

7800| General Fund Rodeo Hercules Fire District Transmittal Report

May 2021

Date	Num	Name	Memo	Account	Amount
05/01/2021	MAY2021	The Standard	May 2021	1060 · Group Insurance	-609.00
05/01/2021	W4102379VE	American Messaging	May 2021	2110 · Communications	-50.74
05/01/2021	May 2021	Health Care Dental	May 2021	1060 · Group Insurance	-2,839.52
05/01/2021	212039890	Orkin	75-Quarterly Service	2281 · Maintenance of Buildings	-124.00
05/01/2021	79	Contra Costa County	CY 1%	9020 · Property Tax-Current Unsecured	10,247.75
05/02/2021	287291133577X05102C	First Net	04/03-05/02	2110 · Communications	-209.92
05/03/2021	June2021	American River Benefit Administrators	June 2021	1060 · Group Insurance	-774.18
05/06/2021	69	Contra Costa County	18/19 SPT HO APPN	9385 · Homeowner Property Tax Relief	46.37
05/06/2021	69	Contra Costa County	19/20 SPT HO APPN	9385 · Homeowner Property Tax Relief	166.15
05/06/2021	69	Contra Costa County	17/18 SPT HO APPN	9385 · Homeowner Property Tax Relief	3.02
05/06/2021	231529	JW Enterprises	May 2021	2281 · Maintenance of Buildings	-359.00
05/10/2021	84053908	Bound Tree	Medical Supplies	2140 · Medical Supplies	-1,594.62
05/10/2021	4HM8083	Department of Motor Vehicles	Permanent Trailer ID Service Fee	2479 · Other Special Dept Expenses	-10.00
05/10/2021	9879563152	Verizon Wireless	04/11-05/10	2110 · Communications	-19.08
05/12/2021	76-06/01/21	P.G.&E.	76-04/12-05/10/21	2120 · Utilities	-276.29
05/12/2021	01-21-52	Municipal Resource Group	January-March 2021	2310 · Professional/Specialized Servic	-10,800.00
05/13/2021	67	Contra Costa County	OFA Balance Hercules	9010 · Property Taxes-Current Secured	48,999.59
05/13/2021	68	Contra Costa County	1516 SEC SPTADV	9011 · Property Tax-Supplemental	30.55
05/13/2021	68	Contra Costa County	1718 SEC SPT ADV	9011 · Property Tax-Supplemental	613.21
05/13/2021	68	Contra Costa County	1819 SEC SPT ADV	9011 · Property Tax-Supplemental	1,071.95
05/13/2021	68	Contra Costa County	1617SEC SPT ADV	9011 · Property Tax-Supplemental	91.74
05/13/2021	68	Contra Costa County	2021 SEC SEPT ADV	9011 · Property Tax-Supplemental	50,997.72
05/13/2021	68	Contra Costa County	1920 SEC SPT ADV	9011 · Property Tax-Supplemental	22,003.96
05/13/2021	68	Contra Costa County	1819 UNS SPT ADV	9010 · Property Taxes-Current Secured	10.80
05/13/2021	75-06/01	P.G.&E.	75-04/13-05/11	2120 · Utilities	-290.97
05/14/2021	4088	Rodeo Sanitary District	Commercial Sewer Service Fee 20-21	2120 · Utilities	-878.92
05/17/2021	9047	FASIS	19-20 Payroll Audit Refund	1070 · Worker's Compensation Insurance	17,006.00
05/17/2021	52979848	Industrial Emergency Council	Fall 2020	9980 · Miscellaneous Revenue	2,898.50
05/17/2021	162749	FASIS	4850 Reimbursement	1011 · Permanent Salaries	2,712.62
05/17/2021	162289	FASIS	4850 Reimbursement	1011 · Permanent Salaries	2,712.62
05/17/2021	002608	9741	Plan Check	9741 · Fire Prevention Plan Review	242.00
05/17/2021	4033164	Macro-Pro	Witness Fee	9980 · Miscellaneous Revenue	15.00

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05/17/2021	10055	Fire Cause Analysis	Fire Report	9980 · Miscellaneous Revenue	5.00
05/17/2021	1330570063	LexisNexis	Fire Report	9980 · Miscellaneous Revenue	5.00
05/17/2021	1320977612	LexisNexis	Fire Report	9980 · Miscellaneous Revenue	5.00
05/17/2021	1320780911	LexisNexis	Fire Report	9980 · Miscellaneous Revenue	5.00
05/17/2021	2833-336901	O'Reilly	mini lamp	2271 · Central Garage Maintenance	-25.00
05/18/2021	75-06/04	P.G.&E.	75-04/14-05/12	2120 · Utilities	-24.44
05/18/2021	812371356	Vision Service Plan	June 2021	1060 · Group Insurance	-526.23
05/21/2021	232065	All Star Fire Equipment	Firefighting supplies	2474 · Firefighting Supplies	-1,559.02
05/21/2021	9880278055	Verizon Wireless	04/22-05/21	2110 · Communications	-609.11
05/24/2021	82	Contra Costa County	RDA Pass Thru	9010 · Property Taxes-Current Secured	176,588.48
05/24/2021	82	Contra Costa County	Supplemental Pass Thru	9010 · Property Taxes-Current Secured	4,762.38
05/24/2021	82	Contra Costa County	CY UNS 1%	9020 · Property Tax-Current Unsecured	10,247.75
05/24/2021	82	Contra Costa County	PY UNS 1 %	9035 · Property Tax-Prior Unsecured	2,053.67
05/24/2021	82	Contra Costa County	20-21 SPT Pass Thru	9591 · RDA Non Property Tax Pass Thru	17,063.96
05/24/2021	82	Contra Costa County	20-21 RDA Pass Thru	9591 · RDA Non Property Tax Pass Thru	226,330.69
05/24/2021	83	Contra Costa County	RPTTF Residual Distribution	9010 · Property Taxes-Current Secured	124,832.78
05/24/2021	84070312	Bound Tree	Medical Supplies	2140 · Medical Supplies	-78.96
05/24/2021	2021040248	Meyers Nave	April 2021	2310 · Professional/Specialized Servic	-9,323.50
05/25/2021	75-06/11	P.G.&E.	75-04/24-05/24	2120 · Utilities	-56.06
05/25/2021	91296	Vallejo Fire Extinguisher	Annual Maintenance	2270 · Repairs & Services of Equipment	-343.02
05/25/2021	91308	Vallejo Fire Extinguisher	Annual Maintenance	2270 · Repairs & Services of Equipment	-319.94
05/26/2021	0158826-IN	Entenmann-Rovin Co.	Captain Badge	2479 · Other Special Dept Expenses	-90.67

Dear Chief Craig and the Measure O committee,

I am a firm believer in giving back to the community in which I live. I joined the Rodeo Sanitation District board 2-1/2 years ago, and have enjoyed learning about this vital service. I was approached by a neighbor to help replace the vacancies arising on the Measure O committee. I look forward to learning more about the Rodeo-Hercules Fire District, and how to monitor Measure O funds, to best serve our community. Thanks for your consideration

Maureen Brennan





RODEO-HERCULES FIRE PROTECTION DISTRICT

MEASURE O OVERSIGHT COMMITTEE MEMBERSHIP APPLICATION

COMMITTEE'S PURPOSE

The purpose of the Measure O Oversight Committee is to receive, review, and advise the Board upon the Annual Report.

APPLICATION INSTRUCTIONS

Please complete and submit this Membership Application with a current resume and a personal statement why you want to serve on the Oversight Committee and what special areas of expertise or experience you think would be helpful to the Committee. Please submit Membership Application and supporting documents to: Clerk of the Board, Kimberly Corcoran, Rodeo Hercules Fire Protection District, 1680 Refugio Valley Road, Hercules, CA 94547. All Application Materials must be received no later than September 30, 2018.

Name <i>Maureen Brennan</i>	Home Address <i>Rodeo CA 94572</i> [REDACTED]
Home Phone [REDACTED]	Mobile Phone [REDACTED]
Email [REDACTED]	

GENERAL MEMBERSHIP REQUIREMENTS	YES	NO
Do you live within the boundaries of RHFPD?	<input checked="" type="checkbox"/>	
Are you an elected official? <i>Rodeo Sanitation District</i>	<input checked="" type="checkbox"/>	
Are you an employee or official of RHFPD? (No employee or official shall be appointed to the Oversight Committee)		<input checked="" type="checkbox"/>
Are you a vendor, contractor or consultant of the RHFPD?		<input checked="" type="checkbox"/>
Can you serve a minimum of a two year term?		<input checked="" type="checkbox"/>
Can you attend meetings that occur within the District?	<input checked="" type="checkbox"/>	
Do you know of any reason such a potential conflict of interest, which would adversely affect your ability to serve on the Oversight Committee?		<input checked="" type="checkbox"/>

SIGNATURE OF APPLICANT

By signature, the Membership Application answers, current resume, including experience, how you feel you would contribute to the Oversight Committee and personal statement are true and complete to the best of my knowledge.

NAME: *Maureen Brennan*

SIGNATURE: *Maureen Brennan*

DATE: *(prev. mailed 5/19/21)*

Maureen Brennan
Clinical Lab Scientist-retired CA MTA 23757
ASCP Registered



Education:

- Fresno City College--1971-72
- UC San Diego--pre-Med-1972-74
- Northwestern University, Chicago, IL--
B.S. Medical Technology-1975-76, including 12 month internship
at Northwestern University Hospitals

Laboratory Experience:

- Kaiser Regional Lab—Bacteriology/virology June 2013-2018
- Kaiser Antioch Hospital—Clinical Lab Science Nov. 2007 to 2013 present
- Kaiser Martinez—Supervisor Transfusion Service—since Sept. 2005 Oct
2007 Elective surgery unit and Infusion Center.
- 45 years overall Clinical Lab Scientist at various institutions

Life Experience:

- Community member of Phillips 66 Fenceline Working Group Dec 2018 to
present
- Board member Rodeo Sanitation District Dec. 2018 to present
- Door to door canvassing for Rodeo Town Hall in March 2019, Bernie
Saunders primary campaign 2020
- Board member and chair of local music society 501c3
- Professional harp player, touring musician and workshop presenter 1979-
2004.
- Developed curriculum and taught 8 hour phlebotomy classes at Alta Bates
for 5 years both to CA I and II, and also all newly-hired RNs.
- Concert producer of the New Pieces Harp Concert Series, 1985-92
- Harp Newsletter Editor, 1980-1998
- Sea kayaking instructor, CA Canoe & Kayak, 1992-94,trip-guide for Blue
Water Kayaks.
- 40 years experience Apple Computers. Familiar with Medlab Systems,
Sunquest, and Cerner/Rilis for hospital settings.

RODEO-HERCULES FIRE PROTECTION DISTRICT



**FISCAL YEAR
2021-22 BUDGET**

I. MISSION STATEMENT**Rodeo-Hercules Fire Protection District****Mission Statement**

This organization's mission is to provide the highest level of service to the community; mitigate the devastating effects of fires and other disasters, deliver emergency medical services; educate the public, and maintain a constant state of readiness.

Core Values

To that end, we value:
Service to the Community
Public Trust
Professionalism
Educated Work Force
Compassion
Teamwork
Safety, Health & Welfare of the Organization

Board of Directors

The Board of Directors is the elected policy-making body for the Rodeo-Hercules Fire Protection District. The Directors provide financial oversight and strategic policy direction to maximize the public value of Fire District services

Steve Hill (Board Chair)
Damon Covington (Vice Chair)
Marie Bowman
Collene Couzens
Charles Davidson

Fire Chief

Bryan Craig

The Fire Chief is the Chief Executive Officer of the Fire District. In collaboration with the Board of Directors and partnership with all members of the organization, the Fire Chief provides direction, protection, and order to the Fire District.

TABLE OF CONTENTS

	<u>Page</u>
I. MISSION STATEMENT	i
II. Executive Summary.....	1
A. Transmittal Letter	1
B. Budget Overview and Summary	3
C. Fire District Financial Position.....	4
D. Fire District Budget Control Reporting and Reserve Policies	6
III. Statement of Unfunded Liabilities: CCCERA & OPEB UAALS	6
IV. BUDGET POLICIES.....	7
A. Policy for Fire District Reserves and Fund Balances and Goals for Reserves and Fund Balance Maintenance	7
B. Critical Funding Areas Policy.....	9
C. Fire District Financial Reporting Policy and Practices.....	9
D. Fire District Budget Activity Management, Monitoring and Review Program and Policy	10
V. FIRE DISTRICT REVENUES, EXPENDITURES & FUND BALANCES.....	12
A. Fire District Revenues	12
B. Fire District Expenditures.....	15
C. Fire District Fund Balances.....	17
VI. GENERAL FUND EXPENDITURES.....	18
VII. FIRE OPERATIONS	19
VII. APPARATUS REPLACEMENT RESERVE	21
VIII. DEVELOPMENT IMPACT FEES:.....	22
IX. FIVE YEAR REVENUE & EXPENDITURE PROJECTIONS	23
X. RHFD BUDGET APPENDICES.....	24

II. Executive Summary

A. Transmittal Letter

June 9, 2021

Board of Directors
Rodeo-Hercules Fire Protection District
1680 Refugio Valley Road
Hercules, CA 94547

Members of the Board of Directors:

I am pleased to present the Fiscal Year 2021-22 Budget for the Rodeo-Hercules Fire Protection District. The creation of this budget wouldn't have been possible without the support of the Fire District Board of Directors. Its continued leadership has allowed the Fire District to reach financial stability and provide a Budget with complete financial transparency. With the assistance of the Board of Directors Ad-Hoc sub-committee and Fire District's financial advisor (MRG"), District staff provide this budget based on the framework developed over the past five years.

This Fire District has faced many challenges over the years but nothing as significant as the current global pandemic. Fortunately, the Fire District has not realized any significant economic impacts but remains vigilant in its preparation. Using the information obtained by historical data and our financial consulting team, the budget is designed to meet the operational needs of the Fire District.

A complete budget narrative, with supporting documentation, is again our framework for budget creation and is based on accounting principles outlined in the 2016 Fiscal Analysis and Stabilization report. Development of our annual budget is based on a fundamental strategic plan that takes into consideration the needs and priorities of the Fire District. The development, approval, and implementation of the budget are critical to proper management the district's finances.

Although the Fire District has achieved a more stable footing than in prior years, future uncertainties will dictate the ability to stay on that footing. The Fire District continues to bolster its financial stabilization fund to mitigate unplanned fiscal impacts. To reinforce these efforts, the Fire District Board of Directors held a Strategic Planning workshop to help identify challenges to the Fire District. The Directors identified several deficiencies through this process. Some of the most significant deficiencies identified were the organization's depth and its ability to provide continuous service to the public and employee support and training.

As always, the Fire District will continue to be diligent in its fiscal responsibilities to the public. The Fire District is continually seeking ways to streamline operations and reduce costs. One of that is currently being explored is consolidation with Contra Costa County Fire Protection District. Consolidation would help the Fire District overcome its financial constraints and give more significant opportunities for district growth and employee development.

I am pleased to report that with the efforts and dedication of this Board, the Budget for FY 2021-22 is balanced. The Fire District is currently maintaining both of its fire stations at full staffing.

The budget does not contain any unnecessary increases in expenditures for personnel costs (other than MOU benefit cost increases and scheduled merit increases¹), any capital expenditures other than those required to maintain the facilities, and necessary operational and support activities. However, the budget does reflect expenditure increases in a variety of categories, primarily due to deferred maintenance and an increase in insurance costs.

We estimate the beginning fund balance for 2021-22 for all funds to be \$5,867,268 and a projected ending fund balance for the fiscal year of \$6,213,309. Allocations of General Fund reserves offset unforeseen expenses during the fiscal year. We expect the revenue and expenditures projections used to be achievable and take into consideration unpredictable variables.

This budget will enable the Fire District to maintain high-quality fire and emergency response while maintaining a top priority on the health and safety of the public and our personnel. We believe the budget represents our continued stride forward and carries a constant professional level of service to everyone we serve and protect.

I would again like to thank the Board for their continued support, direction, and dedication to public safety.

In continued and dedicated service,

Bryan Craig
Fire Chief

¹ The current MOU between the District and represented employees will expire on June 30, 2022

B. Budget Overview and Summary**Structure for Budgeting and Accounting:**

As a single-purpose fire authority, the Fire District maintains one governmental account. Within this single account are four separate funds. They are the General Fund, Measure O Fund, Capital Fund, and the Fire Facilities Fees Fund. The Fire District reports the majority of its financial activities in the General Fund. Revenues and expenditures are reported in accordance with government accounting standards. Government funds are reported using the current financial resources measurement focus and the modified accrual basis of accounting. Under this method, revenues are recognized when funds are available if the revenues are collected within 60 days after year-end; expenditures are recorded when the related liability is incurred.

Budget Control and Amendments:

The Fire Chief is responsible for ensuring expenses are within program allocations and shall adopt budget policies necessary to carry out that responsibility within his authority. Except in prescribed emergencies, no expenditure of funds shall be authorized unless enough funds have been appropriated by the Board of Directors as outlined in this budget. The Fire District has three distinct formal budgetary review and approval cycles within a given fiscal year: Preliminary, Final, and Mid-Year (Amended) Budget if needed. The final budget is approved after holding a public hearing and formal adoption by the Fire District Board of Directors. The budget includes the proposed expenditures of the Fire District and the means of financing them. The Board reviews total budgeted appropriations and any necessary amendments throughout the year. Formal budgetary integration at the fund level is employed as a management control device to monitor budget-to-actual performance throughout the fiscal year. Quarterly budget financial reports are also provided to the Board and are available to the general public. The Fire District's Budget is adopted on a basis consistent with the Governmental Accounting Standards Board method (GASB).

Budget Goals for Fiscal Year 2021-22:

As the Board and community are aware, the Fire District has struggled in the past to maintain a solid financial footing. The much-needed replacement revenue from Measure O has improved the Fire District's finances, adding financial stability to the Fire District. This stability will allow the Fire District to make contributions to its Capital and economic stabilization fund. In preparing the Budget, Fire District staff has developed a budget that recognizes the Fire District's current obligations and provides accurate information on the fiscal realities and the global economic impacts faced by the Fire District. The Fire District will continue its efforts to secure additional revenue sources to stabilize its financial future.

Projected Revenues:

The FY 2021-22 budget projects a total revenue of \$8,990,607, an increase of 8.0% from the prior-year budget. This revenue projection is based on the following assumptions: \$4,509,486 in Property Tax revenues, \$2,519,748 in Measure O revenue, \$1,361,249 in Benefit Assessment revenue, \$600,124 in Intergovernmental Revenue. Unfortunately, due to uncertainties in new development and when building permits will be issued within the Fire District, it is unknown the amount of Developer Impact Fees that may be realized.

In November 2016, the Fire District successfully passed a parcel tax measure for maintaining emergency services within the Fire District. Measure O revenues are allocated for Fire District operations and fully expended to provide emergency services during the budget year. We anticipate some reductions in the potential total Measure O revenues due to the provision for senior exemptions. The initial revenue projections indicate approximately \$2.5 million generated for FY 2021-22. With deductions of the qualified senior exemptions, that amount is reduced by \$131,208.

Fiscal Year 2020-21 Projected Expenditures

Budget expenditures include full staffing for two stations. Full staffing compliment for FY 2021-22 includes:

- One Chief
- One Battalion Chief
- Six Captains
- Six Engineers
- Six Firefighters
- One Part-Time Fire Inspector
- One full-time Administrative Services Officer
- One part-time Administrative Assistant

A full-time staffing configuration has reduced the Fire District's overtime costs while providing permanent employees to staff the two-station configuration.

The budget includes the following assumptions and significant items:

- Known contract costs: Represented personnel MOU expires on June 30, 2022 (See Appendix A- Employee Compensation Calculations).
- Increases in medical benefits costs for current and retired employees. (\$81,848).
- Budgeting apparatus lease costs in the General Fund (\$269,114).
- Deferred maintenance of equipment and fixed assets.
- Purchase of replacement apparatus and emergency equipment.

C. Fire District Financial Position

The FY 2021-22 Budget is a balanced budget based on current and predicted revenue and expenditure projections.

The Fire District still struggles with significant revenue reductions imposed by outside influences, including State reductions in subventions and sequestration of property tax through the dissolution of redevelopment agencies. Fortunately, Fire District voters supported and approved a stable revenue source through Measure O in November 2016. This replacement revenue source will continue to stabilize the Fire District revenues for the foreseeable future.

During the economic downturn of 2012-2016, the Fire District was forced to reduce its services significantly and used virtually its entire financial stabilization fund. As indicated within this document, the Board has declared its intent to rebuild a stabilization fund for the Fire District whenever possible to assure stable service provision in the event of an unexpected circumstance.

Fire District Financial Issues and Revenue Opportunities

The Fire District's financial position has improved with the revenue provided by Measure O. Fully funding for two fire stations and providing uninterrupted emergency service is the continued primary focus when creating the budget. The development, implementation, establishment of an industry-standard budgeting and accounting system have streamlined processes and built a budget based on actual revenue and expenses.

Financial Issues

Most of the financial issues faced by the Fire District originate externally and are difficult or impossible to control. A number of these involve actions by outside agencies, the current pandemic, or results from past economic conditions outside the Board's control.

These issues include the following:

- Within the dissolved Hercules Redevelopment, property development is excluded from allocating the total ad-valorem property tax' pass through' funds to the Fire District.
- High-density rental development within the City of Hercules is causing service demands without corresponding revenue. Multi-story high-density residential and commercial projects require additional equipment and resources to protect. Although the Fire District was successful in increasing its Fire Facilities Impact Fee schedule, it was not to the full extent necessary to provide adequate funding to acquire all additional equipment needed to provide suitable fire and emergency response to these areas.
- Contra Costa County Employees' Retirement Agency (CCCERA) retirement system costs for current employees' ongoing payments and the unfunded liabilities (UAAL) incurred for the pensions for current and retired employees. These two costs total \$2,184,896, representing 32% of the projected FY 2021-22 personnel costs for the Fire District's 23 employees.
- Although the Fire District's represented personnel contribute 3.75% of their base salary toward the Fire District's Other Post Employee Benefits (OPEB), the ongoing and accruing unfunded liability for the Fire District's retiree medical program has and will continue to rise as medical insurance costs increase over time. The Fire District is currently not contributing to the Annual Required Contribution (ARC). If the Fire District does not set aside additional funds for this benefit program, the unfunded liability will increase significantly over time. Current Government Accounting Standards Board (GASB) accounting principles require the Fire District to clearly state the unfunded portion of both its retirement and OPEB programs (See *Section III. Statement of Unfunded Liabilities: CCCERA UAAL and OPEB UAAL for details*).
- The Fire District currently operates in its inventory four specialty frontline apparatus and one older apparatus that serves in reserve. The frontline apparatus have an estimated current replacement value of \$5,770,000. The Fire District has implemented a fleet surveying process to forecast its fleet replacement needs. A portion of the Fire District's aging apparatus inventory is addressed within

this budget cycle with the purchase of a Type 1 Pumper and a 100-foot Ladder Truck. Replacement of apparatus when it reaches the end of serviceable life represents a high cost for the Fire District (see *Section IX. Apparatus Replacement Appendix C* for depreciation schedules and a recommended approach for replacing frontline apparatus).

Recommendation

- Continue to monitor and schedule apparatus replacement as needed. Direct staff to pursue alternate funding sources to assist in apparatus replacement.

Revenue Opportunities for Board Consideration

- **Business Inspection Program:** The Fire District currently inspects all businesses, schools, churches, and apartment buildings located within the Fire District. Traditionally, the Fire District does not charge for this service unless a business has consistent code violations. Due to the increase in the requirements set forth by the State of California, and the implementation of a new inspection program generated by these requirements, the Fire District will be seeking allowable relief from the State of California.
- **Cost Recovery for Emergency Medical First Responder Service:** The Fire District's current Medical First Responder Fee is only applied to individuals living outside of the Fire District. As other surrounding Fire Districts modify this to include all individuals, the Board should consider this option.
- **Grants:** Due to the current pandemic, the Fire District did not apply for or receive any grant funding in FY 20/21. The Fire District continues to submit for reimbursement through Contra Costa County for COVID-related expenses.

D. Fire District Budget Control Reporting and Reserve Policies

This Budget document contains several Budget Management, Control, and Reserve Policies (see *Section IV. Budget Policies* for details). These policies describe important fiscal control areas to ensure that the Board's financial decisions are implemented thoroughly and professionally, and that detailed and transparent financial reporting is provided to the Board and public on an ongoing basis.

III. Statement of Unfunded Liabilities: CCCERA & OPEB UAALS

The Fire District provides two benefit programs to employees that require ongoing contributions to be sustainable. These are: (1) the pension benefits provided through contracts with the Contra Costa County Employees' Retirement Association (CCCERA) and (2) "other post-employment benefits" (medical insurance) for qualifying retirees (OPEB program). The costs of these programs are funded through two types of contributions: the current or 'normal' costs and the contributions required to fund the Unfunded Actuarial Accrued Liability (UAAL). This calculation is the difference between the actuarially stated amount needed to pay for future benefits and the current funding set aside for those benefits. The two programs treat those two components differently, as described below.

The Contra Costa County Employees' Retirement Association (CCCERA) retirement program is governed by an independent Board of Directors. The CCCERA program mandates that participating employers pay into the fund for both the normal and UAAL costs annually. CCCERA utilizes regularly scheduled actuarial studies to ensure funding requirements are met and that the benefits are available to retirees when due. The normal and UAAL rates fluctuate based on numerous factors, including the return on investments for recent years, changes in

assumptions regarding future return on investments, changes in assumptions regarding program participants' longevity, and other factors.

The Fire District's CCCERA contribution rates in FY 2021-22 for the normal costs will be 20.2% of payroll for "Legacy" employees and 16.98% for California Public Employees' Pension Reform Act employees (PEPRA²). The UAAL payment for FY 2021-22 is \$1,684,896.

The Fire District's current overall unfunded liability for the CCCERA retirement system is \$9,024,195. Appendix B contains background information on the Fire District's CCCERA retirement program cost calculations for both the normal and the UAAL costs.

The Fire District's Other Post Employment Benefit (OPEB) Program funds retiree medical insurance. The Fire District pays the cost of qualifying retiree medical insurance based on an agreement with the employees. The Fire District is currently paying the full cost of that coverage to retirees—the 'normal' costs of the OPEB program. For FY 2021-22, \$420,059 is budgeted for this program. This includes matching funds of 3.75% from the general fund budget to the California Employers' Retiree Benefit Trust (CERBT). The CERBT Fund is a Section 115 trust fund dedicated to pre-funding Other Post-Employment Benefits (OPEB) for all eligible California public agencies. By joining this trust fund, California public agencies can help finance future costs from investment earnings provided by CalPERS.

The Fire District is not currently paying the UAAL portion of the OPEB program. The total liability of that unaddressed obligation is estimated in the Fire District's most recent actuarial study is \$5,800,020. The actuarial study estimated that the Fire District set aside to fund the UAAL, \$599,170 per year which leaves an unfunded portion of \$3,746,485 as of June 30, 2020.

The study further estimates that the Fire District would be required to pay an additional \$3,746,465 per year if it were to address the entire Net OPEB liability. (*See Appendix B for details.*)

IV. BUDGET POLICIES

The following Budget policies were adopted by the Board of Directors during the FY 2017/2018 budget adoption and currently remain in place with no additions or deletions.

A. Policy for Reserves and Fund Balances and Goals for Reserves and Fund Balance Maintenance

Fund Balance and Reserve Policy

A Fund Balance is defined as the Fire District's balance sheet assets less liabilities, which equals a Fund Balance. There are varieties of defined fund balances that are based on the extent to which the Fire District is bound to honor specific spending constraints.

² PEPRA employees are employees that are hired on or after January 1, 2013, and receive pension benefits following the California Public Employees' Pension Reform Act

The Rodeo-Hercules Fire Protection Fire District utilizes the following definitions for its Budgetary Practices:

Unassigned Fund Balance

An **Unassigned Fund Balance** is defined as any Fund Balance amounts not classified as a Restricted Fund Balance, Committed Fund Balance, or an Assigned Fund Balance.

Assigned Fund Balance

An **Assigned Fund Balance** is intended to be used by the Fire District for a specific purpose; however, the activity does not meet the criteria to be classified as restricted or committed.

Committed Fund Balance

A **Committed Fund Balance** is defined as funds that can only be used for a specific purpose, as determined by formal action of the Fire District's Board of Directors.

Restricted Fund Balance

A **Restricted Fund Balance** is defined as funds that can only be spent for specific purposes for which the funds were intended. These typically include expenditures controlled by outside agencies such as the State and Federal Government, employee retirement, medical and other funds, as well as funds required for surety for debt obligations.

The establishment and maintenance of the Fire District's financial stability and sustainability are of primary importance to the Board of Directors. The Board has established the following policies for the Fire District to implement.

Financial Stabilization Fund—the purpose of this reserve is to provide the Fire District with the needed flexibility to provide for unanticipated changes in revenues or expenditures and to assure the provision of stable services to the Fire District's residents and businesses. Based on this standard and the FY 2021-22 budget, the Unassigned Fund Balance goal would be approximately three million dollars.

It is recommended that the Board establish the goal of having funds for four months of operations in this Unassigned Fund Balance. The Board should designate funds to be allocated for this purpose as part of its annual Budget process.

General Fund Committed Fund Balance—the purpose of this reserve is to provide the Fire District with the opportunity to address growing unfunded liabilities in employee retirement benefits. If funds are accumulated by the Fire District in this account, they will only be used to retire the obligations for the retirement and other post-retirement benefits (medical insurance) costs the Fire District currently provides. Using funds to 'prepay' these obligations will provide significant cost savings for the Fire District over the life of the obligations.

It is recommended that the Board strive to set aside funds to address the UAAL associated with the OPEB program.

Assigned Fund Balance—included in the assigned fund balance are funds for specific program activities that benefit from a protected source of funding. These are generally specific programs that include high-cost items that last for many years. Fire apparatus, equipment, and buildings are examples.

Apparatus represents a substantial Fire District funding obligation. These are high-cost apparatus that typically have an extended lifespan of 7- 20 years. The Fire District currently has no designated reserve funds for the purchase of apparatus and relies on lease-purchase agreements.

It is recommended that the Board create, through action, an Apparatus Replacement Reserve and commit an annual contribution to the Apparatus Replacement Reserve. This designating funding for apparatus could be held within the Local Agency Investment Fund (LAIF) account.

Capital Facilities (buildings and facilities) maintenance is a second major Fire District obligation that includes higher cost periodic funding. These are expenditures that are less frequent and require planning to accomplish. The budget does not include a capital replacement reserve, but the Board may want to consider a reserve for this purpose in the future.

Replacement of Fire District equipment is a third major Fire District obligation. The Fire District owns hundreds of pieces of equipment that have a replacement cost of more than \$5,000 per unit. These are expenditures that are less frequent and require planning to accomplish. The current budget does not include an equipment replacement reserve, but the Board may want to consider a reserve for this purpose in the future.

The Board will annually review the status of the Fire District's reserves—including the General Fund Unassigned Fund Balance, the General Fund Committed Fund Balance, the Assigned Fund Balances for Apparatus, Capital Equipment, and UAAL for the Fire District's Retirement and OPEB obligations. The Board will designate funding levels for each as the Board determines its priorities for the Fire District's short and long-term commitments. The Board will conduct its review based on the Staff's Third Quarter Financial review, which will include the estimated year-end fund balances in all the Fire District's reserves.

B. Critical Funding Areas Policy

Critical Funding Areas are those costs that represent obligations the Fire District has incurred and future expenditures that may significantly impact the Fire District's future Budgets.

These areas include:

- Retiree OPEB Obligations
- Retiree Pension UAAL Obligations
- Apparatus Replacement Obligations
- Capital Facilities Obligations
- Equipment Replacement Obligations
- General Fund Unassigned Fund Balance

The Fire District is currently addressing the Retiree UAAL obligations on an ongoing basis.

C. Fire District Financial Reporting Policy and Practices

The Fire District has an accounting software program that will permit detailed revenue and expenditure reporting on an ongoing basis. The system is updated regularly, and reports are generated and

circulated to staff for review and budget management purposes. The Board receives monthly copies of these materials for review at the regular Board meetings.

In addition to this level of reporting, Fire District staff presents quarterly financial updates to the Board at its regularly scheduled meetings. The quarterly report will provide the following information:

- Revenues to date by category, budgeted amount, amount remaining, and percentage received—by line item, in conformance with the Fire District's Chart of Accounts;
- Expenditures to date, budgeted amount, amount remaining, and percentage used—by line item in conformance with the Fire District's Chart of Accounts;
- A description of any unusual or unanticipated expenditures with the explanation for the expenditure and the impact of the expenditure on the Adopted Budget;
- A description of any unanticipated financial situations or issues, upcoming major financial expenditures or issues affecting the Fire District.

D. Fire District Budget Activity Management, Monitoring and Review Program, and Policy

This program aims to normalize the organization's management of available resources and ensure adequate controls on Fire District expenditures. This policy is designed to designate staff assignments for responsibility in managing the Fire District's Budget. This policy will assure expenses and revenues are monitored and regulated by the Fire District.

The Fire District staff will monitor the Fire District revenue and expenditures on an ongoing basis throughout the fiscal year. This monitoring program will ensure the Staff, Board, and the public will receive timely and accurate reporting on the Fire District's financial position, as described in the Fire District's Financial Reporting Policy.

The monitoring program has been divided into several categories to assist the staff in managing the budget throughout the year. They are based on the need for frequency of review and confirmation of the accuracy of the expenditures.

Revenues will be tracked and recorded as received and extraordinary revenue booked as received.

Budget monitoring activities include:

Actively managed activity accounts are reviewed frequently by the Fire Chief and Administrative Staff to ensure accurate data input and a thorough review of the activity. The year-to-date and budget-to-actual expenditures will be reviewed to ensure conformance with the approved budget. Any inconsistencies will be addressed.

Managed by staff accounts are created by and managed/monitored by line staff—generally, Fire Captains responsible for the development of the fiscal year expenditure programs. These identified areas are ten essential programs that involve significant expenditures in areas that can potentially exceed the line item programs significantly. Apparatus and equipment repairs and maintenance are examples of these program areas. The assigned staff will ensure the charges are allocated correctly, are needed and that the budgeted amount for the program will not be exceeded during the fiscal year.

Periodically managed activity accounts are reviewed by administrative staff regularly and are generally infrequent and lower-cost items.

Monitored/not managed items are regularly reviewed by administrative staff and are normalized monthly expenditures (leases, rent, and contract agreements) and lower cost expenditures.

RODEO HERCULES FIRE DISTRICT				
BUDGET ACTIVITY MANAGEMENT/MONITORING/REVIEW CATEGORIES				
ACCOUNT	ACTIVITY DESCRIPTION	BUDGET MANAGEMENT CLASSIFICATION	RESPONSIBLE PARTY	
1001	Holiday Pay	1. Actively Managed	Chief/Staff	
1011	Permanent Salaries	1. Actively Managed	Chief/Staff	
1013	Drill/Temporary Salaries	1. Actively Managed	Chief/Staff	
1014	Overtime	1. Actively Managed	Chief/Staff	
1015	Deferred Compensation	1. Actively Managed	Chief/Staff	
1042	FICA	1. Actively Managed	Chief/Staff	
1044	Retirement	1. Actively Managed	Chief/Staff	
1060	Group Insurance	1. Actively Managed	Chief/Staff	
1061	Group Insurance--Retiree/ARC	1. Actively Managed	Chief/Staff	
1063	Unemployment	1. Actively Managed	Chief/Staff	
1070	Workers Compensation Insurance	3. Periodically Managed	Administrative Staff	
2100	Office Expenses	3. Periodically Managed	Administrative Staff	
2102	Books/Periodicals/Subscriptions	3. Periodically Managed	Administrative Staff	
2110	Communications	3. Periodically Managed	Administrative Staff	
2120	Utilities	3. Periodically Managed	Administrative Staff	
2130	Small Tools & Equipment	2. Managed by Staff	Captains/Program Managers	
2140	Medical Supplies	2. Managed by Staff	Captains/Program Managers	
2150	Food	4. Monitored/Not Managed	Administrative Staff	
2160	Clothing & Personal Supplies	4. Monitored/Not Managed	Administrative Staff	
2170	Household Expenses	2. Managed by Staff	Captains/Program Managers	
2190	Publications & Legal Notices	4. Monitored/Not Managed	Administrative Staff	
2200	Memberships	4. Monitored/Not Managed	Administrative Staff	
2250	Rents & Leases-Equipment	4. Monitored/Not Managed	Administrative Staff	
2270	Repair & Service Equipment	3. Periodically Managed	Administrative Staff	
2271	Vehicle Repair Services	2. Managed by Staff	Captains/Program Managers	
2272	Gas & Oil Supplies	2. Managed by Staff	Captains/Program Managers	
2273	Vehicle Maintenance--Tires	2. Managed by Staff	Captains/Program Managers	
2276	Maintenance-Radio/Electronic Equip	2. Managed by Staff	Captains/Program Managers	
2281	Maintenance-Bldg & Grounds	2. Managed by Staff	Captains/Program Managers	
2303	Employee Travel Expenses	4. Monitored/Not Managed	Administrative Staff	
2310	Professional/Specialized Services	1. Actively Managed	Chief/Staff	
2315	Data Processing Services	4. Monitored/Not Managed	Administrative Staff	
2316	Data Processing Supplies	4. Monitored/Not Managed	Administrative Staff	
2326	Information Security	4. Monitored/Not Managed	Administrative Staff	
2360	Insurance	4. Monitored/Not Managed	Administrative Staff	
2474	Firefighting Supplies	2. Managed by Staff	Captains/Program Managers	
2476	Recreation/Physical Fitness Equipment	2. Managed by Staff	Captains/Program Managers	
2477	Educational Supplies & Courses	3. Periodically Managed	Administrative Staff	
2479	Other Sp. Departmental Expenses	3. Periodically Managed	Administrative Staff	
3520	Interest on Notes & Warrants	4. Monitored/Not Managed	Administrative Staff	
3530	Taxes & Assessments	4. Monitored/Not Managed	Administrative Staff	
ACTIVITY DESCRIPTIONS:				
1.	Actively Managed	<i>Actively Managed Activity Accounts</i> are reviewed on a frequent basis by Chief administrative staff to insure accurate data input and thorough review of the activity		
2.	Managed by Staff	<i>Managed by Staff Activity Accounts</i> are created by and managed/monitored by generally captains who are responsible for development of the fiscal year program and managing the expenses to insure they are appropriate, charged correctly and do not exceed the budgeted amounts.		
3.	Periodically Managed	<i>Periodically Managed Activity Accounts</i> are reviewed by Administrative Staff on a on a regular basis and are normally infrequent and low cost items		
4.	Monitored/not Managed	<i>Monitored/Not Managed Activity Accounts</i> are reviewed by Administrative staff on on a periodic basis these are infrequent, lower cost or normalized expenditures		

V. FIRE DISTRICT REVENUES, EXPENDITURES & FUND BALANCES

A. Fire District Revenues

The Fire District has historically received most of its revenue from property taxes generated within its service boundary. There are several components to the property tax income, but the largest source of that category has been the Fire District's share of the ad valorem (1% of assessed value) property tax collected by the County and distributed to qualifying agencies.

The Fire District historically received a "pass-through" of 100% of the ad valorem property tax received by the County in the Rodeo redevelopment project area and a portion in the City of Hercules redevelopment project areas. The dissolution of the Redevelopment Agency has eliminated the pass-through. The state's requirement that property tax collected in the former Hercules redevelopment project areas cannot be distributed to qualified agency recipients until the Recognized Obligation Payments have been completed. These payments are forecasted for completion in the year 2025.

Other revenue sources are generated through voter-approved special taxes, including two long-standing fire district benefit assessments and the 2016 Measure O parcel tax that became effective on July 1, 2017.

Property taxes, the Benefit Assessment, and Measure O equal 93% percent of the revenues received annually, Miscellaneous/other revenues equal 7% of total revenue:

• Property taxes	\$4,509,486	50%
• Benefit Assessment	\$1,361,249	15%
• Measure O	\$2,519,748	28%
• Miscellaneous other	\$ 600,124	<u>7%</u>
		100%

Property tax and Fire District Benefit Assessment revenues have been in place since the Fire District incorporated, and the voters approved the Measure O funding in 2016. These three sources of revenue will provide a stable long-term revenue stream for the Fire District. While the Fire District Benefit Assessment and Measure O revenues are based on set annual amounts, the property tax is "ad valorem" based revenue. The annual revenue from property tax varies year to year, depending on the general economic conditions as they affect property values.

Total proposed revenues for all funds in FY 2021-22 are \$8,990.607.

2020-21 ESTIMATED REVENUE
RODEO HERCULES FIRE PROTECTION DISTRICT
FISCAL YEAR 2021-22
Revenues For All Funds

DESCRIPTION	GL	ADOPTED BUDGET	PROJECTED ACTUALS 06/30/2021	PROPOSED BUDGET FY 2021-22
Prop. Taxes-Current secured	9010	4,088,586	3,870,308	4,211,244
Prop. Tax-Supplemental	9011	106,884	83,438	105,584
Prop. Tax-Unitary	9013	73,093	73,996	74,000
Prop. Tax-Current Unsecured	9020	132,773	136,572	130,000
Prop Tax-Prior-Secured	9030	(7,262)	(5,361)	(5,361)
Prop Tax-Prior-Supplemental	9031	(4,462)	(4,137)	(4,981)
Prop Tax-Prior-Unsecured	9035	352	2,049	(1,000)
TOTAL PROPERTY TAXES		4,389,964	4,156,865	4,509,486
Benefit District	9066	1,347,041	1,361,249	1,361,249
TOTAL BENEFIT DISTRICT		1,347,041	1,361,249	1,361,249
H/O Prop Tax Relief	9385	29,604	29,956	29,956
Other In Lieu Taxes	9580	192	192	192
RDA NonProp-Tax Pass Thru	9591	427,275	469,725	427,275
Earnings on Investments	9181	16,401	12,296	14,000
Misc. Government Revenue	9595	-	-	-
Fire Prevention Plan Review	9741	75,244	15,427	20,000
Other Revenue/Measure "H"	9895	85,593	85,504	85,592
Miscellaneous other Revenue	9980	23,287	6,840	23,109
			-	
TOTAL INTERGOVERNMENTAL		657,596	619,940	600,124
Measure "O"	9066	2,475,105	2,502,195	2,519,748
Grant Funds	9980	-	-	-
Development Impact Fee	9980	-	-	-
TOTAL OTHER REVENUE		2,475,105	2,502,195	2,519,748
TOTAL PROJECTED REVENUE		8,869,706	8,640,249	8,990,607

RODEO HERCULES FIRE PROTECTION DISTRICT
FISCAL YEAR 2021-22 REVENUE BUDGET (MEASURE "O")

DESCRIPTION	GL CODE	ADOPTED BUDGET FY2019-20	AUDITED ACTUAL FY2019-20	ADOPTED BUDGET FY 2020-21	ESTIMATED ACTUAL 6/30/2021	PROPOSED BUDGET FOR FY2021-2022
REVENUE		2,472,636	2,475,105	2,500,704	2,502,195	2,519,748
TOTAL MEASURE "O" REVENUE		2,472,636	2,475,105	2,500,704	2,502,195	2,519,748
Permanent Salaries		-	-			
Group Insurance Health Active Employee	1060	433,027	409,150	433,504	454,301	468,184
Group Insurance - Retiree	1061	299,825	303,059	303,170	303,640	327,424
Group Insurance-OPEB Matching Funds	1060	64,057	54,296	70,000	59,682	92,635
CCCERA-UAAL payment	1044	1,113,976	1,113,976	1,639,704	1,639,704	1,684,896
County Collection Fee	3520	9,733	9,870	10,000	9,870	10,000
Total Expenditures		1,920,618	1,890,351	2,456,378	2,467,197	2,583,139
NET Change in Measure 'O' Funds		552,018	584,754	44,326	34,998	(63,391)



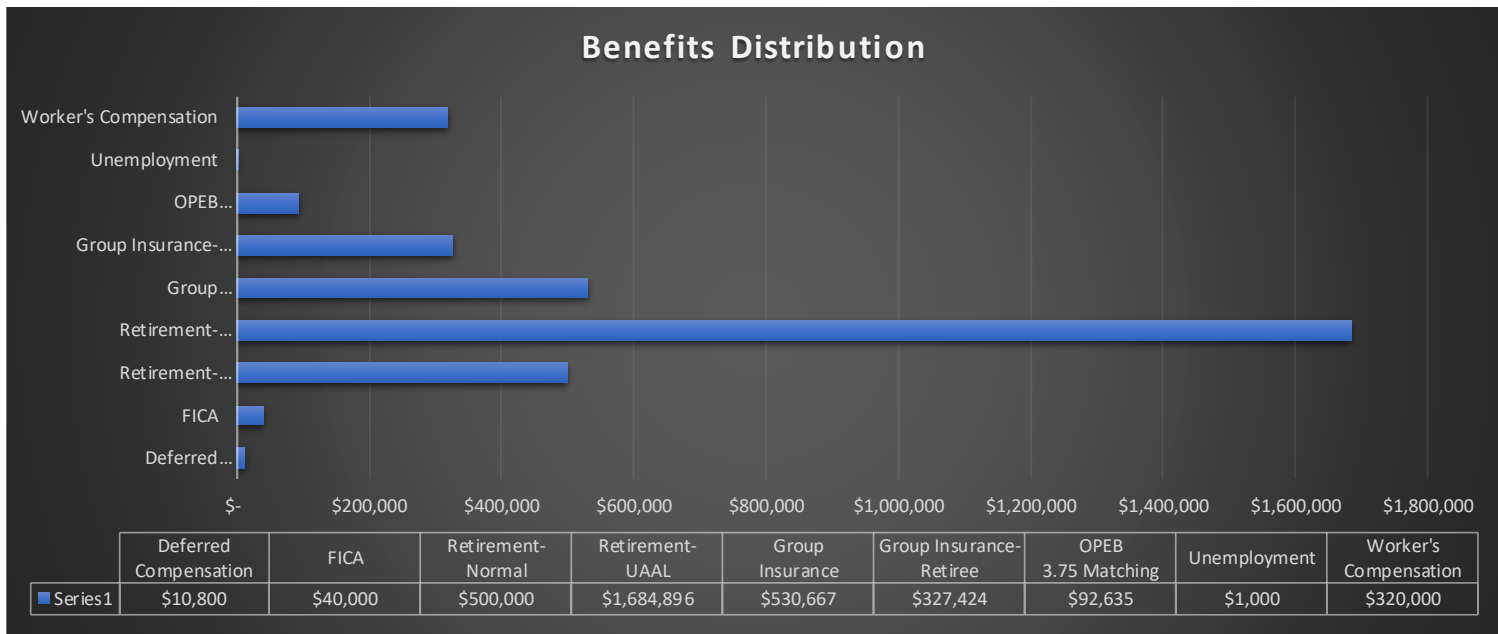
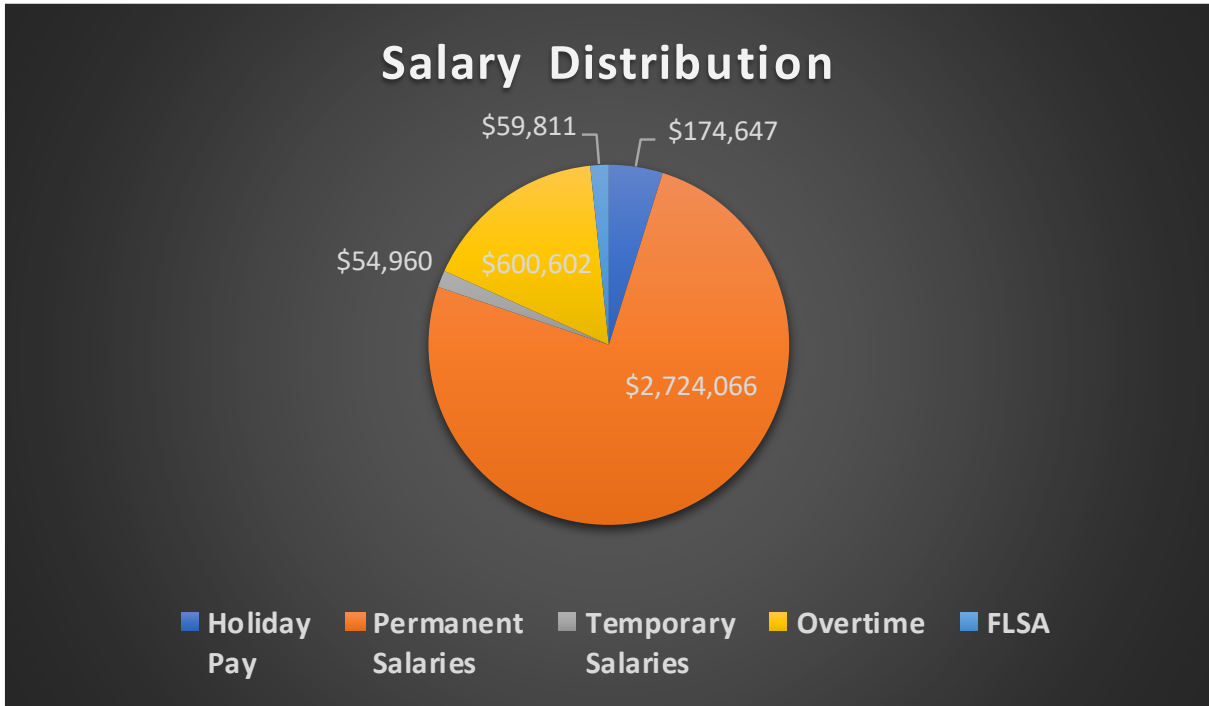
Other: 7 (7%) | Benefit Assessment: 15 (15%)

Measure O: 28 (28%)

Property Taxes: 50 (50%)

B. Fire District Expenditures

As discussed within this document, the Proposed Budget for FY 2021-22 is based on maintaining the Fire District's two station configuration, is fully staffed and provides no increases in salaries or benefits. It 'holds the line' on expenses to the extent possible. The total projected expenditures for FY 2021-22 are \$8,632,966.



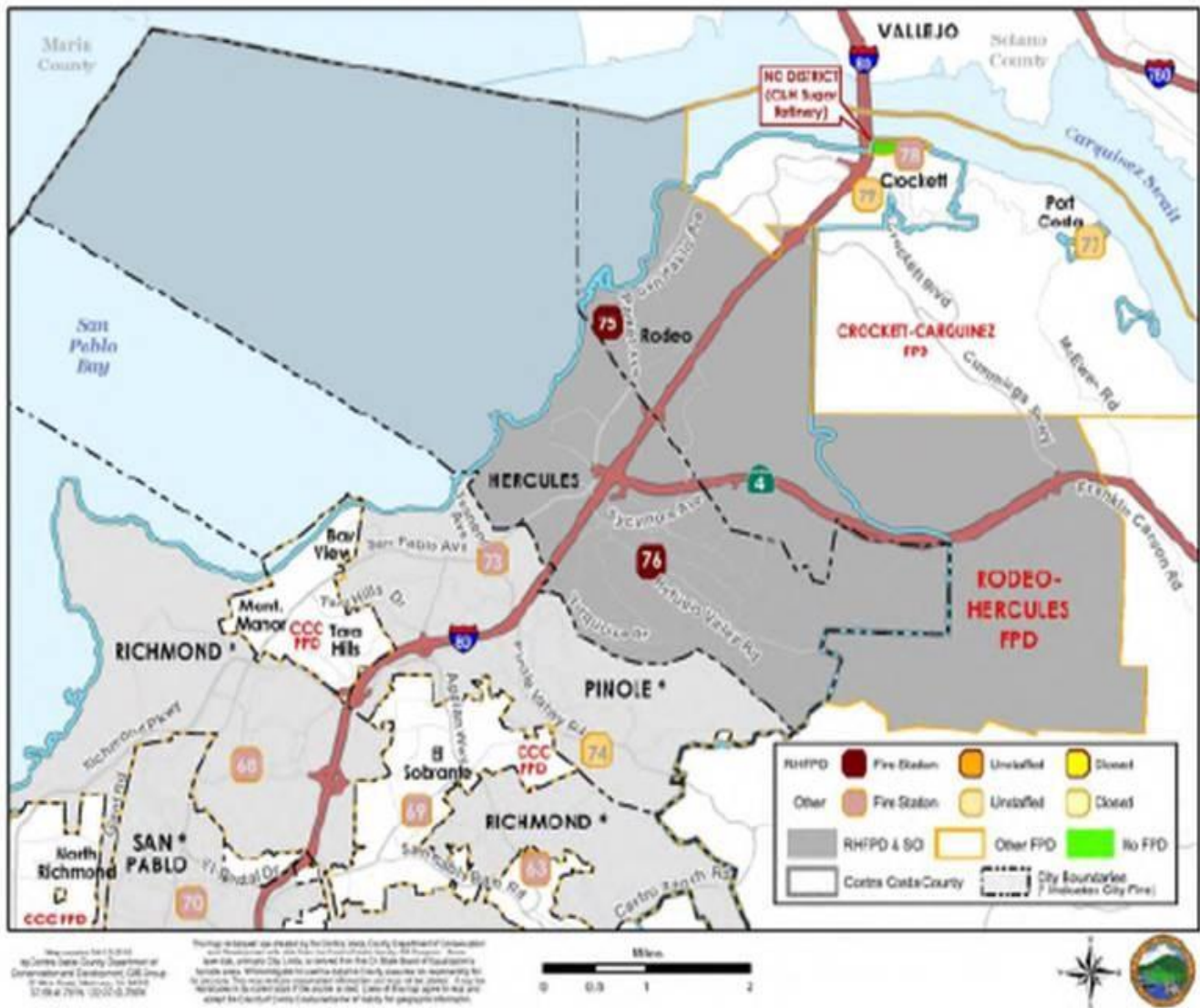
RODEO HERCULES FIRE PROTECTION DISTRICT
FISCAL YEAR 2021-2022 EXPENDITURES BUDGET (FOR ALL FUNDS)

DESCRIPTION	GL CODE	ADOPTED BUDGET FY2019-20	AUDITED ACTUAL FY2019-20	ADOPTED BUDGET FY 2020-21	ESTIMATED ACTUAL 6/30/2021	PROPOSED BUDGET FOR FY2021-22
Holiday Pay	1001	148,122	148,122	161,988	161,988	174,648
Permanent Salaries	1011	2,304,940	2,219,580	2,491,807	2,491,907	2,724,066
Temporary Salaries	1013	54,960	50,162	54,960	54,960	54,960
Overtime	1014	385,320	658,670	457,320	604,949	600,602
FLSA	1014	48,140	55,464	55,464	55,464	59,811
Deferred Compensation	1015	10,800	10,800	10,800	10,800	10,800
FICA	1042	32,789	49,286	32,789	32,789	40,000
Retirement -Normal	1044	547,291	512,653	500,000	500,000	500,000
Retirement - UAAL	1044	1,670,964	1,670,964	1,639,704	1,639,704	1,684,896
Group Insurance	1060	489,187	465,916	495,698	495,698	530,667
Group Insurance - Employer 3.75%	1060	64,057	54,296	70,000	70,000	92,635
Group Insurance - Retiree	1061	299,825	284,454	303,170	303,170	327,424
Unemployment	1063	1,000	1,000	1,000	1,000	1,000
Workers Compensation Insurance	1070	263,108	279,619	280,000	280,000	320,000
TOTAL SALARIES AND BENEFITS		6,320,503	6,460,986	6,554,700	6,702,429	7,121,509
Office Expenses	2100	31,495	28,490	31,495	23,047	22,850
Books/Periodicals/Subscriptions	2102	2,485	2,485	2,485	2,263	2,485
Communications	2110	179,355	206,223	179,355	206,223	225,375
Utilities	2120	28,823	34,823	28,823	35,718	36,323
Small Tools & Instruments	2130	1,400	1,400	1,400	912	3,000
New Vehicle Equipment	2130	-	-	-	-	20,500
Medical Supplies	2140	8,820	13,320	8,820	16,517	78,000
Food	2150	2,420	4,420	2,420	740	4,420
Clothing & Personal Supplies	2160	13,260	13,320	13,260	13,509	13,320
Household Expense	2170	6,500	5,500	6,500	2,841	16,500
Publications & Legal Notices	2190	1,180	1,300	1,180	428	1,300
Memberships	2200	4,204	5,349	4,204	3,541	5,312
Rents and Leases - Equipment	2250	8,640	8,385	8,640	6,784	3,660
Lease Payments - Vehicles	2250	80,401	86,959	80,401	80,401	269,114
Repairs & Service Equipment	2270	41,720	37,366	41,720	16,238	34,458
Central Garage Repairs	2271	80,000	65,829	80,000	71,782	80,000
Central Garage Gasoline/Oil	2272	10,100	4,401	10,100	3,930	8,100
Central Garage Tires	2273	14,000	5,113	14,000	11,773	10,000
Maintenance Radio - Electronic Equip	2276	21,156	31,581	21,156	22,734	57,380
Maintenance of Buildings	2281	43,350	18,009	43,350	13,602	151,450
Other Travel Expenses	2303	4,560	2,168	4,560	1,572	4,560
Professional/Specialized Services	2310	323,041	310,054	323,041	224,612	293,088
Data Processing Service	2315	960	955	960	777	960
Data Processing Supplies	2316	323	-	323	323	323
Information Security	2326	2,194	1,646	2,194	1,203	2,194
Insurance	2360	40,423	36,423	40,423	53,193	60,832
Fire Fighting Supplies	2474	58,405	12,006	58,405	9,364	56,770
Recreation/Physical Fitness Equipment	2476	1,000	2,949	1,000	1,000	2,000
Education Supplies & Courses	2477	17,245	13,864	17,245	2,860	19,763
Other Special Departmental Expenses	2479	3,420	12,923	3,420	3,759	3,420
Interest on Notes & Warrants	3520	1,000	0	1,000	1,000	1,000
Taxes & Assessments	3530	22,733	11,198	22,733	23,000	23,000
Total Service & Supplies Expenditures		1,054,613	978,459	1,054,613	855,647	1,511,457
TOTAL OPERATIONAL EXPENDITURES		7,375,116	7,439,445	7,609,313	7,558,076	8,632,966

C. Fire District Fund Balances

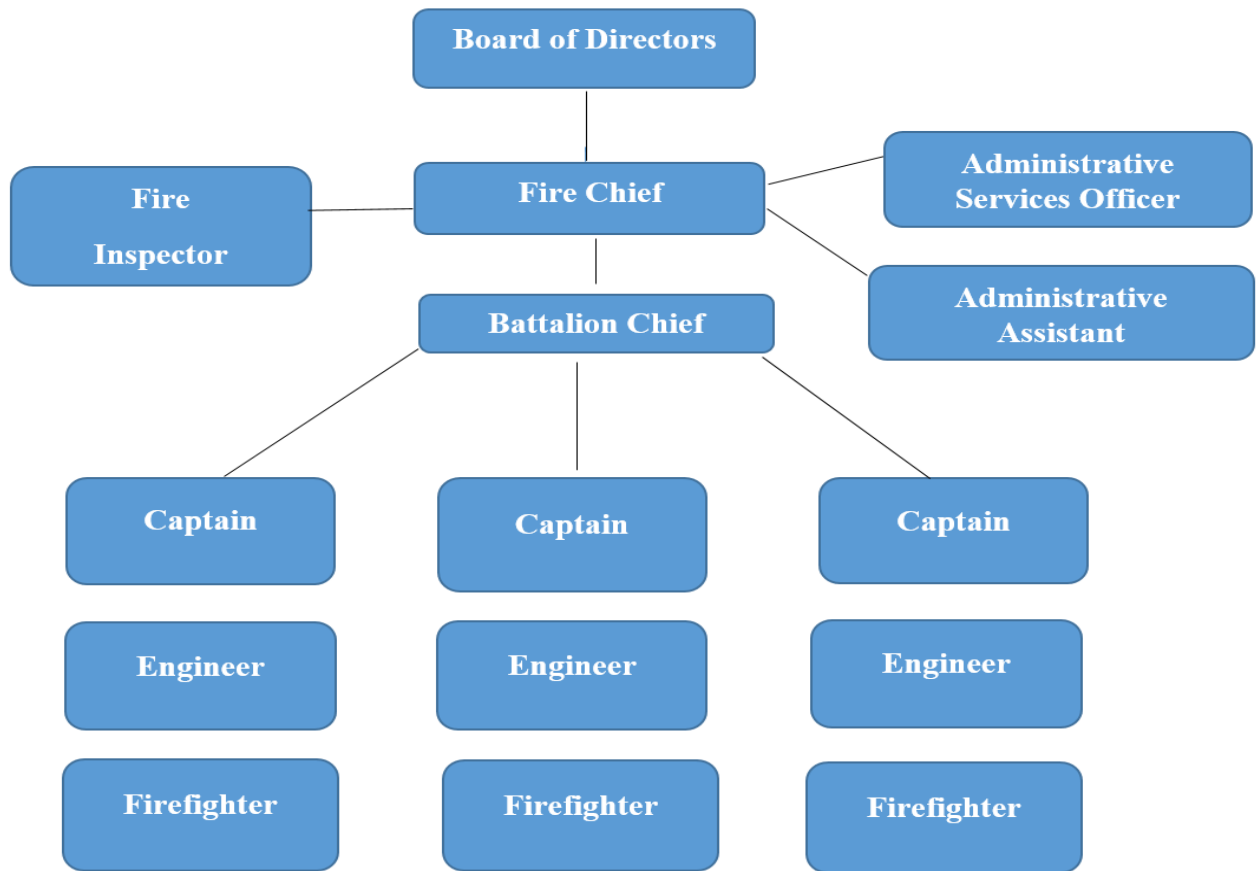
The FY 2021-22 Proposed Budget is balanced. The Fire District is projected to have a year-end fund balance of \$5,867,268³ as of June 30, 2022. Due to the Fire District's conservative financial policy, the Fire District continues to contribute to its financial stabilization fund to meet the recommended \$3 million recommended to have in reserves (equal to four months of operating expenses). Staff supports transferring \$1,000,000.00 of these funds into the Local Agency Investment Fund account.

The Fire District's projected fund balances for the next five years are shown in *Appendix D: Five Year Revenue, Expenditures & Fund Balance Projections*.



³ This amount does not include the \$1,000,000 that was transferred to the LAIF in FY2019-20.

ORGANIZATIONAL CHART



VI. GENERAL FUND EXPENDITURES

The Proposed Budget expenditures assume the Fire District is operating at full staffing. Three vacant positions were filled through recruitment during the 2020-21 fiscal year. The Fire District is currently at full staffing and anticipates a full staffing complement for 2021-22 fiscal year.

The ability to have achieved full staffing has reduced the Fire District's overtime costs and provided permanent employees to staff the two-station configuration.

Some observations regarding the proposed expenditures:

- Approximately 82% of all expenses are employee-related (salaries, benefits, retirement, etc.)

The items in the Professional Services Program are primarily continuations of prior expenditures updated to reflect current costs. Several of the items are new or of note. The objects of note include:

- *Contra Costa County Board of Elections:* The Fire District holds a staggered general election for Board Members that have reached the end of their term. No funds have been allocated within this year's budget for board elections scheduled for November 2022.

- *Target Solutions:* Target Solutions is a web-based training program that is used throughout Contra Costa County. This training platform allows all Battalion 7 cooperating agencies to receive the same training as their counterparts. With the addition of the "Check It" software upgrade, RHFD personnel will have the ability to properly track fleet assets maintenance and the Department of Motor Vehicle Apparatus Checks.
- *Streamline Automation Systems:* Streamline Automation System is a cloud-based business inspection software program. This program will assist the department in maintaining code compliance and record retention for inspected properties throughout the Fire Districts.

VII. FIRE OPERATIONS

Rodeo-Hercules Fire Protection District is an all-risk department operating individual fire companies specially trained to respond to residential and commercial fires, refinery and industry-related incidents, wildland fires, vehicle extrication, technical rescue, and hazard materials first responder duties. Engine companies are also tasked with determining the origin and cause of fires and providing rescue and advanced life support services. The Fire District provides a minimum of one advanced life support paramedic on duty 365 days a year in the Town of Rodeo and the City of Hercules.

Rodeo-Hercules Fire Protection Fire District operates within Battalion 7, a jointly operated Battalion with Pinole Fire Department and the Contra Costa County Fire Protection Fire District. Each participating entity provides a single Battalion Chief to ensure the consistent establishment of incident command, firefighter safety, and judicious resource management at emergencies. The Battalion also serves the outlying communities of Rodeo-Hercules, including Pinole, Tara Hills, Bayview, Montalvan Manor, Montara Bay, East Richmond Heights, San Pablo, El Sobrante, unincorporated Contra Costa County, and Martinez. Each of these areas presents a unique set of complex hazards, and the rapid establishment of fire ground command is essential to the successful resolution of an array of calls for service.

The Fire District also responds to automatic aid (additional unit response on a call regardless of jurisdictional boundaries) and mutual aid (request for additional resources for large incidents or due to multiple simultaneous incidents). Citizens of participating communities benefit from this sharing of resources and a regionalized approach. These extended responses have included the Contra Costa County Fire Protection Fire District, Crockett-Carquinez Fire Protection Fire District, Pinole Fire Department, Richmond Fire Department, El Cerrito Fire Department, Moraga/Orinda Fire Protection Fire District, and Vallejo Fire Department.

The Fire District also participates in the California Fire Assistance Agreement for the State of California and Federal Fire Agencies. This agreement, which the Office of Emergency Services manages, has called upon RHFPD to provide Mutual Aid resources throughout California, Oregon, and Nevada.

Community Outreach:

When not providing emergency services, the Engine Company crews participate in a variety of community outreach programs that include: (*community outreach was strictly curtailed during the pandemic*)

- Conducting Blood Pressure Screening for Rodeo and Hercules Senior Citizens
- Providing bicycle safety helmets to Fire District children through donations from the Rodeo Municipal Advisory Council;
- Conduct Fire Department Open House during fire prevention week, distributing bicycle helmets and personal flotation devices;
- Providing smoke detectors and carbon dioxide (CO₂) detectors to Fire District residents;

- Participated with local schools in Adopt-A-Class Programs;
- Participated in the Marine Corps Toys For Tots Christmas toy drive;
- Participated in community parades and festivals;
- Participated in the Harvest Festival and Breakfast with Santa at St. Patrick's School;
- Participated in Read Across America;
- Participated in the Hercules Senior Center Pancake Breakfast;
- Participated in Career Day at the Hercules Teen Center;
- Participated in the Boy Scout 9/11 Ceremony;
- Participated in the Rodeo baseball parade, the Hercules Fourth of July Parade, Veterans Walk of Honor, Safety and Health Fairs, Hercules Kidsfest, Christmas Tree Lighting, and National Night Out.
- Provided Fire Extinguisher Training for both the community and local businesses.

Community Outreach Goals:

- Hosting of Neighborhood Emergency Response Teams (NERT) classes.
- Establishing a Citizen Advisory Panel for the Fire District.

Fire Prevention:

Engine companies conduct fire and life safety inspections of all schools and Businesses within the Fire District. Engine companies also conduct an inspection of public and private properties for hazardous and/or combustible fuels, unabated annual grasses, urban blight and give notifications to abate said hazards.

The inspection of residential care facilities, licensed childcare, and adult care facilities, commercial tenant improvements, new construction is addressed with an independent contractor. Construction plan review and compliance with Fire District, local and state requirements, meetings with developers and contractors are addressed with district staff.

Apparatus:

The Fire District operates a variety of Fire Apparatus including:

- One 75-foot Quint Ladder Truck
- One *Type 1 Rescue Pumper
- One *Type 1 Engines
- Two *Type 3 Wild Land Engines

The District will take delivery of the following apparatus in December 2021:

- One *Type 1 Pumper
- One 100-foot Quint Ladder Truck

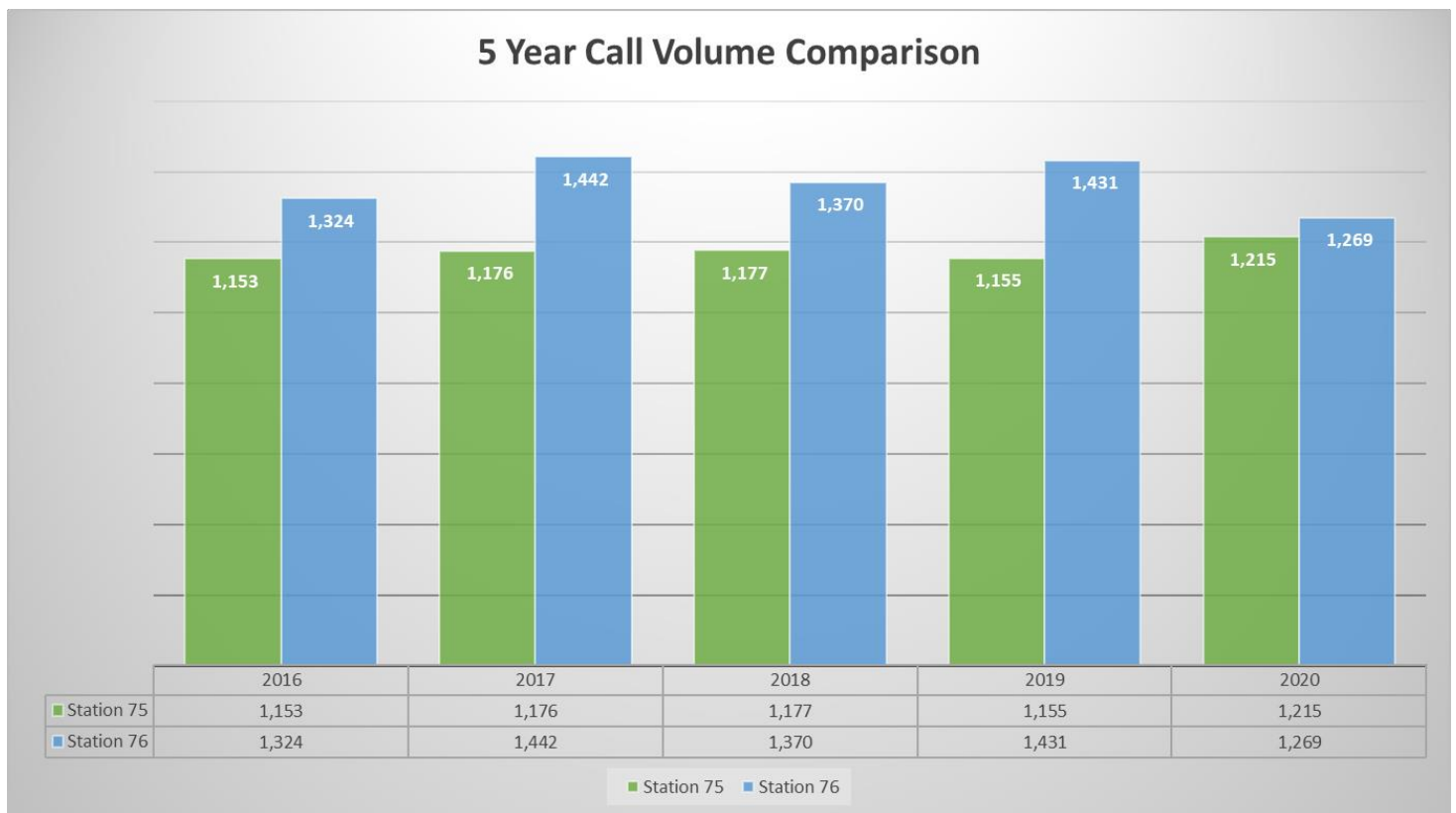
**Fire apparatus is identified into standard category typing within the Incident Command System to organize multiagency resources through the National Interagency Fire Center and the Office of Emergency Services.*

The Fire District maintains a variety of fire apparatus and equipment to meet the public safety needs of our service area, including major highways and streets, undeveloped wildland, developed urban residential, and refinery/industrial areas.

Incident Calls—2020

Incident Type	Number of Calls		
	Station 75	Station 76	Total
Fire	85	60	145
EMS/Rescue	742	700	1,442
Hazardous Condition	20	14	34
Service Call	81	121	202
Good Intent	214	311	525
False Call	71	62	133
Other	2	1	3
TOTALS	1,215	1,269	2,484
*See Appendix E for Details			

5 Year Call Volume Comparison



VII. APPARATUS REPLACEMENT RESERVE

The Budget preparation process included an extensive review of the Fire District's apparatus fleet. The apparatus were categorized by age, use, and role in emergency response, and a replacement program was created. The Fire District's upcoming apparatus replacement will be funded by a line of credit and paying off that debt over a 15-year period.

A 20-year apparatus replacement schedule is the basis for the cost modeling used to calculate the costs of leasing apparatus versus setting aside funds in an apparatus replacement reserve and acquiring the apparatus with cash.

The Fire District has a current line of credit obligation that requires lease payments through FY 2021. The Fire District is replacing Engine 754 (Type I Spartan) and Engine 768 (Quint 76) in FY 2021-22, and the cost modeling assumes that this apparatus will be funded by a 15-year lease.

The proposed (Lease-set aside) approach calls for the Fire District to continue existing leases and add an additional lease agreement for the replacement of Engine 754 and 768 (in 2021-22).

(See *Appendix C—Apparatus Replacement Schedules*).

VIII. DEVELOPMENT IMPACT FEES:

A development impact fee is a monetary fee that a local government agency charges to an applicant in connection with the approval of a development project for defraying all or a portion of the cost to mitigate impacts created by new development adequately. The legal requirements for the enactment of the development impact fees program are outlined in Government Code 66000 under the Mitigation Fee Act. The City of Hercules and Contra Costa County Department of Conservation and Development currently collect fees on behalf of the Fire District. The Fire District's current adopted fee structure established by a Fire Facilities Impact Fee Study is as follows: Single Family Homes: \$1,344, Multi-Family Home: \$828.80, Accessory Dwelling Unit: \$625.00, Commercial: \$0.672 per square foot, Office \$0.904 per square foot, Industrial \$0.384 per square foot and Hotel \$101.00 per room. Fees that are collected by the Fire District must be held in a separate account and accounted for in a different revenue and expense balance sheet.

Annual report: §66006 (b)(1) requires that once each year, within 180 days of the close of the fiscal year, the local agency must make available to the public the following information for each separate account established to receive impact fee revenues. This report is expressed in the spreadsheet on the next page.

RODEO HERCULES FIRE PROTECTION DISTRICT			
FY2021-22 PROJECTED FIRE FACILITIES FEE REVENUE AND EXPENDITURES			
DESCRIPTION	ADOPTED BUDGET FY 2020-21	Projected ACTUAL FY 2020-21	BUDGET FY2021-22
UNAUDITED FUND BALANCE	405,719	\$ 405,719	\$ 269,159.00
REVENUE:			
FIRE FACILITIES FEE REVENUE	100,000	-	-
TOTAL FIRE FACILITIES REVENUE	505,719	-	-
EXPENDITURES:			
Medical Supplies		-	-
Medical Monitors			60,000
LUCAS Devices and Batteries		32,250	
Firefighting Supplies			-
Thermal Imaging Cameras		11,357	-
PPE		16,990	17,330
Firefighting Supplies			20,000
Building and Grounds			-
Building and Grounds Maintenance	71,000	75,963	134,450
			-
	-	-	-
TOTAL FIRE FACILITIES FEES EXPENDITURES	71,000	136,560	231,780
Total Revenue Less Expenditures	434,719	(136,560)	(231,780)
PROJECTED YEAR-END FUND BALANCE - JUNE 30, 2021		\$ 269,159	\$ 37,379

IX. FIVE YEAR REVENUE & EXPENDITURE PROJECTIONS

Preparation of the Proposed Budget included creating Five-Year Revenue and Expenditure Projections to provide the Board and Staff with a roadmap for financial decisions and policy. (See Appendix D-Five Year Revenue, Expenditure, and Fund Balances).

In summary, if the projections are sustained, the Fire District is not projected to experience any significant financial issues. This conclusion is predicated on continued stable staffing, no benefit expansions or improvements, UAAL and other costs rising at the projected rate, and no significant diminishment in revenues.

There are, however, several areas of risk worth noting:

- A significant portion of the Fire District's revenue (48%) is the property tax based on real estate values. A disturbance in values will translate to diminished revenues.

- The projections include a limited increase of 2% per year for personnel-related costs, which expenditure areas could essentially be consumed with high growth potential, including health care for employees and retirees and UAAL payments for the retirement system.
- As an important reminder, the Fire District's OPEB medical insurance for retirees program is only partially funded. The Fire District is not making payments into the UAAL portion of the program, currently calculated as \$433,459 per year. If the Fire District paid the total Actuarially Required Contribution (ARC), the program would be sustainable.
- Overtime is calculated on the minimum allocation per employee, and significant events such as long-term illness or disabilities could create additional costs.

The Budget for Fiscal Year 2021-22 is balanced and maintains the Fire District's two Fire Station configurations with full staffing. The current Five-Year Revenue and Expenditure projections also show that the Fire District will remain financially balanced during that period and retain a modest fund balance.

X. RHFD BUDGET APPENDICES

- A. CCCERA Retirement Costs & UAAL**
- B. OPEB Contribution Costs & UAAL**
- C. Apparatus Replacement Schedules**
- D. Five Year Revenue & Expenditure Projections**
- E. Incident Report Detail**



**CONTRA COSTA COUNTY
EMPLOYEES' RETIREMENT ASSOCIATION**

**CONTRIBUTION RATE PACKET FOR
JULY 1, 2021 through JUNE 30, 2022**

CONTRA COSTA COUNTY EMPLOYEES' RETIREMENT ASSOCIATION

TABLE OF CONTENTS

<u>Page</u>	<u>Description</u>
i	Memo from CEO
1	Board of Supervisors Resolution
2	Employer Rates & Refundability Discount Factors for General Tiers 1 and 3 (Exhibit A - 1)
3	Employer Rates & Refundability Discount Factors for General PEPRA Tiers 4 and 5 with 2% Maximum COLA (Exhibit A - 2)
4	Employer Rates & Refundability Discount Factors for General PEPRA Tiers 4 and 5 with 3% Maximum COLA (Exhibit A - 3)
5	Employer Rates & Refundability Discount Factors for Safety Tiers A and C (Exhibit B - 1)
6	Employer Rates & Refundability Discount Factors for Safety PEPRA Tiers D and E (Exhibit B - 2)
7	General Non-PEPRA Cost Group #1 Member Rates (Exhibit C)
8	General Non-PEPRA Cost Group #2 Member Rates (Exhibit D)
9	General Non-PEPRA Cost Group #3 Member Rates (Exhibit E)
10	General Non-PEPRA Cost Group #4 Member Rates (Exhibit F)
11	General Non-PEPRA Cost Group #5 Member Rates (Exhibit G)
12	General Non-PEPRA Cost Group #6 Member Rates (Exhibit H)
13	Safety Non-PEPRA Cost Group #7 Member Rates (Exhibit I)

14	Safety Non-PEPRA Cost Group #8 Member Rates (Exhibit J)
15	Safety Non-PEPRA Cost Group #9 Member Rates (Exhibit K)
16	Safety Non-PEPRA Cost Group #10 Member Rates (Exhibit L)
17	Safety Non-PEPRA Cost Group #11 Member Rates (Exhibit M)
18	Safety Non-PEPRA Cost Group #12 Member Rates (Exhibit N)
19	Safety Non-PEPRA Cost Group #13 Member Rates (Exhibit O)
20	General and Safety PEPRA Member Rates (Exhibit P)
21	Examples for Subvention and Employee Cost Sharing
22	Prepayment Discount Factor for 2021-22



MEMORANDUM

Date: October 14, 2020

To: Interested Parties and Participating Employers

From: Gail Strohl, Chief Executive Officer

Subject: Contribution Rates Effective July 1, 2021

At its October 14, 2020 meeting, the Retirement Board reviewed the actuary's valuation report for the year ending December 31, 2019 and adopted the recommended employer and employee contribution rates, which will become effective on July 1, 2021. A copy of the December 31, 2019 Actuarial Valuation can be found on CCCERA's website at www.cccera.org under the Actuarial Valuations link.

Enclosed are the employer and employee contribution rates to be used effective July 1, 2021 through June 30, 2022.

Please note the following:

- ✓ **The rates are effective July 1, 2021 through June 30, 2022 and have not yet been adopted by the County Board of Supervisors.**
- ✓ **The rates are BEFORE ANY EMPLOYER SUBVENTION of the employee contribution.** The rates quoted here are the employer required rates without taking into consideration any employer subvention of employee contributions. A convenient methodology for adding subvention is included for your use on page 21. Note that subvention is not always permitted for PEPRAs members.
- ✓ **The rates are BEFORE ANY INCREASE IN EMPLOYEE RATE to pay a portion of the employer contribution.** If an employee's rate needs to be increased to pay a portion of the employer contribution, both employee and employer rates would need to be adjusted accordingly. A convenient methodology for adding subvention is included for your use on page 21.

THE BOARD OF SUPERVISORS OF CONTRA COSTA COUNTY, CALIFORNIA

Adopted this Order on _____, by the following vote:

AYES:
NOES:
ABSENT:
ABSTAIN:

SUBJECT: Approving Contribution Rates to be charged Resolution No. _____
by the Contra Costa County
Employees' Retirement Association.

Pursuant to Government Code Section 31454 and on recommendation of the Board of the Contra Costa County Employees' Retirement Association, BE IT RESOLVED that the following contribution rates are approved to be effective for the period July 1, 2021 through June 30, 2022.

I. Employer Contribution Rates for Basic and Cost-of-Living Components and Non-refundability Discount Factors

- A. For General Members (Sec. 31676.11, Sec. 31676.16 and Sec. 7522.20(a))
See attached Exhibit A
- B. For Safety Members (Sec. 31664, Sec. 31664.1 and Sec. 7522.25(d))
See attached Exhibit B

II. Employee Contribution Rates for Basic and Cost-of-Living Components

See attached Exhibits C through P

The Pension Obligation Bonds (POB) issued by the County in March 1994 and April 2003, affected contribution rates for certain County employers. The following non-County employers who participate in the Retirement Association are referred to as "Districts".

- | | |
|---|--|
| Bethel Island Municipal Improvement District | In-Home Supportive Services Authority |
| Byron, Brentwood Knightsen Union Cemetery District | First 5 - Children & Families Commission |
| Central Contra Costa Sanitary District | Contra Costa County Fire Protection District |
| Contra Costa County Employees' Retirement Association | East Contra Costa Fire Protection District |
| Contra Costa Housing Authority | Moraga-Orinda Fire Protection District |
| Contra Costa Mosquito and Vector Control District | Rodeo-Hercules Fire Protection District |
| Local Agency Formation Commission (LAFCO) | San Ramon Valley Fire Protection District |
| Rodeo Sanitary District | |

All other departments/employers are referred to as "County" including the Superior Court of California, Contra Costa County.

Contra Costa County Fire Protection District and Moraga-Orinda Fire Protection District issued Pension Obligation Bonds in 2005 which affected contribution rates for these two employers. Subsequently, Contra Costa County Fire Protection District has made additional payments to CCCERA for its UAAL in 2006 and 2007.

First 5 - Children & Families Commission made a UAAL prepayment in 2013 which affected contribution rates for that employer.

Central Contra Costa Sanitary District made a UAAL prepayment in 2013, 2014 and 2015 which affected contribution rates for that employer.

Local Agency Formation Commission made a UAAL prepayment in 2017 and 2019 which affected contribution rates for that employer.

San Ramon Valley Fire Protection District made a UAAL prepayment in 2017, 2018 and 2019 which affected contribution rates for the Safety members of that employer.

Effective with the December 31, 2019 valuation, Safety members of the East Contra Costa Fire Protection District are depooled from the Contra Cost County Fire Protection District's Safety cost group (Cost Group 8). Safety members of the East Contra Costa Fire Protection District are under their own cost group (Cost Group 13).

Exhibit A - 1

**CONTRA COSTA COUNTY EMPLOYEES' RETIREMENT ASSOCIATION
EMPLOYER CONTRIBUTION RATES EFFECTIVE FOR JULY 1, 2021 THROUGH JUNE 30, 2022 for General Tiers 1 and 3 Legacy Members**

GENERAL TIERS - ENHANCED

Tier 1 BASIC Enhanced

First \$350 monthly & in Social Security
Excess of \$350 monthly & in Social Security

All Eligible \$ if NOT in Social Security

Tier 1 COL Enhanced

First \$350 monthly
Excess of \$350 monthly

All Eligible \$ if NOT in Social Security

Non-Refundability Factor

	Cost Group #1					Cost Group #3	Cost Group #4	Cost Group #5
	County	Moraga-Orinda Fire District	First 5	LAFCO	Districts without POB	Central Contra Costa Sanitary District	Contra Costa Housing Authority	Contra Costa County Fire Protection District
First \$350 monthly & in Social Security	16.41%	N/A	16.32%	18.55%	19.72%	N/A	20.73%	N/A
Excess of \$350 monthly & in Social Security	24.62%	N/A	24.48%	27.83%	29.59%	N/A	31.09%	N/A
All Eligible \$ if NOT in Social Security	24.62%	20.11%	N/A	N/A	29.59%	36.05%	N/A	24.44%
First \$350 monthly	3.67%	N/A	3.74%	5.91%	6.36%	N/A	9.90%	N/A
Excess of \$350 monthly	5.51%	N/A	5.62%	8.87%	9.53%	N/A	14.85%	N/A
All Eligible \$ if NOT in Social Security	5.51%	4.10%	N/A	N/A	9.53%	15.41%	N/A	11.98%
<i>Non-Refundability Factor</i>	0.9682	0.9682	0.9682	0.9682	0.9682	0.9609	0.9609	0.9752

Tier 3 BASIC Enhanced

First \$350 monthly
Excess of \$350 monthly

All Eligible \$ if NOT in Social Security

Tier 3 COL Enhanced

First \$350 monthly
Excess of \$350 monthly

All Eligible \$ if NOT in Social Security

Non-Refundability Factor

	Cost Group #2	
	County	Districts without POB
First \$350 monthly	15.60%	18.98%
Excess of \$350 monthly	23.40%	28.47%
All Eligible \$ if NOT in Social Security	N/A	28.47%
First \$350 monthly	3.48%	6.18%
Excess of \$350 monthly	5.21%	9.27%
All Eligible \$ if NOT in Social Security	N/A	9.27%
<i>Non-Refundability Factor</i>	0.9561	0.9561

Cost Group	Employer Name	Tier
Cost Group #1	County General LAFCO CC Mosquito & Vector Control District Bethel Island Municipal Improvement District First 5 - Children and Families Commission Contra Costa County Employees' Retirement Association Superior Court East Contra Costa Fire Protection District Moraga-Orinda Fire Protection District Rodeo-Hercules Fire Protection District San Ramon Valley Fire Protection District	Tier 1 Enhanced (2% @ 55)
Cost Group #2	County General In-Home Supportive Services Authority CC Mosquito & Vector Control District Superior Court	Tier 3 Enhanced (2% @ 55)
Cost Group #3	Central Contra Costa Sanitary District	Tier 1 Enhanced (2% @ 55)
Cost Group #4	Contra Costa Housing Authority	Tier 1 Enhanced (2% @ 55)
Cost Group #5	Contra Costa County Fire Protection District	Tier 1 Enhanced (2% @ 55)
Cost Group #6	Rodeo Sanitary District Byron Brentwood Cemetery District	Tier 1 Non-enhanced (1.67% @ 55)

GENERAL TIER NON-ENHANCED

Tier 1 BASIC NON-Enhanced

First \$350 monthly
Excess of \$350 monthly

All Eligible \$ if NOT in Social Security

Tier 1 COL NON-Enhanced

First \$350 monthly
Excess of \$350 monthly

All Eligible \$ if NOT in Social Security

Non-Refundability Factor

	Cost Group #6
	Districts without POB
First \$350 monthly	9.06%
Excess of \$350 monthly	13.58%
All Eligible \$ if NOT in Social Security	N/A
First \$350 monthly	2.69%
Excess of \$350 monthly	4.04%
All Eligible \$ if NOT in Social Security	N/A
<i>Non-Refundability Factor</i>	0.9496

Basic rates shown include an administrative expense load of 0.65% of payroll. This load has been incorporated and adjusted as appropriate into the first \$350 and excess of \$350 monthly rates shown.

Exhibit A - 2

**CONTRA COSTA COUNTY EMPLOYEES' RETIREMENT ASSOCIATION
EMPLOYER CONTRIBUTION RATES EFFECTIVE FOR JULY 1, 2021 THROUGH JUNE 30, 2022 for General Tiers 4 and 5 PEPRA Members with 2% Maximum COLA**

GENERAL PEPRA TIERS

Tier 4 BASIC
All Eligible \$

Tier 4 COL
All Eligible \$

Non-Refundability Factor

Cost Group #1					Cost Group #3	Cost Group #4	Cost Group #5
County	Moraga-Orinda Fire District	First 5	LAFCO	Districts without POB	Central Contra Costa Sanitary District	Contra Costa Housing Authority	Contra Costa County Fire Protection District
19.98%	N/A	N/A	N/A	N/A	N/A	N/A	20.53%
3.81%	N/A	N/A	N/A	N/A	N/A	N/A	10.45%
0.9587	N/A	N/A	N/A	N/A	N/A	N/A	0.9541

Tier 5 BASIC
All Eligible \$

Tier 5 COL
All Eligible \$

Non-Refundability Factor

Cost Group #2	
County	Districts without POB
19.35%	24.35%
3.64%	7.65%
0.9582	0.9582

Cost Group	Employer Name	Tier
Cost Group #1	County General LAFCO CC Mosquito & Vector Control District Bethel Island Municipal Improvement District First 5 - Children and Families Commission Contra Costa County Employees' Retirement Association Superior Court East Contra Costa Fire Protection District Moraga-Orinda Fire Protection District Rodeo-Hercules Fire Protection District San Ramon Valley Fire Protection District	Tier 4 (2.5% @ 67)
Cost Group #2	County General In-Home Supportive Services Authority CC Mosquito & Vector Control District Superior Court	Tier 5 (2.5% @ 67)
Cost Group #3	Central Contra Costa Sanitary District	Tier 4 (2.5% @ 67)
Cost Group #4	Contra Costa Housing Authority	Tier 4 (2.5% @ 67)
Cost Group #5	Contra Costa County Fire Protection District	Tier 4 (2.5% @ 67)
Cost Group #6	Rodeo Sanitary District Byron Brentwood Cemetery District	Tier 4 (2.5% @ 67)

Some tiers are not applicable to the employers as shown above in the rate table.

Basic rates shown include an administrative expense load of 0.65% of payroll.

Exhibit A - 3

**CONTRA COSTA COUNTY EMPLOYEES' RETIREMENT ASSOCIATION
EMPLOYER CONTRIBUTION RATES EFFECTIVE FOR JULY 1, 2021 THROUGH JUNE 30, 2022 for General Tiers 4 and 5 PEPRA Members with 3% Maximum COLA**

GENERAL PEPRA TIERS	Cost Group #1					Cost Group #3	Cost Group #4	Cost Group #5	Cost Group #6
	County	Moraga-Orinda Fire District	First 5	LAFCO	Districts without POB	Central Contra Costa Sanitary District	Contra Costa Housing Authority	Contra Costa County Fire Protection District	Districts without POB
Tier 4 BASIC All Eligible \$	20.02%	15.79%	19.87%	23.25%	25.02%	31.24%	25.64%	21.66%	9.39%
Tier 4 COL All Eligible \$	4.78%	3.44%	4.89%	8.13%	8.79%	14.50%	13.77%	11.95%	3.15%
Non-Refundability Factor	0.9609	0.9609	0.9609	0.9609	0.9609	0.9667	0.9662	0.9581	0.9651

GENERAL PEPRA TIERS	Cost Group #2	
	County	Districts without POB
Tier 5 BASIC All Eligible \$	19.52%	24.52%
Tier 5 COL All Eligible \$	4.55%	8.56%
Non-Refundability Factor	0.9607	0.9607

Cost Group	Employer Name	Tier
Cost Group #1	County General LAFCO CC Mosquito & Vector Control District Bethel Island Municipal Improvement District First 5 - Children and Families Commission Contra Costa County Employees' Retirement Association Superior Court East Contra Costa Fire Protection District Moraga-Orinda Fire Protection District Rodeo-Hercules Fire Protection District San Ramon Valley Fire Protection District	Tier 4 (2.5% @ 67)
Cost Group #2	County General In-Home Supportive Services Authority CC Mosquito & Vector Control District Superior Court	Tier 5 (2.5% @ 67)
Cost Group #3	Central Contra Costa Sanitary District	Tier 4 (2.5% @ 67)
Cost Group #4	Contra Costa Housing Authority	Tier 4 (2.5% @ 67)
Cost Group #5	Contra Costa County Fire Protection District	Tier 4 (2.5% @ 67)
Cost Group #6	Rodeo Sanitary District Byron Brentwood Cemetery District	Tier 4 (2.5% @ 67)

Basic rates shown include an administrative expense load of 0.65% of payroll.

Exhibit B - 1

**CONTRA COSTA COUNTY EMPLOYEES' RETIREMENT ASSOCIATION
EMPLOYER CONTRIBUTION RATES EFFECTIVE FOR JULY 1, 2021 THROUGH JUNE 30, 2022 for Safety Tiers A and C Legacy Members**

SAFETY TIERS ENHANCED

Safety A BASIC Enhanced

All eligible \$

Safety A COL Enhanced

All eligible \$

Non-Refundability Factor

Cost Group #7	Cost Group #8	Cost Group #10	Cost Group #11	Cost Group #13
County	Contra Costa County	Moraga-Orinda	San Ramon Valley	East Contra Costa
Fire Protection District	Fire Protection District	Fire Protection District	Fire Protection District	Fire Protection District
44.36%	34.21%	34.83%	52.06%	48.58%
27.46%	36.25%	38.14%	27.91%	21.35%
0.9621	0.9674	0.9654	0.9682	0.9561

Safety C BASIC Enhanced

All eligible \$

Safety C COL Enhanced

All eligible \$

Non-Refundability Factor

Cost Group #9
County
42.65%
0.9628

<u>Cost Group</u>	<u>Employer Name</u>	<u>Tier</u>
Cost Group # 7	County Safety	Tier A Enhanced (3% @ 50)
Cost Group # 8	Contra Costa County Fire Protection District	Tier A Enhanced (3% @ 50)
Cost Group # 9	County Safety	Tier C Enhanced (3% @ 50)
Cost Group # 10	Moraga-Orinda Fire Protection District	Tier A Enhanced (3% @ 50)
Cost Group # 11	San Ramon Valley Fire Protection District	Tier A Enhanced (3% @ 50)
Cost Group # 12	Rodeo Hercules Fire Protection District	Tier A Non-enhanced (2% @ 50)
Cost Group # 13	East Contra Costa Fire Protection District	Tier A Enhanced (3% @ 50)

SAFETY TIER NON-ENHANCED

Safety A BASIC NON-Enhanced

All eligible \$

Monthly Contribution Towards UAAL

Safety A COL NON-Enhanced

All eligible \$

Monthly Contribution Towards UAAL

Non-Refundability Factor

Cost Group #12
Rodeo-Hercules
Fire Protection District
18.73%
\$62,273
5.21%
\$47,830
0.9651

Basic rates shown include an administrative expense load of 0.65% of payroll.

Exhibit B - 2

CONTRA COSTA COUNTY EMPLOYEES' RETIREMENT ASSOCIATION

EMPLOYER CONTRIBUTION RATES EFFECTIVE FOR JULY 1, 2021 THROUGH JUNE 30, 2022 for Safety Tiers D and E PEPRA Members

SAFETY PEPRA TIERS

Safety D BASIC (3% Maximum COLA)

All eligible \$
Monthly Contribution Towards UAAL

Cost Group #7	Cost Group #8	Cost Group #10	Cost Group #11	Cost Group #12	Cost Group #13
County	Contra Costa County Fire Protection District	Moraga-Orinda Fire Protection District	San Ramon Valley Fire Protection District	Rodeo-Hercules Fire Protection District	East Contra Costa Fire Protection District
36.32%	23.92%	26.06%	40.58%	11.50%	37.54%
N/A	N/A	N/A	N/A	\$17,140	N/A
26.15%	34.25%	36.38%	25.47%	4.76%	19.27%
N/A	N/A	N/A	N/A	\$13,165	N/A
0.9711	0.9755	0.9721	0.9747	0.9771	0.9763

Safety D COL (3% Maximum COLA)

All eligible \$
Monthly Contribution Towards UAAL

Non-Refundability Factor

Safety E BASIC (2% Maximum COLA)

All eligible \$

Cost Group #8	Cost Group #9
Contra Costa County Fire Protection District	County
23.96%	35.06%
32.56%	23.95%
0.9706	0.9698

Safety E COL (2% Maximum COLA)

All eligible \$

Non-Refundability Factor

Cost Group	Employer Name	Tier
Cost Group # 7	County Safety	Tier D (2.7% @ 57)
Cost Group # 8	Contra Costa County Fire Protection District Contra Costa County Fire Protection District	Tier D (2.7% @ 57) Tier E (2.7% @ 57)
Cost Group # 9	County Safety	Tier E (2.7% @ 57)
Cost Group # 10	Moraga-Orinda Fire Protection District	Tier D (2.7% @ 57)
Cost Group # 11	San Ramon Valley Fire Protection District	Tier D (2.7% @ 57)
Cost Group # 12	Rodeo Hercules Fire Protection District	Tier D (2.7% @ 57)
Cost Group # 13	East Contra Costa Fire Protection District	Tier D (2.7% @ 57)

Basic rates shown include an administrative expense load of 0.65% of payroll.

Exhibit C

GENERAL Cost Group #1 Non-PEPRA Member Contribution Rates

Membership Date before January 1, 2013

Effective 7/1/21 - 6/30/22

Expressed as a Percentage of Monthly Payroll*

<u>Entry Age</u>	<u>Basic not in Social Security</u>	<u>Basic in Social Security*</u>	<u>COLA</u>	<u>Total not in Social Security</u>	<u>Total in Social Security*</u>
15	5.32%	5.33%	2.70%	8.02%	8.03%
16	5.41%	5.42%	2.75%	8.16%	8.17%
17	5.51%	5.52%	2.81%	8.32%	8.33%
18	5.61%	5.62%	2.86%	8.47%	8.48%
19	5.71%	5.72%	2.92%	8.63%	8.64%
20	5.81%	5.82%	2.97%	8.78%	8.79%
21	5.91%	5.92%	3.03%	8.94%	8.95%
22	6.01%	6.02%	3.09%	9.10%	9.11%
23	6.12%	6.13%	3.15%	9.27%	9.28%
24	6.23%	6.24%	3.21%	9.44%	9.45%
25	6.34%	6.35%	3.27%	9.61%	9.62%
26	6.45%	6.46%	3.33%	9.78%	9.79%
27	6.57%	6.58%	3.40%	9.97%	9.98%
28	6.68%	6.69%	3.46%	10.14%	10.15%
29	6.80%	6.81%	3.53%	10.33%	10.34%
30	6.92%	6.93%	3.59%	10.51%	10.52%
31	7.05%	7.06%	3.67%	10.72%	10.73%
32	7.17%	7.18%	3.73%	10.90%	10.91%
33	7.30%	7.31%	3.81%	11.11%	11.12%
34	7.44%	7.45%	3.89%	11.33%	11.34%
35	7.57%	7.58%	3.96%	11.53%	11.54%
36	7.71%	7.72%	4.04%	11.75%	11.76%
37	7.85%	7.86%	4.11%	11.96%	11.97%
38	7.99%	8.00%	4.19%	12.18%	12.19%
39	8.14%	8.15%	4.28%	12.42%	12.43%
40	8.29%	8.30%	4.36%	12.65%	12.66%
41	8.45%	8.46%	4.45%	12.90%	12.91%
42	8.60%	8.61%	4.53%	13.13%	13.14%
43	8.75%	8.76%	4.62%	13.37%	13.38%
44	8.90%	8.91%	4.70%	13.60%	13.61%
45	9.06%	9.07%	4.79%	13.85%	13.86%
46	9.22%	9.23%	4.88%	14.10%	14.11%
47	9.38%	9.39%	4.97%	14.35%	14.36%
48	9.53%	9.54%	5.05%	14.58%	14.59%
49	9.68%	9.69%	5.14%	14.82%	14.83%
50	9.84%	9.85%	5.23%	15.07%	15.08%
51	10.00%	10.01%	5.32%	15.32%	15.33%
52	10.16%	10.17%	5.41%	15.57%	15.58%
53	10.32%	10.33%	5.49%	15.81%	15.82%
54	10.48%	10.49%	5.58%	16.06%	16.07%
55	10.63%	10.64%	5.67%	16.30%	16.31%
56	10.70%	10.71%	5.71%	16.41%	16.42%
57	10.67%	10.68%	5.69%	16.36%	16.37%
58	10.64%	10.65%	5.67%	16.31%	16.32%
59	10.33%	10.34%	5.50%	15.83%	15.84%
60 and over	10.33%	10.34%	5.50%	15.83%	15.84%

Administrative Expense: 0.49% of payroll added to Basic rates.

COLA Loading: 55.90% applied to Basic rates prior to adjustment for administrative expenses.

***NOTE:** For members in Social Security, the rate should only be applied to monthly compensation in excess of \$116.67.
The rate should be applied to compensation up to the annual IRC 401(a)(17) compensation limit.

Exhibit D

GENERAL Cost Group #2 Non-PEPRA Member Contribution Rates

Membership Date before January 1, 2013

Effective 7/1/21 - 6/30/22

Expressed as a Percentage of Monthly Payroll*

<u>Entry Age</u>	<u>Basic not in Social Security</u>	<u>Basic in Social Security*</u>	<u>COLA</u>	<u>Total not in Social Security</u>	<u>Total in Social Security*</u>
15	5.31%	5.32%	2.35%	7.66%	7.67%
16	5.40%	5.41%	2.40%	7.80%	7.81%
17	5.50%	5.51%	2.44%	7.94%	7.95%
18	5.59%	5.60%	2.49%	8.08%	8.09%
19	5.69%	5.70%	2.54%	8.23%	8.24%
20	5.79%	5.80%	2.59%	8.38%	8.39%
21	5.90%	5.91%	2.64%	8.54%	8.55%
22	6.00%	6.01%	2.69%	8.69%	8.70%
23	6.11%	6.12%	2.74%	8.85%	8.86%
24	6.22%	6.23%	2.80%	9.02%	9.03%
25	6.33%	6.34%	2.85%	9.18%	9.19%
26	6.44%	6.45%	2.90%	9.34%	9.35%
27	6.55%	6.56%	2.96%	9.51%	9.52%
28	6.67%	6.68%	3.02%	9.69%	9.70%
29	6.79%	6.80%	3.07%	9.86%	9.87%
30	6.91%	6.92%	3.13%	10.04%	10.05%
31	7.03%	7.04%	3.19%	10.22%	10.23%
32	7.16%	7.17%	3.25%	10.41%	10.42%
33	7.29%	7.30%	3.32%	10.61%	10.62%
34	7.42%	7.43%	3.38%	10.80%	10.81%
35	7.55%	7.56%	3.45%	11.00%	11.01%
36	7.69%	7.70%	3.51%	11.20%	11.21%
37	7.83%	7.84%	3.58%	11.41%	11.42%
38	7.98%	7.99%	3.66%	11.64%	11.65%
39	8.13%	8.14%	3.73%	11.86%	11.87%
40	8.27%	8.28%	3.80%	12.07%	12.08%
41	8.42%	8.43%	3.87%	12.29%	12.30%
42	8.58%	8.59%	3.95%	12.53%	12.54%
43	8.73%	8.74%	4.02%	12.75%	12.76%
44	8.88%	8.89%	4.09%	12.97%	12.98%
45	9.04%	9.05%	4.17%	13.21%	13.22%
46	9.20%	9.21%	4.25%	13.45%	13.46%
47	9.36%	9.37%	4.33%	13.69%	13.70%
48	9.50%	9.51%	4.40%	13.90%	13.91%
49	9.67%	9.68%	4.48%	14.15%	14.16%
50	9.82%	9.83%	4.55%	14.37%	14.38%
51	9.98%	9.99%	4.63%	14.61%	14.62%
52	10.14%	10.15%	4.71%	14.85%	14.86%
53	10.33%	10.34%	4.80%	15.13%	15.14%
54	10.45%	10.46%	4.86%	15.31%	15.32%
55	10.59%	10.60%	4.93%	15.52%	15.53%
56	10.70%	10.71%	4.98%	15.68%	15.69%
57	10.68%	10.69%	4.97%	15.65%	15.66%
58	10.66%	10.67%	4.96%	15.62%	15.63%
59	10.05%	10.06%	4.67%	14.72%	14.73%
60 and over	10.05%	10.06%	4.67%	14.72%	14.73%

Administrative Expense: 0.49% of payroll added to Basic rates.

COLA Loading: 48.80% applied to Basic rates prior to adjustment for administrative expenses.

***NOTE:** For members in Social Security, the rate should only be applied to monthly compensation in excess of \$116.67.
The rate should be applied to compensation up to the annual IRC 401(a)(17) compensation limit.

Exhibit E
GENERAL Cost Group #3 Non-PEPRA Member Contribution Rates
Membership Date before January 1, 2013
Effective 7/1/21 - 6/30/22
Expressed as a Percentage of Monthly Payroll*

<u>Entry Age</u>	<u>Basic</u>	<u>COLA</u>	<u>Total</u>
15	5.50%	2.72%	8.22%
16	5.59%	2.77%	8.36%
17	5.69%	2.83%	8.52%
18	5.79%	2.88%	8.67%
19	5.90%	2.94%	8.84%
20	6.00%	2.99%	8.99%
21	6.11%	3.05%	9.16%
22	6.22%	3.11%	9.33%
23	6.33%	3.17%	9.50%
24	6.44%	3.23%	9.67%
25	6.55%	3.29%	9.84%
26	6.67%	3.36%	10.03%
27	6.79%	3.42%	10.21%
28	6.91%	3.49%	10.40%
29	7.03%	3.55%	10.58%
30	7.16%	3.62%	10.78%
31	7.29%	3.69%	10.98%
32	7.42%	3.77%	11.19%
33	7.55%	3.84%	11.39%
34	7.68%	3.91%	11.59%
35	7.82%	3.98%	11.80%
36	7.97%	4.06%	12.03%
37	8.11%	4.14%	12.25%
38	8.26%	4.22%	12.48%
39	8.42%	4.31%	12.73%
40	8.57%	4.39%	12.96%
41	8.73%	4.48%	13.21%
42	8.88%	4.56%	13.44%
43	9.04%	4.65%	13.69%
44	9.20%	4.73%	13.93%
45	9.37%	4.82%	14.19%
46	9.52%	4.91%	14.43%
47	9.68%	4.99%	14.67%
48	9.84%	5.08%	14.92%
49	10.00%	5.17%	15.17%
50	10.16%	5.25%	15.41%
51	10.32%	5.34%	15.66%
52	10.49%	5.43%	15.92%
53	10.65%	5.52%	16.17%
54	10.79%	5.60%	16.39%
55	10.89%	5.65%	16.54%
56	11.00%	5.71%	16.71%
57	10.96%	5.69%	16.65%
58	10.72%	5.56%	16.28%
59	10.28%	5.32%	15.60%
60 and over	10.28%	5.32%	15.60%

Administrative Expense: 0.49% of payroll added to Basic rates.

COLA Loading: 54.33% applied to Basic rates prior to adjustment for administrative expenses.

***NOTE:** The rate should be applied to all compensation up to the annual IRC 401(a)(17) compensation limit.

Exhibit F

GENERAL Cost Group #4 Non-PEPRA Member Contribution Rates

Membership Date before January 1, 2013

Effective 7/1/21 - 6/30/22

Expressed as a Percentage of Monthly Payroll*

<u>Entry Age</u>	<u>Basic not in Social Security</u>	<u>Basic in Social Security*</u>	<u>COLA</u>	<u>Total not in Social Security</u>	<u>Total in Social Security*</u>
15	5.29%	5.30%	2.61%	7.90%	7.91%
16	5.39%	5.40%	2.66%	8.05%	8.06%
17	5.48%	5.49%	2.71%	8.19%	8.20%
18	5.58%	5.59%	2.77%	8.35%	8.36%
19	5.68%	5.69%	2.82%	8.50%	8.51%
20	5.78%	5.79%	2.87%	8.65%	8.66%
21	5.88%	5.89%	2.93%	8.81%	8.82%
22	5.99%	6.00%	2.99%	8.98%	8.99%
23	6.09%	6.10%	3.04%	9.13%	9.14%
24	6.20%	6.21%	3.10%	9.30%	9.31%
25	6.31%	6.32%	3.16%	9.47%	9.48%
26	6.42%	6.43%	3.22%	9.64%	9.65%
27	6.54%	6.55%	3.29%	9.83%	9.84%
28	6.65%	6.66%	3.35%	10.00%	10.01%
29	6.77%	6.78%	3.41%	10.18%	10.19%
30	6.89%	6.90%	3.48%	10.37%	10.38%
31	7.02%	7.03%	3.55%	10.57%	10.58%
32	7.14%	7.15%	3.61%	10.75%	10.76%
33	7.27%	7.28%	3.68%	10.95%	10.96%
34	7.40%	7.41%	3.75%	11.15%	11.16%
35	7.54%	7.55%	3.83%	11.37%	11.38%
36	7.67%	7.68%	3.90%	11.57%	11.58%
37	7.81%	7.82%	3.98%	11.79%	11.80%
38	7.96%	7.97%	4.06%	12.02%	12.03%
39	8.11%	8.12%	4.14%	12.25%	12.26%
40	8.26%	8.27%	4.22%	12.48%	12.49%
41	8.41%	8.42%	4.30%	12.71%	12.72%
42	8.56%	8.57%	4.38%	12.94%	12.95%
43	8.71%	8.72%	4.47%	13.18%	13.19%
44	8.86%	8.87%	4.55%	13.41%	13.42%
45	9.03%	9.04%	4.64%	13.67%	13.68%
46	9.18%	9.19%	4.72%	13.90%	13.91%
47	9.33%	9.34%	4.80%	14.13%	14.14%
48	9.48%	9.49%	4.88%	14.36%	14.37%
49	9.65%	9.66%	4.98%	14.63%	14.64%
50	9.79%	9.80%	5.05%	14.84%	14.85%
51	9.96%	9.97%	5.15%	15.11%	15.12%
52	10.12%	10.13%	5.23%	15.35%	15.36%
53	10.30%	10.31%	5.33%	15.63%	15.64%
54	10.45%	10.46%	5.41%	15.86%	15.87%
55	10.59%	10.60%	5.49%	16.08%	16.09%
56	10.65%	10.66%	5.52%	16.17%	16.18%
57	10.69%	10.70%	5.54%	16.23%	16.24%
58	10.53%	10.54%	5.45%	15.98%	15.99%
59	10.07%	10.08%	5.20%	15.27%	15.28%
60 and over	10.07%	10.08%	5.20%	15.27%	15.28%

Administrative Expense: 0.49% of payroll added to Basic rates.

COLA Loading: 54.33% applied to Basic rates prior to adjustment for administrative expenses.

***NOTE:** For members in Social Security, the rate should only be applied to monthly compensation in excess of \$116.67.
The rate should be applied to compensation up to the annual IRC 401(a)(17) compensation limit.

Exhibit G
GENERAL Cost Group #5 Non-PEPRA Member Contribution Rates
Membership Date before January 1, 2013
Effective 7/1/21 - 6/30/22
Expressed as a Percentage of Monthly Payroll*

<u>Entry Age</u>	<u>Basic</u>	<u>COLA</u>	<u>Total</u>
15	5.33%	2.79%	8.12%
16	5.42%	2.84%	8.26%
17	5.52%	2.90%	8.42%
18	5.62%	2.96%	8.58%
19	5.72%	3.01%	8.73%
20	5.82%	3.07%	8.89%
21	5.92%	3.13%	9.05%
22	6.03%	3.19%	9.22%
23	6.13%	3.25%	9.38%
24	6.24%	3.31%	9.55%
25	6.35%	3.38%	9.73%
26	6.47%	3.45%	9.92%
27	6.58%	3.51%	10.09%
28	6.70%	3.58%	10.28%
29	6.82%	3.65%	10.47%
30	6.94%	3.72%	10.66%
31	7.06%	3.79%	10.85%
32	7.19%	3.86%	11.05%
33	7.32%	3.94%	11.26%
34	7.45%	4.01%	11.46%
35	7.59%	4.09%	11.68%
36	7.72%	4.17%	11.89%
37	7.87%	4.25%	12.12%
38	8.01%	4.33%	12.34%
39	8.16%	4.42%	12.58%
40	8.31%	4.51%	12.82%
41	8.47%	4.60%	13.07%
42	8.62%	4.68%	13.30%
43	8.77%	4.77%	13.54%
44	8.92%	4.86%	13.78%
45	9.08%	4.95%	14.03%
46	9.24%	5.04%	14.28%
47	9.40%	5.13%	14.53%
48	9.55%	5.22%	14.77%
49	9.71%	5.31%	15.02%
50	9.87%	5.40%	15.27%
51	10.03%	5.50%	15.53%
52	10.18%	5.58%	15.76%
53	10.35%	5.68%	16.03%
54	10.51%	5.77%	16.28%
55	10.62%	5.84%	16.46%
56	10.69%	5.88%	16.57%
57	10.75%	5.91%	16.66%
58	10.63%	5.84%	16.47%
59	10.31%	5.66%	15.97%
60 and over	10.31%	5.66%	15.97%

Administrative Expense: 0.49% of payroll added to Basic rates.

COLA Loading: 57.62% applied to Basic rates prior to adjustment for administrative expenses.

***NOTE:** The rate should be applied to all compensation up to the annual IRC 401(a)(17) compensation limit.

Exhibit H

GENERAL Cost Group #6 Non-PEPRA Member Contribution Rates

Membership Date before January 1, 2013

Effective 7/1/21 - 6/30/22

Expressed as a Percentage of Monthly Payroll*

<u>Entry Age</u>	<u>Basic not in Social Security</u>	<u>Basic in Social Security*</u>	<u>COLA</u>	<u>Total not in Social Security</u>	<u>Total in Social Security*</u>
15	6.05%	6.06%	2.46%	8.51%	8.52%
16	6.16%	6.17%	2.51%	8.67%	8.68%
17	6.26%	6.27%	2.55%	8.81%	8.82%
18	6.38%	6.39%	2.61%	8.99%	9.00%
19	6.49%	6.50%	2.66%	9.15%	9.16%
20	6.61%	6.62%	2.71%	9.32%	9.33%
21	6.72%	6.73%	2.76%	9.48%	9.49%
22	6.84%	6.85%	2.81%	9.65%	9.66%
23	6.96%	6.97%	2.86%	9.82%	9.83%
24	7.09%	7.10%	2.92%	10.01%	10.02%
25	7.22%	7.23%	2.98%	10.20%	10.21%
26	7.35%	7.36%	3.04%	10.39%	10.40%
27	7.48%	7.49%	3.09%	10.57%	10.58%
28	7.61%	7.62%	3.15%	10.76%	10.77%
29	7.75%	7.76%	3.21%	10.96%	10.97%
30	7.89%	7.90%	3.27%	11.16%	11.17%
31	8.03%	8.04%	3.34%	11.37%	11.38%
32	8.19%	8.20%	3.41%	11.60%	11.61%
33	8.33%	8.34%	3.47%	11.80%	11.81%
34	8.49%	8.50%	3.54%	12.03%	12.04%
35	8.65%	8.66%	3.61%	12.26%	12.27%
36	8.81%	8.82%	3.68%	12.49%	12.50%
37	8.97%	8.98%	3.75%	12.72%	12.73%
38	9.13%	9.14%	3.82%	12.95%	12.96%
39	9.29%	9.30%	3.89%	13.18%	13.19%
40	9.46%	9.47%	3.97%	13.43%	13.44%
41	9.62%	9.63%	4.04%	13.66%	13.67%
42	9.78%	9.79%	4.11%	13.89%	13.90%
43	9.95%	9.96%	4.19%	14.14%	14.15%
44	10.11%	10.12%	4.26%	14.37%	14.38%
45	10.27%	10.28%	4.33%	14.60%	14.61%
46	10.45%	10.46%	4.41%	14.86%	14.87%
47	10.61%	10.62%	4.48%	15.09%	15.10%
48	10.80%	10.81%	4.56%	15.36%	15.37%
49	10.95%	10.96%	4.63%	15.58%	15.59%
50	11.09%	11.10%	4.69%	15.78%	15.79%
51	11.20%	11.21%	4.74%	15.94%	15.95%
52	11.15%	11.16%	4.72%	15.87%	15.88%
53	11.07%	11.08%	4.68%	15.75%	15.76%
54	10.61%	10.62%	4.48%	15.09%	15.10%
55	10.61%	10.62%	4.48%	15.09%	15.10%
56	10.61%	10.62%	4.48%	15.09%	15.10%
57	10.61%	10.62%	4.48%	15.09%	15.10%
58	10.61%	10.62%	4.48%	15.09%	15.10%
59	10.61%	10.62%	4.48%	15.09%	15.10%
60 and over	10.61%	10.62%	4.48%	15.09%	15.10%

Administrative Expense: 0.49% of payroll added to Basic rates.

COLA Loading: 44.25% applied to Basic rates prior to adjustment for administrative expenses.

***NOTE:** For members in Social Security, the rate should only be applied to monthly compensation in excess of \$116.67.
The rate should be applied to compensation up to the annual IRC 401(a)(17) compensation limit.

Exhibit I
SAFETY Cost Group #7 Non-PEPRA Member Contribution Rates
Membership Date before January 1, 2013
Effective 7/1/21 - 6/30/22
Expressed as a Percentage of Monthly Payroll*

<u>Entry Age</u>	<u>Basic</u>	<u>COLA</u>	<u>Total</u>
15	9.48%	6.31%	15.79%
16	9.48%	6.31%	15.79%
17	9.48%	6.31%	15.79%
18	9.48%	6.31%	15.79%
19	9.48%	6.31%	15.79%
20	9.48%	6.31%	15.79%
21	9.48%	6.31%	15.79%
22	9.62%	6.40%	16.02%
23	9.76%	6.50%	16.26%
24	9.91%	6.61%	16.52%
25	10.06%	6.71%	16.77%
26	10.21%	6.82%	17.03%
27	10.37%	6.93%	17.30%
28	10.52%	7.04%	17.56%
29	10.68%	7.15%	17.83%
30	10.85%	7.27%	18.12%
31	11.02%	7.39%	18.41%
32	11.19%	7.51%	18.70%
33	11.37%	7.63%	19.00%
34	11.55%	7.76%	19.31%
35	11.74%	7.89%	19.63%
36	11.93%	8.03%	19.96%
37	12.12%	8.16%	20.28%
38	12.31%	8.29%	20.60%
39	12.52%	8.44%	20.96%
40	12.74%	8.59%	21.33%
41	12.95%	8.74%	21.69%
42	13.18%	8.90%	22.08%
43	13.41%	9.06%	22.47%
44	13.67%	9.25%	22.92%
45	13.89%	9.40%	23.29%
46	13.91%	9.41%	23.32%
47	13.94%	9.44%	23.38%
48	13.75%	9.30%	23.05%
49 and over	13.23%	8.94%	22.17%

Administrative Expense: 0.49% of payroll added to Basic rates.

COLA Loading: 70.15% applied to Basic rates prior to adjustment for administrative expenses.

***NOTE: The rate should be applied to all compensation up to the annual IRC 401(a)(17) compensation limit.**

Exhibit J
SAFETY Cost Group #8 Non-PEPRA Member Contribution Rates
Membership Date before January 1, 2013
Effective 7/1/21 - 6/30/22
Expressed as a Percentage of Monthly Payroll*

<u>Entry Age</u>	<u>Basic</u>	<u>COLA</u>	<u>Total</u>
15	9.46%	6.59%	16.05%
16	9.46%	6.59%	16.05%
17	9.46%	6.59%	16.05%
18	9.46%	6.59%	16.05%
19	9.46%	6.59%	16.05%
20	9.46%	6.59%	16.05%
21	9.46%	6.59%	16.05%
22	9.60%	6.69%	16.29%
23	9.74%	6.80%	16.54%
24	9.89%	6.91%	16.80%
25	10.04%	7.02%	17.06%
26	10.19%	7.13%	17.32%
27	10.34%	7.24%	17.58%
28	10.50%	7.36%	17.86%
29	10.66%	7.47%	18.13%
30	10.82%	7.59%	18.41%
31	10.99%	7.72%	18.71%
32	11.17%	7.85%	19.02%
33	11.34%	7.97%	19.31%
34	11.53%	8.11%	19.64%
35	11.72%	8.25%	19.97%
36	11.90%	8.39%	20.29%
37	12.10%	8.53%	20.63%
38	12.29%	8.67%	20.96%
39	12.49%	8.82%	21.31%
40	12.71%	8.98%	21.69%
41	12.93%	9.14%	22.07%
42	13.16%	9.31%	22.47%
43	13.39%	9.48%	22.87%
44	13.64%	9.66%	23.30%
45	13.85%	9.82%	23.67%
46	13.92%	9.87%	23.79%
47	13.86%	9.83%	23.69%
48	13.77%	9.76%	23.53%
49 and over	13.26%	9.38%	22.64%

Administrative Expense: 0.49% of payroll added to Basic rates.

COLA Loading: 73.49% applied to Basic rates prior to adjustment for administrative expenses.

***NOTE: The rate should be applied to all compensation up to the annual IRC 401(a)(17) compensation limit.**

Exhibit K
SAFETY Cost Group #9 Non-PEPRA Member Contribution Rates
Membership Date before January 1, 2013
Effective 7/1/21 - 6/30/22
Expressed as a Percentage of Monthly Payroll*

<u>Entry Age</u>	<u>Basic</u>	<u>COLA</u>	<u>Total</u>
15	9.06%	3.90%	12.96%
16	9.06%	3.90%	12.96%
17	9.06%	3.90%	12.96%
18	9.06%	3.90%	12.96%
19	9.06%	3.90%	12.96%
20	9.06%	3.90%	12.96%
21	9.06%	3.90%	12.96%
22	9.19%	3.96%	13.15%
23	9.33%	4.02%	13.35%
24	9.47%	4.09%	13.56%
25	9.61%	4.15%	13.76%
26	9.75%	4.21%	13.96%
27	9.90%	4.28%	14.18%
28	10.05%	4.35%	14.40%
29	10.20%	4.42%	14.62%
30	10.36%	4.49%	14.85%
31	10.52%	4.56%	15.08%
32	10.69%	4.64%	15.33%
33	10.86%	4.72%	15.58%
34	11.03%	4.80%	15.83%
35	11.20%	4.87%	16.07%
36	11.38%	4.95%	16.33%
37	11.56%	5.04%	16.60%
38	11.73%	5.11%	16.84%
39	11.93%	5.21%	17.14%
40	12.12%	5.29%	17.41%
41	12.31%	5.38%	17.69%
42	12.51%	5.47%	17.98%
43	12.68%	5.55%	18.23%
44	12.78%	5.59%	18.37%
45	12.79%	5.60%	18.39%
46	12.67%	5.54%	18.21%
47	12.41%	5.42%	17.83%
48	12.74%	5.57%	18.31%
49 and over	13.32%	5.84%	19.16%

Administrative Expense: 0.49% of payroll added to Basic rates.

COLA Loading: 45.50% applied to Basic rates prior to adjustment for administrative expenses.

***NOTE:** The rate should be applied to all compensation up to the annual IRC 401(a)(17) compensation limit.

Exhibit L

SAFETY Cost Group #10 Non-PEPRA Member Contribution Rates

Membership Date before January 1, 2013

Effective 7/1/21 - 6/30/22

Expressed as a Percentage of Monthly Payroll*

<u>Entry Age</u>	<u>Basic</u>	<u>COLA</u>	<u>Total</u>
15	9.46%	6.33%	15.79%
16	9.46%	6.33%	15.79%
17	9.46%	6.33%	15.79%
18	9.46%	6.33%	15.79%
19	9.46%	6.33%	15.79%
20	9.46%	6.33%	15.79%
21	9.46%	6.33%	15.79%
22	9.60%	6.43%	16.03%
23	9.74%	6.52%	16.26%
24	9.89%	6.63%	16.52%
25	10.04%	6.74%	16.78%
26	10.19%	6.84%	17.03%
27	10.34%	6.95%	17.29%
28	10.50%	7.06%	17.56%
29	10.66%	7.17%	17.83%
30	10.82%	7.29%	18.11%
31	10.99%	7.41%	18.40%
32	11.17%	7.53%	18.70%
33	11.34%	7.65%	18.99%
34	11.53%	7.79%	19.32%
35	11.72%	7.92%	19.64%
36	11.90%	8.05%	19.95%
37	12.10%	8.19%	20.29%
38	12.29%	8.32%	20.61%
39	12.49%	8.46%	20.95%
40	12.71%	8.62%	21.33%
41	12.93%	8.77%	21.70%
42	13.16%	8.94%	22.10%
43	13.39%	9.10%	22.49%
44	13.64%	9.27%	22.91%
45	13.85%	9.42%	23.27%
46	13.92%	9.47%	23.39%
47	13.86%	9.43%	23.29%
48	13.77%	9.37%	23.14%
49 and over	13.26%	9.01%	22.27%

Administrative Expense: 0.49% of payroll added to Basic rates.

COLA Loading: 70.53% applied to Basic rates prior to adjustment for administrative expenses.

***NOTE:** The rate should be applied to all compensation up to the annual IRC 401(a)(17) compensation limit.

Exhibit M

SAFETY Cost Group #11 Non-PEPRA Member Contribution Rates

Membership Date before January 1, 2013

Effective 7/1/21 - 6/30/22

Expressed as a Percentage of Monthly Payroll*

<u>Entry Age</u>	<u>Basic</u>	<u>COLA</u>	<u>Total</u>
15	9.63%	6.78%	16.41%
16	9.63%	6.78%	16.41%
17	9.63%	6.78%	16.41%
18	9.63%	6.78%	16.41%
19	9.63%	6.78%	16.41%
20	9.63%	6.78%	16.41%
21	9.63%	6.78%	16.41%
22	9.78%	6.89%	16.67%
23	9.92%	6.99%	16.91%
24	10.07%	7.10%	17.17%
25	10.22%	7.21%	17.43%
26	10.38%	7.33%	17.71%
27	10.53%	7.44%	17.97%
28	10.69%	7.56%	18.25%
29	10.85%	7.68%	18.53%
30	11.02%	7.81%	18.83%
31	11.19%	7.93%	19.12%
32	11.37%	8.07%	19.44%
33	11.55%	8.20%	19.75%
34	11.74%	8.34%	20.08%
35	11.92%	8.47%	20.39%
36	12.11%	8.62%	20.73%
37	12.31%	8.76%	21.07%
38	12.51%	8.91%	21.42%
39	12.71%	9.06%	21.77%
40	12.92%	9.22%	22.14%
41	13.14%	9.38%	22.52%
42	13.37%	9.55%	22.92%
43	13.61%	9.73%	23.34%
44	13.84%	9.90%	23.74%
45	14.07%	10.07%	24.14%
46	14.10%	10.09%	24.19%
47	14.04%	10.05%	24.09%
48	13.78%	9.85%	23.63%
49 and over	13.01%	9.28%	22.29%

Administrative Expense: 0.49% of payroll added to Basic rates.

COLA Loading: 74.14% applied to Basic rates prior to adjustment for administrative expenses.

***NOTE:** The rate should be applied to all compensation up to the annual IRC 401(a)(17) compensation limit.

Exhibit N
SAFETY Cost Group #12 Non-PEPRA Member Contribution Rates
Membership Date before January 1, 2013
Effective 7/1/21 - 6/30/22
Expressed as a Percentage of Monthly Payroll*

<u>Entry Age</u>	<u>Basic</u>	<u>COLA</u>	<u>Total</u>
15	9.59%	6.98%	16.57%
16	9.59%	6.98%	16.57%
17	9.59%	6.98%	16.57%
18	9.59%	6.98%	16.57%
19	9.59%	6.98%	16.57%
20	9.59%	6.98%	16.57%
21	9.59%	6.98%	16.57%
22	9.73%	7.09%	16.82%
23	9.88%	7.21%	17.09%
24	10.02%	7.31%	17.33%
25	10.18%	7.44%	17.62%
26	10.33%	7.55%	17.88%
27	10.48%	7.67%	18.15%
28	10.64%	7.79%	18.43%
29	10.80%	7.91%	18.71%
30	10.97%	8.04%	19.01%
31	11.14%	8.17%	19.31%
32	11.32%	8.31%	19.63%
33	11.49%	8.44%	19.93%
34	11.68%	8.59%	20.27%
35	11.88%	8.74%	20.62%
36	12.06%	8.88%	20.94%
37	12.25%	9.03%	21.28%
38	12.45%	9.18%	21.63%
39	12.66%	9.34%	22.00%
40	12.88%	9.51%	22.39%
41	13.09%	9.67%	22.76%
42	13.33%	9.85%	23.18%
43	13.56%	10.03%	23.59%
44	13.78%	10.20%	23.98%
45	13.99%	10.36%	24.35%
46	14.05%	10.41%	24.46%
47	13.97%	10.35%	24.32%
48	13.81%	10.22%	24.03%
49 and over	13.07%	9.66%	22.73%

Administrative Expense: 0.49% of payroll added to Basic rates.

COLA Loading: 76.75% applied to Basic rates prior to adjustment for administrative expenses.

***NOTE:** The rate should be applied to all compensation up to the annual IRC 401(a)(17) compensation limit.

Exhibit O
SAFETY Cost Group #13 Non-PEPRA Member Contribution Rates
Membership Date before January 1, 2013
Effective 7/1/21 - 6/30/22
Expressed as a Percentage of Monthly Payroll*

<u>Entry Age</u>	<u>Basic</u>	<u>COLA</u>	<u>Total</u>
15	9.46%	6.85%	16.31%
16	9.46%	6.85%	16.31%
17	9.46%	6.85%	16.31%
18	9.46%	6.85%	16.31%
19	9.46%	6.85%	16.31%
20	9.46%	6.85%	16.31%
21	9.46%	6.85%	16.31%
22	9.60%	6.96%	16.56%
23	9.74%	7.07%	16.81%
24	9.89%	7.18%	17.07%
25	10.04%	7.30%	17.34%
26	10.19%	7.41%	17.60%
27	10.34%	7.53%	17.87%
28	10.50%	7.65%	18.15%
29	10.66%	7.77%	18.43%
30	10.82%	7.89%	18.71%
31	10.99%	8.02%	19.01%
32	11.17%	8.16%	19.33%
33	11.34%	8.29%	19.63%
34	11.53%	8.44%	19.97%
35	11.72%	8.58%	20.30%
36	11.90%	8.72%	20.62%
37	12.10%	8.87%	20.97%
38	12.29%	9.02%	21.31%
39	12.49%	9.17%	21.66%
40	12.71%	9.34%	22.05%
41	12.93%	9.51%	22.44%
42	13.16%	9.68%	22.84%
43	13.39%	9.86%	23.25%
44	13.64%	10.05%	23.69%
45	13.85%	10.21%	24.06%
46	13.92%	10.26%	24.18%
47	13.86%	10.22%	24.08%
48	13.77%	10.15%	23.92%
49 and over	13.26%	9.76%	23.02%

Administrative Expense: 0.49% of payroll added to Basic rates.

COLA Loading: 76.42% applied to Basic rates prior to adjustment for administrative expenses.

***NOTE:** The rate should be applied to all compensation up to the annual IRC 401(a)(17) compensation limit.

Exhibit P
PEPRA Tiers Member Contribution Rates
Membership Date on or after January 1, 2013
Effective 7/1/21 - 6/30/22
Expressed as a Percentage of Monthly Payroll*

<u>General Tiers</u>	<u>Basic</u>	<u>COLA</u>	<u>Total</u>
Cost Group #1 – PEPRA Tier 4 (2% COLA)	8.87%	2.02%	10.89%
Cost Group #1 – PEPRA Tier 4 (3% COLA)	8.91%	2.99%	11.90%
Cost Group #2 - PEPRA Tier 5 (2% COLA)	8.24%	1.85%	10.09%
Cost Group #2 - PEPRA Tier 5 (3%/4% COLA)	8.41%	2.76%	11.17%
Cost Group #3 - PEPRA Tier 4 (3% COLA)	8.37%	2.87%	11.24%
Cost Group #4 - PEPRA Tier 4 (3% COLA)	8.60%	2.92%	11.52%
Cost Group #5 - PEPRA Tier 4 (2% COLA)	10.28%	2.29%	12.57%
Cost Group #5 - PEPRA Tier 4 (3% COLA)	11.41%	3.79%	15.20%
Cost Group #6 - PEPRA Tier 4 (3% COLA)	9.23%	3.15%	12.38%
<u>Safety Tiers</u>	<u>Basic</u>	<u>COLA</u>	<u>Total</u>
Cost Group #7 - PEPRA Tier D	14.50%	5.79%	20.29%
Cost Group #8 - PEPRA Tier D	12.33%	5.08%	17.41%
Cost Group #8 - PEPRA Tier E	12.37%	3.39%	15.76%
Cost Group #9 - PEPRA Tier E	13.24%	3.59%	16.83%
Cost Group #10 - PEPRA Tier D	12.44%	5.13%	17.57%
Cost Group #11 - PEPRA Tier D	11.42%	4.70%	16.12%
Cost Group #12 - PEPRA Tier D	11.50%	4.76%	16.26%
Cost Group #13 - PEPRA Tier D	12.25%	5.06%	17.31%

The Basic rates shown above also include an administrative expense load of 0.49% of payroll.

***NOTE:** The rate should be applied to all compensation (whether or not in Social Security) up to the applicable annual Gov. Code 7522.10(d) compensation limit.

CONTRA COSTA COUNTY EMPLOYEES' RETIREMENT ASSOCIATION

SUBVENTION

All rates are shown as a percent of payroll.

Employee contribution rates vary depending upon their tier and age at entry. To compute the exact subvention percent for each employee, do the following:

Employee rate – Decrease the employee's rate by the subvention percent (i.e. 25%, 50%, etc.).

Employer rate – Increase the employer's rate by a **percent** of the employee's decrease using the applicable refundability factor (found on Exhibits A and B):

EXAMPLE FOR COST GROUP #3 LEGACY MEMBERS:

If the subvention percent is 25%, and
the employee's rate is 6.00%,

Employee rates should be decreased by 1.50% ($25\% \times 6.00\%$)
The employer rate should be increased by 1.44% ($1.50\% \times 0.9609$)

Please note that for PEPRA members, subvention is generally not permitted. The standard under Gov. Code §7522.30(a) is that employees pay at least 50 percent of normal costs and that employers not pay any of the required employee contribution, but there are some exceptions. Gov. Code §7522.30(f) allows the terms (regarding the employee's required contribution) of a contract, including a memorandum of understanding, that is in effect on January 1, 2013, to continue through the length of a contract. This means that it is possible that an employer will subvent a portion of a PEPRA member's required contribution until the expiration date of the current contract, so long as it has been determined that the contract has been impaired.

CAUTION – these rates are for employer **subvention** of up to one-half the member contribution under Gov. Code §31581.1, NOT employer **pick-up** of employee contribution rates. When an employer subvents, the contribution subvented is not placed in the member's account and is therefore not available to the member as a refund. For this reason, the employer pays the contribution at a discount (i.e. "Refundability Factor").

Employer **pick-ups** of employee contributions are those made under Gov. Code §31581.2 and Internal Revenue Code §414 (h)(2) for the sole purpose of deferring income tax. These contributions are added to the member's account, are available to the member as a refund and are considered by CCCERA as part of the member's compensation for retirement purposes.

EMPLOYEE PAYMENT OF EMPLOYER COST

There are several reasons why the attached contribution rates may need to be adjusted to increase the employee portion including the following:

Gov. Code §31631 allows for members to pay all or part of the employer contributions.

Gov. Code §31639.95 allows for Safety members to pay a portion of the employer cost for the "3% at 50" enhanced benefit.

Gov. Code §7522.30(c) requires that an employee's contribution rate be at least equal to that of similarly situated employees.

Gov. Code §7522.30(e) allows the employee contributions to be more than one-half of the normal cost rate if the increase has been agreed to through the collective bargaining process.

If you need to increase the employee contribution rate for any reason, you will need to adjust both employee and employer rates as follows:

Employee rate – Increase the employee’s rate by the desired percent of payroll.

Employer rate – Decrease the employer’s rate by a **percent** of the cost-sharing percent of payroll using the applicable refundability factor:

EXAMPLE FOR COST GROUP #11 LEGACY MEMBERS:

If the required increase in the employee rate is 8.00%,

Employee rates should be increased by 8.00%.

The employer rate should be decreased by 7.75% ($8.00\% \times 0.9682$)

PREPAYMENT DISCOUNT FACTOR FOR 2021-22

Employer Contribution Prepayment Program & Discount Factor for 2021-22 is **0.9696**

If you are currently participating in the prepayment program and wish to continue, you do not need to do anything other than prepay the July 1, 2021 through June 30, 2022 contributions on or before July 31, 2021. If you wish to start participating, please contact the Accounting Department at CCCERA by March 31, 2021.

The discount factor is calculated assuming the prepayment will be received on July 31 in accordance with Gov. Code §31582(b) in lieu of 12 equal payments due at the end of each month in accordance with Gov. Code §31582(a). The discount factor for the fiscal year July 1, 2021 through June 30, 2022 will be **0.9696** based on the interest assumption of 7.00% per annum. It is calculated by discounting each of the 12 equal payments back to the date that the prepayment is made and is the sum of the discount factors shown in the table below divided by 12. Each of the discount factors below is based on how many months early the payment is made.

Payment Number	Number of Months Payment is Made Early	Discount Factor
1	0	1.0000
2	1	0.9944
3	2	0.9888
4	3	0.9832
5	4	0.9777
6	5	0.9722
7	6	0.9667
8	7	0.9613
9	8	0.9559
10	9	0.9505
11	10	0.9452
12	11	0.9399
Sum of Discount Factors Divided by 12:		0.9696

Rodeo-Hercules Fire Protection District
Actuarial Study of
Retiree Health Liabilities Under GASB 74/75
Valuation Date: June 30, 2019
Measurement Date: June 30, 2019

Prepared by:
Total Compensation Systems, Inc.

Date: February 24, 2020

DRAFT

Table of Contents

PART I: EXECUTIVE SUMMARY 1

A. INTRODUCTION 1

B. GENERAL FINDINGS 2

C. DESCRIPTION OF RETIREE BENEFITS 3

D. RECOMMENDATIONS 3

E. CERTIFICATION 4

PART II: BACKGROUND 6

A. SUMMARY 6

B. ACTUARIAL ACCRUAL 6

PART III: LIABILITIES AND COSTS FOR RETIREE BENEFITS 8

A. INTRODUCTION 8

B. LIABILITY FOR RETIREE BENEFITS 8

C. COST TO PREFUND RETIREE BENEFITS 9

1. Service Cost 9

2. Total OPEB Liability (TOL) and Net OPEB Liability (NOL) 10

3. OPEB Expense 11

4. Adjustments 11

PART IV: "PAY AS YOU GO" FUNDING OF RETIREE BENEFITS 13

PART V: RECOMMENDATIONS FOR FUTURE VALUATIONS 14

PART VI: APPENDICES 15

APPENDIX A: MATERIALS USED FOR THIS STUDY 15

APPENDIX B: EFFECT OF ASSUMPTIONS USED IN CALCULATIONS 16

APPENDIX C: ACTUARIAL ASSUMPTIONS AND METHODS 17

APPENDIX D: DISTRIBUTION OF ELIGIBLE PARTICIPANTS BY AGE 21

APPENDIX E: GASB 74/75 ACCOUNTING ENTRIES AND DISCLOSURES 22

APPENDIX F: DEFERRED OUTFLOWS OF RESOURCES AND DEFERRED INFLOWS OF RESOURCES 27

APPENDIX G: GLOSSARY OF RETIREE HEALTH VALUATION TERMS 30

**Rodeo-Hercules Fire Protection District
Actuarial Study of Retiree Health Liabilities**

PART I: EXECUTIVE SUMMARY

A. Introduction

Rodeo-Hercules Fire Protection District engaged Total Compensation Systems, Inc. (TCS) to analyze liabilities associated with its current retiree health program as of June 30, 2019 (the measurement date). The numbers in this report are based on the assumption that they will first be used to determine accounting entries for the fiscal year ending June 30, 2020. If the report will first be used for a different fiscal year, the numbers may need to be adjusted accordingly.

This report does not reflect any cash benefits paid unless the retiree is required to provide proof that the cash benefits are used to reimburse the retiree's cost of health benefits. Costs and liabilities attributable to cash benefits paid to retirees are reportable under applicable Governmental Accounting Standards Board (GASB) Standards.

This actuarial study is intended to serve the following purposes:

- To provide information to enable Rodeo-Hercules Fire Protection District to manage the costs and liabilities associated with its retiree health benefits.
- To provide information to enable Rodeo-Hercules Fire Protection District to communicate the financial implications of retiree health benefits to internal financial staff, the Board, employee groups and other affected parties.
- To provide information needed to comply with Governmental Accounting Standards Board Accounting Standards 74 and 75 related to "other postemployment benefits" (OPEB's).

Because this report was prepared in compliance with GASB 74 and 75, Rodeo-Hercules Fire Protection District should not use this report for any other purpose without discussion with TCS. This means that any discussions with employee groups, governing Boards, etc. should be restricted to the implications of GASB 74 and 75 compliance.

This actuarial report includes several estimates for Rodeo-Hercules Fire Protection District's retiree health program. In addition to the tables included in this report, we also performed cash flow adequacy tests as required under Actuarial Standard of Practice 6 (ASOP 6). Our cash flow adequacy testing covers a twenty-year period. We would be happy to make this cash flow adequacy test available to Rodeo-Hercules Fire Protection District in spreadsheet format upon request.

We calculated the following estimates separately for active employees and retirees. As requested, we also separated results by the following employee classifications: Fire Fighters and General Employees. We estimated the following:

- the total liability created. (The actuarial present value of projected benefit payments or APVPBP)
- ten years of projected benefit payments.
- the "total OPEB liability (TOL)." (The TOL is the portion of the APVPBP attributable to employees' service prior to the measurement date.)

Total Compensation Systems, Inc.

- the “net OPEB liability” (NOL). For plans funded through a trust, this represents the unfunded portion of the liability.
- the service cost (SC). This is the value of OPEB benefits earned for one year of service.
- deferred inflows and outflows of resources attributable to the OPEB plan.
- “OPEB expense.” This is the amount recognized in accrual basis financial statements as the current period expense in addition to contributions. The OPEB expense includes service cost, interest and certain changes in the OPEB liability, adjusted to reflect deferred inflows and outflows.
- Amounts to support financial statement Note Disclosures and Required Supplementary Information (RSI) schedules.

We summarized the data used to perform this study in Appendix A. No effort was made to verify this information beyond brief tests for reasonableness and consistency.

All cost and liability figures contained in this study are estimates of future results. Future results can vary dramatically and the accuracy of estimates contained in this report depends on the actuarial assumptions used. Service costs and liabilities could easily vary by 10 - 20% or more from estimates contained in this report.

B. General Findings

We estimate the "pay-as-you-go" cost of providing retiree health benefits in the year beginning July 1, 2019 to be \$328,327 (see Section IV.A.). The “pay-as-you-go” cost is the cost of benefits for current retirees.

For current employees, the value of benefits "accrued" in the year beginning July 1, 2019 (the service cost) is \$80,902. This service cost would increase each year based on covered payroll. Had Rodeo-Hercules Fire Protection District begun accruing retiree health benefits when each current employee and retiree was hired, a liability would have accumulated. We estimate the amount that would have accumulated to be \$5,800,020. This amount is called the "Total OPEB Liability" (TOL). Rodeo-Hercules Fire Protection District has set aside funds to cover retiree health liabilities in a GASB 75 qualifying trust. The Fiduciary Net Position of this trust at June 30, 2019 was \$2,053,555. This leaves a Net OPEB Liability (NOL) of \$3,746,465.

Based on the information we were provided, the OPEB Expense for the fiscal year ending June 30, 2020 is \$369,893.

We based all of the above estimates on participants as of June, 2019. Over time, liabilities and cash flow will vary based on the number and demographic characteristics of employees and retirees.

Total Compensation Systems, Inc.

C. Description of Retiree Benefits

Following is a description of the current retiree benefit plan:

	<i>Safety</i>	<i>Miscellaneous</i>
Benefit types provided	Medical only	Medical only
Duration of Benefits	Lifetime	Lifetime
Required Service	Retirement	Retirement
Minimum Age	Retirement	Retirement
Dependent Coverage	All eligible	All eligible
District Contribution %	100%	100%
District Cap	Kaiser Bay Area Basic Rate	Kaiser Bay Area Basic Rate

D. Recommendations

It is outside the scope of this report to make specific recommendations of actions Rodeo-Hercules Fire Protection District should take to manage the liability created by the current retiree health program. Total Compensation Systems, Inc. can assist in identifying and evaluating options once this report has been studied. The following recommendations are intended only to allow the District to get more information from this and future studies. Because we have not conducted a comprehensive administrative audit of Rodeo-Hercules Fire Protection District’s practices, it is possible that Rodeo-Hercules Fire Protection District is already complying with some or all of our recommendations.

- We recommend that Rodeo-Hercules Fire Protection District maintain an inventory of all benefits and services provided to retirees – whether contractually or not and whether retiree-paid or not. For each, Rodeo-Hercules Fire Protection District should determine whether the benefit is material and subject to GASB 74 and/or 75.
- Under GASB 75, it is important to isolate the cost of retiree health benefits. Rodeo-Hercules Fire Protection District should have all premiums, claims and expenses for retirees separated from active employee premiums, claims, expenses, etc. To the extent any retiree benefits are made available to retirees over the age of 65 – ***even on a retiree-pay-all basis*** – all premiums, claims and expenses for post-65 retiree coverage should be segregated from those for pre-65 coverage. Furthermore, Rodeo-Hercules Fire Protection District should arrange for the rates or prices of all retiree benefits to be set on what is expected to be a self-sustaining basis.
- Rodeo-Hercules Fire Protection District should establish a way of designating employees as eligible or ineligible for future OPEB benefits. Ineligible employees can include those in ineligible job classes; those hired after a designated date restricting eligibility; those who, due to their age at hire cannot qualify for District-paid OPEB benefits; employees who exceed the termination age for OPEB benefits, etc.
- Several assumptions were made in estimating costs and liabilities under Rodeo-Hercules Fire Protection District's retiree health program. Further studies may be desired to validate

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any assumptions where there is any doubt that the assumption is appropriate. (See Appendices B and C for a list of assumptions and concerns.) For example, Rodeo-Hercules Fire Protection District should maintain a retiree database that includes – in addition to date of birth, gender and employee classification – retirement date and (if applicable) dependent date of birth, relationship and gender. It will also be helpful for Rodeo-Hercules Fire Protection District to maintain employment termination information – namely, the number of OPEB-eligible employees in each employee class that terminate employment each year for reasons other than death, disability or retirement.

E. Certification

The actuarial information in this report is intended solely to assist Rodeo-Hercules Fire Protection District in complying with Governmental Accounting Standards Board Accounting Statements 74 and 75 and, unless otherwise stated, fully and fairly discloses actuarial information required for compliance. Nothing in this report should be construed as an accounting opinion, accounting advice or legal advice. TCS recommends that third parties retain their own actuary or other qualified professionals when reviewing this report. TCS's work is prepared solely for the use and benefit of Rodeo-Hercules Fire Protection District. Release of this report may be subject to provisions of the Agreement between Rodeo-Hercules Fire Protection District and TCS. No third party recipient of this report product should rely on the report for any purpose other than accounting compliance. Any other use of this report is unauthorized without first consulting with TCS.

This report is for fiscal year July 1, 2019 to June 30, 2020, using a measurement date of June 30, 2019. The calculations in this report have been made based on our understanding of plan provisions and actual practice at the time we were provided the required information. We relied on information provided by Rodeo-Hercules Fire Protection District. Much or all of this information was unaudited at the time of our evaluation. We reviewed the information provided for reasonableness, but this review should not be viewed as fulfilling any audit requirements. Information we relied on is listed in Appendix A.

All costs, liabilities, and other estimates are based on actuarial assumptions and methods that comply with all applicable Actuarial Standards of Practice (ASOPs). Each assumption is deemed to be reasonable by itself, taking into account plan experience and reasonable future expectations.

This report contains estimates of the Plan's financial condition only as of a single date. It cannot predict the Plan's future condition nor guarantee its future financial soundness. Actuarial valuations do not affect the ultimate cost of Plan benefits, only the timing of Plan contributions. While the valuation is based on individually reasonable assumptions, other assumption sets may also be reasonable and valuation results based on those assumptions would be different. Determining results using alternative assumptions (except for the alternate discount and trend rates shown in this report) is outside the scope of our engagement.

Future actuarial measurements may differ significantly from those presented in this report due to factors such as, but not limited to, the following: plan experience differing from that anticipated by the economic or demographic assumptions; changes in economic or demographic assumptions; increases or decreases expected as part of the natural operation of the measurement methodology (such as the end of an amortization period or additional cost or contribution requirements based on the plan's funded status); and changes in plan provisions or applicable law. We were not asked to perform analyses to estimate the potential range of such future measurements.

The signing actuary is independent of Rodeo-Hercules Fire Protection District and any plan sponsor. TCS does not intend to benefit from and assumes no duty or liability to other parties who receive this report. TCS is not aware of any relationship that would impair the objectivity of the opinion.

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On the basis of the foregoing, I hereby certify that, to the best of my knowledge and belief, this report is complete and has been prepared in accordance with generally accepted actuarial principles and practices and all applicable Actuarial Standards of Practice. I meet the Qualification Standards of the American Academy of Actuaries to render the actuarial opinion contained herein.

Respectfully submitted,

Geoffrey L. Kischuk
Actuary
Total Compensation Systems, Inc.
(805) 496-1700

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PART II: BACKGROUND

A. Summary

Accounting principles provide that the cost of retiree benefits should be “accrued” over employees' working lifetime. For this reason, the Governmental Accounting Standards Board (GASB) issued in June of 2015 Accounting Standards 74 and 75 for retiree health benefits. These standards apply to all public employers that pay any part of the cost of retiree health benefits for current or future retirees (including early retirees), whether they pay directly or indirectly (via an “implicit rate subsidy”).

B. Actuarial Accrual

To actuarially accrue retiree health benefits requires determining the amount to expense each year so that the liability accumulated at retirement is, on average, sufficient (with interest) to cover all retiree health expenditures without the need for additional expenses. There are many different ways to determine the annual accrual amount. The calculation method used is called an “actuarial cost method.”

The actuarial cost method mandated by GASB 75 is the “entry age actuarial cost method”. Under this method, there are two components of actuarial cost – a “service cost” (SC) and the “Total OPEB Liability” (TOL). GASB 75 allows certain changes in the TOL to be deferred (i.e. deferred inflows and outflows of resources).

The service cost can be thought of as the value of the benefit earned each year if benefits are accrued during the working lifetime of employees. Under the entry age actuarial cost method, the actuary determines the annual amount needing to be expensed from hire until retirement to fully accrue the cost of retiree health benefits. This amount is the service cost. Under GASB 75, the service cost is calculated to be a level percentage of each employee’s projected pay.

The service cost is determined using several key assumptions:

- The current ***cost of retiree health benefits*** (often varying by age, Medicare status and/or dependent coverage). The higher the current cost of retiree benefits, the higher the service cost.
- The ***“trend” rate*** at which retiree health benefits are expected to increase over time. A higher trend rate increases the service cost. A “cap” on District contributions can reduce trend to zero once the cap is reached thereby dramatically reducing service costs.
- ***Mortality rates*** varying by age and sex. (Unisex mortality rates are not often used as individual OPEB benefits do not depend on the mortality table used.) If employees die prior to retirement, past contributions are available to fund benefits for employees who live to retirement. After retirement, death results in benefit termination or reduction. Although higher mortality rates reduce service costs, the mortality assumption is not likely to vary from employer to employer.
- ***Employment termination rates*** have the same effect as mortality inasmuch as higher termination rates reduce service costs. Employment termination can vary considerably between public agencies.
- The ***service requirement*** reflects years of service required to earn full or partial retiree benefits. While a longer service requirement reduces costs, cost reductions are not usually substantial unless the service period exceeds 20 years of service.

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- **Retirement rates** determine what proportion of employees retire at each age (assuming employees reach the requisite length of service). Retirement rates often vary by employee classification and implicitly reflect the minimum retirement age required for eligibility. Retirement rates also depend on the amount of pension benefits available. Higher retirement rates increase service costs but, except for differences in minimum retirement age, retirement rates tend to be consistent between public agencies for each employee type.
- **Participation rates** indicate what proportion of retirees are expected to elect retiree health benefits if a significant retiree contribution is required. Higher participation rates increase costs.
- The **discount rate** estimates investment earnings for assets earmarked to cover retiree health benefit liabilities. The discount rate depends on the nature of underlying assets for funded plans. The rate used for a funded plan is the real rate of return expected for plan assets plus the long term inflation assumption. For an unfunded plan, the discount rate is based on an index of 20 year General Obligation municipal bonds. For partially funded plans, the discount rate is a blend of the funded and unfunded rates.

The assumptions listed above are not exhaustive, but are the most common assumptions used in actuarial cost calculations. If all actuarial assumptions are exactly met and an employer expensed the service cost every year for all past and current employees and retirees, a sizeable liability would have accumulated (after adding interest and subtracting retiree benefit costs). The liability that would have accumulated is called the Total OPEB Liability (TOL). The excess of TOL over the value of plan assets is called the Net OPEB Liability (NOL). Under GASB 74 and 75, in order for assets to count toward offsetting the TOL, the assets have to be held in an irrevocable trust that is safe from creditors and can only be used to provide OPEB benefits to eligible participants.

The total OPEB liability (TOL) can arise in several ways - e.g., as a result of plan changes or changes in actuarial assumptions. TOL can also arise from actuarial gains and losses. Actuarial gains and losses result from differences between actuarial assumptions and actual plan experience.

Under GASB 74 and 75, a portion of actuarial gains and losses can be deferred as follows:

- Investment gains and losses can be deferred five years
- Experience gains and losses can be deferred over the expected average remaining service lives (EARSL) of plan participants. In calculating the EARSL, terminated employees (primarily retirees) are considered to have a working lifetime of zero. This often makes the EARSL quite short.
- Liability changes resulting from changes in economic and demographic assumptions are also deferred based on the EARSL.
- Liability changes resulting from plan changes, for example, cannot be deferred.

PART III: LIABILITIES AND COSTS FOR RETIREE BENEFITS

A. Introduction.

We calculated the actuarial present value of projected benefit payments (APVPBP) separately for each participant. We determined eligibility for retiree benefits based on information supplied by Rodeo-Hercules Fire Protection District. We then selected assumptions for the factors discussed in the above Section that, based on plan provisions and our training and experience, represent our best prediction of future plan experience. For each participant, we applied the appropriate factors based on the participant's age, sex, length of service, and employee classification.

We summarized actuarial assumptions used for this study in Appendix C.

B. Liability for Retiree Benefits.

For each participant, we projected future premium costs using an assumed trend rate (see Appendix C). We multiplied each year's benefit payments by the probability that benefits will be paid; i.e. based on the probability that the participant is living, has not terminated employment, has retired and remains eligible. The probability that benefit will be paid is zero if the participant is not eligible. The participant is not eligible if s/he has not met minimum service, minimum age or, if applicable, maximum age requirements.

The product of each year's benefit payments and the probability the benefit will be paid equals the expected cost for that year. We discounted the expected cost for each year to the measurement date June 30, 2019 at 7% interest. Finally, we multiplied the above discounted expected cost figures by the probability that the retiree would elect coverage. A retiree may not elect to be covered if retiree health coverage is available less expensively from another source (e.g. Medicare risk contract) or the retiree is covered under a spouse's plan.

For any *current retirees*, the approach used was similar. The major difference is that the probability of payment for current retirees depends only on mortality and age restrictions (i.e. for retired employees the probability of being retired and of not being terminated are always both 1.0000).

We added the actuarial present value of projected benefit payments (APVPBP) for each participant to get the total APVPBP for all participants. The APVPBP is the estimated present value of all future retiree health benefits for all **current** participants. The APVPBP is the amount on June 30, 2019 that, if all actuarial assumptions are exactly right, would be sufficient to expense all promised benefits until the last participant dies or reaches the maximum eligibility age.

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Actuarial Present Value of Projected Benefit Payments at June 30, 2019

	<i>Total</i>	<i>Fire Fighters</i>	<i>General Employees</i>
Active: Pre-65	\$1,648,921	\$1,619,201	\$29,720
Post-65	\$1,395,878	\$1,360,014	\$35,864
Subtotal	\$3,044,799	\$2,979,215	\$65,584
Retiree: Pre-65	\$896,913	\$826,973	\$69,940
Post-65	\$2,541,249	\$2,443,127	\$98,122
Subtotal	\$3,438,162	\$3,270,100	\$168,062
Grand Total	\$6,482,961	\$6,249,315	\$233,646
Subtotal Pre-65	\$2,545,834	\$2,446,174	\$99,660
Subtotal Post-65	\$3,937,127	\$3,803,141	\$133,986

The APVPBP should be accrued over the working lifetime of employees. At any time much of it has not been "earned" by employees. The APVPBP is used to develop expense and liability figures. To do so, the APVPBP is divided into two parts: the portions attributable to service rendered prior to the measurement date (the past service liability or Total OPEB Liability (TOL) under GASB 74 and 75) and to service after the measurement date but prior to retirement (the future service liability).

The past service and future service liabilities are each accrued in a different way. We will start with the future service liability which is funded by the service cost.

C. Cost to Prefund Retiree Benefits

1. Service Cost

The average hire age for eligible employees is 28. To accrue the liability by retirement, the District would accrue the retiree liability over a period of about 27 years (assuming an average retirement age of 55). We applied an "entry age" actuarial cost method to determine funding rates for active employees. The table below summarizes the calculated service cost.

Service Cost Year Beginning July 1, 2019

	<i>Total</i>	<i>Fire Fighters</i>	<i>General Employees</i>
# of Employees	20	19	1
Per Capita Service Cost			
Pre-65 Benefit	N/A	\$3,356	\$1,818
Post-65 Benefit	N/A	\$691	\$2,191
First Year Service Cost			
Pre-65 Benefit	\$65,582	\$63,764	\$1,818
Post-65 Benefit	\$15,320	\$13,129	\$2,191
Total	\$80,902	\$76,893	\$4,009

Accruing retiree health benefit costs using service costs levels out the cost of retiree health benefits over time and more fairly reflects the value of benefits "earned" each year by employees. This service cost would increase each year based on covered payroll.

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2. Total OPEB Liability (TOL) and Net OPEB Liability (NOL)

If actuarial assumptions are borne out by experience, the District will fully accrue retiree benefits by expensing an amount each year that equals the service cost. If no accruals had taken place in the past, there would be a shortfall of many years' accruals, accumulated interest and forfeitures for terminated or deceased employees. This shortfall is called the Total OPEB Liability. We calculated the Total OPEB Liability (TOL) as the APVPBP minus the present value of future service costs. To the extent that benefits are funded through a GASB 74 qualifying trust, the trust's Fiduciary Net Position (FNP) is subtracted to get the NOL. The FNP is the value of assets adjusted for any applicable payables and receivables.

Total OPEB Liability (TOL) and Net OPEB Liability (NOL) as of June 30, 2019

	<i>Total</i>	<i>Fire Fighters</i>	<i>General Employees</i>
Active: Pre-65	\$1,098,812	\$1,088,671	\$10,141
Active: Post-65	\$1,263,046	\$1,250,778	\$12,268
Subtotal	\$2,361,858	\$2,339,449	\$22,409
Retiree: Pre-65	\$896,913	\$826,973	\$69,940
Retiree: Post-65	\$2,541,249	\$2,443,127	\$98,122
Subtotal	\$3,438,162	\$3,270,100	\$168,062
Subtotal: Pre-65	\$1,995,725	\$1,915,644	\$80,081
Subtotal: Post-65	\$3,804,295	\$3,693,905	\$110,390
Total OPEB Liability (TOL)	\$5,800,020	\$5,609,549	\$190,471
Fiduciary Net Position as of June 30, 2019	\$2,053,555		
Net OPEB Liability (NOL)	\$3,746,465		

The following table shows the reconciliation of the June 30, 2018 Net OPEB Liability (NOL) in the prior valuation to the June 30, 2019 NOL.

	<i>TOL</i>	<i>FNP</i>	<i>NOL</i>
Balance at June 30, 2018	\$5,543,398	\$1,854,382	\$3,689,016
Service Cost	\$108,352	\$0	\$108,352
Interest on Total OPEB Liability	\$380,908	\$0	\$380,908
Expected Investment Income	\$0	\$132,686	(\$132,686)
Administrative Expenses	\$0	(\$407)	\$407
Employee Contributions	\$0	\$0	\$0
Employer Contributions to Trust	\$0	\$82,665	(\$82,665)
Employer Contributions as Benefit Payments	\$0	\$312,076	(\$312,076)
Benefit Payments from Trust	\$0	\$0	\$0
Expected Benefit Payments from Employer	(\$312,076)	(\$312,076)	\$0
Expected Balance at June 30, 2019	\$5,720,582	\$2,069,326	\$3,651,256
Experience (Gains)/Losses	\$79,438	\$0	\$79,438
Changes in Assumptions	\$0	\$0	\$0
Changes in Benefit Terms	\$0	\$0	\$0
Investment Gains/(Losses)	\$0	(\$15,771)	\$15,771
Other	\$0	\$0	\$0
Net Change during 2018-19	\$256,622	\$199,173	\$57,449
Actual Balance at June 30, 2019*	\$5,800,020	\$2,053,555	\$3,746,465

* May include a slight rounding error.

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3. OPEB Expense

Changes in the NOL arising from certain sources are recognized on a deferred basis. The deferral history for Rodeo-Hercules Fire Protection District is shown in Appendix F. The following table summarizes the beginning and ending balances for each deferral item. The current year expense reflects the change in deferral balances for the measurement year.

Deferred Inflow/Outflow Balances Fiscal Year Ending June 30, 2020

	<i>Beginning Balance</i>	<i>Newly Created</i>	<i>Recognition</i>	<i>Ending Balance</i>
Experience (Gains)/Losses	\$0	\$79,438	(\$13,240)	\$66,198
Assumption Changes	\$0	\$0	\$0	\$0
Investment (Gains)/Losses	(\$13,929)	\$15,771	\$328	\$2,170
Deferred Balances	(\$13,929)	\$95,209	(\$12,912)	\$68,368

The following table shows the reconciliation between the change in the NOL and the OPEB expense.

Preliminary OPEB Expense Fiscal Year Ending June 30, 2020

	<i>Beginning Net Position</i>	<i>Ending Net Position</i>	<i>Change</i>
Net OPEB Liability (NOL)	\$3,689,016	\$3,746,465	\$57,449
Deferred Balances	(\$13,929)	\$68,368	\$82,297
Change in Net Position	\$3,702,945	\$3,678,097	(\$24,848)
Employer Contributions			\$394,741
Other			\$0
OPEB Expense			\$369,893

Under GASB 74 and 75, OPEB expense includes service cost, interest cost, and change in TOL due to plan changes; all adjusted for deferred inflows and outflows.

OPEB Expense Fiscal Year Ending June 30, 2020

	<i>Total</i>
Service Cost	\$108,352
Interest on Total OPEB Liability (TOL)	\$380,908
Employee Contributions	\$0
Recognized Experience (Gains)/Losses	\$13,240
Recognized Assumption Changes	\$0
Expected Investment Income	(\$132,686)
Recognized Investment (Gains)/Losses	(\$328)
Contributions After Measurement Date (Prior Year)	\$0
Contributions After Measurement Date (Current Year)	\$0
Changes in Benefit Terms	\$0
Administrative Expense	\$407
OPEB Expense*	\$369,893

* May include a slight rounding error.

The above OPEB expense does not include an estimated \$394,741 in employer contributions.

4. Adjustments

We are unaware of any adjustments that need to be made.

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The above OPEB expense includes all deferred inflows and outflows except any contributions after the measurement date. Contributions from July 1, 2019 to June 30, 2020 minus prior contributions after the measurement date should also be reflected in OPEB expense. June 30, 2020 deferred outflows should include contributions from July 1, 2019 to June 30, 2020.

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PART IV: "PAY AS YOU GO" FUNDING OF RETIREE BENEFITS

We used the actuarial assumptions shown in Appendix C to project the District's ten year retiree benefit outlay. Because these cost estimates reflect average assumptions applied to a relatively small number of participants, estimates for individual years are certain to be *in*accurate. However, these estimates show the size of cash outflow.

The following table shows a projection of annual amounts needed to pay the District's share of retiree health costs.

<i>Year Beginning</i>			
<i>July 1</i>	<i>Total</i>	<i>Fire Fighters</i>	<i>General Employees</i>
2019	\$328,327	\$309,889	\$18,438
2020	\$350,099	\$331,064	\$19,035
2021	\$357,463	\$337,815	\$19,648
2022	\$389,997	\$369,721	\$20,276
2023	\$405,653	\$397,503	\$8,150
2024	\$410,466	\$402,060	\$8,406
2025	\$402,658	\$393,994	\$8,664
2026	\$394,354	\$385,430	\$8,924
2027	\$401,597	\$392,413	\$9,184
2028	\$410,546	\$400,800	\$9,746

PART V: RECOMMENDATIONS FOR FUTURE VALUATIONS

To effectively manage benefit costs, an employer must periodically examine the existing liability for retiree benefits as well as future annual expected premium costs. GASB 74/75 require annual valuations. Every other year, the valuation requirement can be met by doing a “roll-forward” valuation. However, a full valuation may be required or preferred under certain circumstances.

Following are examples of actions that could trigger a new valuation.

- An employer should perform a valuation whenever the employer considers or puts in place an early retirement incentive program.
- An employer should perform a valuation whenever the employer adopts a retiree benefit plan for some or all employees.
- An employer should perform a valuation whenever the employer considers or implements changes to retiree benefit provisions or eligibility requirements.
- An employer should perform a valuation whenever the employer introduces or changes retiree contributions.
- An employer should perform a valuation whenever the employer forms a qualifying trust or changes its investment policy.
- An employer should perform a valuation whenever the employer adds or terminates a group of participants that constitutes a significant part of the covered group.

We recommend Rodeo-Hercules Fire Protection District take the following actions to ease future valuations.

- We have used our training, experience and information available to us to establish the actuarial assumptions used in this valuation. We have no information to indicate that any of the assumptions do not reasonably reflect future plan experience. However, the District should review the actuarial assumptions in Appendix C carefully. If the District has any reason to believe that any of these assumptions do not reasonably represent the expected future experience of the retiree health plan, the District should engage in discussions or perform analyses to determine the best estimate of the assumption in question.

PART VI: APPENDICES

APPENDIX A: MATERIALS USED FOR THIS STUDY

We relied on the following materials to complete this study.

- We used paper reports and digital files containing participant demographic data from the District personnel records.
- We used relevant sections of collective bargaining agreements provided by the District.

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APPENDIX B: EFFECT OF ASSUMPTIONS USED IN CALCULATIONS

While we believe the estimates in this study are reasonable overall, it was necessary for us to use assumptions which inevitably introduce errors. We believe that the errors caused by our assumptions will not materially affect study results. If the District wants more refined estimates for decision-making, we recommend additional investigation.

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APPENDIX C: ACTUARIAL ASSUMPTIONS AND METHODS

Following is a summary of actuarial assumptions and methods used in this study. The District should carefully review these assumptions and methods to make sure they reflect the District's assessment of its underlying experience. It is important for Rodeo-Hercules Fire Protection District to understand that the appropriateness of all selected actuarial assumptions and methods are Rodeo-Hercules Fire Protection District's responsibility. Unless otherwise disclosed in this report, TCS believes that all methods and assumptions are within a reasonable range based on the provisions of GASB 74 and 75, applicable actuarial standards of practice, Rodeo-Hercules Fire Protection District's actual historical experience, and TCS's judgment based on experience and training.

ACTUARIAL METHODS AND ASSUMPTIONS:

ACTUARIAL COST METHOD: GASB 74 and 75 require use of the entry age actuarial cost method.

Entry age is based on the age at hire for eligible employees. The attribution period is determined as the difference between the expected retirement age and the age at hire. The APVPBP and present value of future service costs are determined on a participant by participant basis and then aggregated.

To the extent that different benefit formulas apply to different employees of the same class, the service cost is based on the benefit plan applicable to the most recently hired employees (including future hires if a new benefit formula has been agreed to and communicated to employees). This greatly simplifies administration and accounting; as well as resulting in the correct service cost for new hires.

SUBSTANTIVE PLAN: As required under GASB 74 and 75, we based the valuation on the substantive plan. The formulation of the substantive plan was based on a review of written plan documents as well as historical information provided by Rodeo-Hercules Fire Protection District regarding practices with respect to employer and employee contributions and other relevant factors.

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ECONOMIC ASSUMPTIONS:

Economic assumptions are set under the guidance of Actuarial Standard of Practice 27 (ASOP 27). Among other things, ASOP 27 provides that economic assumptions should reflect a consistent underlying rate of general inflation. For that reason, we show our assumed long-term inflation rate below.

INFLATION: We assumed 2.75% per year used for pension purposes. Actuarial standards require using the same rate for OPEB that is used for pension.

INVESTMENT RETURN / DISCOUNT RATE: We assumed 7% per year net of expenses. This is based on assumed long-term return on employer assets. We used the “Building Block Method”. (See Appendix E, Paragraph 53 for more information). Our assessment of long-term returns for employer assets is based on long-term historical returns for surplus funds invested pursuant to California Government Code Sections 53601 et seq.

TREND: We assumed 4% per year. Our long-term trend assumption is based on the conclusion that, while medical trend will continue to be cyclical, the average increase over time cannot continue to outstrip general inflation by a wide margin. Trend increases in excess of general inflation result in dramatic increases in unemployment, the number of uninsured and the number of underinsured. These effects are nearing a tipping point which will inevitably result in fundamental changes in health care finance and/or delivery which will bring increases in health care costs more closely in line with general inflation. We do not believe it is reasonable to project historical trend vs. inflation differences several decades into the future.

PAYROLL INCREASE: We assumed 2.75% per year. Since benefits do not depend on salary (as they do for pensions), using an aggregate payroll assumption for the purpose of calculating the service cost results in a negligible error.

FIDUCIARY NET POSITION (FNP): The following table shows the beginning and ending FNP numbers that were provided by Rodeo-Hercules Fire Protection District.

Fiduciary Net Position as of June 30, 2019

	<u>06/30/2018</u>	<u>06/30/2019</u>
Cash and Equivalents	\$0	\$0
Contributions Receivable	\$0	\$0
Total Investments	\$1,854,382	\$2,053,555
Capital Assets	\$0	\$0
Total Assets	<u>\$1,854,382</u>	<u>\$2,053,555</u>
Benefits Payable	<u>\$0</u>	<u>\$0</u>
Fiduciary Net Position	<u>\$1,854,382</u>	<u>\$2,053,555</u>

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NON-ECONOMIC ASSUMPTIONS:

Economic assumptions are set under the guidance of Actuarial Standard of Practice 35 (ASOP 35). See Appendix E, Paragraph 52 for more information.

MORTALITY

<i>Participant Type</i>	<i>Mortality Tables</i>
Firefighters	2014 CalPERS Mortality for Active Safety Employees
Miscellaneous	2014 CalPERS Active Mortality for Miscellaneous Employees

RETIREMENT RATES

<i>Employee Type</i>	<i>Retirement Rate Tables</i>
Fire Fighters	Hired before 1/1/13: 2009 CalPERS 2.0% @50 Rates for Firefighters Hired after 12/31/12: 2009 CalPERS 3.0% @55 Rates for Firefighters
Miscellaneous	2009 CalPERS 2.0% @60 Rates for Miscellaneous Employees

SERVICE REQUIREMENT

<i>Employee Type</i>	<i>Service Requirement Tables</i>
Firefighters	100% at 5 Years of Service
Miscellaneous	100% at 5 Years of Service

COSTS FOR RETIREE COVERAGE

Actuarial Standard of Practice 6 (ASOP 6) provides that, as a general rule, retiree costs should be based on actual claim costs or age-adjusted premiums. This is true even for many medical plans that are commonly considered to be “community-rated.” However, ASOP 6 contains a provision – specifically section 3.7.7(c) – that allows use of unadjusted premiums in certain circumstances.

It is my opinion that the section 3.7.7(c)(4) exception allows use of unadjusted premium for PEMHCA agencies if certain conditions are met. Following are the criteria we applied to Rodeo-Hercules Fire Protection District to determine that it is reasonable to assume that Rodeo-Hercules Fire Protection District’s future participation in PEMHCA is likely and that the CalPERS medical program as well as its premium structure are sustainable. (We also have an extensive white paper on this subject that provides a basis for our rationale entirely within the context of ASOP 6. We will make this white paper available upon request.)

- **Plan qualifies as a “pooled health plan.”** ASOP 6 defines a “pooled health plan” as one in which premiums are based at least in part on the claims experience of groups other than the one being valued.” Since CalPERS rates are the same for all employers in each region, rates are clearly based on the experience of many groups.
- **Rates not based to any extent on the agency’s claim experience.** As mentioned above, rates are the same for all participating employers regardless of claim experience or size.
- **Rates not based to any extent on the agency’s demographics.** As mentioned above, rates are the same for all participating employers regardless of demographics.
- **No refunds or charges based on the agency’s claim experience or demographics.** The terms of operation of the CalPERS program are set by statute and there is no provision for any refunds and charges that vary from employer to employer for any reason. The only charges are uniform administrative charges.
- **Plan in existence 20 or more years.** Enabling legislation to allow “contracting agencies” to participate in the CalPERS program was passed in 1967. The CalPERS medical plan has been successfully

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operating for almost 50 years. As far back as we can obtain records, the rating structure has been consistent, with the only difference having been a move to regional rating which is unrelated to age-adjusted rating.

- **No recent large increases or decreases in the number of participating plans or enrollment.** The CalPERS medical plan has shown remarkably stable enrollment. In the past 10 years, there has been small growth in the number of employers in most years – with the maximum being a little over 2% and a very small decrease in one year. Average year over year growth in the number of employers over the last 10 years has been about 0.75% per year. Groups have been consistently leaving the CalPERS medical plan while other groups have been joining with no disruption to its stability.
- **Agency is not expecting to leave plan in foreseeable future.** The District does not plan to leave CalPERS at present.
- **No indication the plan will be discontinued.** We are unaware of anything that would cause the CalPERS medical plan to cease or to significantly change its operation in a way that would affect this determination.
- **The agency does not represent a large part of the pool.** The District is in the CalPERS Bay Area region. Based on the information we have, the District constitutes no more than 0.04% of the Bay Area pool. In our opinion, this is not enough for the District to have a measurable effect on the rates or viability of the Bay Area pool.

Retiree liabilities are based on actual retiree costs. Liabilities for active participants are based on the first year costs shown below. Subsequent years' costs are based on first year costs adjusted for trend and limited by any District contribution caps.

<i>Participant Type</i>	<i>Future Retirees Pre-65</i>	<i>Future Retirees Post-65</i>
Fire Fighters	\$19,784	\$7,183
		\$11,793
General Employees	\$18,438	\$7,183

PARTICIPATION RATES

<i>Employee Type</i>	<i><65 Non-Medicare Participation %</i>	<i>65+ Medicare Participation %</i>
Firefighters	100%	100%
Miscellaneous	100%	100%

TURNOVER

<i>Employee Type</i>	<i>Turnover Rate Tables</i>
Firefighters	2009 CalPERS Rates for Sworn Fire Employees
Miscellaneous	2009 CalPERS Turnover for Miscellaneous Employees

SPOUSE PREVALENCE

To the extent not provided and when needed to calculate benefit liabilities, 80% of retirees assumed to be married at retirement. After retirement, the percentage married is adjusted to reflect mortality.

SPOUSE AGES

To the extent spouse dates of birth are not provided and when needed to calculate benefit liabilities, female spouse assumed to be three years younger than male.

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APPENDIX D: DISTRIBUTION OF ELIGIBLE PARTICIPANTS BY AGE

ELIGIBLE ACTIVE EMPLOYEES

<i>Age</i>	<i>Total</i>	<i>Fire Fighters</i>	<i>General Employees</i>
Under 25	1	1	0
25-29	3	3	0
30-34	3	3	0
35-39	1	1	0
40-44	4	3	1
45-49	1	1	0
50-54	6	6	0
55-59	1	1	0
60-64	0	0	0
65 and older	0	0	0
Total	20	19	1

ELIGIBLE RETIREES

<i>Age</i>	<i>Total</i>	<i>Fire Fighters</i>	<i>General Employees</i>
Under 50	0	0	0
50-54	1	1	0
55-59	2	2	0
60-64	7	6	1
65-69	7	7	0
70-74	4	4	0
75-79	1	1	0
80-84	1	1	0
85-89	0	0	0
90 and older	0	0	0
Total	23	22	1

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APPENDIX E: GASB 74/75 ACCOUNTING ENTRIES AND DISCLOSURES

This report does not necessarily include the entire accounting values. As mentioned earlier, there are certain deferred items that are employer-specific. The District should consult with its auditor if there are any questions about what, if any, adjustments may be appropriate.

GASB 74/75 include a large number of items that should be included in the Note Disclosures and Required Supplementary Information (RSI) Schedules. Many of these items are outside the scope of the actuarial valuation. However, following is information to assist the District in complying with GASB 74/75 disclosure requirements:

Paragraph 50: **Information about the OPEB Plan**

Most of the information about the OPEB plan should be supplied by Rodeo-Hercules Fire Protection District. Following is information to help fulfill Paragraph 50 reporting requirements.

50.c: Following is a table of plan participants

	Number of Participants
Inactive Employees Currently Receiving Benefit Payments	23
Inactive Employees Entitled to But Not Yet Receiving Benefit Payments*	0
Participating Active Employees	20
Total Number of participants	43

*We were not provided with information about any terminated, vested employees

Paragraph 51: **Significant Assumptions and Other Inputs**

Shown in Appendix C.

Paragraph 52: **Information Related to Assumptions and Other Inputs**

The following information is intended to assist Rodeo-Hercules Fire Protection District in complying with the requirements of Paragraph 52.

52.b: Mortality Assumptions Following are the tables the mortality assumptions are based upon. Inasmuch as these tables are based on appropriate populations, and that these tables are used for pension purposes, we believe these tables to be the most appropriate for the valuation.

Mortality Table Disclosure	2014 CalPERS Active Mortality for Miscellaneous Employees The mortality assumptions are based on the 2014 CalPERS Active Mortality for Miscellaneous Employees table created by CalPERS. CalPERS periodically studies mortality for participating agencies and establishes mortality tables that are modified versions of commonly used tables. This table incorporates mortality projection as deemed appropriate based on CalPERS analysis.
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Mortality Table	2014 CalPERS Mortality for Retired safety Employees
Disclosure	The mortality assumptions are based on the 2014 CalPERS Mortality for Retired safety Employees table created by CalPERS. CalPERS periodically studies mortality for participating agencies and establishes mortality tables that are modified versions of commonly used tables. This table incorporates mortality projection as deemed appropriate based on CalPERS analysis.
Mortality Table	2014 CalPERS Retiree Mortality for Miscellaneous Employees
Disclosure	The mortality assumptions are based on the 2014 CalPERS Retiree Mortality for Miscellaneous Employees table created by CalPERS. CalPERS periodically studies mortality for participating agencies and establishes mortality tables that are modified versions of commonly used tables. This table incorporates mortality projection as deemed appropriate based on CalPERS analysis.

52.c: Experience Studies Following are the tables the retirement and turnover assumptions are based upon. Inasmuch as these tables are based on appropriate populations, and that these tables are used for pension purposes, we believe these tables to be the most appropriate for the valuation.

Retirement Tables

Retirement Table	2009 CalPERS 2.0% @60 Rates for Miscellaneous Employees
Disclosure	The retirement assumptions are based on the 2009 CalPERS 2.0% @60 Rates for Miscellaneous Employees table created by CalPERS. CalPERS periodically studies the experience for participating agencies and establishes tables that are appropriate for each pool.
Retirement Table	2009 PERS 3% @55 FIRE RX
Disclosure	The retirement assumptions are based on the 2009 PERS 3% @55 FIRE RX table created by CalPERS. CalPERS periodically studies the experience for participating agencies and establishes tables that are appropriate for each pool.
Retirement Table	2009 CalPERS 2% @50 Rates for Sworn Police
Disclosure	The retirement assumptions are based on the 2009 CalPERS 2% @50 Rates for Sworn Police table created by CalPERS. CalPERS periodically studies the experience for participating agencies and establishes tables that are appropriate for each pool.

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Turnover Tables

Turnover Table	2009 CalPERS Rates for Sworn Fire Employees
Disclosure	The turnover assumptions are based on the 2009 CalPERS Rates for Sworn Fire Employees table created by CalPERS. CalPERS periodically studies the experience for participating agencies and establishes tables that are appropriate for each pool.

Turnover Table	2009 CalPERS Turnover for Miscellaneous Employees
Disclosure	The turnover assumptions are based on the 2009 CalPERS Turnover for Miscellaneous Employees table created by CalPERS. CalPERS periodically studies the experience for participating agencies and establishes tables that are appropriate for each pool.

For other assumptions, we use actual plan provisions and plan data.

52.d: The alternative measurement method was not used in this valuation.

52.e: NOL using alternative trend assumptions The following table shows the Net OPEB Liability with a healthcare cost trend rate 1% higher and 1% lower than assumed in the valuation.

	Trend 1% Lower	Valuation Trend	Trend 1% Higher
Net OPEB Liability	\$3,159,984	\$3,746,465	\$4,438,855

Paragraph 53:

Discount Rate

The following information is intended to assist Rodeo-Hercules Fire Protection District to comply with Paragraph 53 requirements.

53.a: A discount rate of 7% was used in the valuation.

53.b: We assumed that all contributions are from the employer.

53.c: We used historic 24 year real rates of return for each asset class along with our assumed long-term inflation assumption to set the discount rate. We offset the expected investment return by investment expenses of 13 basis points.

53.d: The interest assumption does not reflect a municipal bond rate.

53.e: Not applicable.

53.f: Following is the assumed asset allocation and assumed rate of return for each.

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CERBT - Strategy 1

Asset Class	Percentage of Portfolio	Assumed Gross Return
US Large Cap	43.0000	7.6750
US Small Cap	23.0000	7.6750
Long-Term Corporate Bonds	12.0000	5.1750
Long-Term Government Bonds	6.0000	4.3800
Treasury Inflation Protected Securities (TIPS)	5.0000	7.6750
US Real Estate	8.0000	7.6750
All Commodities	3.0000	7.6750

We looked at rolling periods of time for all asset classes in combination to appropriately reflect correlation between asset classes. That means that the average returns for any asset class don't necessarily reflect the averages over time individually, but reflect the return for the asset class for the portfolio average. We used geometric means.

53.g: The following table shows the Net OPEB liability with a discount rate 1% higher and 1% lower than assumed in the valuation.

	Discount Rate 1% Lower	Valuation Discount Rate	Discount Rate 1% Higher
Net OPEB Liability	\$4,446,848	\$3,746,465	\$3,168,756

Paragraph 55: **Changes in the Net OPEB Liability**

Please see reconciliation on page 10.

Paragraph 56: **Additional Net OPEB Liability Information**

The following information is intended to assist Rodeo-Hercules Fire Protection District to comply with Paragraph 56 requirements.

56.a: The valuation date is June 30, 2019.

The measurement date is June 30, 2019.

56 b: We are not aware of a special funding arrangement.

56 c: There were no assumption changes since the prior measurement date.

56.d: There were no changes in benefit terms since the prior measurement date.

56.e: Not applicable

56.f: To be determined by the employer

56.g: To be determined by the employer

56.h: Other than contributions after the measurement, all deferred inflow and outflow balances are shown in Appendix F

56.i: Future recognition of deferred inflows and outflows is shown in Appendix F

Paragraph 57: **Required Supplementary Information**

57.a: Please see reconciliation on page 10. Please see the notes for Paragraph 244 below for more information.

57.b: These items are provided on page 10 for the current valuation, except for covered payroll, which should be determined based on appropriate methods.

57.c: We have not been asked to calculate an actuarially determined contribution amount.

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We assume the District contributes on an ad hoc basis, but in an amount sufficient to fully fund the obligation over a period not to exceed 24 years.

57.d: We are not aware that there are any statutorily or contractually established contribution requirements.

Paragraph 58: **Actuarially Determined Contributions**

We have not been asked to calculate an actuarially determined contribution amount. We assume the District contributes on an ad hoc basis, but in an amount sufficient to fully fund the obligation over a period not to exceed 24 years.

Paragraph 244: **Transition Option**

Prior periods were not restated due to the fact that prior valuations were not rerun in accordance with GASB 75. It was determined that the time and expense necessary to rerun prior valuations and to restate prior financial statements was not justified.

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APPENDIX F: DEFERRED OUTFLOWS OF RESOURCES AND DEFERRED INFLOWS OF RESOURCES

EXPERIENCE GAINS AND LOSSES

Measurement Period	Experience (Gain)/Loss	Original Recognition Period (Years)	Increase (Decrease) in OPEB Expense Arising from the Recognition of Effects of Experience Gains and Losses (Measurement Periods)									
			Amounts Recognized in OPEB Expense through 2018	2019	Amounts to be Recognized in OPEB Expense after 2019	2020	2021	2022	2023	2024	Thereafter	
2018-19	\$79,438	6	\$0	\$13,240	\$66,198	\$13,240	\$13,240	\$13,240	\$13,240	\$13,240	\$13,238	
Net Increase (Decrease) in OPEB Expense			\$0	\$13,240	\$66,198	\$13,240	\$13,240	\$13,240	\$13,240	\$13,240	\$13,238	\$0

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CHANGES OF ASSUMPTIONS

Increase (Decrease) in OPEB Expense Arising from the Recognition of Effects of Changes of Assumptions (Measurement Periods)											
Measurement Period	Changes of Assumptions	Original Recognition Period (Years)	Amounts Recognized in OPEB Expense through 2018	2019	Amounts to be Recognized in OPEB Expense after 2019	2020	2021	2022	2023	2024	Thereafter
2018-19	\$0	0	\$0	\$0	\$0						
Net Increase (Decrease) in OPEB Expense			\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0

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INVESTMENT GAINS AND LOSSES

Increase (Decrease) in OPEB Expense Arising from the Recognition of Effects of Investment Gains and Losses (Measurement Periods)

Measurement Period	Investment (Gain)/Loss	Original Recognition Period (Years)	Amounts Recognized in OPEB Expense through 2018	2019	Amounts to be Recognized in OPEB Expense after 2019	2020	2021	2022	2023	2024	Thereafter
2017-18	(\$17,412)	5	(\$3,483)	(\$3,483)	(\$10,446)	(\$3,483)	(\$3,483)	(\$3,480)			
2018-19	\$15,771	5	\$0	\$3,155	\$12,616	\$3,155	\$3,155	\$3,155	\$3,151		
Net Increase (Decrease) in OPEB Expense			(\$3,483)	(\$328)	\$2,170	(\$328)	(\$328)	(\$325)	\$3,151	\$0	\$0

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APPENDIX G: GLOSSARY OF RETIREE HEALTH VALUATION TERMS

Note: The following definitions are intended to help a *non*-actuary understand concepts related to retiree health valuations. Therefore, the definitions may not be actuarially accurate.

<u>Actuarial Cost Method:</u>	A mathematical model for allocating OPEB costs by year of service. The only actuarial cost method allowed under GASB 74/75 is the entry age actuarial cost method.
<u>Actuarial Present Value of Projected Benefit Payments:</u>	The projected amount of all OPEB benefits to be paid to current and future retirees discounted back to the valuation or measurement date.
<u>Deferred Inflows/Outflows of Resources:</u>	A portion of certain items that can be deferred to future periods or that weren't reflected in the valuation. The former includes investment gains/losses, actuarial gains/losses, and gains/losses due to changes in actuarial assumptions or methods. The latter includes contributions made to a trust subsequent to the measurement date but before the statement date.
<u>Discount Rate:</u>	Assumed investment return net of all investment expenses. Generally, a higher assumed interest rate leads to lower service costs and total OPEB liability.
<u>Fiduciary Net Position:</u>	Net assets (liability) of a qualifying OPEB "plan" (i.e. qualifying irrevocable trust or equivalent arrangement).
<u>Implicit Rate Subsidy:</u>	The estimated amount by which retiree rates are understated in situations where, for rating purposes, retirees are combined with active employees and the employer is expected, in the long run, to pay the underlying cost of retiree benefits.
<u>Measurement Date:</u>	The date at which assets and liabilities are determined in order to estimate TOL and NOL.
<u>Mortality Rate:</u>	Assumed proportion of people who die each year. Mortality rates always vary by age and often by sex. A mortality table should always be selected that is based on a similar "population" to the one being studied.
<u>Net OPEB Liability (NOL):</u>	The Total OPEB Liability minus the Fiduciary Net Position.
<u>OPEB Benefits:</u>	Other Post Employment Benefits. Generally, medical, dental, prescription drug, life, long-term care or other postemployment benefits that are not pension benefits.
<u>OPEB Expense:</u>	This is the amount employers must recognize as an expense each year. The annual OPEB expense is equal to the Service Cost plus interest on the Total OPEB Liability (TOL) plus change in TOL due to plan changes minus projected investment income; all adjusted to reflect deferred inflows and outflows of resources.
<u>Participation Rate:</u>	The proportion of retirees who elect to receive retiree benefits. A lower

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participation rate results in lower service cost and a TOL. The participation rate often is related to retiree contributions.

<u>Retirement Rate:</u>	The proportion of active employees who retire each year. Retirement rates are usually based on age and/or length of service. (Retirement rates can be used in conjunction with the service requirement to reflect both age and length of service). The more likely employees are to retire early, the higher service costs and actuarial accrued liability will be.
<u>Service Cost:</u>	The annual dollar value of the “earned” portion of retiree health benefits if retiree health benefits are to be fully accrued at retirement.
<u>Service Requirement:</u>	The proportion of retiree benefits payable under the OPEB plan, based on length of service and, sometimes, age. A shorter service requirement increases service costs and TOL.
<u>Total OPEB Liability (TOL):</u>	The amount of the actuarial present value of projected benefit payments attributable to participants’ past service based on the actuarial cost method used.
<u>Trend Rate:</u>	The rate at which the employer’s share of the cost of retiree benefits is expected to increase over time. The trend rate usually varies by type of benefit (e.g. medical, dental, vision, etc.) and may vary over time. A higher trend rate results in higher service costs and TOL.
<u>Turnover Rate:</u>	The rate at which employees cease employment due to reasons other than death, disability or retirement. Turnover rates usually vary based on length of service and may vary by other factors. Higher turnover rates reduce service costs and TOL.
<u>Valuation Date:</u>	The date as of which the OPEB obligation is determined by means of an actuarial valuation. Under GASB 74 and 75, the valuation date does not have to coincide with the statement date, but can’t be more than 30 months prior.

Current Year: 2021	Vehicle	Type	Model	Year Purchased	Useful Life (Average)	Replacement Year	Years to Replacement Year	Current Replacement Cost	Reserve per Year to Replacement Year	Reserve per Year After 1st Replacement Year	Reserve Requirement												
											2021	2022	2023	2024	2025	2026	2027	2028	2029	2030	2031	2032	
	7500	SUV	Chevy Tahoe	2017	10	2027	6	\$65,000	\$10,833	\$6,500	\$10,833	\$10,833	\$10,833	\$10,833	\$10,833	\$10,833	\$6,500	\$6,500	\$6,500	\$6,500	\$6,500	\$6,500	\$6,500
	7501	SUV	Chevy Tahoe	2017	10	2027	6	\$65,000	\$10,833	\$6,500	\$10,833	\$10,833	\$10,833	\$10,833	\$10,833	\$10,833	\$6,500	\$6,500	\$6,500	\$6,500	\$6,500	\$6,500	\$6,500
	E-75	Type I	Pierce	2021	20	2041	20	\$825,000	\$41,250	\$41,250	\$41,250	\$41,250	\$41,250	\$41,250	\$41,250	\$41,250	\$41,250	\$41,250	\$41,250	\$41,250	\$41,250	\$41,250	\$41,250
	E-75A	Type I	Spartan	2014	20	2034	13	\$750,000	\$57,692	\$37,500	\$57,692	\$57,692	\$57,692	\$57,692	\$57,692	\$57,692	\$57,692	\$57,692	\$57,692	\$57,692	\$57,692	\$57,692	\$57,692
	Q-76	Quint	Smeal	2021	20	2041	20	\$1,500,000	\$75,000	\$75,000	\$75,000	\$75,000	\$75,000	\$75,000	\$75,000	\$75,000	\$75,000	\$75,000	\$75,000	\$75,000	\$75,000	\$75,000	\$75,000
	Q-76A	Quint	Smeal	2006	20	2026	5	\$1,500,000	\$300,000	\$75,000	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
	376	Type III	International	2005	20	2025	4	\$400,000	\$100,000	\$20,000	\$100,000	\$100,000	\$100,000	\$100,000	\$20,000	\$20,000	\$20,000	\$20,000	\$20,000	\$20,000	\$20,000	\$20,000	\$20,000
	375	Type III	International	2007	20	2027	6	\$400,000	\$66,667	\$20,000	\$66,667	\$66,667	\$66,667	\$66,667	\$66,667	\$66,667	\$20,000	\$20,000	\$20,000	\$20,000	\$20,000	\$20,000	\$20,000
	PU 76	Pickup	Ford F350	2005	20	2025	4	\$90,000	\$22,500	\$4,500	\$22,500	\$22,500	\$22,500	\$22,500	\$4,500	\$4,500	\$4,500	\$4,500	\$4,500	\$4,500	\$4,500	\$4,500	\$4,500
	S2	SUV	Ford Expedition	2005	10	2015	-6	\$65,000	-\$10,833	\$6,500	\$6,500	\$6,500	\$6,500	\$6,500	\$6,500	\$6,500	\$6,500	\$6,500	\$6,500	\$6,500	\$6,500	\$6,500	\$6,500
	S3	SUV	Ford Escape	2007	20	2027	6	\$40,000	\$6,667	\$2,000	\$6,500	\$6,500	\$6,500	\$6,500	\$6,500	\$6,500	\$6,500	\$6,500	\$6,500	\$6,500	\$6,500	\$6,500	\$6,500
	Total							\$5,595,000	\$684,776	\$286,250	\$384,776	\$384,776	\$384,776	\$384,776	\$286,776	\$286,776	\$231,442	\$231,442	\$231,442	\$231,442	\$231,442	\$231,442	\$231,442

Existing Leases	Vehicle	Type	Model	Year Leased	Purchase Price	Cash Amount	Lease Amount	Lease Term	Lease Interest Rate
	7500	SUV	Chevy Tahoe	2017	\$65,000	\$21,523	\$43,477	10	3.10%
	7501	SUV	Chevy Tahoe	2017	\$65,000	\$21,523	\$43,477	10	3.10%
	E-75	Type I	Spartan	2014	\$613,046	\$0	\$613,046	10	3.10%
	Total (3)				\$743,046	\$43,046	\$700,000		

Kansas City Bank Lease Payments												
2021	2022	2023	2024	2025	2026	2027	2028	2029	2030	2031	2032	
\$4,994												
\$4,994												
\$70,414												
\$80,401												

Future Leases	Vehicle	Type	Model	Year Leased	Purchase Price	Cash Amount	Lease Amount	Lease Term	Lease Interest Rate
	E-76 Replacement	Type I	Pierce	2021	\$800,000	\$0	\$800,000	15	3.25%
	Q-76 Replacement	Truck	Smeal	2021	\$1,700,000	\$0	\$1,700,000	15	3.25%

Lease Payments												
2021	2022	2023	2024	2025	2026	2027	2028	2029	2030	2031	2032	
\$106,611	\$106,611	\$106,611	\$106,611	\$106,611	\$106,611	\$106,611	\$106,611	\$106,611	\$106,611	\$106,611	\$106,611	
\$106,611	\$106,611	\$106,611	\$106,611	\$106,611	\$106,611	\$106,611	\$106,611	\$106,611	\$106,611	\$106,611	\$106,611	

(1) Assumes vehicles lease purchased in 2017 with funds borrowed from Kansas State Bank of Manhattan in 2012
 (2) Assumes a lease purchase agreement to acquire a replacement for E-76 Type I vehicle in 2021, and Quint Ladder at 3.5% interest for a term of 15 years

2033	2034	2035
\$106,611	\$106,611	\$106,611
\$106,611	\$106,611	\$106,611

RODEO-HERCULES FIRE PROTECTION DISTRICT
Five-Year Projections for Revenue and Expenditures

	AdopBUD- FY2021-22	ProjectRev- FY2022-23	ProjectRev- FY2023-24	ProjectRev- FY2024-25	ProjectRev- FY2025-26	ProjectRev- FY2026-27
Property taxes	4,509,486	4,644,771	- 4,784,114	4,927,637	5,075,466	5,227,730
Homeowners Tax Relief	29,956	30,855	- 31,780	32,734	33,716	34,727
Measure H EMS	85,593	85,593	85,593	85,593	85,593	85,593
Special Tax/Fire (Benefit Assessment)	1,361,248	1,374,860	- 1,388,609	1,402,495	1,416,520	1,430,685
Total General Fund Revenue	5,986,283	6,136,078	6,290,096	6,448,459	6,611,295	6,778,736
RDA Nonprop tax Pass Thru	427,275	466,141	475,463	525,570	375,000	375,000
Hercules Development Fees	-	203,061	106,000	106,852	100,000	100,000
Measure "O"	2,519,748	2,557,544	- 2,595,907	2,634,846	2,674,369	2,714,484
Earning on Investment				12,296	12,296	12,911
Misc. Government Revenue	14,192	143,486	- -	-	-	-
Other District Revenue	23,109	43,109	-	23,109	23,109	23,109
Fire prevention plan review	20,000	98,826	100,802	72,448	55,000	55,000
TOTAL Other Revenue	3,004,324	3,512,167	3,278,172	3,375,121	3,239,774	3,280,504
TOTAL GRAND REVENUE	8,990,607	9,648,246	9,568,268	9,823,580	9,851,069	10,059,240
	-					
Expenditures	-					
Salaries and Benefits	7,121,509	7,620,015	- 8,153,416	8,724,155	9,334,846	9,988,285
Services and Supplies Expenditures	1,511,457	1,549,243	- 1,587,975	1,627,674	1,668,366	1,710,075
TOTAL EXPENDITURES	8,632,966	9,169,258	9,741,390	10,351,829	11,003,211	11,698,360
Change in Revenue and Expenditures	357,641	478,988	- (173,122)	(528,249)	(1,152,143)	(1,639,120)

Assumptions:
Property Tax increase 3%

Incident Type Count Report

Date Range: From 1/1/2020 To 12/31/2020

Selected Station(s): All

Incident

<u>Type</u>	<u>Description</u>	<u>Count</u>	
Station:			
321	EMS call, excluding vehicle accident with injury	1	0.03%
Total - Rescue & Emergency Medical Service Incidents		1	0.13%
Incident Type is blanks		766	23.52%
Total - incident type left blank		766	99.87%
Total for Station		767	23.55%
Station: 75			
100	Fire, other	6	0.18%
111	Building fire	11	0.34%
113	Cooking fire, confined to container	5	0.15%
114	Chimney or flue fire, confined to chimney or flue	1	0.03%
118	Trash or rubbish fire, contained	10	0.31%
131	Passenger vehicle fire	6	0.18%
132	Road freight or transport vehicle fire	2	0.06%
140	Natural vegetation fire, other	1	0.03%
141	Forest, woods or wildland fire	1	0.03%
142	Brush, or brush and grass mixture fire	10	0.31%
143	Grass fire	5	0.15%
150	Outside rubbish fire, other	9	0.28%
151	Outside rubbish, trash or waste fire	18	0.55%
Total - Fires		85	7.00%
240	Explosion (no fire), other	1	0.03%
Total - Overpressure Rupture, Explosion, Overheat - no fire		1	0.08%
300	Rescue, emergency medical call (EMS) call, other	1	0.03%
311	Medical assist, assist EMS crew	1	0.03%
321	EMS call, excluding vehicle accident with injury	680	20.88%
322	Vehicle accident with injuries	40	1.23%
324	Motor vehicle accident with no injuries	17	0.52%
350	Extrication, rescue, other	1	0.03%
352	Extrication of victim(s) from vehicle	1	0.03%
365	Watercraft rescue	1	0.03%
Total - Rescue & Emergency Medical Service Incidents		742	61.07%
400	Hazardous condition, other	1	0.03%
411	Gasoline or other flammable liquid spill	2	0.06%
412	Gas leak (natural gas or LPG)	8	0.25%
424	Carbon monoxide incident	1	0.03%
440	Electrical wiring/equipment problem, other	1	0.03%
443	Light ballast breakdown	1	0.03%
444	Power line down	1	0.03%
445	Arcing, shorted electrical equipment	1	0.03%
4630	Vehicle accident, Non Injury	3	0.09%
4631	Vehicle accident Cancelled en route	1	0.03%

Incident

Type	Description	Count	
Station: 75 - (Continued)			
Total - Hazardous Conditions (No fire)		20	1.65%
500	- Service Call, other	3	0.09%
510	- Person in distress, other	3	0.09%
511	- Lock-out	1	0.03%
512	- Ring or jewelry removal	1	0.03%
520	- Water problem, other	3	0.09%
522	- Water or steam leak	6	0.18%
531	- Smoke or odor removal	2	0.06%
5410	- Snake problem	2	0.06%
550	- Public service assistance, other	5	0.15%
551	- Assist police or other governmental agency	1	0.03%
552	- Police matter	1	0.03%
553	- Public service	12	0.37%
554	- Assist invalid	37	1.14%
561	- Unauthorized burning	3	0.09%
571	- Cover assignment, standby, moveup	1	0.03%
Total - Service Call		81	6.67%
600	- Good intent call, other	2	0.06%
611	- Dispatched & cancelled en route	181	5.56%
622	- No incident found on arrival at dispatch address	2	0.06%
651	- Smoke scare, odor of smoke	26	0.80%
6610	- EMS call cancelled	3	0.09%
Total - Good Intent Call		214	17.61%
700	- False alarm or false call, other	37	1.14%
733	- Smoke detector activation due to malfunction	6	0.18%
735	- Alarm system sounded due to malfunction	5	0.15%
736	- CO detector activation due to malfunction	2	0.06%
740	- Unintentional transmission of alarm, other	3	0.09%
743	- Smoke detector activation, no fire - unintentional	15	0.46%
744	- Detector activation, no fire - unintentional	1	0.03%
745	- Alarm system sounded, no fire - unintentional	1	0.03%
746	- Carbon monoxide detector activation, no CO	1	0.03%
Total - Fals Alarm & False Call		71	5.84%
911	- Citizen complaint	1	0.03%
Total - Special Incident Type		1	0.08%
Total for Station		1,215	37.30%
Station: 76			
100	- Fire, other	3	0.09%
111	- Building fire	11	0.34%
113	- Cooking fire, confined to container	4	0.12%
114	- Chimney or flue fire, confined to chimney or flue	1	0.03%
118	- Trash or rubbish fire, contained	4	0.12%
131	- Passenger vehicle fire	10	0.31%
132	- Road freight or transport vehicle fire	3	0.09%
140	- Natural vegetation fire, other	1	0.03%
141	- Forest, woods or wildland fire	1	0.03%
142	- Brush, or brush and grass mixture fire	4	0.12%
143	- Grass fire	9	0.28%
150	- Outside rubbish fire, other	3	0.09%

Incident

Type	Description	Count	
Station: 76 - (Continued)			
151	- Outside rubbish, trash or waste fire	3	0.09%
154	- Dumpster or other outside trash receptacle fire	1	0.03%
161	- Outside storage fire	1	0.03%
162	- Outside equipment fire	1	0.03%
Total - Fires		60	4.73%
311	- Medical assist, assist EMS crew	6	0.18%
321	- EMS call, excluding vehicle accident with injury	637	19.56%
322	- Vehicle accident with injuries	36	1.11%
324	- Motor vehicle accident with no injuries	19	0.58%
341	- Search for person on land	1	0.03%
350	- Extrication, rescue, other	1	0.03%
Total - Rescue & Emergency Medical Service Incidents		700	55.16%
400	- Hazardous condition, other	1	0.03%
412	- Gas leak (natural gas or LPG)	6	0.18%
422	- Chemical spill or leak	1	0.03%
440	- Electrical wiring/equipment problem, other	2	0.06%
444	- Power line down	1	0.03%
460	- Accident, potential accident, other	1	0.03%
4630	- Vehicle accident, Non Injury	1	0.03%
4631	- Vehicle accident Cancelled en route	1	0.03%
Total - Hazardous Conditions (No fire)		14	1.10%
500	- Service Call, other	5	0.15%
510	- Person in distress, other	1	0.03%
511	- Lock-out	4	0.12%
520	- Water problem, other	1	0.03%
522	- Water or steam leak	3	0.09%
531	- Smoke or odor removal	3	0.09%
541	- Animal problem	1	0.03%
5410	- Snake problem	20	0.61%
550	- Public service assistance, other	4	0.12%
551	- Assist police or other governmental agency	1	0.03%
553	- Public service	13	0.40%
554	- Assist invalid	65	2.00%
Total - Service Call		121	9.54%
600	- Good intent call, other	2	0.06%
611	- Dispatched & cancelled en route	272	8.35%
622	- No incident found on arrival at dispatch address	2	0.06%
651	- Smoke scare, odor of smoke	29	0.89%
6610	- EMS call cancelled	6	0.18%
Total - Good Intent Call		311	24.51%
700	- False alarm or false call, other	21	0.64%
710	- Malicious, mischievous false call, other	1	0.03%
715	- Local alarm system, malicious false alarm	1	0.03%
730	- System malfunction, other	1	0.03%
733	- Smoke detector activation due to malfunction	4	0.12%
735	- Alarm system sounded due to malfunction	6	0.18%
736	- CO detector activation due to malfunction	2	0.06%
740	- Unintentional transmission of alarm, other	7	0.21%
743	- Smoke detector activation, no fire - unintentional	16	0.49%

Incident

<u>Type</u>	<u>Description</u>	<u>Count</u>	
<u>Station: 76 - (Continued)</u>			
745 - Alarm system sounded, no fire - unintentional		3	0.09%
	Total - Fals Alarm & False Call	62	4.89%
911 - Citizen complaint		1	0.03%
	Total - Special Incident Type	1	0.08%
	Total for Station	1,269	38.96%
<u>Station: MA</u>			
111 - Building fire		1	0.03%
114 - Chimney or flue fire, confined to chimney or flue		1	0.03%
142 - Brush, or brush and grass mixture fire		1	0.03%
143 - Grass fire		2	0.06%
	Total - Fires	5	83.33%
611 - Dispatched & cancelled en route		1	0.03%
	Total - Good Intent Call	1	16.67%
	Total for Station	6	0.18%
		3,257	100.00%

Letterhead

June XX, 2021

President Jorgens and Directors
Moraga-Orinda Fire District
1280 Moraga Way
Moraga, CA. 94556

Re: Retraction and Correction of Deleterious Statements by MOFD Director Jex at MOFD Regular Board Meeting of March 17, 2021

Dear Directors,

At the referenced meeting, agenda item 9.2, Public Workshop Long Range Financial Forecast, Director Jex falsely stated that the Hercules District (i.e., the Rodeo Hercules Fire District, RHFD) was financially bankrupt. Per the meeting minutes Director Jex further speculated that for RHFD "Annexation may not have been an issue because the taxpayers refused to support a bond." (ref. minutes page 13 of 16 attached).

RHFD is not financially bankrupt due to generous support from the taxpayers of Rodeo and Hercules. In addition to the county tax, residents of Rodeo and Hercules approved three parcel taxes supporting their Fire District: Fire Suppression; Supplemental Fire Suppression; and Measure O.

The unwarranted statements about RHFD by Director Jex, recorded in the MOFD minutes of the meeting of March 17, 2021, are deleterious to RHFD and the communities it serves. We request a retraction of these statements and a correction to the record.

Kindly forward a copy of the retraction and correction to the RHFD Board at the address above.

Sincerely,

Steve Hill
Board Chair

CC: RHFD Directors
Chief Bryan Craig, RHFD

Attachment-1

Occasionally a rainbow strike team is formed between counties, but the system has to be drawing down before that occurs. Fire Chief Winnacker summarized that MOFD has control over ability and availability but does not control the opportunity.

Fire Chief Winnacker added that MOFD does control the deployment of single resources. Members who have worked their way through the CICCIS qualification system, have the requisite training experience, and have opened the Single Resource Task Book to fill single resource rolls. MOFD has a tremendous amount of control and has seen a significant expansion of participation in single resource programs as members become qualified. There has been a tremendous opportunity to build experience and exposure to large fires that will benefit the District if/when a fire occurs. Fire Chief Winnacker continued to add that even during a small fire season, single resources tend to deploy at a much higher rate than strike teams. Sending single resource members to a fire does not always have the same financial benefit.

Director Jex asked if \$500K/year seemed a reasonable assumption. Fire Chief Winnacker answered that it is very difficult to predict and depends on the severity of the fire season. Fire Chief Winnacker added that fire seasons are getting worse, not better over time, but there could be a year with heavy rains or some other event that causes less fire activity. President Jorgens commented that the LRFF would be used as the basis for the budget, and \$500K leaves the District with a negative adjustment if the budget amount is less than budgeted. President Jorgens suggested \$250K or \$300K for the Strike Team Revenue.

President Jorgens opened the Public Workshop and Public Comment.

Vince Wells, President of Local 1230, shared that Contra Costa County, East Contra Costa, and Rodeo-Hercules Fire Districts are looking at some form of annexation. Mr. Wells shared expected benefits are: service delivery, training, access, and the overall benefits of having a more robust fire service. Mr. Wells suggested MOFD look into the value of annexing into Contra Costa County Fire District to create one District that minimizes all the infrastructure and training costs. Mr. Wells stated that their membership in MOFD expressed interest in looking at consolidating or annexing into the Contra Costa County Fire District. Mr. Wells asked if the Board would be willing to analyze the pros and cons of annexing into the Contra Costa County Fire Protection District.

President Jorgens shared his involvement in the formation of MOFD, and the many reasons Orinda and Moraga residences are willing to pay for customized service versus generic service from the County. Director Jex added that an attempt was made in the past to have a joint station with ConFire that was not supported. Director Baitx suggested that the Board consider the financial benefits of being part of a larger organization. President Jorgens expressed concern and had reservations about annexation. Director Danziger commented that the idea offers an intriguing opportunity for review but questioned the timing due to current negotiations and the pandemic. President Jorgens suggested taking the topic to the City of Orinda and Town of Moraga. Director Danziger agreed. Director Baitx supported that idea and stated that MOFD should look at the numbers and review them with the City of Orinda and Town of Moraga to determine if it could be more financially responsible to consolidate with a larger agency. Director Danziger suggested MOFD observe the process that East County and Hercules are going through. President Jorgens encouraged the Board to review the historical documents as to why MOFD was originally formed. Director Jex added Hercules and East County Districts were financially bankrupt. Annexation may not have been an issue because the taxpayers refused to support a bond. President Jorgens stated that the question is not about the finances but about losing control. If the County decides to close fire stations, the County decides where they will close. If the County decides to close some in Orinda or Moraga, the City and Towns would have a lot to worry about but no say in the process. District Council Holtzman reminded the Board that the item being discussed is not agendized as joining or dissolving the District and recommended further discussion be placed on a future agenda if desired.

Jonathan Goodwin, Canyon resident, asked if it was possible to quantify the effect upon the District of having substandard facilities. Mr. Goodwin commented on Station 43 having a rotten roof and below the roof in the joists of the attic were rotten redwood chips from sawmills for insulation instead of fiberglass because it was built so long ago. Mr. Goodwin stated that this is one tangible effect of having substandard facilities. Mr. Goodwin expressed appreciation for the CCCERA conversation. Mr. Goodwin expressed concern regarding Captain Wells's comments on consolidation.

Melanie Light, Orinda resident, shared her concerns regarding Vince Wells's comments on consolidation. Ms. Light expressed that Orinda's citizens are mobilized and excited to create a model town that is wildfire sustainable. Ms. Light stated that should MOFD become consolidated into ConFire, the consolidation would severely curtail the momentum. Ms. Light voiced additional concerns with ConFire's lack of Firewise communities or fire prevention and shared the frustrations that the City of Lafayette has been experiencing

RESOLUTION 2021-05

RESOLUTION OF THE BOARD OF DIRECTORS OF THE RODEO HERCULES FIRE PROTECTION DISTRICT TO APPROVE THE EXTENSION OF THE MOU BETWEEN THE RODEO-HERCULES FIRE PROTECTION DISTRICT AND UNITED PROFESSIONAL FIREFIGHTERS LOCAL 1230.

WHEREAS, the Rodeo-Hercules Fire Protection District Board of Directors desires to extend the current memorandum of understanding dated July 1, 2019 – June 30, 2021, and amend the employment agreement to include a compensation side letter between the Fire District and the Rodeo-Hercules labor group represented by United Professional Firefighters Local 1230.

NOW, THEREFORE, the Board of Directors of the Rodeo Hercules Fire Protection District RESOLVES AS FOLLOWS:

1. That Resolution 2021-05 extends the current employment agreement between the Rodeo-Hercules Fire Protection District and the Rodeo-Hercules labor group represented by United Professional Firefighters Local 1230 to June 30, 2022.
2. That the extension includes a side letter that addresses an eight percent (8.0%) compensation adjustment to the current salaries as described in Section 4 of the current MOU.
3. That this extension agreement shall be in effect until a successor agency agreement is reached or imposed.

IN WITNESS WHEREOF, the parties hereto have executed the Amendment with The United Professional Fire Fighters Local 1230 to the employment agreement, attached hereto and made a part hereof, between the District, by and through its Board of Directors, and Fire Chief Bryan Craig is approved, and execution by the Chairperson of the Board is hereby authorized.

AYES: BOARDMEMBERS:
NOES: BOARDMEMBERS:
ABSENT: BOARDMEMBERS:

IN WITNESS of this action, I sign this document on _____.

Kimberly Corcoran, Clerk of the Board

APPROVED:

Steve Hill, Board Chairperson

Richard D. Pio Roda, General Counsel

RESOLUTION 2021-06

RESOLUTION OF THE BOARD OF DIRECTORS OF THE RODEO HERCULES FIRE PROTECTION DISTRICT TO APPROVE COMPENSATION ADJUSTMENT TO THE FIRE DISTRICT’S ADMINISTRATIVE STAFF.

WHEREAS, the Rodeo-Hercules Fire Protection District Board of Directors desires to adjust the current salaries between the District and Administrative Personnel Safety-Management to increase their compensation to match that paid to Local 1230 in the most current Memorandum of Understanding between the District and Local 1230.

NOW THEREFORE, the Board of Directors of the Rodeo Hercules Fire Protection District RESOLVES AS FOLLOWS:

1. To confirm the Chief’s action and authority to enact and/or execute compensation items, to remain consistent with Rodeo-Hercules Fire Protection District Policy 5(A)(12) and (13), regarding Administrative Personnel Safety-Management (Battalion Chief) and Administrative Personnel Non-Safety (Administrative Services Officer) for the receipt of benefits as listed under the Safety Personnel’s MOU.
2. That Minute Order dated June 9, 2021, attached hereto and made a part hereof, is approved and execution by the Chairperson of the Board is hereby authorized.

IN WITNESS WHEREOF, the parties hereto have executed this agreement with the intent to be bond thereby as of July 1, 2021.

AYES:	BOARDMEMBERS:
NOES:	BOARDMEMBERS:
ABSENT:	BOARDMEMBERS:

IN WITNESS of this action, I sign this document on _____.

Kimberly Corcoran, Clerk of the Board

APPROVED:

Steve Hill, Board Chairperson

Richard D. Pio Roda, General Counsel

Minute Order

RODEO-HERCULES FIRE PROTECTION DISTRICT

Consistent with Rodeo Hercules Fire Protection District Policy 5.A.12,13. Administrative Personnel Safety – Management (Battalion Chief) and Administrative Personnel Non – Safety (Administrative Services Officer) will receive benefits as listed under Safety Personnel’s MOU. Therefore, it was ordered by the District Board of Directors Regular Meeting on June 9 2021, that effective July 1, 2021 and following compensation modifications will be enforced:

July 1, 2021:

- Battalion Chief Darren Johnson will receive an 8% salary increase.
- Administrative Services Officer Kimberly Corcoran will receive an 8% salary increase.

Attest:

Steve Hill, Chairman of the Board
Dated: June, 9 2021

RESOLUTION 2021-07

RESOLUTION OF THE BOARD OF DIRECTORS OF THE RODEO HERCULES FIRE PROTECTION DISTRICT TO APPROVE AMENDMENT NO. 3 TO THE EMPLOYMENT AGREEMENT BETWEEN THE DISTRICT AND BRYAN CRAIG

WHEREAS, the Rodeo-Hercules Fire Protection District Board of Directors desires to amend the employment agreement between the District and Fire Chief Bryan Craig to increase his compensation to match that paid to Local 1230 in the most current Memorandum of Understanding between the District and Local 1230.

NOW THEREFORE, the Board of Directors of the Rodeo Hercules Fire Protection District RESOLVES AS FOLLOWS:

1. That Amendment No. 3 to the employment agreement, attached hereto and made a part hereof, between the District, by and through its Board of Directors, and Fire Chief Bryan Craig is approved and execution by the Chairperson of the Board is hereby authorized.

AYES: BOARDMEMBERS:
NOES: BOARDMEMBERS:
ABSENT: BOARDMEMBERS:

IN WITNESS of this action, I sign this document on _____.

Kimberly Corcoran, Clerk of the Board

APPROVED:

Steve Hill, Board Chairperson

Richard D. Pio Roda, General Counsel

**AMENDMENT NO. 3 TO EMPLOYMENT AGREEMENT BETWEEN RODEO-HERCULES
FIRE PROTECTION DISTRICT BY AND THROUGH ITS BOARD OF DIRECTORS

AND

BRYAN CRAIG**

THIS AMENDMENT No. 3 (“Amendment No. 3”) to the Employment Agreement (“Agreement”) between the Rodeo-Hercules Fire Protection District and Bryan Craig is made and entered into as of June 9, 2021 (the “Effective Date”), by and between the Rodeo-Hercules Fire Protection District (“District”) and Bryan Craig (“Employee”), with respect to the terms and conditions of employment of Employee as Fire Chief for the District.

WHEREAS, District and Employee entered into an Employee Agreement dated January 1, 2019; and

WHEREAS, Employee was employed as the Fire Chief on July 1, 2019.

NOW THEREFORE, in consideration of the mutual covenants contained in this Amendment, the parties agree as follows:

Section 7,a of the Agreement is amended as follows:

Section 7,a Base Salary. As of July 1, 2021, Fire Chief shall be paid an 8% increase to base salary.

IN WITNESS WHEREOF, the parties hereto have executed this Amendment with the intent to be bound thereby as of the date first written above.

“District”

RODEO-HERCULES FIRE
PROTECTION DISTRICT

Dated: June 9, 2021

Steve Hill
Board Chairperson

“Employee”

Dated: June 9, 2021

Bryan Craig

APPROVED AS TO FORM:

By: _____
Richard D. Pio Roda
General Counsel