



RODEO-HERCULES FIRE DISTRICT

ANNEXATION ANALYSIS FINDINGS - UPDATE

MAY 15, 2024

Micheal Despain M.A., EFO, CFO, MIFireE

PROGRESS UPDATE

- As directed, RHFD staff has met with ConFire staff to review potential financial, personnel, and service delivery impacts (pros and cons) of an annexation of the district.
- We completed a side-by-side comparison of services and deployment.
- We completed a scoring matrix to evaluate the value of annexation in numerical form.



Education Programs	CCCFPD	RHFPD
Annual fire prevention report distributed	Yes	Yes
Babysitting safety classes	No	No
Bilingual info available	Focused	No
Calling 9-1-1	Yes	Yes
Carbon Monoxide Alarm installations	Yes	No
CPR courses, BP checks	Yes	Yes
Curriculum used in schools	Yes	Yes
Exit Drills in the Home (EDITH)	Yes	During School Program only
Eldercare and safety	Yes	No
Fire brigade training	No	No
Fire extinguisher use	Yes	No
Fire safety	Yes	No
Injury prevention	Yes	No
Juvenile fire-starter program	Yes	No
Publications available to the public	Yes	Yes
Smoke alarm installations	Yes	Yes
Wildland interface education offered	Yes	No
Firewise Community Implementation Program	Yes	No
Fire Safe Council Coordinator	Yes	No
Community Evacuation Drills	Yes	No
Unsheltered Safety Program	Yes	No

SERVICE COMPARISON

Code Enforcement Activity	CCCFPD	RHFPD
Consulted on new construction	Yes	Yes
Fees for inspections or reviews	Yes	Yes
Hydrant flow records maintained	Partial	No
Key-box entry program	Yes	Yes
Perform occupancy inspections	Yes	Yes
Perform plan reviews	Yes	Yes
Sign-off on new construction	Yes	Yes
Special risk inspections	Yes	Yes
Storage tank inspections	County	County
Company Inspections (pre-plan)	No	No
International Code Council Certified Inspectors	Yes	Yes (CSG)
Exterior Hazard Control and Weed Abatement	Yes	No (Pending)
Defensible Space	Yes	No
Property Liens for Hazard Abatement	Yes	Yes
Integration with CORE Teams and Homeless Services	Yes	No

SERVICE COMPARISON

Training Competencies	CCCFPD	RHFPD
Incident Command System	ICS Series	ICS Series (Partial)
Accountability Procedures	Yes	Yes
Training SOGs	Yes	(Partial/Outdated)
Recruit Academy	Internal - Accredited Local Academy 22 Weeks	No
Specialized Rescue Training	Yes	Yes
HazMat Certifications (ERF)	Technician & Specialist	First Responder Operations
Vehicle Extrication Training	Yes	Yes
Focused Engineer Academy	Yes	No
Focused Captain Academy	Yes	No
Wildland Certifications	SI90/I30	SI90/I30
Communications & Dispatch	Yes	Yes
Truck Company Operations	Yes	No
Diversity, Equity, and Inclusion	Yes	No
Fire Boat Operations	Yes	No

SERVICE COMPARISON

Facilities & Resources	CCCFPD	RHFPD
Adequate training ground space	Yes	No
Training building/tower	Yes - three sites	Mobile
Burn room at the training building	Yes	No
Live fire props	Yes	No
Fire Control Instructors	Yes	No
Driver's course	Yes	No
Dedicated Urban Search & Rescue Training Site	Yes	No
SCBA obstacle course/CFS	Yes	No
Adequate classroom facility	Yes	Yes
Computers & simulations	Yes	Yes
EMS props & mannequins	Yes	Yes
Paramedic School Collaboration	Yes	No
Internal EMS Continuous Quality Care Nurse	Yes - two	Contractor

SERVICE COMPARISON

DEPLOYMENT ANALYSIS

- Turnout time for fire calls within 2 minutes and 20 seconds, 90 percent of the time.
 - Current RHFPD baseline performance = 76%. Current CCCFPD baseline performance = 83%
- Turnout time for EMS calls within 2 minutes and 10 seconds, 90 percent of the time.
 - Current RHFPD baseline performance = 71%. Current CCCFPD baseline performance = 81%

FINANCIAL ANALYSIS

- Annexation is cost-neutral to the RHFD taxpayers.
- ConFire will assume all assets and liabilities of the RHFD.
- Measure O and Benefit Assessment are necessary to maintain service levels within RHFD
- Five-year projection reflects some savings for ConFire from efficiencies and economies of scale
- Fiscal analysis presumes:
 - RHFD fund balance/reserves used to pay down CCCERA unfunded liability
 - CERBT funds used to pay down OPEB liability
 - ConFire costs and benefits, pension, salary schedule for RHFD employees that will be absorbed
 - Apparatus replacement plan
 - Current annual cost of RHFD retiree health benefits



Findings In Favor of Annexation

- ConFire can provide a considerably higher level of service to the community based on historical performance
- Annexation is cost-neutral to the community
- Annexation provides better career/professional development opportunities for firefighters and employees
- Meets or exceeds approximately 70% of the RHFD strategic plan Outcomes and Supporting Objectives immediately

Findings Against Annexation

- Not all current support staff employees will transition to ConFire
- Travel time for those wishing to participate in board or committee meetings "in-person" will be longer, as well as any business at Fire Headquarters. (Concord)



RHFD Options Scoring Matrix		Option A (Local)	Option C (Annex)
High = 10, Moderate = 5, Low = 3			
H	Life Safety for Community (Rescue from Fire/Cardiac Survival)	8.5	9.0
H	Health and Safety of Firefighters	8.0	9.0
H	Mitigate Liability to District (Legal/Regulation/Financial)	0.0	10.0
H	Economic Impact to Community (Business/Jobs/Insurance Premiums)	7.5	9.0
H	Impact to Environment	7.5	9.0
H	Proactive Vegetation Management/Weed Abatement	7.5	9.0
H	Fiscal Sustainability/Impact to Taxpayers	5.0	9.0
M	Professional Development Opportunities for Employees	3.0	5.0
M	Access to Special Teams (water rescue/technical rescue)	2.0	5.0
M	Extended Operations Support (Incident Management Team)	1.0	5.0
M	Public Education and Outreach	3.0	5.0
M	Public Access to Headquarters	5.0	4.0
M	Public Access to Elected Board Members	5.0	3.0
M	Emergency Preparedness Program (CWPP, LHMP, Firewise, Storm Ready Community, etc.)	2.0	5.0
L	Impact on property insurance rates for fire	2.0	3.0
L	Public Access to Board Meetings	3.0	2.0
L	Ability to attract Diversity within the Applicant Pool	1.0	3.0
L	Maintain or improve ISO Rating	1.0	3.0
Total		72.0	107.0
Total Possible		117.0	117.0

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SERVICE COMPARISON

Next Steps – If Board is in support

- Direct staff to develop a "Service Plan" that meets LAFCo standards for RHFD board review
- Direct staff to host at least (2) townhall meetings to provide the community with an overview of the proposal and answer any specific questions from stakeholders
- Coordinate another RHFD special meeting to review the findings and, with board support, vote on a resolution to annex.
- ConFire board will vote on a similar resolution.
- Both resolutions and the "Service Plan" will be submitted by ConFire as an application to LAFCo. The LAFCo process will take approximately 120 days.
- Best scenario is official annexation by July 2025 with transitional activities occurring between the time of official LAFCo approval and the annexation date.



RHFD Agency Sustainability Project 2023/2024

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