT (1:32:16)

No reportable action.

18. MEMORANDUM OF UNDERSTANDING EFFECTIVE JULY 1, 2021-JUNE 30, 2022 BETWEEN RHFD AND IAFF LOCAL 1230 (1:33:12)

Public Comment:

Vince Wells

Motion by Director Bowman to adopt Resolution 2021-05 adopting an extension of the Memorandum of Understanding between Rodeo-Hercules Fire District and IAFF Local 1230 effective July 1, 2021-June 30, 2022; seconded by Director Couzens.

Roll Call Vote:

Covington: Yes

Couzens: Yes

Davidson: Yes

Bowman: Yes

Hill: Yes

Motion passed 5-0.

19. ADMINISTRATIVE EMPLOYEE COMPENSATION (1:39:37)

Motion by Director Bowman to adopt Resolution 2021-06 to Execute a Salary Adjustment for Administrative Personnel-Safety Management-Battalion Chief and Administrative Personnel Non-Safety-Administrative Services Officer; seconded by Director Couzens.

Roll Call Vote:

Covington: Yes

Couzens: Yes

Davidson: Yes

Bowman: Yes

Hill: Yes

Motion passed 5-0.

20. REVIEW AND APPROVE AMENDMENT NO. 3 TO FIRE CHIEF'S EMPLOYMENT AGREEMENT (1:43:12)

Motion by Director Bowman to adopt Resolution 2021-07 to Approve Amendment No. 3 to the Employment Agreement Between the District and Bryan Craig; seconded by Director Covington.

Roll Call Vote:

Covington: Yes

Couzens: Yes

Davidson: Yes

Bowman: Yes

Hill: Yes

Motion passed 5-0.

21. REQUEST FOR FUTURE AGENDA ITEMS (1:46:12)

Saturday retreat

22. ADJOURNMENT (01:50:27)

Meeting adjourned at 9:37 p.m.

Audio from this board meeting can be heard at www.rhfd.org
Number in parenthesis is time stamp where agenda item begins.

Board Vice Chair

7800| General Fund Rodeo Hercules Fire District Transmittal Report

July 2021

Date	Num	Name	Memo	Account	Amount
07/01/2021	35804	Scott's PPE	Turnout repair	2270 · Repairs & Services of Equipment	-632.89
07/01/2021	1120271	Alliant Insurance Services	19-22 Commercial Crime Insurance 2nd Installr	2360 · Insurance	-3,376.00
07/01/2021	July 2021	American River Benefit Administrators	July 2021	1060 · Group Insurance	-738.99
07/01/2021	455132	R.W. Scott Construction	Grading fire trails	2310 · Professional/Specialized Servic	-14,125.00
07/01/2021	INV00087087	Zoll Data Systems	RMS Agreement-FY21-22	2100 · Office Expenses	-1,260.00
07/01/2021	W4102379VG	American Messaging	July 2021	2110 · Communications	-49.04
07/01/2021	2519624	Bay Alarm	76-07/01-10/01/21	2120 · Utilities	-120.00
07/01/2021	35524	Bay Alarm	75-07/01-10/01/21	2120 · Utilities	-180.75
07/01/2021	FASIS-2022-0319	FASIS	1st Quarter Contribution	1070 · Worker's Compensation Insurance	-81,604.00
07/01/2021	23445	IEDA INC	July 2021	2310 · Professional/Specialized Servic	-1,699.00
07/01/2021	232966	J.W. Enterprises	July 2021	2281 · Maintenance of Buildings	-359.00
07/01/2021	INV498008	LN Curtis & Sons	Fire rescue harness	2474 · Firefighting Supplies	-795.34
07/01/2021	0851-154187718	Republic Services	75-July 2021	2120 · Utilities	-46.43
07/01/2021	0851-154184914	Republic Services	76-July 2021	2120 · Utilities	-138.67
07/01/2021	jul2021	The Standard	July 2021	1060 · Group Insurance	-609.00
07/01/2021	INV25798	Vector Solutions	Target Solutions Annual Fee	2310 · Professional/Specialized Servic	-1,700.00
07/01/2021	812593233	Vision Service Plan	July 2021	1060 · Group Insurance	-526.23
07/01/2021	20220162	East Bay Regional Communications Sys	Operations-21/22	2110 · Communications	-13,680.00
07/01/2021	20220162	East Bay Regional Communications Sys	Service-21/22	2110 · Communications	-6,840.00
07/01/2021	0159521	Entenmann-Rovin Co.	Service Bar	2479 · Other Special Dept Expenses	-28.93
07/01/2021	INV505248	LN Curtis & Sons	Mouting brackets for new E75	2474 · Firefighting Supplies	-508.12
07/01/2021	JUL2021	Standard Insurance Company	July 2021	1060 · Group Insurance	-609.00
07/02/2021	287291133577x07	First Net	06/03-07/02	2110 · Communications	-193.44
07/06/2021	0453DC2A-JULY	Health Care Dental	July 2021	1060 · Group Insurance	-2,642.74
07/07/2021	91347	Vallejo Fire Extinguisher	Station 75-Maintenance	2270 · Repairs & Services of Equipment	-164.01
07/07/2021	91348	Vallejo Fire Extinguisher	Station 76-Maintenance	2270 · Repairs & Services of Equipment	-144.43
07/09/2021	211791	Contra Costa Doors	76-Repair and Maintenance on Commercial Doc	2281 · Maintenance of Buildings	-860.93
07/10/2021	9883868536	Verizon Wireless	06/11-07/10	2110 · Communications	-19.06
07/12/2021	94	Contra Costa County	JULY SECURED TAX APPORTIONMENT	9010 · Property Taxes-Current Secured	4,982,429.58
07/13/2021	4017223667-07	P.G.&E.	Station 76-06/10-07/11	2120 · Utilities	-268.80
07/14/2021	INV507889	LN Curtis & Sons	Hand flashlights	2474 · Firefighting Supplies	-1,487.44
07/14/2021	INV507834	LN Curtis & Sons	Vehicle chargers for new engine	2474 · Firefighting Supplies	-1,592.87

7800| General Fund Rodeo Hercules Fire District Transmittal Report

July 2021

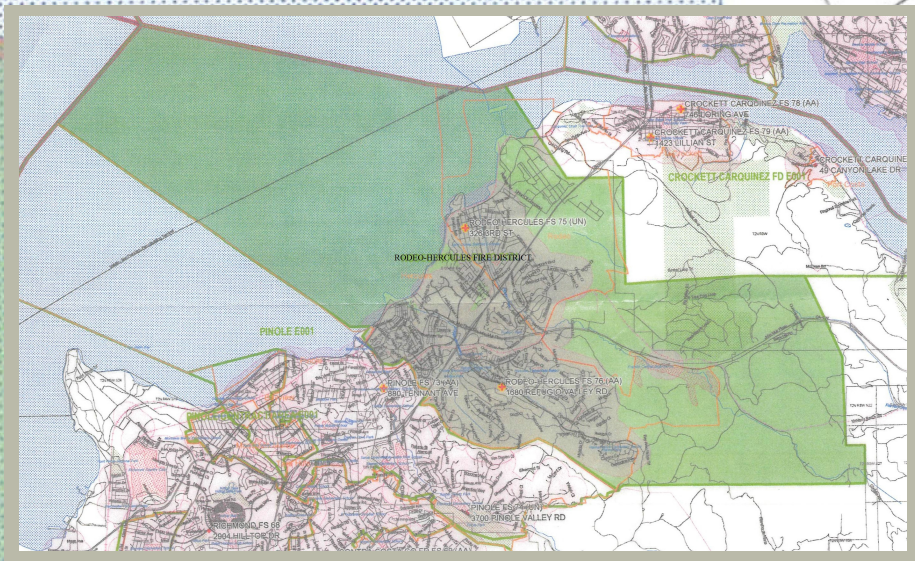
07/14/2021	5183799518-08	P.G.&E.	Station 75-06/11-07/12	2120 · Utilities	-293.44
07/15/2021	INVV508159	LN Curtis & Sons	Fuse for wildland fires	2474 · Firefighting Supplies	-272.89
07/16/2021	IN1600055	Municipal Emergency Services	Trap door hose packs	2474 · Firefighting Supplies	-2,025.53
07/19/2021	188920682-08	P.G.&E.	Station 75-06/12-07/13	2120 · Utilities	-24.57
07/21/2021	9884591303	Verizon Wireless	06/22-07/21	2110 · Communications	-608.48
07/21/2021	21-13344	Trace Analytics	Routine Analysis	2270 · Repairs & Services of Equipment	-89.00
07/22/2021	218025422	Orkin	Station 76 Service	2281 · Maintenance of Buildings	-128.00
07/22/2021	215835141	Orkin	Station 76 Quarterly	2281 · Maintenance of Buildings	-138.00
07/25/2021	9173373209-08	P.G.&E.	75-06/24-07/23	2120 · Utilities	-51.14
07/26/2021	965664324-215	Sprint	06/23-07/22	2110 · Communications	-289.93
07/27/2021	7WI0000064	Golden State Emergency Vehicle Serv	Loose equipment for new Engine 75	2271 · Central Garage Maintenance	-15,946.18
07/29/2021	538431-07	EBMUD	75-05/25-07/23/21	2120 · Utilities	-293.86
07/29/2021	253440-07	EBMUD	75-05/25-07/23/21	2120 · Utilities	-378.34
07/29/2021	233636	J.W. Enterprises	August 2021	2281 · Maintenance of Buildings	-359.00
07/30/2021	84150226	Bound Tree	Medical Supplies	2140 · Medical Supplies	-74.90

Rodeo-Hercules Fire Protection District

2020

Annual Report





RODEO-HERCULES FS 75 (UN)
326 3RD ST

RODEO-HERCULES FIRE DISTRICT

PINOLE E001

PINOLE FS 73 (AA)
880 TENNANT AVE

RODEO-HERCULES FS 76 (AA)
1680 REFUGIO VALLEY RD

PINOLE FS 74 (UN)
3700 PINOLE VALLEY RD

DISTRICT HISTORY

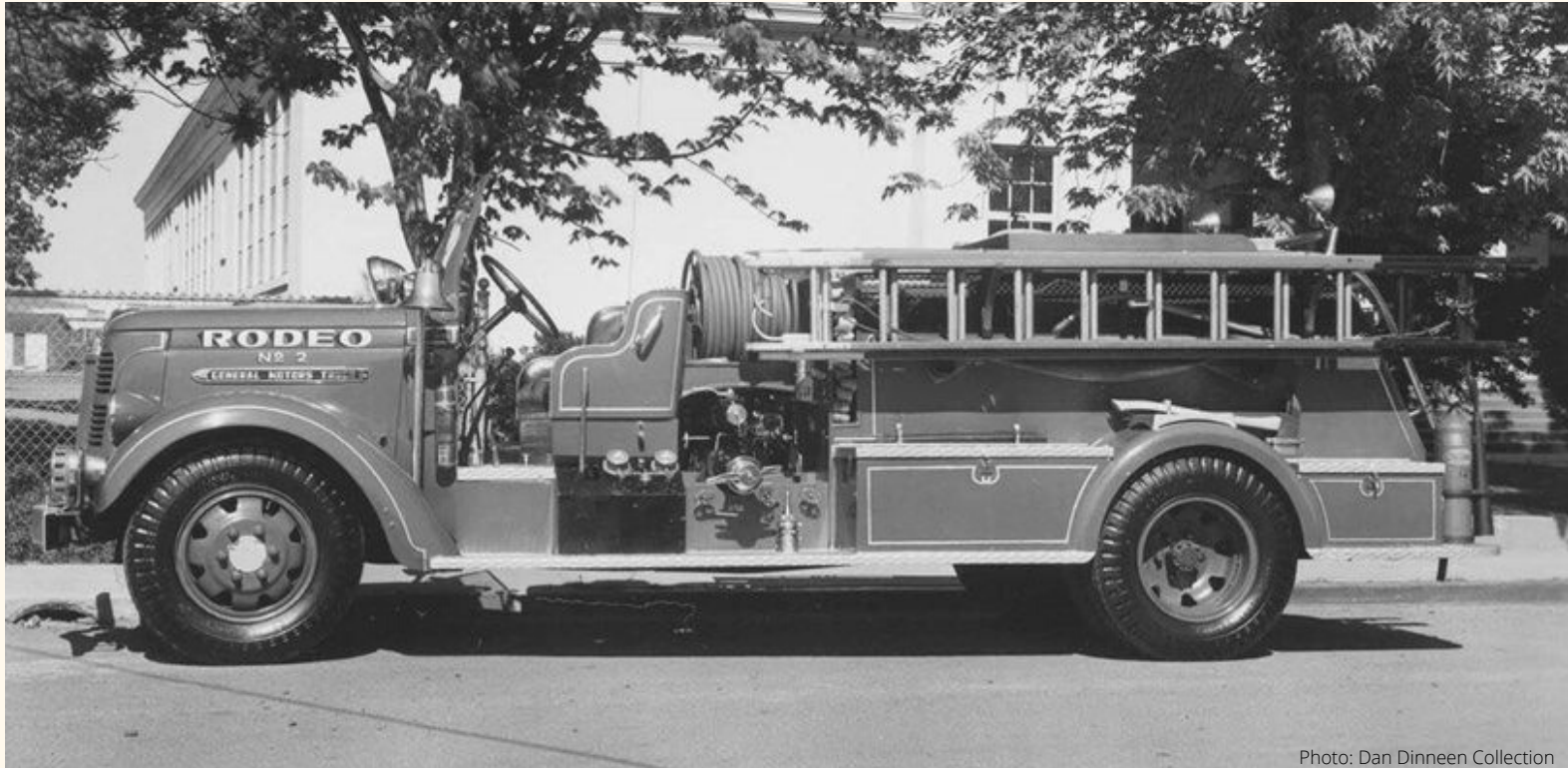


Photo: Dan Dinneen Collection

The Rodeo Fire District was formed on February 26, 1937, as an independent special district. The District was established to provide fire protection services in the unincorporated community of Rodeo. In 1978 The City of Hercules was annexed into the Fire District and subsequently, the name of the District was changed from the Rodeo Fire Protection District to the Rodeo-Hercules Fire Protection District (RHFPD).

The principal act that governs the District is the Fire Protection District Law of 1987. California Health and Safety Code §13800 gives specific enumerated powers to fire districts to provide fire protection, rescue, emergency medical, hazardous material responses, ambulance and any other services relating to the protection of lives and property. The primary delivery of emergency response is from our two fire station located in Rodeo and Hercules. Responses to more serious incidents include units from Rodeo-Hercules and mutual aid units from neighboring agencies.

The land area of RHFPD includes the City of Hercules in the southwest, the community of Rodeo in the north, and other areas of unincorporated Contra Costa County to the east.

The District has a boundary area of approximately 32 square miles which includes portions of San Pablo Bay. The Fire District's firefighters are led by Fire Chief Bryan Craig. The District has a five-member governing body. Board members are elected at large to staggered four-year terms. Board meetings are held monthly. The District's staff consists of 18 paid professional firefighters supported by two Chief Officers, one Administrative Services Officer and one Administrative Assistant.

2020 BOARD OF DIRECTORS



Mark Thorpe
Appointed 12/2016



Damon Covington
Appointed 12/2018



Andrew Gabriel
Appointed 2/2016



Steve Hill
Appointed 12/2018



William "Bill" Prather
Appointed 12/2018

The five-member Board of Directors holds elections during even numbered years. Board members are elected to staggered four-year terms. The Board holds meetings at the Hercules City Council chambers on the second Wednesday of every month (due to Covid-19, meetings are temporarily being held via Zoom).

A MESSAGE FROM FIRE CHIEF BRYAN CRAIG



Citizens of Rodeo and Hercules,

As the Fire Chief of the Rodeo-Hercules Fire Protection District, it is my pleasure to present the Annual Report. This report spotlights the District's continued commitment to providing emergency response service to Rodeo and Hercules residents, a commitment that has never wavered throughout our 94-year history, even when faced with the significant challenges brought on by a global pandemic. The Fire District continues to provide uninterrupted emergency services from its two fully staffed fire stations.

The personnel of the R.H.F.P.D put service before themselves to protect the community in which they serve. Always vigilant, Fire District members responded to over 3,000 calls for assistance from its two fire stations. Calls for service include, but are not limited to, structure and wildland fires, vehicle accidents, rescues, and medical emergencies. In addition, Fire District members assisted in incidents within Contra Costa County and neighboring jurisdictions and throughout California.

The Rodeo-Hercules Fire Protection District is one-third of Battalion 7, a regional cooperative agreement between our agency, Pinole Fire Department, and Contra Costa County Fire Protection District. This resource-sharing agreement provides a 24-hour Battalion Chief and three additional staffed fire stations that respond to Rodeo, Hercules, Pinole, El Sobrante, San Pablo, and unincorporated Contra Costa County. This arrangement serves as an example of how an efficient fire protection model can service multiple communities.

Our continued relationship with Phillips 66 San Francisco Refinery has provided extensive specialized training opportunities, apparatus and equipment replacement, and other subsidies. Their cooperation and assistance continue to be a shared benefit to all the communities we serve. The Fire District has successfully received several grants to develop and train personnel, make energy-efficient improvements, and continue our co-sharing agreement. In addition, the Fire District continues to participate in several regional grants to help continue its fiscal conservancy.

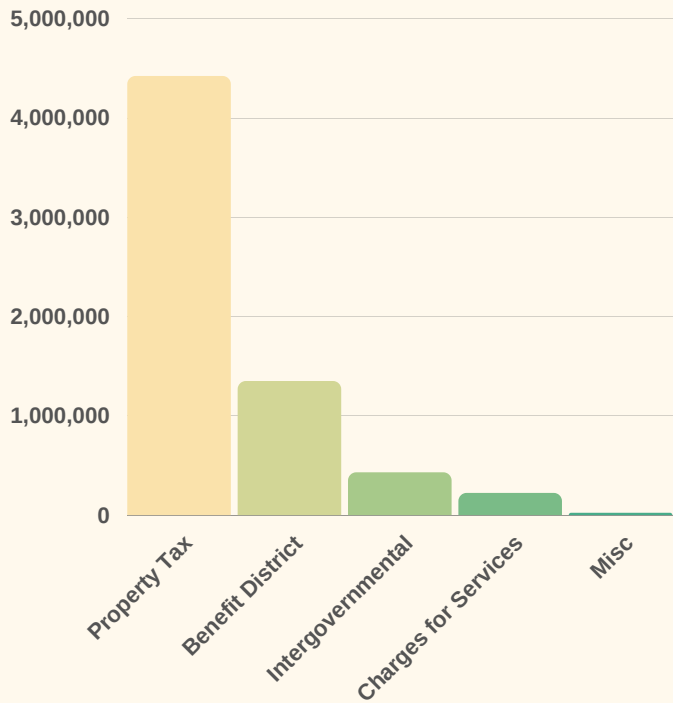
The Fire District will continue its focus on environmental consciousness by reducing its carbon footprint. Firefighter safety and cancer prevention also remain a priority. The Fire District will continue to put in place mitigation that will reduce the risks associated with the unburned products of combustion and reduce the amount of diesel exhaust produced by the fire engines. Both of these carcinogens play a pivotal role in firefighter mortality.

The Fire District is governed by a five-member elected Board of Directors who volunteer their time to provide guidance and sound conservative fiscal decisions to ensure a viable, stable future. The Board's dedication to transparency and building a foundation of community trust ensures the Fire District's continued success.

R.H.F.P.D. Organizational Chart



REVENUE AND EXPENDITURES



2019-20 REVENUE

Property Tax	\$4,419,569
Intergovernmental	\$427,275
Benefit Assessment	\$1,347,040
Charges for Services	\$219,818
Misc	\$19,691

TOTAL \$6,433,393

The General Fund Budget provides the funding source to fully compensate all Fire District employees. It also contains revenue to support operations and activities of its two fully staffed fire stations. Some of these expenses range from training equipment, apparatus repair and facility maintenance to firefighter protective clothing, fire prevention, and administrative goods and supplies.

	REVENUE	EXPENSES
FY 2015-16	\$6,840,789	\$6,830,700
2016-17	\$6,872,897	\$6,865,773
2017-18	\$6,522,490	\$6,860,077
2018-19	\$8,933,481	\$7,038,446
2019-20	\$6,433,393	\$5,321,323

APPARATUS

TYPE 1 ENGINES 3

- 2014 Spartan
- 2000 Spartan
- 1995 Spartan

TYPE 3 ENGINES 2

- 2008 International
- 2006 International

QUINT AERIAL LADDER 1

- 2006 Smeal

STAFF VEHICLES 5

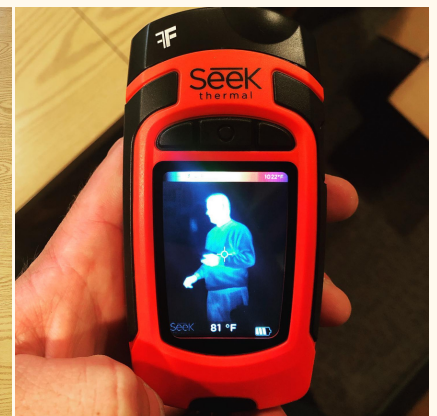
- 2017 GMC Tahoe (2)
- 2007 Ford Escape
- 2005 Ford Expedition
- 2005 Ford F350

SPECIALTY TRAILERS 4

- 2006 CERT Trailer
- 2005 Fire Prevention Trailer
- 2005 Mass Casualty Trailer
- 2004 Burn Trailer



RHFD Firefighters have been equipped with handheld thermal imaging cameras (TICs). A TIC is used inside a residential or commercial structure fire in low visibility conditions. The TIC has the ability to read internal temperature differences in fires to allow interior firefighters to locate victims still trapped within the structure.



TRAINING & EDUCATION

2020 Training Hours: 4,230



RHFPD recruited and hired three firefighters in 2020. All eligible recruits hired by RHFPD have completed a Firefighter 1 academy prior to employment. Each probationary firefighter must then complete an 18-month probation which provides them with a strong foundation of training and familiarizes them with the daily operations of the District. During this probationary period, firefighters complete multiple manipulative evolutions, drills, classroom sessions, and daily written exams. This foundation prepares each firefighter for a career that includes constant training to maintain and update their skills.

TRAINING & EDUCATION



Firefighters revisit locations of previous fires to perform training. Utilizing these structures for training is useful for passing on experience and information to new firefighters as well as those who were not on duty on the day of the incident.

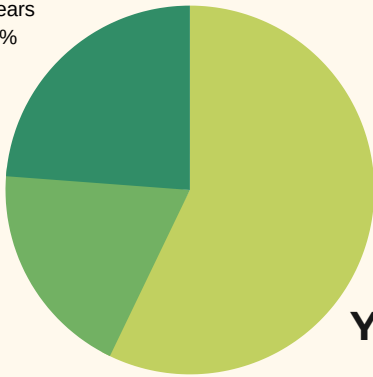


Live fire training occurs annually in Rodeo in the open space of the old Bayo Vista housing area. While the burn is used for firefighter training, it also minimizes grass and brush fuels and decreases the threat of intense grass fires in the area.



(L to R) Firefighters Jesus Garcia, Carlo Granzella and Jason Garry joined RHFD in 2020

30+ Years
23.8%



0-9 Years
57.1%

20-29 Years
19%

YEARS OF SERVICE

2020 FIREFIGHTER OF THE YEAR



MIGUEL CARVAJAL

Firefighter Carvajal joined the Fire District in 2018 and has quickly risen to be a well-respected member. Firefighter Carvajal was chosen as the 2020 Firefighter of the year by his peers and presented with a commemorative plaque by the Pinole and Hercules Rotary Clubs.

COMMUNITY OUTREACH

COVID-19 altered the normal interaction between RHFD firefighters and the people they serve for much of 2020.

Most of the District's programs were put on hold, such as classroom visits and the annual open house.

Despite facing these limitations, firefighters were able to interact with the community in other ways, such as participating in the City of Hercules' Halloween contest (and winning first place!). Quint 76 also brought Santa to the Hercules swim center for the City's annual tree lighting ceremony.

The District partnered with the Marine Corps on their annual *Toys For Tots* toy drive.

We received a remarkable amount of donations, and with the help of a local car club and the community as a whole, the District was able to donate an incredible amount of toys and bikes to children in need.



Station 75's scarecrow



Station 76's "Headless Horseman" scarecrow



Quint 76 and Santa



TOYS FOR TOTS



MUTUAL AID RESPONSES



The District has participated in automatic aid (*additional unit response regardless of jurisdictional boundaries*) and mutual aid (*request for additional resources for large incidents or due to multiple simultaneous incidents*) agreements for decades. Citizens of all communities locally and throughout the state benefit from this sharing of emergency resources.

	Aid Received	Aid Given
Contra Costa County Fire Protection District	11	30
Crockett-Carquinez Fire Protection District	8	27
Pinole Fire Department	33	94
Richmond Fire Department	0	2
Strike Teams	-	7
Total	52	160



STRIKE TEAMS



Strike Teams consist of additional personnel and equipment from throughout the operational area who are deployed if a large scale wildfire or disaster occurs.

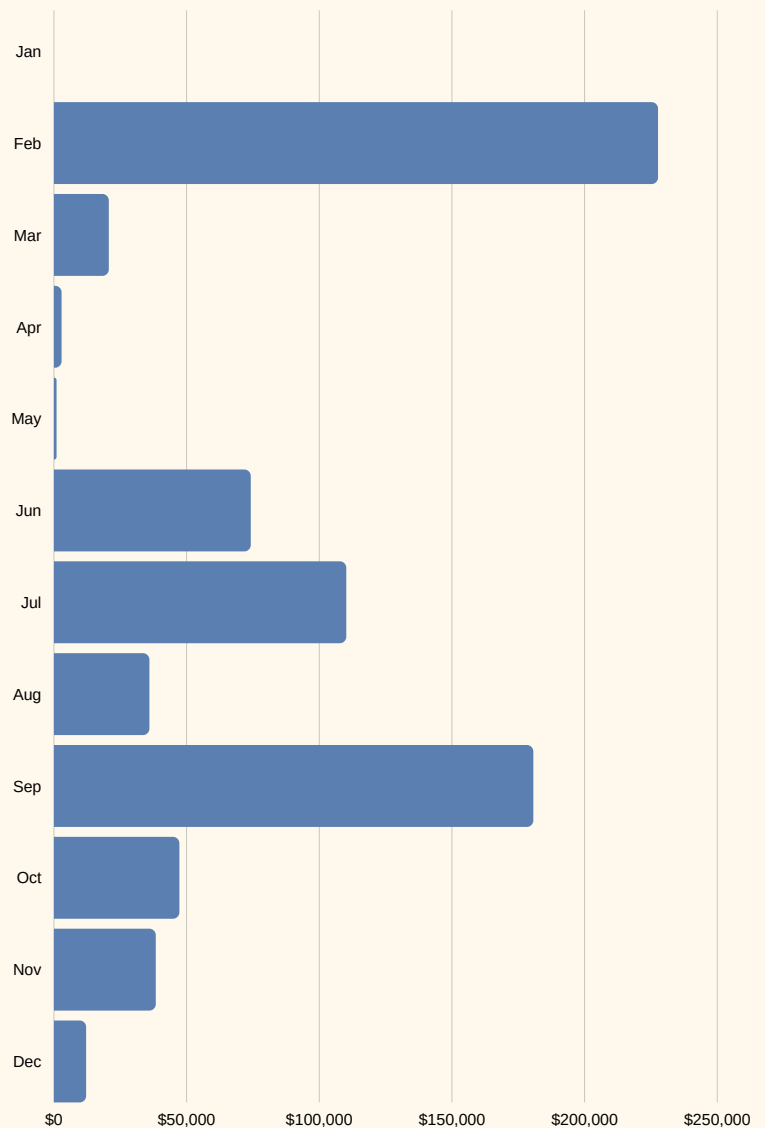
2020 was a record-setting year for wildfires; scorching over 4 million acres across California, damaging or destroying over 10,000 structures, and taking the lives of 33 people. RHFPD personnel responded on strike teams to multiple Northern California incidents including Napa and Sonoma County's Glass Fire and the multi-county Lightning Complex Fire.





2020 FIRE LOSS BY MONTH

January	\$0
February	\$227,500
March	\$20,500
April	\$2,700
May	\$800
June	\$74,000
July	\$110,000
August	\$35,800
September	\$180,500
October	\$47,100
November	\$38,200
December	\$11,950
TOTAL	\$749,050



STATION 75



Company Runs

Fire 86
EMS/Rescue 742
Hazardous Conditions 20
Service Call 81
Good Intent Call 214
False Alarms 71
Other Calls 1

Town of Rodeo

Area Served 18 sq. mi.
Population Served 10,409
Assessed Valuation \$2.8 billion*
Total Fire Loss for 2020:
\$333,200

*County Figure Includes Crockett and Port Costa

STATION 76



Company Runs

Fires 60
EMS/Rescue 700
Hazardous Conditions 14
Service Call 121
Good Intent Call 311
False Alarms 62
Other Calls 1

City of Hercules

Area Served 14 sq. mi.
Population Served 25,616
Assessed Valuation \$4.6 billion
Total Fire Loss for 2020:
\$415,851

BATTALION 7

Area Served (populated)	36 sq. mi.
Area Served (parks & wildland)	1,215 sq. mi.



Battalion 7 is a cooperative agreement between the Rodeo-Hercules Fire Protection District, Pinole Fire Department and the Contra Costa County Fire Protection District. Each participating agency provides a Battalion Chief to ensure the establishment of incident command, scene safety and resource management at emergencies in the communities of Pinole, Tara Hills, Bayview, Montalvin Manor, Montara Bay, East Richmond Heights, San Pablo, El Sobrante, Rodeo, Hercules, and unincorporated Martinez. Each of these areas presents a unique set of complex hazards and the rapid establishment of fire ground command and control is essential to the successful resolution of an array of calls for service.

