

I. People

a. Transition of current employees:

i. Who stays with BSO-HB District?

1. What BSO positions are they slotted into?
2. Salary transitions.
3. Benefit Transitions (Sick Leave, Vacation, Comp)
 - a. How are payouts of time earned at HB but to be paid out at BSO handled?
4. What control will City maintain over what BSO EE's come to HB? Right to remove without cause? What about District Chief?

ii. Who is absorbed elsewhere at BSO?

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2. Salary transitions.
3. Benefit Transitions (Sick Leave, Vacation, Comp)
 - a. How are payouts of time earned at HB but to be paid out at BSO handled?

iii. Seniority and cause protection at BSO?

1. Which bargaining agreements at BSO apply to whom?
2. Where do HB people fit in on current BSO CBA's?
3. Any difference between people staying at BSO-HB or elsewhere in BSO?
4. Is cause protection dependent on rank?
5. Is limited cause protection available for any management ranks?
 - a. For how long?

iv. For EE's not transitioned to BSO, how is separation addressed?

b. Pension

- i. EE's select continued participation in HB plan or FRS.
- ii. Does vesting in HB plan make a difference? (i.e., must EE be vested in HB plan to elect to continue in HB plan. Can non-vested be required to transition to FRS?)
- iii. For EE's electing to continue in HB plan, who pays difference in employer contribution between FRS and HB plan (City or BSO)? * If BSO, is this a line item in their quoted price to City or absorbed in their overall quote?
- iv. How are EE's currently in HB DROP addressed? (Continue in HB DROP and begin to accrue time in FRS concurrently? * Many EE's are under this impression.)
- v. How is option for retirees to continue to participate in group health insurance transitioned? What is it like at BSO now?
- vi. How will AAS be addressed for EEs who transition to FRS?
 1. Does it make a difference whether it is paid off already?
 2. Will AAS be credited to FRS or refunded?
 3. What about partial AAS time already worked (years 16-20)?

II. Real Property

a. Lease of current HB facilities to BSO? (Some contracts address via separate lease agreement).

i. Names and signage on facilities.

- ii. Utility costs (different between freestanding facilities (i.e. Main Fire Station) and shared facilities (i.e, PD HQ)?
- iii. Maintenance costs (Cutoff amount for small projects to be borne by BSO as tenant?)
- iv. Schedule for capital costs? Part of contract?
- v. Who insures personal property fixtures in facilities run by BSO?

III. Personal Property

- a. Vehicles- Signage
- b. Computers (servers/server space- IT specifics)
- c. Individual Issue Equipment (already issued to PO's FF's)
- d. Firearms
- e. Most contracts call for a transition to BSO of all equipment and provide for a transition back of equipment in similar condition/value upon contract termination of contract.
*Does this mean that transition today of a 2015 Dodge Charger Patrol Vehicle will result in the return of a 2018 vehicle from BSO to HB if the contract terminates in 2020- or will it be a 2015 vehicle in 2017 equivalent?
- f. Capital replacement schedules? Who funds? Who receives benefit upon termination?

IV. Term and Termination

- a. Desired length of initial contract?
- b. Notice Period for termination?
- c. Length and terms of transition back to City PD. Pro rated BSO presence at pro rated contract amount until full City operations?

V. Soft Issues

- a. Expectation management with City Commission.
- b. Responsiveness of Sheriff directly to HB issues.
- c. Response time to routine calls for service.
- d. Designation of types of crimes assigned for detective follow up.
- e. MM cases not routinely assigned for follow up but assigned on special request?
- f. Will IA personnel be available at HB or will residents have to go to BSO HQ with complaints?