Potential Fire Rescue BSO Merger

Hallandale Beach
PROGRESS. INNOVATION. OPPORTUNITY.

Order of Presentation

BSO Merger

INTRODUCTION

1 BSO PRESENTATION

2 CITY PRESENTATION OF FACTORS TO CONSIDER

3 COST COMPARISON

4 ELEMENTS OF THE PROPOSED AGREEMENT

5 Q&A

Hallandale Beach

SECTION 1

BSO PRESENTATION

Hallandale Beach

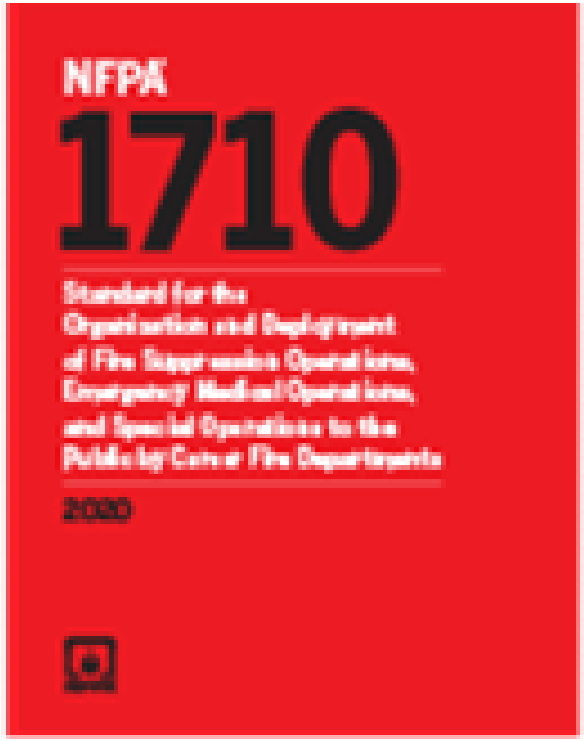
Fire Rescue Services Proposal
for
The City of Hallandale Beach

Why Broward Sheriff's Office Department of Fire Rescue and Emergency Service?

- Enhanced Service Levels = Improved Public Safety
- Creates Economy of Scale by Partnering with a Large, Metropolitan, Fire Rescue Department
- Decreased Pension Costs

National Fire Protection Association 1710

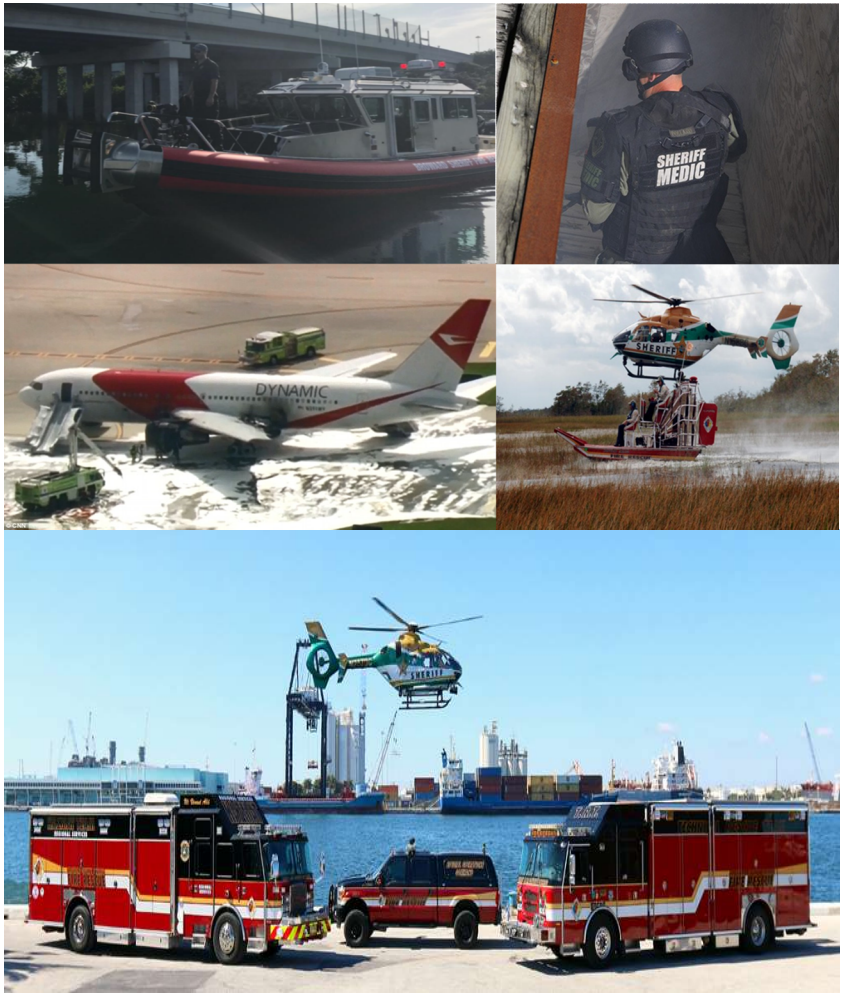
"Standard for the Organization and Deployment of Fire Suppression Operations, Emergency Medical Operations, and Special Operations to the Public by Career Fire Departments"



About BSO Fire Rescue and Emergency Services

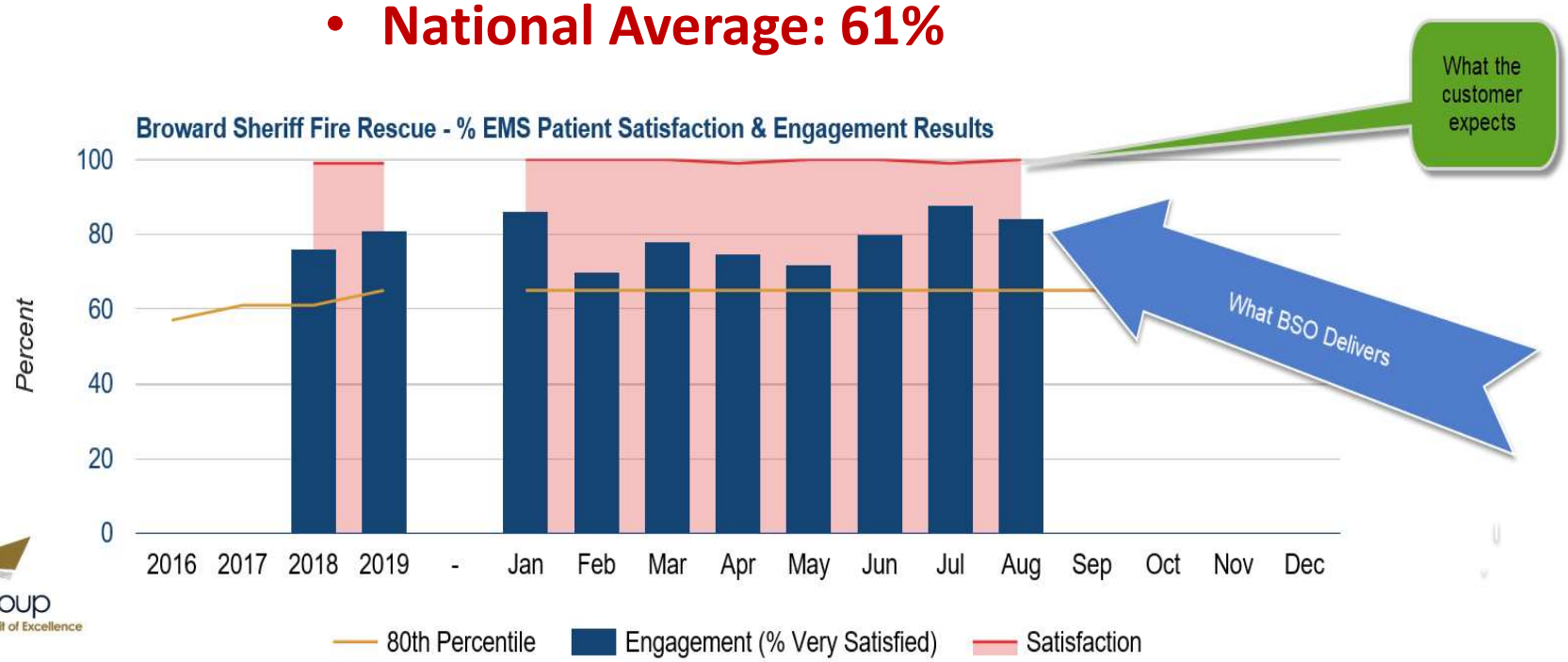
- Fully Accredited
- Adheres to industry standards for Effective Response Force
- Largest Fire Rescue Department in Broward County
- Currently provide service for eight municipal partners
- ISO rating success
- Full spectrum Fire Rescue Service Provider

- Technical Rescue
- Hazmat
- Air Rescue
- Aircraft Rescue and Firefighting (ARFF)
- Marine
- SWAT Tactical Medics



BSO Customer Satisfaction 2019

- **81% Very Satisfied**
- **National Average: 61%**



Baldrige Group
The Passionate Pursuit of Excellence

SAFE – EFFICIENT – EFFECTIVE
Proposed Service Model

- 19 Personnel per shift
  - NFPA 1710 Effective Response Force (low hazard performance measure, assuming all units in service)
  - Two-in two-out compliant
- 1 District Chief
- 1 Administrative Specialist
- 4 Fire inspectors

SAFE – EFFICIENT – EFFECTIVE

Value Added Services:

Training Division
Logistics
Fleet and Facility Oversight
Surge Capacity
Supervision
EMS Division
Medical Direction

BSO Fire Rescue Responsibilities

- Upper Command for Fire Department and Emergency Services
- Payroll processing
- Communications and radio oversight
- Public Information Requests
- Workers Compensation cases
- Accreditation
- Infection Control Program
- Hiring processes
- Grievance and disciplinary proceedings
- Collective Bargaining
- Budget preparation
- Legal consultation for Fire Rescue and Emergency Services
- Medical Director
- Quality Assurance
- Employee Liability

Decreased Pension Costs:

- Merged Cities historically experience pension cost reductions
- Limits pension accruals for employees who change to FRS
- New employees in Florida Retirement System

First Year Consideration

Cost is for staffing:
3 on Engine
3 on Rescue (Officer, 2 FF's)
3 on Aerial (Officer, DE, FF)
4 Fire Prevention
District Chief
Battalion Chief
Admin. Specialist

- *Cost does not include 14 SAFER grant personnel*

Personnel Costs	Operating Costs	Capital	Transfers & Reserves	Total Service Cost
$12,852,683	$998,601	$63,000	$369,019	$14,283,303 *

BSO FIRE RESCUE - YOUR FUTURE HOMETOWN DEPARTMENT HELPING PROVIDE HALLANDALE BEACH WITH PROGRESS, INNOVATION AND OPPORTUNITY

SECTION 2

CITY PRESENTATION OF FACTORS TO CONSIDER

Hallandale Beach

Fire Rescue Services

That will Continue

STAFFING STABILITY

BOTH OPTIONS PROVIDE SAFEGUARDS TO MAINTAIN STAFFING STABILITY AND RETAIN LOCAL KNOWLEDGE

CURRENT COVERAGE

CURRENT RESPONSE COVERAGE REMAINS THE SAME. THE MAKEUP OF RESPONSE VEHICLES AND STATIONS WILL NOT BE ALTERED.

EMERGENCY MANAGEMENT LEADERSHIP

CURRENTLY FIRE CHIEF LEADS EMERGENCY MANAGEMENT RESPONSE. UNDER MERGER, DISTRICT CHIEF WILL PROVIDE SAME LEVEL OF LEADERSHIP

ACCOUNTABILITY

REPORTING & ACCOUNTABILITY SAFEFUARDS ARE INCORPORATED TO ENSURE THAT THE CITY MAINTAINS THE EXPECTED LEVELS OF SERVICE

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FIRE RESCUE SERVICES

COMPARING BENEFITS ASSOCIATED WITH MERGER

MERGING WITH BSO

- IMPROVED LEVEL OF SERVICE & SUPPORT FOR IMPROVED ISO RATING
- SERVICE TO BE PROVIDED BY ACCREDITED AGENCY
- IMPROVE EMPLOYEE BENEFITS & SALARY
- SUPPORTS LONG TERM FINANCIAL PENSION STABILITY
- MINIMIZE SUPPORT FUNCTIONS TO FIRE RESCUE OPERATIONS

MAINTAIN INTERNAL FIRE DEPARTMENT

- MAINTAIN LOCAL CONTROL OF OPERATIONS / STRUCTURE
- GREATER CONTROL OVER ONGOING COSTS
- OPTION TO FUND PROGRAM TO EARN ACCREDITATION
- REQUIRES HIRING DIVISION CHIEF & BUILD TRAINING PROGRAM
- ADDITIONAL LABOR COLLECTIVE BARGAINING COSTS

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Long Term Pension Stability & Other Savings

PENSION STABILITY VIA MERGER

- FRS Membership for all New Hires expected to control long term pension costs
- Hire 21 new recruits under FRS system
- Merger provides DROP option for existing Fire Rescue Employees to improve recruitment and retention
- Other potential savings as bargained with exit agreement

REDUCES LIABILITIES

- Transfer accruals to BSO for vacation/sick/comp/time hours (**$ 1.14 M)**

ISO Rating and Accreditation Benefits

ISO RATING

- Grades how well-equipped agency is
- Evaluates agency's preparedness to respond to emergencies
- Fire Prevention capabilities

HBFR ISO RATING

- Current holds ISO Rating 2
- Missed attaining ISO Rating 1 for not having training records
- Ideally Training Chief and Training Administrator are required to improve training

ACCREDITATION BENEFITS

- Improves Quality Control for Processes, Procedures
- Determine Risk and Safety Needs for Community
- Evaluates Department performance
- Establishes methods for achieving continuous improvement

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FIRE RESCUE TRAINING PLAN

If Department Stays, plan to provide training comparable to BSO

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Cost per Day for OT Response Units

Quint	Current Rates		BSO Rates	
Captian 1	$	63.20	$	65.26
DE 2	$	54.30	$	61.26
Total/Hour	**$**	**117.50**	**$**	**126.52**

Engine	Current Rates		BSO Rates	
Captian 1	$	63.20	$	65.26
DE 2	$	54.30	$	61.26
Total/Hour	**$**	**117.50**	**$**	**126.52**

Rescue	Current Rates		BSO Rates	
RS/FF/PM 1	$	54.31	$	57.27
RD/FF/PM 2	$	51.72	$	53.27
FF/PM 3	$	51.72	$	53.27
Total/Hour	**$**	**157.75**	**$**	**163.81**

$126.52

+

$126.52*2 = $253.04

+

$163.81*2 = $327.62

→ $707.18 per Hour

$707.18 × 2.5 Hours *form next page = $1,767.95

Fire Suppression/EMS Required Hours

Training Hours	Topic	Required By
18	Facilities and Use	ISO T-A, NFPA1001
192	Company Training	ISO T-B, NFPA1001
12*	Officers	ISO T-C, NFPA1021
12*	Existing Driver	ISO T-E, NFPA1002, NFPA1451
6	HazMat	ISO T-F, NFPA472
15	EMS	FL
2	EMS Pedi	FL
8	ACLS/CPR&I (Alt Yrs.)	FL
265 HOURS	ONLINE 126	IN PERSON 130

130 Hours per FF ÷ 52 Weeks = 2.5 Hours per Week per Shift

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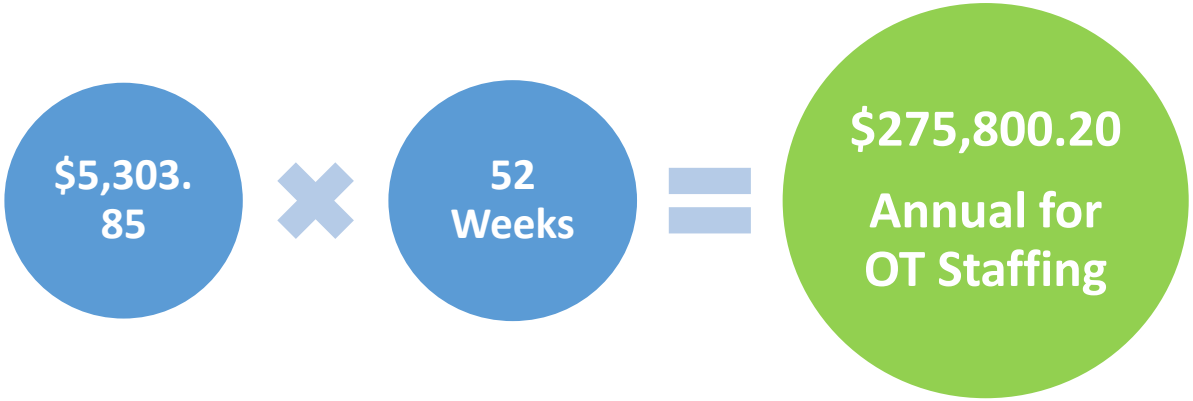
Training Calendar Schedule

	Tuesday	Wednesday	Thursday	Weekly Cost
7:30 AM – 1:30 PM 6Hrs	A $1,767.95	B $1,767.95	C $1,767.95	$5,303.85 per week

Each week 6 Hours would be scheduled for training with shift coverage hold over on Tuesday, Wednesday, Thursday to capture each shift.



Cost Option with Different Instructor Method

Instructor	Rate	Annual Cost for	Training Total with OT Staffing Costs
Crew Captian Alternating	Included in OT Staffing	Included in OT Staffing	$275,800*
Outside Instructor Service	$50.00	$6,500 [2.5 hr/week (130hr/yr)]	$282,300 *
OT Captian	$65.26	$8,483 [2.5 hr/week (130hr/yr)]	$284,284*
Full Time Training Captian	Captain	$237,016 [2080 hrs]	$512,817*
Full Time Training Chief	Division Chief	$255,000	$531,146*

*Total does not include supplies or recertification fees. These totals are assuming those costs are covered in other existing line items.

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SECTION 3

COST COMPARISON

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Direct Cost Comparison

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Difference For FY 2020 Budget This is the difference between BSO's cost proposal and the funds budgeted for the Fire Department for Fiscal Year 2020. See Worksheet A for breakdown.	**$ 786,870**
Property Damage Costs Avoided Estimate of Costs resulting from vehicle or other property damage based on historical averages. Property Damage has ranged from $1,286 to $167,803 in past 5 years.	-$ 40,000
Additional Potential Labor Costs: The Department Budget for FY2020 does not include amounts set aside for potential bargaining costs, other than a 2% COLA. This amount is an estimate of potential costs resulting from Collective Bargaining unrelated to Pension and had been budgeted for FY 2020.	-$ 300,000
Optional Training Program: See Slide 24. If adopted to provide comparable training to BSO. Would also help pursue accreditation and improve ISO rating.	-$ 531,146
Optional Safety Program Investments:	TBD
Total Potential Direct Cost Savings	**$84,276**

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Indirect Potential Savings From Merger

BSO MERGER

Pension Reform: Cost/Savings Unknown. Pending Result of ongoing Actuarial Study.

FRS Membership

- **Tentative Agreement Maximizes Potential Transfers out of City Pension and into FRS.**

FRS Pension Cost	City Pension Cost	City Pension
26%	85%	$ 11,518,269
Varies. As a % of Payroll	Varies. As a % of Payroll	FY2020 Annual Payment

Savings would be gradual due to amortization of unfunded liability, but over time the savings would be significant.

Increased Employee Contribution and other Benefit Changes to City Pension Plan:

- **Employee Contribution to Escalate from current 9.5% to 11.25% per Tentative Agreement.**
- **Reduced Average Final Compensation Benefit from Last 2 to High 5 years averaging.**
- **Reduced Prospective Multiplier for Tier I from 3.2% to 3%.**
- **Increased Dollar Cap and Provided Prorated COLA.**

Potential Settlement of Pension Board Disputes:

- **Rescinding of Legal Opinions is expected to reduce City's Contribution (adjusted to reflect prospective changes)**
- **Protections incorporated into Tentative Agreement for limiting of City's Liability.**
- **This would be conditional on negotiating similar provisions with PBA.**

SECTION 4

ELEMENTS OF THE PROPOSED AGREEMENT

Elements of the BSO Agreement

BSO MERGER

- **Adding Supervision:** Initially, BSO would initially have to transfer out approximately # employees to bring in 13 Lieutenants (there are 7 vacancies). The City does not have a Lieutenant rank.

- **Maintain Stable Staffing:** After the initial adjustments agreed to with the City, BSO is limited in the number of employees it may transfer out of the City. Unless authorized by the City manager or for specified contractual reasons, BSO may only transfer up to 3% of overall staffing. This is designed to keep staff knowledgeable about the community and infrastructure.

Elements of the BSO Agreement

BSO MERGER

- **Real Property to remain property of the City:** BSO required to conduct Routine Minor Maintenance and Repairs. BSO responsible for damage caused by BSO.

- **Vehicles and certain equipment would be paid by City but owned by BSO:** BSO would have liability for property damage, a potential savings to City. Upon Termination, like kind equipment ownership transferred to City.

- **Vacation and Sick Time Accruals:** BSO would take liability for the current vacation and sick time accruals, a significant savings to the City.

Elements of the BSO Agreement

BSO MERGER

- Reporting Requirements: BSO must provide quarterly reports of
  - Staffing and Transfers
  - Response Time reports, trends and other relevant performance data
  - Citizen complaints and their status/disposition
  - Encumbered times for units by day of week
  - Fire prevention activities (past and planned)
  - Annual inspections and re-inspections including progress toward all required annual inspections
- Accountability
  - District Chief is selected by City Manager and may be removed by City Manager, as with Fire Chief.
  - City Manager may request reasonable transfers out of employees not meeting performance expectations.
  - Response times must be tracked and maintained to national standards.
  - Full staffing required. Otherwise City receives credit for vacancies.

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Questions & Comments