



SAN BERNARDINO COUNTY FIRE DISTRICT

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Administrative Headquarters

Mark A. Hartwig
Fire Chief/Fire Warden

James Johnstone
Deputy Chief

Don Trapp
Assistant Chief

May 20, 2015

Allen Parker, City Manager
City of San Bernardino
300 N. "D" Street
San Bernardino, CA 92418
ATTN: Fire & Emergency Service Delivery Proposal

Mr. Parker:

The San Bernardino County Fire Protection District (County Fire) submits this proposal in response to your request for proposals for Fire, Rescue and EMS services. County Fire meets and exceeds all requirements put forth by the City of San Bernardino for all risk Fire, Rescue and EMS.

County Fire currently provides full service Fire, Rescue, and EMS to over 800,000 residents in 50 cities, towns, and unincorporated communities throughout San Bernardino County.

We live our Mission Statement. Our efficiencies and effectiveness are achieved through a well-developed regional service model that shares the costs of a wide array of programs and services unique to the County Fire District. Annexation to the County Fire District also allows the County to share cost and service efficiencies with the City as a partner as opposed to billing for full costs. Our cost sheets are based on the City annexing its fire powers into the County Fire District.

Accountability to and participation in the cities and communities that we serve is part of the culture of our organization. This local sensitivity has been a hallmark of our success.

Please feel free to call with any questions or concerns related to the proposal for service.

Sincerely,

Mark A. Hartwig
Fire Chief/Fire Warden
San Bernardino County Fire Protection District

Proudly Serving:

- City of Adelanto
- Crest Forest FPD
- City of Fontana
- City of Grand Terrace
- City of Hesperia
- City of Needles
- City of Victorville
- Town of Yucca Valley

And the Communities of:

- Amboy
- Angelus Oaks
- Baker
- Baldwin Lake
- Baldy Mesa
- Barton Flats
- Big River
- Black Meadow Landing
- Bloomington
- Cedar Glen
- Crest Park
- Deer Lodge Park
- Devore
- El Mirage
- Fawnskin
- Forest Falls
- Green Valley Lake
- Harvard
- Havasu Landing
- Helendale
- Hinkley
- Iron Mountain
- Johnson Valley
- Joshua Tree
- Lake Arrowhead
- Landers
- Lucerne Valley
- Ludlow
- Lytle Creek
- Mentone
- Mt. Baldy
- Mt. Home Village
- Mt. Pass
- Mt. View Acres
- Muscoy
- Oak Hills
- Oro Grande
- Panorama Heights
- Park Moabi
- Phelan
- Pinon Hills
- Pioneer Town
- Red Mountain
- San Antonio Heights
- Searles Valley/Trona
- Sky Forest
- Spring Valley Lake
- Summit Valley

BOARD OF SUPERVISORS

Robert A. Lovingood
Vice Chair, First District

Janice Rutherford
Second District

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Curt Hagman
Fourth District

Josie Gonzales
Fifth District

Gregory Devereaux
Chief Executive Officer



I. MANAGEMENT SUMMARY

OVERVIEW OF THE ORGANIZATION

As with all large organizations, the level of management is determined by the number of processes, procedures, or circumstances. The County Fire District is made up of four (4) represented bargaining units and two (2) non-represented units, all within the structure of twelve (12) divisions, five (5) geographic and seven (7) functional that make up the organization.

The County Fire District utilizes a Contingency Theory process as the overall driving management practice. Contingency theory simply states that managers must take into account all aspects of a situation, event, or issue and act on those aspects that are key to that specific situation. This process permits the application of all leadership and management styles to be utilized throughout the organization as needed. This allows for an autocratic leadership style for emergency response and a more participative, consensus building leadership style for non-emergency issues. The ability to use all the tools of management theory and leadership style is just one of the aspects that show the success of the County Fire organization. The County Fire District management practices have worked effectively to create a successful organization.

EMERGENCY INCIDENT MANAGEMENT

The County Fire District provides all-risk emergency management, from medical aids and traffic collisions to floods and earthquakes. The County Fire District manages the second largest ambulance fleet and the largest firefighting force within the County. The County Fire District follows the guidelines of the Incident Command System (ICS) and the Standardized Emergency Management System (SEMS). These systems are modular and functional in concept and are used as the backbone for current emergency management. The County Fire District also utilizes both systems as part of the cooperative management philosophy that the District uses on a daily basis while interfacing with or assisting cooperative agencies.

MANAGEMENT STRUCTURE

The County Fire District uses a decentralized management structure for the day-to-day management of the organization. District Headquarters maintains the administrative oversight and planning of the organization while the operational aspects are seated within the five geographic divisions with each administered by a Division Chief. Each Division Chief is responsible for all administrative, operational, and emergency response functions within their respective geographic area. Within the divisions are Battalions. Battalion Chiefs provide oversight within their respective areas and are responsible for all aspects of management of the stations and personnel therein. The Captains assigned at the station level provide for individual station management, are responsible for the administration



and management of their respective company, and are the first contact to the community they serve.

MISSION STATEMENT AND CORE VALUES

The County Fire District Mission Statement clearly states the overall philosophy of our organization:

“A COMMUNITY BASED ALL RISK EMERGENCY SERVICES ORGANIZATION DEDICATED TO THE HEALTH AND WELLNESS OF THE CITIZENS OF SAN BERNARDINO COUNTY THROUGH A BALANCE OF REGIONALIZED SERVICES DELIVERY AND ACCOUNTABILITY TO THE LOCAL COMMUNITY SUPPORTED BY CENTRALIZED MANAGEMENT AND SERVICES”

The following Core Values have been adopted by both labor and management, and set the tone and direction for the commitment to the organization and to the relationship with contracting and cooperating organizations:

1. The purpose of the Operation Leadership Team process is to make the San Bernardino County Fire Department more effective as an organization.
2. The focus of our efforts is the total commitment to the **quality** of our services for our internal and external customers alike.
3. The Operations Leadership Team commits to identify current department challenges and seek **cooperative solutions**.
4. The Operations Leadership Team will continually work on building and maintaining **trust**. In turn, this value promotes **mutual respect** and **credibility** among the participants.
5. We strive to collectively **communicate a common message** that builds the Department instead of separate messages that divide and confuse the Department.
6. Our greatest strength is the relationship we have with each other. We will always work on maintaining **positive relationships** while constructively working on the issues. **We will not sacrifice a relationship for an outcome**.
7. We will always strive to reach agreement. When we reach agreement, we will follow it through to conclusion with ongoing evaluation.
8. At times, labor and/or management may “agree to disagree” on certain issues. If we disagree, it will not be designated as an Operations Leadership Team



agreement. If we cannot agree, we will strive to **resolve our differences** in order to reach an agreement.

9. Regarding Operations Leadership Team agreements, the Fire Chief has the final decision-making authority for management, and the Local 935 President has the final decision-making authority for labor.

CONCLUSION

The County Fire District is fully committed to providing the highest quality fire, rescue and EMS services by combining community based personnel with the cost effectiveness of a regional service model. We strive to be the small town community fire station wherever we serve.



II. AGENCY EXPERIENCE

SERVICE EXPERIENCE AND QUALIFICATIONS

The County Fire District is a full service, regional fire, rescue, and emergency medical service (EMS) agency, which provides all basic services and a significant number of additional resources to the communities that we serve. San Bernardino County has approximately 2.1 million residents in an area of 20,160 square miles. The County Fire District protects one of the largest regional fire service areas in California. The County Fire District responded to over 78,000 emergency incidents throughout its fire protection area during the 2013/14 fiscal year. The County Fire District is staffed with 865 employees including safety personnel, paid call-firefighters and non-safety staff servicing approximately 750,000 residents in an area of approximately 16,535 square miles. In addition to serving the unincorporated areas of the County, the District provides fire, rescue, and emergency medical service to the Cities of Adelanto, Fontana, Grand Terrace, Hesperia, Needles, Victorville, and the Town of Yucca Valley.

FIRE MANAGEMENT

The County Fire District consists of an appointed Fire Chief/Warden, one (1) Deputy Chief, one (1) Assistant Chief, six (6) Division Chiefs, and a combination of safety and civilian Division Managers/Chiefs that manage the County Fire District. Fire and Emergency Service activities are organized into four major responsibility areas: Fire Rescue Operations, Support Services, Community Safety, and the Office of Emergency Services. In addition, there are three internal service divisions: Management & Fiscal Services, Human Resources and Risk Management.

The County Fire District deploys resources based on a regional service delivery model, assigning personnel and equipment to emergency incidents without regard to jurisdictional boundaries. Regional fire protection offers the citizens a wide range of services at or below the cost of traditional fire protection. The ability to distribute the costs over a regional system allows for a greater depth of services. This regional approach translates into quality and strength, which extends well beyond the fire station. It enables the use of all administrative resources to effectively manage an emergency and provide support resources on a broader scale, increases purchasing power for major expenditures, and maximizes the use of all emergency and support resources within the County Fire District

FIRE RESCUE & EMS SERVICES

The County Fire District provides fire protection services to seven (7) cities and forty-seven (47) unincorporated communities throughout San Bernardino County. The County Fire District operates out of our administrative headquarters in the City of San Bernardino and seventy (70) fire stations in six (6) battalions, providing fire protection, emergency medical, rescue, fire prevention, hazardous materials, and emergency medical



transport services. The County Fire District's service area, which is non-contiguous and includes all parts of the County, is organized into five major geographical fire suppression divisions: Valley, Mountain, North Desert, High Desert and South Desert. The equipment used by the County Fire District has the versatility to respond to both urban and wildland emergency incidents. The County's inventory includes over six hundred vehicles; those including structural and wildland apparatus, rescue squads, patrols, ambulances, and other specialized equipment, including hazardous materials units, fireboats, snow cats, command units, air utility units, mass casualty units, urban search and rescue vehicles, fire hand crew buggies, and fire dozers.

The County Fire District operates fourteen (14) front-line Advanced Life Support (ALS) ground ambulances. The County Fire District also provides three (3) front-line Basic Life Support (BLS) transporting ambulances and one (1) Basic Life Support (BLS) boat ambulance. In addition, the County Fire District staffs forty-five (45) (ALS) Engines, Squads, or Brush Patrols every day in various communities throughout the County. The District employs in excess of two hundred (200) Paramedics and four hundred (400) Emergency Medical Technicians. We provide ambulance billing services, collection services and Privacy Officer Services. Emergency Medical Services is managed under the direction of a Division Chief and supported by a Medical Director, EMS Supervisor (Nurse), and two (2) EMS Advanced Life Support Training and Education Officers (Nurses) in addition to one (1) BLS Training and Education Officer, ensuring the highest levels of quality and service delivery.

The County Fire District provides urban search and rescue, confined space, and swift water response teams. Over sixty (60) suppression personnel are trained to the Swiftwater/Flood Rescue Technician Level, and sixty-five (65) personnel are Certified State OES Heavy Rescue Technicians. The County Fire District currently has three (3) Heavy and one (1) Medium State OES certified rescue response vehicles and staffs the State Regional Urban Search & Rescue Taskforce 6 (CA-RTF-6). The Urban Search & Rescue response and training needs are provided by a full-time suppression coordinator and supported by one of four (4) state approved training sites.

The San Bernardino County Fire District provides hazardous materials response capability within its jurisdiction through two (2) Type I response vehicles located in the two major population centers of the West Valley and the High Desert and one quick response unit in Yucca Valley. The District maintains a trained Hazardous Materials Response Team of thirty-six (36) Firefighter/Hazardous Materials Specialists in addition to the nine (9) Registered Environmental Health Specialists responding from our Hazardous Materials Division on Countywide call. The hazardous materials response and training needs are supported by a program coordinator and Certified Hazardous Materials Specialist.

The County Fire District personnel meet the standards for state certification as Chief Officers, Company Officers, Firefighter I and II or certified Volunteer Firefighters. All meet the National Wildfire Coordinating Group and the California Incident Command



Certification System requirements and many hold various positions on several Interagency Type II Management Teams. These teams when responding to emergency call outs assume the management of complex incidents of various disciplines throughout the western United States. Our personnel are certified at all levels of the Incident Command System, from Type II Incident Commanders to Field Observers. The County Fire District also supports our own Type III Management Team. This Team can manage larger or multi-day incidents without the use of outside personnel and their cost.

The County Fire District has numerous automatic and mutual aid agreements with local, state and federal jurisdictions for use and assignment of resources for daily operations and in the event of major emergencies.

OFFICE OF THE FIRE MARSHAL

The Office of the Fire Marshal coordinates all elements of the County Fire District's fire prevention and hazardous material activities, and is supervised by a Fire Marshal and a Deputy Fire Marshals. The Fire Marshal's staff works with the local cities and other jurisdictions to maintain codes and ordinances that provide a safer environment for the citizens.

Fire Prevention: The Fire Prevention Division responsibilities include enforcement of codes and ordinances, inspections of commercial buildings, fire investigations, public information and education, and special events. The County Fire District's Fire Safety Inspection Program provides annual inspections of all industrial, commercial and institutional occupancies to ensure compliance with local and state fire code regulations. Full-time fire inspectors and firefighters on engine companies perform the fire inspections. The inspectors conduct the more technical and complex inspections, monitor fire inspection work and coordinate activities with city and county building officials. Community Safety Inspectors also conduct new construction inspections, fire safety inspections, and State Fire Marshal-required inspections (including high rise, jail, board and care, and day care inspections), and enforce applicable fire codes and ordinances.

The Planning and Engineering Section works with developers, architects, and engineers to meet the fire protection requirements for buildings and developments by reviewing all architectural blueprints, development plans, and proposals submitted in the County Fire District's jurisdiction. The Planning and Engineering Section provides fire protection and engineering consultation services to the city and county planning staff for tentative tract, parcel maps, and other land use proposals, which may require fire department input. This service also includes fire department plan check and engineering review of specific risks (industrial, commercial, institutional, and multifamily dwellings) for conformance with fire code requirements and state fire and life safety regulations. Engineering also provides public and private water system expertise, along with plan checks of hydraulically calculated automatic extinguishing systems.

Arson Investigation: The County Fire District provides initial incident investigation with its first-in company officer. Engine company officers are trained to the Fire



Investigation IA level. All fires of a suspicious nature are reported to the San Bernardino County Fire District Arson Investigation Unit for criminal investigation. Members of the County Fire District, Arson Investigation Unit, investigate for cause and origin, conduct criminal investigations, and assist the District Attorney with the prosecution of cases. The County Fire District's arson investigators are members of the Fire Arson Investigation Association and California Conference of Arson Investigators.

Public Education: The Public Education Section provides comprehensive fire prevention and safety education programs to schools, businesses, community associations, child-care providers, and other members of the community. Programs include counseling intervention for juveniles identified as potential fire starters and fire safety and disaster preparedness education.

Hazardous Materials: The County Fire District, Hazardous Materials staff conduct routine inspections, operate household hazardous waste collection facilities, oversee the remediation of contaminated sites, and respond to citizen complaints. Fees, grants, and cost-recovery mechanisms fund the program. The Hazardous Materials staff also collect and provides to emergency response agencies chemical inventory information to be used in planning and responding to emergencies. They serve on the Federal SARA Title III mandated Hazardous Materials Local Emergency Planning Commission (LEPC, OES Region VI) and are responsible for writing the California Health and Safety Code-mandated San Bernardino County Area Plan for Hazardous Materials Response.

The Hazardous Material Division's Emergency Response Team provides response to, and mitigation of, hazardous materials emergencies Countywide when requested. The Division, in cooperation with the San Bernardino County Chiefs' Association, created the Interagency Hazardous Material Team. This team helps to coordinate the training and equipment of each agency so they can work together on a large incident. As the lead agency, this Division coordinates the training and cooperation of over one hundred Hazardous Materials Specialists from the twenty (20) participating fire jurisdictions.

The County Fire District's Hazardous Materials Team membership is comprised of twenty-one (21) Hazardous Materials Specialists, ten (10) of which are Registered Environmental Health Specialists. The Hazardous Materials Response staff has knowledge of specialized hazardous materials issues due to their full-time assignments in the field of hazardous materials management. This level of specialization is highly unusual in the fire service outside of major metropolitan areas.

When requested staff responds daily to incidents regardless of location and provide technical and operational support to the Incident Commander. They function in the Hazardous Materials Operations Group under the Incident Command System. This Division's call frequency is well above two (200) per year and should an incident appear to be a criminal act, the Division coordinates investigation and cost recovery with the District Attorney's Environmental Crimes Task Force.



Household Hazardous Waste: The Household Hazardous Waste (HHW) program consists of a network of HHW collection facilities located throughout the county. These facilities provide for HHW, including electronic waste management services to all county residents through agreements with the County, twenty-one cities and two towns.

The HHW program also provides fee based hazardous waste management services to Conditionally Exempt Small Quantity Generators (CESQG) of hazardous waste.

Additionally, the HHW program operates a material reuse store. Any county resident can visit the central facility and some satellite facilities, during operational hours and obtain free usable products. They can also get free 5-gallons buckets of in-house recycled latex paint at the central facility. This is different from paint and other items such as cleaners and fertilizers distributed daily at the central facility.

Program staff is involved in extensive public education activities. In addition to the website www.sbcfire.org/hazmat/hhw.asp the program publishes a four page information brochure with comprehensive information on waste minimization, used oil and filter recycling and general HHW management. The addresses for all the HHW collection facilities in the county are listed in this brochure. Staff publishes two other brochures; one on universal/electronic waste management and the other on home generated sharps management. Staff also provides educational information at several community events annually.

TRAINING & SAFETY SERVICES

The County Fire District provides a full-service Training and Safety Division under the direction of a Division Chief. The Division also manages Health and Safety, EMS, and Special Operations. The Division provides training in technical rescue, municipal firefighting, wildland firefighting, incident command system and positional training, aircraft rescue and firefighting, hazardous materials, and liquid and gas firefighting.

The Training Division operates a comprehensive drill ground and two (2) on-site state of the art classrooms at the San Bernardino International Airport. The San Bernardino County Fire District's drill ground is one of only five sites in the State of California that are certified to deliver all aspects of the State Fire Training's technical rescue curriculum. The Training Division is responsible for the training, testing, and continued certification of over two-hundred (200) Paramedics, over four hundred (400) Emergency Medical Technicians and fifty (50) State certified first responders. The staffing includes a Medical Director, two (2) Training Officers, an EMS Supervisor, two (2) Advanced Life Support Training Specialist, a Basic Life Support Training Specialist, and two (2) clerical support staff.

The Training Division provides Safety Fire Officer coverage for incidents within the County Fire District's jurisdiction. The Division Chief also oversees the administration of the Joint Powers Authority, San Bernardino Regional Emergency Training Center,



providing advanced air crash rescue training through its \$14 million high technology, live fire facility in San Bernardino. Students attending the facility are drawn from the Federal Aviation Western Pacific Region. Students from around the world have attended classes at this world-class facility.

DISPATCH & COMMUNICATION SERVICES

Our dispatching services are provided through a Joint Powers Authority (JPA) called the CONFIRE JPA, which provides Fire/EMS/Local Government dispatching, communication services; GIS based mapping services and information services.

The CONFIRE JPA was established to provide a joint centralized public safety communications system and a cooperative program of fire related functions for the mutual benefit of its members. San Bernardino County Fire District is a member of CONFIRE. The other member agencies are the Cities of Redlands, Colton, Loma Linda, Rancho Cucamonga, and Rialto. Contract services are provided to fire department serving Running Springs, Twentynine Palms, Big Bear City, Big Bear Lake, Apple Valley and for the San Bernardino County Roads Department. After hours dispatch services are provided for local government, including the County Transportation/Flood Department, County Museums, Public Health, Environmental Health and County Facilities Management.

The JPA operates the County Communications Center (CommCenter), located in Rialto, adjacent to the Sheriffs Dispatch Center. CommCenter serves as the County's Operational Area Dispatch for mutual aid coordination and response. In addition, the Center serves as the area dispatch for the Inland Counties Emergency Medical Services Agency (ICEMA), coordinating air-ambulance responses and hospital bed availability for mass casualty incidents.

The GIS services include updating Computer Aided Dispatch System with current street and address information, staff and maintain the TENS (Telephone Emergency Notification System, aka 'reverse 911'), design and update detailed fire map books for the apparatus and stations, provide incident mapping, and coordinate the County's cell phone and VoIP (Voiceover Internet Protocol) services with the 911 system.

Information Services includes Infrastructure, Desktop and Application Support. These teams provide WAN support, security, email services, LAN support, server and desktop support and software development for the member agencies.

SUPPORT SERVICES

The Support Services Division Manager is responsible for the operations of the County Fire District's Vehicle Services, Service Center/Warehouse and Facilities Maintenance.



Vehicle Services: The Vehicle Services Section is under the guidance of a Shop Supervisor and two (2) lead positions with a staff of sixteen (16) mechanics. A majority of the mechanics are ASE Certified at the Master Certified Levels, with all having an assortment of ASE certificates in both automotive and medium/heavy truck. Additionally, the County Fire District participates in the State Fire Marshal's Office, Fire Mechanics Program, with many of the mechanics having a range of Level 1 thru Level 3 certification. To assist the mechanics is a fully staffed parts room with three (3) parts room personnel.

The Vehicle Services Section develops specifications for new apparatus, as well as performing preventative maintenance, full service mechanical and pump repairs, and modifications to the County Fire District's fleet of over six hundred (600) light vehicles and heavy-duty apparatus. This includes inspecting new vehicles, maintaining automated records on all vehicles, and stocking parts for repairs and maintenance.

The Vehicle Services Section operates at the County Fleet facility in San Bernardino and also performs repairs and preventative maintenance at fire stations or in the field by utilizing mobile service trucks. The shop is certified to do the factory warranty repairs for a number of fire apparatus and ambulance manufacturers.

Vehicle Services provides additional support for the district with annual testing requirements such as: pump testing, gasoline smog testing, diesel opacity testing, ground ladder testing, aerial devices testing, gurney inspections/maintenance, and extrication tool inspections/maintenance. The mechanics provide 24-hour emergency assistance to the District's needs.

Service Center/Warehouse: The Service Center is under the guidance of a Supervisor and a staff of six (6) stockroom attendants who handle all the purchasing needs of the County Fire District. The Service Center maintains an inventory of over \$300,000 in fire and EMS supplies. The Service Center is supported by a fully computerized system that supports an electronic catalog and ordering system. The size of the County Fire District affords us considerable purchasing power and the ability to receive significant volume discounts, which we are able to pass on to our customers. In addition to meeting our purchasing needs, our warehouse provides incident support needs. Upon the request of an incident commander at both minor and major incidents logistical support including fire hose, tools, foam, gel, shade canopies, food and rehabilitation liquids.

Facilities Maintenance: Facilities Maintenance provides assistance to a majority of our stations' needs. Minor maintenance such as plumbing, electrical and other repairs are completed immediately. Other maintenance issues are coordinated with outside contractors to complete the repairs. Facilities Maintenance is readily available to assist all needs of County Fire.



OFFICE OF EMERGENCY SERVICES

The Office of Emergency Services (OES) is a division of the County Fire District and is under direction of a Division Manager. Under the Standardized Emergency Management System (SEMS) the Division functions as the lead agency for the San Bernardino County Operational Area. The primary duties include the coordination of emergency plans, interagency coordination, and coordinating disaster planning, response, and recovery efforts among twenty-four (24) cities and towns, special districts, volunteer organizations, the business community, state and federal agencies. OES chairs the Operational Area Coordinating Council comprised of representatives of the twenty-four (24) cities/towns and the County. OES readies the County/Operational Area Emergency Operations Center (EOC) and responders for disaster response.

The Division also administers federal and state grants relating to disaster response, planning, and terrorism and has coordinated multiple local (city and county), state, and federal declared emergencies over the past ten years, including fires, flooding, and earthquakes.

Additionally, the Division administers volunteer programs for the County/Operational Area, including the Emergency Communications Service (ECS), and the Community Emergency Response Team program.

Under the State's emergency services system, the County Fire Chief serves as the Operational Area Fire and Rescue Coordinator with the responsibility for coordinating, planning and response of the fire mutual aid system in San Bernardino County.

ADMINISTRATIVE SERVICES

The County Fire District has three internal administrative services divisions: Management & Fiscal Services, Human Resources, and Risk Management.

Management and Fiscal Services: The County Fire District has an integrated fiscal, budget and administrative staff to provide full service accounting, budgeting, analytical, construction and grant project management services. This arrangement meets the needs efficiently and effectively of every County Fire District regional service zone and other cities or districts that partner with County Fire for fire protection and emergency medical services. It also enables County Fire to keep our administrative costs to a minimum.

The Fiscal Division manages the day-to-day payables, receivables and year-end processing. The budget and administrative staff manage the preparation of the annual budget, contracts, board agenda items, internal/external reporting, grant research and management. Construction projects are managed jointly by fiscal, administrative staff and County Architectural and Engineering staff.



Human Resources: The San Bernardino County Human Resources Department and County Fire District Human Resources Division administratively oversees all aspects of Human Resources including labor and employee relations programs, payroll, recruitment, classification, background investigations, and benefits programs. There are four bargaining units within the County Fire District (firefighters; fire management; general fire support; and hazardous materials), as well as two compensation plans (exempt and non-represented).

During each year, the Human Resources Division conducts several suppression recruitments that provide new hire or promotional opportunities. Employees are encouraged to attend in-house Engineer, Captain, or Battalion Chief workshops to prepare for promotional exams. Human Resources also process numerous non-safety recruitments for the County Fire District.

Risk Management: The County Fire District's Risk Management services is responsible for identifying and minimizing the risks associated with daily operations. It performs the same functions as a commercial carrier, including offering property and casualty coverage, administering the County's self-insured and insured programs, processing paying claims, securing and supervising legal defense, providing loss prevention (safety) services, and providing risk reduction and cost containment services.

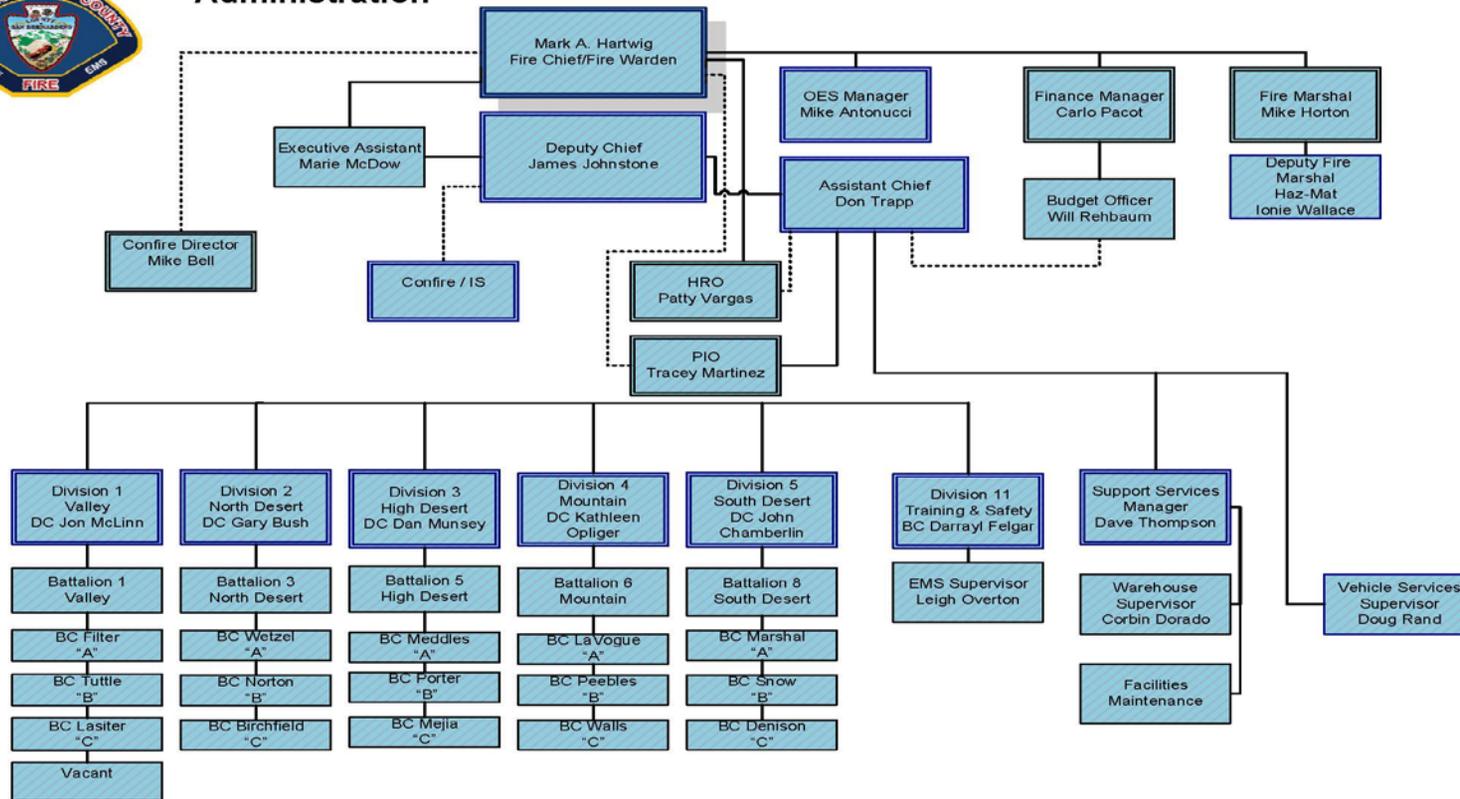
Public Information: The County Fire District has a full-time Public Information Officer to manage our public image and support a group of Field PIO's. There is also a Media Specialist to support our online content via web pages and social media outlets. They also respond to information requests from the media and community. News releases for both the emergency and non-emergency events are coordinated through this office



San Bernardino County Fire District Organizational Chart



Administration



● **DUTY**

● **HONOR**

● **COMMUNITY**



III. PROPOSAL

1. ANNEXATION

We believe the best choice for the City of San Bernardino is to fully join the County Fire District in a service sharing regional model. This is accomplished through the City of San Bernardino annexing into the County Fire District. The result would be the complete assumption of fire, rescue, and EMS services by the County Fire District for the City of San Bernardino. The process would start with a negotiation between the City and the Fire District on the base service level and the short and long term costs to provide that service. Our base costs can be seen in our service proposals. When an agreement is reached on base service and costs a LAFCO process is initiated to transfer the City's fire powers to the County Fire District. The funding amount is set as a percentage of property tax based on the process above. When complete the City will have no further funding obligations for fire protection services within the City. The County Fire District will have the obligation for service, equipment, and station replacement. Since the funding to the Fire District is based on a percentage of the City's property tax, we share in the desire for the City to succeed and prosper. The LAFCO process usually takes nine (9) to twelve (12) months to complete. We are open to establishing a contract as we move through the annexation process together.

Unlike a contract that does not allow for the use of outside funds to support, an annexation places the City of San Bernardino in our Valley Service Zone. Being part of the Service Zone allows us to plan for service to the City on a regionalized scale. This scale allows us to improve efficiency and enhance the level of service. As an example, this would allow for the use of County Station 75 in Muscoy to help cover for the closure of Station 223. Also there would never be an additional cost to the City for a large incident or specialized equipment needs.

The County Fire District may consider a request for a contract but we feel as stated above that the best long term solution for the City and the County Fire District is annexation. The City would never face a cost increase or the pressure of an employee group in the future.

2. INCIDENT RESPONSE

A. Fire Suppression

The County Fire District is a full-service organization operating seventy (70) fire stations serving approximately 750,000 citizens throughout the approximately 16,535 square miles of unincorporated territory plus seven (7) incorporated cities including Adelanto, Fontana, Grand Terrace, Hesperia, Needles, Victorville, and Yucca Valley. The County Fire District provides a full range of emergency



services including ladder trucks and elevated stream operations, fire boats for water rescues, snow cats for winter operations, heavy equipment dozers and front-loaders for flooding and earth moving, hand crews, ambulance transportation in seven (7) ambulance operating areas, paramedics on engines and ambulances, and large incident command and control capability. Our chief officers are trained to function in various ICS capacities while some participate on Interagency Management Teams. Levels of service vary in each community based on District’s available revenue. Staffing in our fire stations varies from all paid-call firefighters to two, or three, career firefighters on each fire engine.

The City of San Bernardino is located within San Bernardino County Fire’s Valley Service Zone. The Valley Service Zone currently staffs and deploys the following:

Personnel		Resources
Division Chief	1	Type I Engines
Battalion Chief(s)	6	Type III Engines
Administrative Support	3	Type VI Engines
Fire Captains	42	Ladder Trucks
Fire Engineers	42	Type I Hazmat Unit
Firefighters (PM)	54	Heavy Rescue
Firefighters	18	Squads
		Water Tenders
		Utilities
		Command Vehicles

The County Fire District would add an additional Division and Division Chief to the Valley Service Zone in all our models. We would add our current station in Mentone to the new Division (this would help reduce the cost share of the City).

B. Emergency Medical Response

The San Bernardino County Fire District is the largest provider of pre-hospital care in the County and second largest ambulance transport provider. This level of service is provided using Paramedic Engine/Truck/Squad Companies or Paramedic Ambulances depending on the need of the local communities. The San Bernardino County Fire District also has an extensive Automatic External Defibrillator (AED) program operating in 27 communities with 52 defibrillators.



C. Hazardous Materials Response

The County Fire District Hazardous Materials Division has maintained and implemented a comprehensive Hazardous Materials Emergency Response Team since 1983, which responds to all incidents associated with the release of hazardous materials or hazardous wastes throughout the County. The team is fully equipped and comprised of 10 Registered Environmental Health Specialists who are trained to the State of California Hazardous Materials Specialist level.

For individual emergencies and disasters, hazardous materials responses are coordinated through the Incident Command System, the Standardized Emergency Management System (SEMS) and the automatic aid provisions. The San Bernardino County Fire District maintains, in addition to the 10 Registered Environmental Health Specialists, two Type II Hazardous Materials Response Units. One unit is located in the West Valley and one unit in the North Desert. The units are staffed with 36, Specialist Level, members of the hazardous materials team. In addition to the Response units the County Fire District maintains 5 Decontamination Trailers located in the various divisions for quick regional response. These units provide for the rapid decontamination, and clothing of up to 500 victims for release or treatment during an emergency. Hazardous materials equipment, response, and training is coordinated through the Interagency Team concept adopted by the San Bernardino County Fire Chiefs' Association as an efficient delivery of specialized hazardous materials response throughout the County. Depending on the incident and resources available, members of the team may fill any position in the Incident Command System ranging from entry and decon personnel, team leaders, HAZMAT group supervisor, PIO, safety officer and unified incident commanders.

The Hazardous Materials Emergency Response Team is critical to civil and criminal investigations. The team provides the expert testimony, obtains and prepares and documents evidence, and conducts the sampling maintaining the Chain of Custody for any evidence collected.

The County Fire District could staff the City's Hazardous Materials Unit if upon inspection the unit is properly outfitted.

D. Rescue Operations

The County Fire District is one of California's largest Office of Emergency Services (OES) Urban Search & Rescue (USAR) local government resources. We currently deploy three (3) Heavy Rescues, and one (1) Medium Rescues. The District has also been certified by the State of California as a Regional Taskforce for USAR providing RTF-6 for response throughout the State of California. The



District currently has seventy (70) personnel trained to “Heavy” Type I response capability, and these numbers continue to grow. Additionally, nearly all of our personnel have been trained in swift-water rescue, over-the-side rescue, and other various aspects of technical rescue. The County Fire District has also taken the lead within the County in the fight against terrorism. The County Fire District has been the recipient of numerous grants from the Federal Government for terrorism preparation. We are also very active on the Terrorism Early Warning Group, the Terrorism Oversight Committee and Bio-Terrorism Operations Committee. The County Fire District is committed to expanding our capabilities in the arena of technical rescue and terrorism preparedness through equipment acquisition, the training of personnel, and the regional deployment of resources.

Urban Search & Rescue is considered a multi-hazard discipline; as it may be needed for a variety of emergencies or disasters, including earthquakes, storms and tornadoes, floods, dam failures, technological accidents, terrorist activities, and hazardous materials releases.

The County Fire District could staff the City’s Rescue Unit if upon inspection the unit is properly outfitted.

USAR Training

The County Fire District requires participants to obtain the following training before appointment to the USAR team.

- C.P.R. (8 hours)
- EMT – I (110 hours)
- Rescue Systems I (40 hours)
- Rescue Systems II (40 hours)
- Trench Rescue (16 hours)
- Confined Space Rescue Operations (40 hours)
- Haz-Mat First Responder Operational (24 hours)
- Swiftwater Technician (16) hours

E. Mass-Casualty Incident Response

The County Fire District deploys trained and experienced personnel and resources to effectively manage mass-casualty incidents (MCI). Fixed resources include eleven (11) self-contained MCI trailers stocked with medical equipment including backboards, blankets, trauma dressings, IV solutions, oxygen, triage tarps, etc, and each are designed to be towed or lifted by helicopter to the scene of a major medical incident. The MCI trailers are strategically located within each of the divisions near the likely locations of mass-casualty incidents such as the transportation corridors and remote mountain communities. The County Fire



District can also mobilize multiple ALS and BLS ambulances through existing Ambulance Mutual Aid Agreements on file with ICEMA. The County Fire District recognizes, and prepares for mass-casualty incidents in the event of an act of terrorism, natural disaster, or transportation incident.

F. Arson Investigation Services

The County Fire District provides Arson Investigation services for all areas served by the District. The County Fire Districts Investigation Bureau has six investigators with at least one supervisor assigned daily. Fire prevention inspectors who are assigned a geographical region may also respond as fire investigator. The assigned investigator along with the back-up investigator covers all investigations after hours. The investigator who performs these duties are armed Peace Officers. Their responsibility is to conduct fire investigations for cause and origin, conduct criminal investigations, and assist the District Attorney with the prosecution of cases.

Our fire investigators work in conjunction with the San Bernardino County Sheriff Department Arson and Bomb Unit on multi-agency crime scene investigations. The County Fire District Investigation Unit conducts over 500 investigations annually.

G. Major Disaster Response

The County Fire District has a proven history of managing major incidents and disasters. Unfortunately, this County has been witness to numerous Local, State, and Federal disaster declarations in the past decade. An example of major disasters managed by the County Fire District recently includes the following incidents:

- 1992 Big Bear/Landers Earthquake
- 1997 Narrows Fire
- 1999 Elliot Fire
- 1999 Turtle Fire
- 1999 Forest Falls Flood
- 1999 Willows Fire
- 1999 Hector-Mine Earthquake
- 2002 Bark-Beetle Infestation
- 2002 Arrowhead Fire
- 2002 Newcastle Disease Outbreak
- 2002 Blue Cut Fire
- 2002 Louisiana Fire
- 2003 Grand Prix Fire



- 2003 Old Fire
- 2003 Waterman Canyon/Devore KOA Flood
- 2006 Sawtooth/Heart/Millard Fire Complex
- 2007 Butler 1 / Butler II Fire
- 2007 Grass Valley Fire
- 2007 Slide Fire
- 2009 Sheep Fire
- 2010 Winter Storms
- 2011 Hill Fire

Major disaster response usually includes the activation of Incident Management Teams to effectively manage the incident, and to free-up local resources and personnel. The County Fire District is proud to have several of our personnel on Interagency Management Teams functioning as Incident Commanders, Operation Section Chiefs, Logistics Chiefs, Safety Officers, Division / Group Supervisors, Public Information Officers, GIS Technical Specialists (mapping technicians), and Helicopter Coordinators. The County Fire District is also a proud participant in the San Bernardino County Chiefs Incident Management Team. Our employees assigned to Incident Command Teams are all NWCG 310-1 Red-Card Certified (National Wildfire Coordinating Group). County Fire also has our own Type III Incident Management Team.

H. Confined-Space Operations

The County Fire District provides training to all of our suppression personnel to the Confined Space Awareness level. This level of training allows for basic confined space rescue operations and the establishment of the Incident Command System while awaiting the arrival of technical rescue team members. The majority of our personnel have obtained a higher level of training comprised of the Confined Space Rescue Operational level. The County Fire District has the capability of performing complex rescue operations using state-of-the-art rescue equipment. The County Fire District maintains and operates supplied-air breathing apparatus (SABA), intrinsically safe communications and lighting equipment, tripods for vertical entry and rescue operations, rope rescue systems, and other specialized equipment for complex confined space rescue operations.

I. Estimated Average Response Time for Incident Response

As stated in the Fire Services Deployment Study Dated June 11, 2014 by Citygate Associates the city does have a set response time goal. Response times will vary with the chosen staffing model that will be discussed with each option. The County Fire District aims to meet the National Fire Protection Association (NFPA) 1710 recommendations for the arrival of the first unit in five (5) minutes and the first alarm in eight (8) minutes but only meets this in some urban areas.



One area noted in the Citygate study was the City's average call processing time of two (2) minutes and thirty (30) seconds. Ninety percent (90%) of our calls are processed and dispatched in less than two (2) minutes and eighteen (18) seconds.

3. FIRE PREVENTION

A. Pre-development Planning

The County Fire District takes great pride in providing prompt, courteous service to ensure all phases of the proposed development or project is in compliance with laws and regulations pertaining to a certified approved set of plans. The County Fire District will assign members of the Fire Prevention Planning and Engineering Section to coordinate and participate in the development review process. This allows our personnel to convey Fire Code requirements to contractors and developers interested in developing projects within the City. The Fire Prevention Planning and Engineering personnel also review proposed developments, inspect proposed development sites, meet with City and County Building Officials, Planners and staff to make appropriate recommendations to developers.

B. Plan Submittal Review

The County Fire District Fire Prevention Planning and Engineering Section reviews all, residential, commercial, industrial, and manufacturing plans as well as tract maps for compliance with the appropriate fire and building codes as well as our local ordinances and standards. The Prevention personnel provide written comments to proposed developers and contractors pertaining to conditions and requirements for their projects and/or proposed developments. The Prevention staff is available for questions pertaining to the proposed projects or developments.

C. Development Inspection

The County Fire District will provide site inspections of all developments within the City of San Bernardino requiring such inspections. Our fire inspection personnel will coordinate and schedule inspection dates and times with the contractors and developers.

D. Post Occupancy Inspections

Pre-Fire Planning. The County Fire District performs pre-fire inspection service assessments. A County Fire District Engine company will perform these inspections through a coordinated effort with the Fire Prevention Division. Each



engine company will be given a geographical area and be required to perform these inspections and generate pre-fire planning diagrams.

Permit Inspection and Permit Issuance. The County Fire District provides annual inspections and permit issuance for occupancies as outlined in the California Fire Code and any County or City ordinances.

New Business Review. The County Fire District would perform new business occupancy inspections upon request from Land Use, Planning and Building and Safety. The expectation would be for Building and Safety to notify the Fire District when a new business is being considered for a business license.

E. California Fire and Building Code Administration

The County Fire District administers the San Bernardino County Fire Code as amended from the California Fire Code as well as State Fire Marshal regulated sections of the California Building Code. A committee was established under the direction of the San Bernardino County Fire Chiefs' Association whose sole responsibility is to monitor changes, code adoptions and prepare staff reports with recommendations to the Fire Marshal for ordinance amendments and for proper interpretation of the San Bernardino County Fire Code.

F. San Bernardino City Fire Code Administration

In the annexation process the County Fire District ordinances and fee schedule would be adopted by the City of San Bernardino.

G. Weed Abatement

The County Fire District performs vegetation risk assessments within its jurisdiction. Property owners are required to abate their property of weeds and vegetation that could create a fire hazard and pose a potential threat to adjacent properties. Property owners are given written notice to abate within a specified time frame to remain in compliance. The County Fire District usually works with the local Code Enforcement to gain voluntary compliance. If voluntary compliance is not obtained, there is an administrative citation process and a property lien process available depending on how compliant the property owner wishes to be. Generally, voluntary compliance has a high success rate in reducing neighborhood fire risk associated with vegetation management.

H. Fire Investigations

The County Fire District provides fire/arson investigative services and Fire Code law enforcement for all areas served twenty-four (24) hours per day. Fire



Investigators are sworn Peace Officers and Reserve POST certified investigators. The County Fire District also participates with the San Bernardino County Arson Task Force (SBCATF) under a cooperative agreement. The SBCATF provides additional investigations services for large scale and difficult to manage investigations without additional costs to jurisdictions.

I. Public Education and Special Events

Public education and special event management is provided through the Community Safety Division with trained Fire Prevention Specialists. Our public education programs include education for kindergarten through twelfth grade. The Juvenile Fire Starter Intervention program and customized program delivery for senior citizens.

Special event management incorporates all large venue events such as California Speedway and San Manuel Amphitheater as well as specialized management for individual jurisdictions events. Special Events Unit provides permitting and inspection services for all special events within County Fire service area.

4. DISPATCH/COMMUNICATIONS

The County Fire District would transition the City of San Bernardino to Confire JPA (CommCenter) Dispatch Center located in Rialto. The County Fire District will continue the use of the trunked Motorola 800 MHz radio system for all apparatus and staff vehicles and the County 900 MHz paging system. The Confire system also provides Automatic Vehicle Locators (AVL), Mobile Data Computer (MDC), and WiFi hotspots on all units to support the latest generation of Computer Aided Dispatch (CAD) and support. The Confire system dispatches the closest available unit by using the call location and real time AVL information to determine the closes unit. The MDC's provide call details, mapping and pre-plan information. Patient Care Reports are generated on tablet computers that are linked through the WiFi hotspot to the call data.

Confire is also a certified provider of Medical Priority Dispatch System (MPDS). This system is a medically approved, unified system used to dispatch appropriate aid to medical emergencies including systematized caller interrogation and pre-arrival instructions. MPDS starts with the dispatcher asking the caller key questions. These questions allow the dispatchers to categorize the call by chief complaint and set a determinant level ranging from A (minor) to E (immediate life threatening) relating to the severity of the patient's condition.

We can then alter the response based on the determinant level. We use this approach in the City of Fontana. Two (2) person squads respond to A and B level calls without an engine company. This approach accomplishes two goals, ensuring a response and evaluation to all 911 calls for service regardless of the status of the for-profit ambulance



company and keeps the engine companies available and in their areas for the higher level calls. We believe the City would be best served with two (2) squads in the core of the city to run the low severity medical aid calls.

The Confire JPA provides the network connectivity for all San Bernardino County Fire Stations to allow for system inter-action of various County Fire District programs and management tools. Frame relay circuits will be installed at the existing fire station to connect to the Confire infrastructure.

5. ADMINISTRATION

A. Liaison to the City Manager

The Fire Chief of the San Bernardino County Fire District will assign a Division Chief as the Fire Chief for the City of San Bernardino. The Division Chief shall act as liaison to the City Manager regarding fire protection issues and will be available to act as Fire Chief for the City.

B. Meeting Attendance

The assigned Division Chief will attend all meetings as requested by the City. He/she will also attend City Council meetings as the City Fire Chief and make appropriate reports on the activities of the Fire District.

C. Reports & Records

The County Fire District maintains a variety of records that are typically maintained by fire departments. These records include, but not limited to, emergency responses, company inspections, facility and equipment safety inspections, equipment repairs, employee time reports, etc. Quarterly staff reports, review and adoption of related codes, and other related reports requested by the City and/or City Manager will be provided in a reasonable time-frame that is mutually agreed to by both parties.

D. Fire Complaints and Public Information

The County Fire District fully understands the need for positive community relationships, which is a major theme for this organization. We serve numerous communities throughout the County of San Bernardino, each expecting superior customer service and responsive complaint resolution. Additionally, listed at the beginning of this proposal is our Mission Statement, which is the foundation of our organization and would be applied equally in the City of San Bernardino. Information requested through the Public Information Act is readily available through our division headquarters or fire department administrative headquarters.



The County Fire District has an established fee schedule and members of the public wishing copies of documents are subject to the appropriate fees.

E. City of San Bernardino Identity

County Fire District staff will work with the City Manager or his designee to maintain the history and identity of the San Bernardino City Fire Department as much as possible. This could entail, but not limited to equipment identification, telephone answering, fire station signage, reports and records. The customer service philosophy is centered on meeting the needs of the customer in the shortest reasonable timeframe, without numerous referrals or transfers to other inter-departmental agencies, and mostly being courteous, polite, and helpful in every manner.

F. Financial Management

The County Fire District can provide the City of San Bernardino financial reports whenever requested. County Fire will work with the City to provide these reports in an acceptable format and include any reasonably obtainable information.

6. FACILITIES AND EQUIPMENT

A. Buildings

All buildings and property of the San Bernardino City Fire Department would become property of the County Fire District through the annexation process as coordinated by LAFCO. The County Fire District would be responsible for all future maintenance, repairs and replacement of fire facilities in the City of San Bernardino.

B. Equipment

All vehicles and equipment on the vehicles or in the facilities of the San Bernardino City Fire Department would become property of the County Fire District through the annexation process as coordinated by LAFCO. The County Fire District would be responsible for all future maintenance, repairs and replacement of vehicles and equipment in the City of San Bernardino.

Miscellaneous Equipment

All miscellaneous equipment on the vehicles or in the facilities of the San Bernardino City Fire Department would become property of the County Fire District through the annexation process as coordinated by LAFCO. The County



Fire District would be responsible for all future maintenance, repairs and replacement of all fire equipment in the City of San Bernardino.

7. MISCELLANEOUS

A. Assumption of Existing Personnel

The County Fire District will assume **all** San Bernardino City Fire Department suppression employees that meet the qualifications outlined. The number and types of non-suppression positions that the County Fire District will assume will be dependent on the service model chosen by the City and the qualifications of the employees.

The City of San Bernardino Fire Department personnel will be hired and assigned at the discretion of the County Fire District upon successful completion of the County Fire District's pre-employment process. No current City of San Bernardino Fire Department employee will be offered a position higher than the rank of Captain. All hired employees will be required to maintain all appropriate licenses/certifications/registrations for the job to which they are assigned.

The County Fire District will require City of San Bernardino suppression employees to complete a pre-employment suppression background check packet, undergo a pre-employment physical, drug test, a Department of Justice (DOJ) criminal check, and a review of their City of San Bernardino personnel file prior to final selection and hiring. Furthermore, any employee who has worked for the City of San Bernardino for less than two (2) years will be subject to a more extensive background check process to include, but not limited to, a review of their personnel file with their last two (2) previous employers prior to being hired with the City of San Bernardino. The City of San Bernardino agrees to assume all liability for employees with pre-existing medical conditions due to occupational injuries during the remainder of the employees' career. The City is also liable for any and all unfunded retirement liability prior to the employees starting with the County Fire District.

All hired City of San Bernardino employees will be placed at the County Fire District salary range and step that is closest in pay to the City of San Bernardino Fire Department current salary range and step. All hired employees will be assigned to the retirement system associated with the County Fire District's classifications, and will be eligible to compete for future promotional opportunities within the County Fire District as soon eligible. For promotions requiring time on the job or in a rank all San Bernardino City Fire Department time will count towards that requirement.



City of San Bernardino non-safety personnel that are being considered for employment with the County Fire District will require further examination of their experience, qualifications and certifications. The number of non-safety personnel that are offered employment with the County Fire District will be determined by the qualifications of the employee and available positions within County Fire. We will offer at least the number of positions that are in the chosen service model to current City employees.

All safety personnel becoming employees of the San Bernardino County Fire District in the classification of Captain, Engineer, and Firefighter shall be covered by the provisions of the current Memorandum of Understanding with the International Association of Firefighters (IAFF), Local 935. All other employees will be designated to the appropriate bargaining unit, if applicable.

All hired suppression employees shall maintain their City of San Bernardino Fire Department seniority date (hire date) for the purposes of determining station assignment and shift (if applicable), and leave accrual rates (based on the "Leave Provision" article of the MOU or applicable Compensation Plan). In addition, employees shall maintain their city service date for any future negotiated benefits. Employees will not be required to serve a probationary period. However, employees on probation at the inception of the annexation shall remain on probation for up to one (1) year following their employment with the County Fire District. Employees will receive service credit for time served in the probationary classification while employed with the City of San Bernardino. In the event of a layoff, the layoff provision provided in the Personnel Rules for the Board-Governed Special Districts shall be followed. The layoff order shall be based on employees hire date with the County Fire District.

The City of San Bernardino agrees that all affected employee leave balances (sick leave, vacation, holiday, etc.) will remain the responsibility of the City of San Bernardino in accordance with their current employee contracts and/or rules and regulations. Should the annexation be reversed, the City of San Bernardino agrees to assume all personnel who became County Fire District employees as part of the annexation process.

B. Worker Compensation Insurance

(See Attachment 1)

C. Vehicle and Liability Insurance

Vehicle ownership along with vehicle liability insurance shall be transferred to the County Fire District. (See Attachment 1)



D. Training and Safety Division

Division Structure

The Training / Special Operations Division operates under the direction of a Division Chief responsible for the operation of Emergency Medical Services, Health and Safety, Training and Special Operations. Clerical support for the Division is provided by a Staff Analyst and Office Assistant assigned fulltime. Two (2) full time Training Officers support the San Bernardino County Fire Districts training functions. Four (4) additional personnel are assigned to the Emergency Medical function providing Quality Improvement, continuing education, system monitoring and medical services training functions. Emergency Medical Services also contracts for a Medical Director who provides additional E.M.S. training, scopes of practice, drug licenses, and quality review. The Division also maintains a Risk Management Specialist. This position provides training in general safety, and monitors various safety programs such as the Respiratory Fit Testing Program, Driver Training, and Risk Assessment / Management. Each Division within the District has a Training and Safety Battalion Chief; this is an administrative function of existing personnel within each Division that allows for information transfer and accountability throughout the organization.

Specialties

The Training Division offers full service delivery of training in all aspects of emergency services including Emergency Medical Services, Terrorism, Community Preparedness / Training, Technical Rescue, Municipal Firefighting, Wildland Firefighting / Incident Command System and Positional Training, Aircraft Rescue and Firefighting, Hazardous Materials, and Liquid and Gas Firefighting. The Training Division also provides Safety Officer coverage for incidents within the County Fire District.

Emergency Medical Services

The County Fire District provides continuing education units to maintain Paramedic and Emergency Medical Technician certification in station. The Division offers advanced courses and specialized courses as needed. The District provides an EMS Quality Assurance Program and Quality Improvement Training Modules. The District provides and maintains a Controlled Drug Prescription monitoring program through the Medical Director. Citizen C.P.R., Emergency Medical Technician, and Advanced First Aid courses are offered to the public as well as the District. A Nurse supervises the Emergency Medical Services operation. The Supervisor is supported by three (3) additional personnel assigned



to the Emergency Medical Services operation and provides the Medical Services, quality assurance, training, education and certification function. Emergency Medical Services also contracts for a Medical Director who provides additional E.M.S. training, advanced services and controlled drug prescription monitoring. The EMS services also include the management of medical records and Privacy Officer Services for County Fire EMS Operations.

Terrorism

The County Fire District offers courses in Terrorism Awareness, Terrorism Operations for the Fire Service, Terrorism Operations for the Company Officer, Terrorism Decontamination, Terrorism Emergency Medical Operations and Terrorism HAZMAT Operations. The District also provides many applicable topics under the Hazardous Materials subject area. The County Fire District has participated on several National Committees for the fire service regarding terrorism training for the U.S. Fire Administration, the Department of Homeland Security, the FBI, and the State and local Health Departments. The County Fire District Training Division maintains a position with the Terrorism Early Warning Group (Joint, Riverside and San Bernardino County) and the Terrorism Working Group (San Bernardino County); the District is also represented on the Terrorism Oversight Committee (Joint County) and provides a certified Terrorism Liaison Officer interfacing with various law enforcement agencies.

Community Preparedness / Training

The County Fire District provides regular citizen CPR classes on a monthly schedule, the District also provides CERT Training for communities and Emergency Medical Technician I training through the local Colleges for the general public. The Training Division supports the High School Explorer Programs and maintains eleven (11) active posts; the Division takes an active role each year in the Regional Fire Explorer Leadership and Fire Academy. The Training Division also assists several high school ROP programs with tours, instruction, field trips and demonstrations. The District also provides many fire prevention and Public Education programs.

Technical Rescue

The County Fire District delivers a full complement of Technical Rescue courses. The District maintains a State Certified drill ground complete with hands on simulators and props for all disciplines in the field of technical rescue. The District has, on-staff, State Certified Senior Instructors for all Technical Rescue classes. Courses and certifications offered by the District are: Confined Space Awareness, Confined Space Operations, Trench Rescue, Low Angle Rope Rescue, High Angle Rope Rescue, Rescue Systems I, Rescue Systems II, Auto



Extrication, Swift Water Awareness, and Swift Water Technician Training. The District maintains Three State Certified Heavy Rescues, and One State Certified Medium Level Rescue units. The Fire District maintains and operates a State Certified USAR Taskforce (Taskforce 6) to be utilized in large incidents within the County as well as deployment through the State Mutual Aid System. The state of the art drill ground is only one of five certified by the State of California in all Technical Rescue venues. The Training Division is a member of the County Urban Search and Rescue Committee of the San Bernardino County Fire Chiefs' and hosts many of the countywide drills.

Municipal Firefighting

The Training Division provides training in all aspects of structural firefighting. The District curriculum in part is as follows: Rapid Intervention Crew Training, Firefighter Survival, Fire Control I, II, and Live Fire Control III Training using several Live Fire Simulators located at the Training Center, Vehicle Fire Training using additional Live Fire simulators at the Training Center, LPG and Oil Fire Training utilizing portable Live Fire simulators and fixed Live Fire simulators at the Training Center, Small Aircraft Rescue and Live Fire Training using Live Fire simulators at the Training Center. The Training Division maintains in excess of 150,000 dollars of dedicated tools and equipment for training purposes and has one (1) Type I engine, one (1) Type II engine, one (1) Type III engine and one (1) Tiller Truck dedicated to the Division for training purposes. The District assures availability of all Level One and Level Two State Classes and provides Emergency Vehicle Operations classes (Driver Training). The District also provides driver licensing training. The full series of ICS Command Classes are provided by the Training Center. Firefighter EMS needs and Hazardous Material training needs are addressed in other subject areas. Promotional education for the positions of Engineer and Captain are provided for by Promotional Workshops. The District provides a fourteen-week tower for new hires and has an active role in the Crafton Hills Fire Academy by providing the drill ground, props, instructors, and technical assistance for the Academy. The District also takes an active roll in the Victor Valley College Academy providing equipment and instructors for several parts of their program including the wildland live burn.

Wildland Firefighting / Incident Command and Positional Training

The County Fire District has adopted the California Incident Command Certification System (CICCS) as the training and positional certification standard for the District. The Training Division delivers, by State Certified Instructors, all wildland curriculums outlined in the CICCS guidelines. The Training Division provides Basic and Advanced Wildland Firefighter Certification Training as well as all Positional Training outlined by the National Wildfire Coordinating Group (NWCG) and CICCS. The Division maintains a cadre of instructors holding



current or past positions on several State and Federal Incident Management Teams and brings many years of valuable experience to the students. Incident Command Training is offered at all levels from ICS 100- 400, SEMS Training and Positional Training for Emergency Operations Centers are also available. The Training Division is represented on the Operational Area CICC review Committee for ICS position certification.

Aircraft Rescue and Firefighting

The Training Division delivers training in Aircraft Rescue and Firefighting (ARFF) at the Training Center utilizing onsite Live Fire Simulators and fixed non-fire props such as the 737 cut away evacuation trainer and a full size 737 located at the training center. The 14 million dollar state of the art Training Center is certified to provide index A-E annual certification for airport firefighters and delivers the State Fire Control 5 (ARFF) class as well as customized aircraft crash rescue curriculum utilizing two “smart classrooms”. The County Fire District is partnered with the City of San Bernardino, and the Valley College District in a Joint Powers Authority (JPA) to operate the FAA Western Pacific Regional ARFF Training Center. The facility will offer many opportunities for municipal departments to train in a state of the art environment in such subjects as Disaster Management, Incident Command, Aircraft Firefighting, and Off Road Vehicle Driver Training to mention a few.

Hazardous Materials

The Training Division offers a full range of Hazardous Materials curriculum. The instructors and curriculum are approved and certified by the California Governors Office of Emergency Services, California Specialized Training Institute and by the Office of California State Fire Training. The full range of classes are offered by the Training Center and include: Hazardous Materials Awareness, Hazardous Materials Operational, Hazardous Materials 1A, 1B, 1C, 1D Technician, and Modules F and G Specialist, Radiological Training, Drug Lab Awareness and Operations classes. The District maintains a drill site at the Training Center for hazardous material training. The District maintains a position in the San Bernardino County Hazardous Materials Responders Association and hosts many countywide drills. See section on Hazardous Materials for additional information.

Flammable Gas and Liquid Firefighting

The Training Division offers State certified training in Flammable Gas and Liquid Firefighting (Fire Control 4A and 4B). This training can be delivered on site utilizing our trailer transported five-prop system. Two State Certified instructors provide the training. Advanced skills in Flammable Gas Firefighting are offered at the Training Center utilizing two additional fixed, live fire props.



Safety Officer Coverage

The Training Division provides on-call qualified Safety Officers 24/7 to respond to high risk, or complicated operations as part of the command team. The Safety Officers also respond as accident investigators for in-depth study of adverse events.

E. Special Operations

The Training Division also supports our special operations. Special Operations includes our Fire Camp in Devore that operates our two (2) paid Hand Crews and four (4) inmate Hand Crews along with our two (2) Fire Dozers. Special Operations also supports our All Risk Helicopter Operations in partnership with the Sheriff's Department.

F. Subcontractors

The San Bernardino County Fire District does not intend to subcontract this agreement or any portion contained within it.

G. Term of Agreement

The San Bernardino County Fire District's annexation proposal has no expiration or end date.

H. Commencement

The San Bernardino County Fire District would be willing to work with the City of San Bernardino and LAFCO on the annexation process and is ready to provide service at any agreeable commencement date.



IV. COST DATA

The County Fire District's base proposal closely replicates the City of San Bernardino's current level of service. In addition we have included two (2) alternate proposals based on the understanding of the City's desire to control costs and look for alternate service models. All three service models serve the City through ten (10) stations with the continued closure of Station 230 and the closure of Station 223. As stated in the Citygate Study, Station 223 is best suited for closure and in our annexation model we would serve a lot of the area from Station 75 in Muscoy. The call volume and size of the City make further station closures very difficult. Prior to the current fiscal situation the City operated with fifty-three (53) firefighters on the floor each day. As also stated in the Citygate Study the City was not over staffed at that time. Our proposals are between thirty-two (32) and thirty-eight (38) firefighters on the floor each day and we feel comfortable with that service level within the annexation model that allows for the support from our nearby resources. Any further reduction would cause serious response time increases and hamper the ability to have an effective response force. These costs have been established to provide the review committee an objective comparison of staffing and depth of services that could be provided. Our costs have been developed through an in-depth analysis of the service level requested and applying our wage and benefit packages, internal support needs, and basic operational and maintenance (service & supplies) costs. **There was not enough time allotted for an in depth review of the status of the City's equipment, stations, and supply use. Upon further review, some costs may need to be adjusted or a startup fee assessed.**

Oversight is provided by the creation of a new Division in our Valley Service Zone. We would staff an office (Station 221) with a Division Chief, Staff Analyst, and Office Assistant. The daily Battalion Chief would be backed up by one of our Battalion Chiefs in the Fontana or the High Desert area for large or multiple incidents in the City. In our model, the Battalion Chief has far fewer administration duties and can concentrate on managing the suppression force. Items such as managing dispatch, writing specifications, purchasing equipment, and warehousing are all supported and managed by other folks.

We do not show a cost for Fire Prevention Staff as the County Fire model would have prevention costs match revenue charged for services. We also do not show dispatch personnel as our dispatch cost includes personnel.

MEMORANDUMS OF UNDERSTANDING/COMPENSATION PLANS

All copies of Employee MOU's (International Association of Firefighters Local 935, Fire Management, Exempt Management, Non-Represented Unit, San Bernardino Public Employee Association – General Fire Support) are included within the Attachment section (See Attachments 4-8)



FACILITIES AND EQUIPMENT

The County Fire District will take ownership of all stated facilities and all vehicles upon the completion of the annexation.

EQUIPMENT AND STATION REPLACEMENT FUND

The County Fire District would establish a capital replacement program for the City of San Bernardino to replace equipment and stations as needed.

The County Fire District recommends the vehicle replacement program be based on an age replacement schedule. It should be noted that some vehicles might need replacement sooner while others may be extended depending on the usage of the vehicle. Again, this program is a recommendation and may be adjusted to meet the County Fire District’s available funding and replacement policies. The San Bernardino County Fire District recommends the following vehicle and apparatus replacement schedule:

- Engine 20 years (10 to 12 years frontline / 8 to 10 years reserve)
- Ladder Truck 20 years (10 to 12 years frontline / 8 to 10 years reserve)
- Water Tender 20 years
- Brush Engine 20 years
- Squad 7 years (5 years frontline / 2 years reserve)
- Staff Vehicle 7 years
- Command Vehicle 7 years (5 years frontline / 2 years reserve)

Until a full evaluation of the status of the City’s vehicles and stations can be performed we can only estimate the needs for the replacement fund. We estimate at this time that we would need between 1.4 and 2.0 million dollars per year to fund equipment and station replacements into the future.

Base Proposal, Current Suppression Service Level:

This proposal provides for the equivalent level of service currently being delivered by the City of San Bernardino Fire Department. We would move the squad from Station 223 to the high medical aid area at Station 226. The ten (10) identified fire stations would be staffed daily with thirty-eight (38) full-time employees; twelve (12) captains, twelve (12) engineers, thirteen (13) firefighter/paramedics, and one (1) firefighter assigned to ten (10) engine companies, two (2) truck companies, and one (1) squad. Each unit would provide Advanced Life Support (paramedic) services and the fire stations will be supervised by one (1) Battalion Chief who will be on-duty twenty-four (24) hours per day, seven days per week and respond to all incidents requiring a Chief Officer within the City of San Bernardino. This is a 28% reduction in floor personnel from prior to the recession.

The annual projected cost for this Current Service Proposal, exclusive of equipment or station replacement, and any one-time start-up costs is: **\$27,244,296**

BASE PROPOSAL - CURRENT SERVICE

<u>Position</u>	<u>#</u>	<u>\$</u>	<u>\$</u>
Division Chief	.93	284,648	264,723
Battalion Chief	2.8	239,884	671,675
Captain	36	204,177	7,350,372
Engineer	36	181,475	6,533,100
Firefighter/PM	39	156,870	6,117,930
Firefighter	3	150,670	452,010
Office Assistant II	.93	57,652	53,616
Staff Analyst I	.93	88,885	82,663
Total Personnel Costs	120		21,526,089
Station Expenses			2,101,250
Service / Supplies / Dispatch / MIS			2,485,048
Overhead / Support			1,131,909
Total Operating Expenses			7,718,207
Total Personnel and Operating			27,244,296

- Station 221 – Engine, Truck
- Station 222 - Engine
- Station 223 - CLOSED
- Station 224- Engine, Truck
- Station 225 - Engine
- Station 226 - Engine, Squad
- Station 227 - Engine
- Station 228- Engine
- Station 229- Engine
- Station 230 - CLOSED
- Station 231 - Engine
- Station 232 - Engine

Alternate Proposal #1:

This alternate proposal provides for a decreased level of service from what is currently being delivered by the City of San Bernardino Fire Department. The ten (10) identified fire stations would be staffed daily with thirty-five (35) full-time employees; eleven (11) captains, eleven (11) engineers, twelve (12) firefighter/paramedics, and one (1) firefighter assigned to ten (10) engine companies, one (1) truck company, and one (1) squads. Each unit would provide Advanced Life Support services and the fire stations will be supervised by a Battalion Chief who will be on-duty twenty-four (24) hours per day,



San Bernardino County Fire Protection District

City of San Bernardino RFP for Fire Protection Services

seven days per week and respond to all incidents requiring a Chief Officer within the City of San Bernardino. This proposal closes one truck company. We feel that this is the best next step to further reduce cost. As in the first proposal we would close Station 223 and move the squad downtown. Our first future goal would be to add an additional squad to run the high volume of low priority medical aids in the core of the City. This plan would use the Priority Dispatch Program to reduce the call volume for the engine companies and keep them available in their areas for major emergencies. This proposal is a 34% reduction in floor personnel from before the recession.

The annual projected cost for Alternate Proposal #1 exclusive of equipment or station replacement, and one-time start-up costs is: \$25,331,686

ALTERNATE PROPOSAL #1

Position	#	\$	\$
Division Chief	.92	284,648	261,876
Battalion Chief	2.76	239,884	662,080
Captain	33	204,177	6,737,841
Engineer	33	181,475	5,988,675
Firefighter/PM	36	156,870	5,647,320
Firefighter	3	150,670	452,010
Office Assistant II	.92	57,652	53,040
Staff Analyst 1	.92	88,885	81,774
Total Personnel Costs	111		19,938,640
Station Expenses			1,927,510
Service / Supplies / Dispatch / MIS			2,419,960
Overhead / Support			1,045,576
Professional Services			
Total Operating Expenses			5,393,046
Total Personnel and Operating			25,331,686

- Station 221 - Engine, Truck
- Station 222 - Engine
- Station 223 - CLOSED
- Station 224- Engine
- Station 225 - Engine
- Station 226 - Engine, Squad
- Station 227 - Engine
- Station 228- Engine
- Station 229- Engine
- Station 230 - CLOSED
- Station 231 - Engine
- Station 232 - Engine

Alternate Proposal #2:

This option provides for an additional decreased level of service from what is in Alternate Proposal #1. The ten (10) identified fire stations would be staffed daily with thirty-two (32) full-time employees; ten (10) captains, ten (10) engineers, eleven (11) firefighter/paramedics and one (1) firefighter assigned to nine (9) engine companies, one (1) truck company and one (1) squad. Each unit would provide Advanced Life Support services and the fire stations will be supervised by a Battalion Chief who will be on-duty twenty-four (24) hours per day, seven days per week and respond to all incidents requiring a Chief Officer within the City of San Bernardino. This option reduces an engine and truck company from the current staffing model. This model would have one station staffed with a truck company and a squad without an engine. This proposal represents the lowest staffing level that the County Fire District feels that the City should consider. We are open to discussions of other staffing models but feel that thirty-two (32) firefighters per day is the minimum safe staffing. This is a 40% reduction in floor personnel from before the recession.

The annual projected cost for Alternative Proposal #2 exclusive of one-time start-up costs is: **\$23,470,897**

ALTERNATE PROPOSAL #2

Position	#	\$	\$
Division Chief	.91	284,648	259,030
Battalion Chief	2.73	239,884	654,883
Captain	30	204,177	6,125,310
Engineer	30	181,475	5,444,250
Firefighter/PM	33	156,870	5,176,710
Firefighter	3	150,670	452,010
Office Assistant II	.91	57,652	52,463
Staff Analyst 1	.91	88,885	80,885
Total Personnel Costs	102		18,245,542
Station Expenses			1,927,510
Service / Supplies / Dispatch / MIS			2,338,600
Overhead and Support			959,245
Total Operating Expenses			5,225,355
Total Personnel and Operating			23,470,897

Station 221 – Engine
 Station 222 - Engine
 Station 223 - CLOSED



San Bernardino County Fire Protection District

City of San Bernardino RFP for Fire Protection Services

Station 224- Truck, Squad

Station 225 - Engine

Station 226 - Engine

Station 227 - Engine

Station 228- Engine

Station 229- Engine

Station 230 - CLOSED

Station 231 - Engine

Station 232 - Engine



ATTACHMENTS

- Attachment 1** REQUEST FOR PROPOSALS To Provide Fire, Emergency Medical First Response and related Emergency Services
- Attachment 2** CITY OF SAN BERNARDINO RESPONSIBILITY QUESTIONNAIRE
- Attachment 3** County of San Bernardino – Board Governed Special Districts – Schedule of Insurance Coverage
- Attachment 4** Memorandum of Understanding – San Bernardino County Fire District (CSA 70), and San Bernardino County Professional Firefighters, IAFF, Local 935
- Attachment 5** Memorandum of Understanding – San Bernardino County Fire District, and Fire Management Unit (Battalion Chiefs)
- Attachment 6** Memorandum of Understanding – San Bernardino County Fire District and San Bernardino Public Employees Association (General Fire Support)
- Attachment 7** San Bernardino County Fire District/Special Districts - Non-Represented Employees Compensation Plan
- Attachment 8** San Bernardino County Fire District – Exempt Compensation Plan



REQUEST FOR PROPOSALS

To Provide Fire, Emergency Medical First Response and related Emergency Services

The City of San Bernardino (City) is considering a variety of options to provide future fire, EMS and emergency services to its residents and businesses effective sometime during 2015 or early 2016. The City is interested in exploring all viable alternatives for these services, in particular alternatives that will provide a high standard for fire and emergency services while also addressing concerns of safety, ability to pay, cost containment, service efficiency and continued cooperation with surrounding jurisdictions. The City anticipates entering into a ten- year agreement for services.

Scope of Services

The City of San Bernardino is seeking capable agencies to provide a full array of fire, emergency medical, and other emergency and non-emergency services. Such services may include, either in part or full:

- Fire suppression - **Yes**
- Vehicle and technical rescue - **Yes**
- Hazmat response - **Yes**
- Emergency medical response (ALS and BLS), support and training - **Yes**
- Training and personnel development - **Yes**
- Emergency management - **YES**
- Code enforcement, building plans review and inspections - **Yes**
- Investigations - **Yes**
- Public education **Yes**
- Fire administration and support to include: time and attendance reporting; fire and EMS records management; IT; human resource management - **Yes**
- Incident command - **Yes**
- Fleet management - **Yes**
- Fire dispatching - **Yes**

For each agency submitting a proposal, the following are considered mandatory:

- The ability to function under the auspices of the San Bernardino Countywide Communications Center and protocols. - **Yes**
- The ability to function under the Countywide Medical JPA and Automatic Aid Agreement protocols. - **Yes**
- The ability to provide advanced life support service (ALS) within the requirements of the San Bernardino County Health Department, Medical Director, and protocols. - **Yes**



- The ability to provide a medical Continuous Quality Improvement (CQI) program and to provide special training and support for emergency medical service (EMS) personnel. - **Yes**
- The ability to serve as a critical element within the City's emergency response system and provide command staff during a major emergency. - **Yes**
- The ability to provide all related supplies and services and to account for all such supplies and services provided to the City. - **Yes**
- The ability to comply with all state and federal laws and regulations pertaining to fire and EMS services. - **Yes**

Fire administration and support - Services provided under this option are to include the full array of administrative and support activities to include budget administration, records management, incident reporting, quarterly data analysis of emergency and non-emergency activities, personnel administration, cost accounting and other services necessary to administer a full-service emergency service system. The successful proposer is also expected to attend City of San Bernardino meetings and represent the City's interests at other meetings regarding emergency response Issues. - **Yes**

Training - Services provided under this option are to include the full array of training, personnel development and evaluation needs to meet the entire slate of operational objectives required for San Bernardino. - **Yes**

Emergency management and support - Services provided under this option are to include the full array of emergency preparedness planning and training to the City and its employees. The capability and cost to represent the City at fire and emergency related meetings and community activities including attendance at Common Council and other staff meetings, school programs, service clubs and the business community are also to be provided. - **Yes**

Fire prevention and code enforcement - Services provided under this option are to include the full array of fire prevention and code enforcement services. Activities to be performed by the fire prevention and code enforcement division are to include:

- wildland urban interface inspections and enforcement - **Yes**
- state and local mandated fire and life safety inspections - **Yes**
- plan checking - **Yes**
- new construction inspection - **Yes**



- builder consultation - Yes
- coordinate and manage inspections by station personnel - Yes
- develop and provide public education services to targeted audiences; coordinate public education activities with station personnel - Yes
- fire cause and origin determination and investigation of fires within the City; coordinate activities with the local police agency - yes
- provide and coordinate CERT training to the community - yes
- serve as part of the command staff within the City's emergency operations' center - Yes
- inspection, clearance and issuance of fire permits - Yes
- collection and remittance of collected fees to the City – **No – Collected fees would offset the cost of fire prevention. We operate our fire prevention services on cost neutral bases. Our proposals show no cost for fire prevention personnel because we would collect the fees to offset their cost.**

Hazmat response - In addition to the services listed above, proposals must include hazmat response services. Each person assigned must be a qualified hazmat technician or specialist. – Yes, we can staff a Haz-Mat unit with qualified personnel.

Fire fleet maintenance - As referenced, the City is considering contracting for fleet maintenance services. The City would be interested in reviewing proposals which provide for fire fleet maintenance either via contractor resources or using another independent contractor. – Yes, our proposals include all vehicle maintenance done at our fleet facility in San Bernardino.

Pricing - All proposals shall include pricing details for each option proposed. Such detail will include the cost of personnel salaries and benefits, materials, equipment and overhead costs, if any. Proposed staffing, rank and cost of each position are also to be shown. - Yes

Pricing detail shall be depicted by year for each often years such that the City can evaluate the proposal's annual and total cost. Proposals may include annual cost adjustments due to anticipated changes in salary, benefits and other costs. – Our proposal for annexation will be a fixed percentage of property tax and the City will have no further increases.



Offers of Employment to Existing Employees - The successful agency will be required to offer employment to existing staff members based on the level of service selected by the City and the number of corresponding positions. Proposers are expected to submit with their cost proposal, the number of personnel that are expected to be offered employment along with the salaries and benefits offered. – For safety employees the County Fire District would be able to offer **all** existing employees a position with the District regardless of the selected staffing model. No existing employee would be offered a position higher than the rank of Captain. For non-safety employees we will offer positions based on the number of transferred positions and the employees training, certifications, and abilities. All City employees are subject to a review as stated in section III, 7, A - Assumption of Existing Personnel.

Commitment to Equal Opportunity and Diversified Workforce - The selected provider must show a commitment to equal opportunity to all individuals regardless of race, creed, color, religion, gender, national origin, ancestry, age, marital status, disability, gender identity or sexual orientation as required by California law. – Yes, the County Fire District is committed to equal opportunity for all individuals.

Outreach to Community of San Bernardino - The proposal should indicate a program of outreach in hiring which provides an opportunity for San Bernardino residents to apply for employment and a commitment that the proposer will demonstrate a commitment to diversity. – Yes, the County Fire District is committed to our communities. We support programs such as High School Explorer and ROP. We are working with some High Schools to provide EMT programs at the School site. We also offer entry level positions of Fire Suppression Aid (FSA) and Ambulance Operator. These positions allow local students to start in the Public Safety field and gain experience. We can then offer our Firefighter position as a closed promotional opportunity for our current employees including FSA and Ambulance Operator.