

NORTH COUNTY FIRE PROTECTION DISTRICT

330 S. Main Avenue • Fallbrook, California 92028-2938 • Phone: (760) 723-2005 • Fax: (760) 723-2072 • Web: www.ncfire.org

BOARD OF DIRECTORS

CINDY ACOSTA
JEFFERY EGKAN
DAVID KENNEDY
KENNETH E. MUNSON
JOHN VAN DOORN

STEPHEN J. ABBOTT - Fire Chief/CEO - sabbott@ncfire.org
ROBERT H. JAMES - District Counsel - roberthjameslaw@gmail.com
LOREN A. STEPHEN-PORTER - Executive Assistant/Board Secretary - lstephen@ncfire.org

TO: BOARD OF DIRECTORS
FROM: KEITH MCREYNOLDS, FIRE CHIEF/CEO
SUBJECT: BOARD MEETING PACKAGE
DATE: March 22, 2022

Enclosed is your Board package for the Regular **March** Board Meeting. We have tried to include the information you will need to effectively consider and act on agenda items. The Board meeting will be held at the regular meeting venue at **FALLBROOK PUBLIC UTILITY DISTRICT, 990 EAST MISSION ROAD, FALLBROOK, CALIFORNIA.**

Please note this month's meeting is scheduled for **Tuesday, March 22, 2022**, beginning at **4:00 p.m.**

It is our goal to be prepared to respond accurately to Board questions and concerns. You can help us achieve this goal by contacting me **prior to** the Board meeting with your questions and concerns. This will allow time for the Staff and me to provide the appropriate information for review at the Board meeting.

To ensure a quorum is present, please call Loren in advance of the meeting if you will be unable to attend. She may be reached at (760) 723-2012.

Respectfully,



Keith McReynolds
Fire Chief/CEO



PROUDLY SERVING THE COMMUNITIES OF FALLBROOK, BONSALE AND RAINBOW

DUTY ~ INTEGRITY ~ RESPECT



NORTH COUNTY FIRE PROTECTION DISTRICT

AGENDA FOR REGULAR BOARD MEETING

MARCH 22, 2022 AT 4:00 p.m.

LOCATION:

**FALLBROOK PUBLIC UTILITY DISTRICT
990 EAST MISSION ROAD
FALLBROOK CALIFORNIA**

PUBLIC ACTIVITIES AGENDA

For those joining us for the Public Activities Agenda, please feel free to depart at the close of the agenda. We invite you to stay for the remainder of the business meeting.

CALL TO ORDER ROLL CALL MOMENT OF SILENCE PLEDGE OF ALLEGIANCE

1. PUBLIC COMMENT — PRESIDENT

(pgs. 5-6)

- **STANDING ITEM:** Members of the Public may directly address the Board of Directors on items of interest to the Public provided no action will be taken on non-agenda items. The Board President may limit comments to three minutes per speaker (Board of Directors Operations – Elections, Officers and Terms SOG § 4.2.6.3.).

ACTION AGENDA

CONSENT EVENTS:

All items listed under the Consent Items are considered routine and will be enacted in one motion. There will be no separate discussion of these items prior to the Board action on the motion, unless members of the Board, Staff or public request specific items be removed from the Consent Agenda.

2. APPROVE REGULAR BOARD MEETING MINUTES, FEBRUARY 22, 2022

(pgs. 7-14)

- **STANDING ITEM:** Review and approve Minutes from February 22, 2022 meeting as presented.

3. REVIEW AND ACCEPT FINANCIAL REPORT FOR FEBRUARY 2022

(pgs. 15-24)

- **STANDING ITEM:** Review and Accept Financial Report for February as presented.

4. REVIEW AND ACCEPT POLICIES & PROCEDURES

(pgs. 25-96)

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- Administration - Rules & Regulations – Job Descriptions – Firefighter/Paramedic: Minor housekeeping modifications to new format; updated educational requirements.
 - Governance – Board of Directors – Elections, Officers and Terms: Updated for changes in re-districting, clarification of division terms.
 - Governance – District Formation & Organization – Fire Investigation Unit: Updated for changes to be consistent within Community Risk Reduction Unit, other housekeeping changes.
 - Governance – District Formation & Organization Community Risk Reduction Division: Updated for changes to be consistent with Organization Chart and redefinition of Division, other housekeeping changes.
 - Fire Prevention – Fire Prevention Unit – Firearms: Housekeeping changes for consistency with policies 3, 4 & 6. Updated for actual practice and to reflect changes in the law.
 - Fire Prevention – Fire Prevention Unit – Use of Force: Housekeeping changes for consistency with policies 3, 4 & 5. Updated for actual practice and to reflect changes in the law regarding use of force.
 - Governance – Board of Directors – SOG – Video/Audio Streaming and Virtual Meetings: New policy.

5. MONTHLY OPERATIONS ACTIVITY REPORT – FEBRUARY 2022

(pgs. 97-108)

- **STANDING EVENT:** Monthly Report demonstrating Assigned Incidents, Incidents in Jurisdiction, Aid Given/Received, Incident Volume by Hour, Incidents by Unit, Ambulance Unit Hour Utilization, Transports, Health & Safety, Transfer of Care, Leadership Message.

ACTION EVENTS:

All items listed under the Action Items Agenda will be presented and discussed prior to the Board taking action on any matter. Members of the public may comment on items at the time they are presented.

Note: The Americans with Disabilities Act provides that no qualified individual with a disability shall be excluded from participation in, or denied the benefits of, District business. If you need assistance to participate in this meeting, please contact the District Office 72 hours prior to the meeting at (760) 723-2012.



Time Certain Items will commence precisely at the time announced in the Agenda.

6. **REVIEW AND APPROVE RESOLUTION 2022-07 ALLOWING THE DISTRICT TO PARTICIPATE IN THE COUNTY FIRE MITIGATION PROGRAM FOR FY 2022/2023 — FM FIERI AND CHIEF McREYNOLDS** (pgs. 109-112)
➤ Annual Event: Review and approve adoption of Resolution 2022-07 to participate in the FMF Program; construction rate currently at \$0.58/square foot.
7. **REVIEW AND APPROVE COVID-19 SUPPLEMENTAL PAID SICK LEAVE OBLIGATIONS — CHIEF McREYNOLDS** (pgs. 113-114)
➤ New Item: Review and approve creation of two designated leave banks and the funds to cover COVID-91 expenses.
8. **REVIEW AND CONSIDER APPROVAL OF RESOLUTION 2022-08 OPPOSING CA INITIATIVE 21-0042A1 — CHIEF McREYNOLDS** (pgs. 115-118)
➤ New Item: Review and consider approval of Resolution 2022-08 opposing CA Initiative 21-0042A1 as recommended by CSDA.
9. **REVIEW AND APPROVE REQUEST TO STAFF BLS AMBULANCE IN NORTH ZONE — CHIEF McREYNOLDS** (pgs. 119-120)
➤ New Item: Review and consider approval of staffing a BLS ambulance in Vista on a 30-day trial basis.

DISCUSSION AGENDA

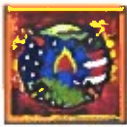
No action shall be undertaken on any Discussion item. The Board may: acknowledge receipt of the information or report and make comments; refer the matter to Staff for further study or report; or refer the matter to a future agenda.

10. **There are no Discussion Agenda Items for the March 22, 2022 Board meeting.** (pgs. 121-122)

STANDING DISCUSSION EVENTS:

All Events listed under the Standing Discussion Events are items presented every meeting.

- **LEGAL COUNSEL REPORT:** (pgs. 123-124)
"In with the New."
- **WRITTEN COMMUNICATION:** (pgs. 125-130)
- **BOARD RECOGNITION PROGRAM**
- **NEWS ARTICLES:** *As attached.* (pgs. 131-136)
- **COMMENTS/QUESTIONS:** (pgs. 137-138)
- **STAFF:**
 - Chief McReynolds
 - Other Staff
- **BOARD**
- **BARGAINING GROUPS**
- **PUBLIC COMMENT**



CLOSED SESSION

The Board will enter closed session to discuss Events as outlined herein. As provided in the Government Code, the public will not be present during these discussions. At the end of the Closed Session, the Board shall publicly report any action taken in Closed Session (and the vote or abstention on that action of every member present) in accordance with Government Code § 54950 ET. seq.

CS-1. **ANNOUNCEMENT — PRESIDENT EGKAN:**

(pgs. 139-140)

- An announcement regarding the items to be discussed in Closed Session will be made prior to the commencement of Closed Session.

CS-2. **EMPLOYMENT OF PUBLIC EMPLOYEE – GOVERNMENT CODE § 54957(b) – CHIEF McREYNOLDS:**

- **EXECUTIVE ASSISTANT/BOARD SECRETARY**

CS-3. **REPORT FROM CLOSED SESSION — PRESIDENT EGKAN**

ADJOURNMENT

SCHEDULED MEETINGS

The next Regular Board meeting: Tuesday, April 26, 2022, 4:00 p.m.

CERTIFICATION OF AGENDA POSTING

"I certify that this Agenda was posted in accordance with the provisions of the Government Code § 54950 et. seq. The posting locations were: [1] the entrance of North County Fire Protection District Administrative Offices, [2] Fallbrook Public Utility District Administrative Offices and [3] the Roy Noon Meeting Hall; [4] District's website at <http://www.ncfire.org>. The Agenda was also available for review at the Office of the Board Secretary, located at located at 330 S. Main Avenue, Fallbrook (760) 723-2012. Materials related to an item on this Agenda submitted to the District after distribution of the agenda packet, are available for public inspection in the Office of the Board Secretary, located at 330 S. Main Avenue, Fallbrook (760) 723-2012, during normal business hours or may be found on the District website at <http://www.ncfire.org>, subject to the Staff's ability to post the documents before the meeting. The date of posting was March 17, 2022."

Board Secretary Loren Stephen-Porter:



Date: March 17, 2022



**NORTH COUNTY FIRE
PROTECTION DISTRICT
FIRE CHIEF/CEO**

TO: BOARD OF DIRECTORS
FROM: KEITH MCREYNOLDS, FIRE CHIEF/CEO
DATE: MARCH 22, 2022
SUBJECT: PUBLIC COMMENT

PUBLIC COMMENT:

- 1. Members of the Public may directly address the Board of Directors on items of interest to the Public provided no action will be taken on non-agenda items. The Board President may limit comments to three minutes per speaker (Board of Directors Operations – Elections, Officers and Terms SOG § 4.2.6.3.).*

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1 **February 22, 2022**

2 **REGULAR MEETING OF THE BOARD OF DIRECTORS OF**
3 **THE NORTH COUNTY FIRE PROTECTION DISTRICT**

4 President Egan called the meeting to order at 4:00 p.m.

5 **A MOMENT OF SILENCE WAS OBSERVED.**

6 **ALL RECITED THE PLEDGE OF ALLEGIANCE.**

7 **ROLL CALL:**

8 **Present:** Directors Acosta (arrived at 4:11 pm.), Egkan, Munson and Egkan.

9 **Absent:** Director Kennedy

10 **Staff Present:** Fire Chief/CEO McReynolds, Attorney James and Board Secretary Stephen-
11 Porter. In the audience were: DFC Mahr, D/C MacMillan, B/Cs DeCamp, Krumwiede and
12 Mann, F/M Fieri, FiM Juul and members of the public and Association.

13
14 **PUBLIC ACTIVITIES AGENDA**

15 1. **PUBLIC COMMENT:** President Egan addressed the audience and inquired whether
16 there were any public comments regarding items not on the Agenda. Chief McReynolds
17 introduced the newest member of the District Celestino "Chavez" Chavez, the new Fleet
18 Mechanic with a brief background. Chavez was welcomed to the District by the Board.
19 There being no further comments, the Public Comment Section was closed. As there were
20 speakers from LAFCO present, the Board agreed by consensus to hear this matter first.

21
22 **ACTION AGENDA**

23 **CONSENT ITEMS:**

- 24 2. **REVIEW AND ACCEPT REGULAR BOARD MEETING MINUTES FOR JANUARY 2022**
- 25 3. **REVIEW AND ACCEPT FINANCIAL REPORT FOR JANUARY 2022**
- 26 4. **REVIEW AND ACCEPT POLICIES & PROCEDURES**
- 27 5. **MONTHLY OPERATIONS ACTIVITY REPORT – JANUARY 2022**
- 28 6. **REVIEW AND ACCEPT FOURTH QUARTER 2021 CUSTOMER SATISFACTION SURVEY**
- 29 7. **REVIEW AND ACCEPT ANNUAL FIRE PREVENTION REPORT**

30 President Egkan inquired whether there were any questions on Consent Items 2-7. There
31 being no discussion, President Egkan asked for a motion to approve the Consent Agenda.
32 On a motion by Director van Doorn and seconded by Director Munson, the motion to approve
33 the Consent Agenda as presented passed on the following vote: **Ayes:** Directors Egan,
34 Munson and Van Doorn; **Noes:** None; **Absent:** Directors Acosta and Kennedy.

35 36 **ACTION ITEMS:**

37 8. **REVIEW AND EXPLORE OPTIONS FOR ALTERNATE DISPUTE RESOLUTION PROGRAM FOR**
38 **WORKER'S COMPENSATION — CHIEF McREYNOLDS:** Chief McReynolds made a presentation
39 to the Board on an alternate dispute resolution process, which would be contained in a
40 negotiated agreement. The agreement would supersede the California workers'
41 compensation system processes for employees covered by the agreement. The District and
42 bargaining groups would work together to create a "carve-out" of the State systems to
43 provide employees with a fast-track system to expedite the resolution of their cases. The
44 process would speed the resolution of cases and employee care and expedite their return-
45 to-work status. Mr. Ferrone made a presentation to the Board, outlining the benefits of the
46 program and noting how well it is working in other jurisdictions. He noted it reduces the use
47 of sick leave, litigation, improves moral, resolves most claims within 90 days, getting the
48 employee the help they need. Chief McReynolds requested authorization to begin working
49 with the bargaining groups to explore development of the ADR agreement, which would be
50 brought back to the Board for approval. On a motion by Director van Doorn and seconded
51 by Vice President Acosta, the motion to authorize Chief McReynolds to explore the
52 development of an ADR Agreement passed by the following vote: **Ayes:** Directors Acosta,
53 Egan, Munson and Van Doorn; **Noes:** None; **Absent:** Directors Kennedy.

54 9. **REVIEW AND ACCEPT FINANCIAL AUDIT FOR FY 2020/2021 — FIM JUUL AND CHIEF**
55 **McREYNOLDS:** FIM Juul introduced Auditor Paul Kaymark to review the audit with the Board.
56 Mr. Kaymark reviewed the financial highlights, an overview of the financial statements and
57 discussed the analysis of revenues and expenses. He noted certain increases in revenue
58 that placed the District in a better position, as well as noting that the debt service has been

59 reduced. He noted that the cash basis has added toward the health of reserves. He noted
60 several areas of interest including the CalPERS information. Mr. Kaymark commended the
61 Staff on their work. On a motion by Director van Doorn and seconded by Director Munson,
62 the motion to accept the Audit as presented passed by the following vote: **Ayes:** Directors
63 Acosta, Egan, Munson and Van Doorn; **Noes:** None; **Absent:** Directors Kennedy.

64 10. **REVIEW AND APPROVE DEVELOPMENT OF RFP FOR STATION 2 MAINTENANCE PROJECTS**

65 **— CHIEF McREYNOLDS:** Chief McReynolds presented a request to be authorized to work
66 with Erickson-Hall construction for facility maintenance projects on Station 2, citing a number
67 of issues that require attention due to safety, security, operational or aesthetic reason. Chief
68 McReynolds noted these items have become necessary due to the deferred maintenance
69 that has been required due to funding issues. The company would develop the necessary
70 Request for Proposal and bundle the multiple projects together, through which a competitive
71 bid process would allow for selection of qualified individuals/companies to facilitate
72 completion of the projects. On a motion by Director Munson and seconded by Director van
73 Doorn, the motion to authorize Chief McReynolds to work with Erickson-Hall Construction to
74 develop an RFP bundling the project for Station 2 passed by the following vote: **Ayes:**
75 Directors Acosta, Egan, Munson and Van Doorn; **Noes:** None; **Absent:** Directors Kennedy.

76 11. **REVIEW AND APPROVE RESOLUTION 2022-03 REQUESTING STATE FUNDING ASSISTANCE**
77 **FOR STATION 4 — CHIEF McREYNOLDS:** Chief McReynolds presented Resolution 2022-03

78 that would be sent along with a letter to Senator Jones for state support for funding for
79 Station 4. He noted that building a new station to replace Station 4 would cost approximately
80 7 million dollars, of which the District currently has 2-3 million dollars. The District is seeking
81 an additional 4 million dollars to complete the construction to replace the aging and
82 dilapidated mobile home current used as the station. Discussion ensued regarding the plan
83 and timeline, what is currently being done on the site and the multi-jurisdictional opportunity
84 with the County. Other options within the District were discussed. On a motion by Director
85 van Doorn and seconded by Vice President Acosta, the motion to approve Resolution 2022-
86 03 and to direct Chief McReynolds to send the letter and Resolution to Senator Jones

87 passed by the following vote: **Ayes:** Directors Acosta, Egan, Munson and Van Doorn; **Noes:**
88 None; **Absent:** Directors Kennedy.

89 12. REVIEW AND APPROVE RESOLUTION 2022-06 AMENDING THE DISTRICT'S CONFLICT OF
90 INTEREST CODE — CHIEF McREYNOLDS AND B/S STEPHEN-PORTER: B/S Stephen-Porter
91 presented Resolution 2022-06 to the Board outlining the changes to the Code. She noted
92 there were two changes due to job descriptions and one change that was made to modify
93 language that had caused confusion at the District after modification in 2019. On a motion
94 by Director van Doorn and seconded by Vice President Acosta, the motion to approve
95 Resolution 2022-06 as presented and to direct B/S Stephen-Porter to send the Resolution
96 to the County passed by the following vote: **Ayes:** Directors Acosta, Egan, Munson and Van
97 Doorn; **Noes:** None; **Absent:** Directors Kennedy.

98 13. REVIEW AND APPROVE RESOLUTION 2022-04 ADOPTING AN UPDATED PAY SCHEDULE –
99 FIM JUUL AND CHIEF McREYNOLDS: FIM Juul presented the request to approve the schedule
100 noting it is a routine matter requiring approval based on California law. The pay schedule
101 was modified due to changes in the Fleet Supervisor's position and the raises in minimum
102 wage for the Single Role individuals. On a motion by Director van Doorn and seconded by
103 Director Munson, the motion to approve the Pay Schedule as presented passed by the
104 following vote: **Ayes:** Directors Acosta, Egan, Munson and Van Doorn; **Noes:** None; **Absent:**
105 Directors Kennedy.

106 14. CONSIDER AND APPROVE RESOLUTION 2022-05 AUTHORIZING REMOTE BOARD MEETINGS
107 — CHIEF McREYNOLDS: Chief McReynolds presented Resolution 2022-05 to the Board
108 noting that this is the subsequent resolution to the one presented last month if the Board
109 wishes to continue with the option of remote Board meetings during the pandemic. On a
110 motion by Vice President Acosta and seconded by Director Munson, the motion to approve
111 Resolution 2022-05 as presented passed by the following vote: **Ayes:** Directors Acosta,
112 Egan, Munson and Van Doorn; **Noes:** None; **Absent:** Directors Kennedy.

113 15. REVIEW AND CONSIDER NOMINATIONS FOR CSDA BOARD OF DIRECTORS — CHIEF
114 McREYNOLDS: Chief McReynolds presented the CSDA request for nominations to the Board

115 of Directors, outlining the requirements of a Director. After brief discussion, no Board
116 members were interested in serving. No further action is required.

118 **DISCUSSION AGENDA**

119 **16. DISCUSSION ON 2021 SAN DIEGO LAFCO MUNICIPAL SERVICE REVIEW — CHIEF**

120 **McREYNOLDS AND PRISCILLA ALLEN:** Priscilla Allen and Former Chief Abbott were present at
121 the Board meeting to discuss the MSR Discussion, noting the final report will be adopted in
122 March. She explained the role of LAFCO is to plan for regional planning and orderly
123 expansion of services. The MSR studied four agencies in the Fallbrook area, included North
124 County Fire Protection District. The information is used to evaluate and update sphere of
125 influence and reorganize and consideration of consolidation where appropriate. She
126 discussed some of the changes being sought by FPUD.

127 Ms. Allen noted that of the four organizations, North County Fire Protection District has the
128 largest district and that it crosses county lines. Ms. Allen noted the two recommendations
129 from LAFCO with Chief McReynolds informing the Board the Staff had begun addressing
130 those issues. There may be a case made that for those areas that North County Fire
131 Protection District services in Riverside County, that the sphere of influence should be
132 extended into that area and perhaps a change in county line could be considered. Other
133 considerations regarding agriculture, infrastructure, the housing crisis, near transportation,
134 16000 buildable parcels remaining in the District were noted. She noted that LAFCO and
135 SANDAG will be doing a study to see how buildout will affect the area. Director van Doorn
136 inquired what impact of housing would have on revenue, noting the work by finance to
137 improve District finance status had not been noted in the study. Ms. Allen noted that due to
138 the time of the study, all the benefits of the work done by finance could not be captured in
139 this study. A question arose regarding the benefit to the District from being a two-county
140 service would be on ERAF since North County Fire Protection District could claim being a
141 multi-county agency. Ms. Allen noted that it was necessary to do more study on the possible
142 change in scope and boundary change. The Board thanked LAFCO for working with the
143 District so readily. Information only.

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STANDING DISCUSSION ITEMS:

● **LEGAL COUNSEL REPORT:** Counsel James presented his report “New Interpretation of Broad and Unduly Burdensome.” Discussion ensued regarding the burden this might place on the District. This is informational only, no action required.

● **WRITTEN COMMUNICATIONS:** The outstanding act of service by Chris Pena and Ezra Truman was discussed. Informational only, no action required.

● **BOARD RECOGNITION PROGRAM**

● **NEWS ARTICLES:** No discussion. This is informational only, no action required.

● **COMMENTS:**

● **STAFF REPORTS/UPDATES:**

● **KEITH McREYNOLDS, FIRE CHIEF/CEO:** Chief McReynolds informed the Board that CSUSM Senior Management Program has been engaged to assist the District in evaluating Community Risk Reduction issues. He thanked Captain Harrington for his assistance with the application. He discussed some of elements he expects they will be looking at. Chief McReynolds reminded the Board of the Badge pinning on March 2nd and invited the Board to attend. He noted that there will be a large bridge place at the Santa Margarita River crossing where the Arizona River bridge is currently at Sandia Creek. Informational only, no further action required.

● **CHIEF OFFICERS AND OTHER STAFF: FM FIERI:** FM Fieri updated the Board on the Bureau activities noting the arson matters, with three suspended cases and carrying over of criminal cases. He informed the Board the County is reevaluating the Fire Mitigation Fee model, which is currently at \$ 0.58 per sf. The District will be working to compile information as requested by them to better reflect the needs of the District with regards to these funds.

● **BOARD: DIRECTOR MUNSON:** Director Munson requested information regarding what was happening with the CERT group. Captain Harrington has been tasked with CERT and stated he is getting engaged, learning about their mission and helping them to get reengaged. The Group has 120 members that has been meeting irregularly by Zoom. Captain Harrington is working to align their interests with the District's. He met with CERT

173 leadership at Carlsbad, where they have an active program, as received some great
174 suggestions. He feels he has a clear direction to help them reengage. Discussion ensued
175 regarding keeping the CERT members out of hot zones during an emergency and using
176 them more in areas with less dangers, such as administratively. **DIRECTOR VAN DOORN:**
177 Director van Doorn discussed the upgrades at Station 3 and the minimization of costs and
178 presentation by Ms. Biglione. He also discussed his concern about continuing to be wary
179 of COVID, vaccination and generally being careful, citing several personal examples.

180 ● **BARGAINING GROUPS:** No comments.

181 ● **PUBLIC COMMENT:** No comments.

182 183 **CLOSED SESSION**

184 cs-1. There were not Closed Session items for the February 22, 2022 meeting.

185 186 **ADJOURNMENT**

187 A motion was made at by Director van Doorn and seconded by Vice President Acosta at
188 6:01 p.m. to adjourn the meeting and reconvene on March 22, 2022, at 4:00 p.m., which
189 motion carried unanimously.

190 Respectfully submitted,

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192
193 Loren Stephen-Porter

194 Board Secretary

195
196 Minutes approved at the Board of Director's Meeting on: March 22, 2022

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**NORTH COUNTY FIRE
PROTECTION DISTRICT
ADMINISTRATION - BUDGET & FINANCE**

TO: BOARD OF DIRECTORS
FROM: FM CHERIE JUUL AND CHIEF McREYNOLDS
DATE: MARCH 22, 2022
SUBJECT: REVENUE & EXPENDITURES AS OF FEBRUARY 28, 2022 (67%)

Revenue Sources	Budgeted	Collected	Over/Under	% of Budget
Property Taxes - FBK	17,069,982.00	10,169,093.00	(6,900,889.00)	60%
Property Taxes - RNBW	344,250.00	220,530.00	(123,720.00)	64%
Ambulance and Collections	3,100,000.00	1,737,247.53	(1,362,752.47)	56%
GEMT-State Supplement	-	-	-	0%
Prevention Fees	250,000.00	116,578.00	(133,422.00)	47%
Tower Lease Agreements	91,045.00	63,981.00	(27,064.00)	70%
Other Revenue Sources	40,000.00	24,583.00	(15,417.00)	61%
Interest	50,000.00	18,769.00	(31,231.00)	38%
Cost Recovery	50,000.00	40,186.38	(9,813.62)	80%
Inspection Fee (Fire Prevention)	-	41,459.00	41,459.00	0%
Fallbrook Healthcare District	93,000.00	45,494.00	(47,506.00)	49%
Community Facilities District (CFD)	165,682.00	-	(165,682.00)	0%
Strike Team Reimbursements	198,126.00	644,590.00	446,464.00	325%
Other Reimbursements	40,782.00	169,357.00	128,575.00	415%
Mitigation Fees & Interest - FBK	310,000.00	346,322.00	36,322.00	112%
Donations & Grants	1,050,000.00	36,054.00	(1,013,946.00)	3%
Annexation fees (Meadowood)	-	112,000.00	112,000.00	
Transfers & Loans	259,000.00	-	(259,000.00)	
Total Revenue:	23,111,867.00	13,786,243.91	(9,325,623.09)	60%
	Budgeted	Spent	Over/Under	% of Budget
TTL Expenditures YTD thru 02-28-2022	23,111,867.00	12,658,166.00	(10,453,701.00)	55%
Revenue over Expenditures		1,128,077.91		

North County Fire Protection District
 For the Fifth Month Ending February 28, 2022
67% of Budget

COLOR KEY	
	Within/Below Budget
	Within 10% of Budget
	>10% of Budget (see notes)

Description	February actual	Running Total	Final Budget	Amount Remaining	% Used	Notes
TOTAL PERSONNEL	962,399.00	10,571,353.00	15,983,173.00	5,411,820.00	66.1%	
101 Total Board Administration	12,008.00	140,729.00	516,000.00	375,271.00	27.3%	
102 Total Administration	42,285.00	451,766.00	1,090,162.00	638,396.00	41.4%	
103 Community Risk Reduction	2,719.00	13,690.00	72,400.00	58,710.00	18.9%	
104 Total Emergency Services	10,362.00	428,541.00	576,155.00	147,614.00	74.4%	Strike Team expenses (meals, lodging, etc)
105 Total Emergency Med Svcs	24,525.00	412,255.00	528,385.00	116,130.00	78.0%	Applied GEMT overpayments to QAF
106 Total Volunteers/Explorers	-	-	2,000.00	2,000.00	0.0%	
107 Total Communications	4,860.00	385,342.00	665,800.00	280,458.00	57.9%	
108 Total Shop/Maintenance	19,802.00	208,189.00	398,580.00	190,391.00	52.2%	
109 Total Training	5,573.00	46,302.00	78,000.00	31,698.00	59.4%	
120 Total General Fund Reserve	-	-	300,000.00	300,000.00	0.0%	
GRAND TOTAL	1,084,533.00	12,658,167.00	20,210,655.00	7,552,488.00	62.6%	
200 Total Capital Expenditures	152,497.14	919,909.77	1,400,239.00	480,329.23	65.7%	Sta. 5 loan/Admin bldg/AEDs

NORTH COUNTY FIRE PROTECTION DISTRICT

Tax Apportionments FY 21-22

DATE	APP #	GROSS	REFUNDS & ADJUSTMENTS	FY 21/22 NET	FY 21/22 RUNNING	FY 20/21 NET	FY 20/21 RUNNING
08 10 2021	1	174,310.20	598.25	173,711.95	173,711.95	222,195.07	222,195.07
09 7 2021	2	119,254.23	1,950.18	117,304.05	291,016.00	205,194.77	427,389.84
10 12 2021	3	172,392.24	12,484.86	159,907.38	450,923.38	318,829.33	746,219.17
11 16 2021	4	914,192.18	18,143.61	896,048.57	1,346,971.95	923,408.43	1,669,627.60
12 14 2021	5	5,291,335.03	13,296.84	5,278,038.19	6,625,010.14	4,980,841.25	6,650,468.85
01 18 2022	6	2,793,673.33	14,774.32	2,778,899.01	9,403,909.15	2,313,908.54	8,964,377.39
02 15 2022	7	703,935.76	7252.73	696,683.03	10,100,592.18	595,281.17	9,559,658.56
03 22 2022	8			-	10,100,592.18	499,026.05	10,058,684.61
04 19 2022	9			-	10,100,592.18	3,611,048.63	13,669,733.24
05 24 2022	10			-	10,100,592.18	2,047,434.03	15,717,167.27
06 21 2022	11			-	10,100,592.18	413,139.25	16,130,306.52
07 21 2022	12			-	10,100,592.18	-	16,130,306.52
TOTAL YTD		10,169,092.97	68,500.79	10,100,592.18	10,100,592.18	9,559,658.56	9,559,658.56
Net Rev Increase							5.66%

RAINBOW FIRE PROTECTION SUBZONE

Tax Apportionments FY 21/22

DATE	APP #	GROSS	REFUNDS & ADJUSTMENTS	FY 21/22 NET	FY 21/22 RUNNING	FY 20/21 NET	FY 20/21 RUNNING
08 10 2021	1	3,497.61	12.00	3,485.61	3,485.61	4,276.12	4,276.12
09 7 2021	2	2,392.81	39.12	2,353.69	5,839.30	3,949.00	8,225.12
10 12 2021	3	3,459.07	3,208.61	250.46	6,089.76	6,135.86	14,360.98
11 16 2021	4	18,343.18	272.92	18,070.26	24,160.02	17,765.40	32,126.38
12 14 2021	5	116,485.83	275.57	116,210.26	140,370.28	96,384.50	128,510.88
01 18 2022	6	61,164.57	299.44	60,865.13	201,235.41	52,651.84	181,162.72
02 15 2022	7	15,186.77	149.29	15,037.48	216,272.89	11,942.49	193,105.21
03 22 2022	8			-	216,272.89	10,020.78	203,125.99
04 19 2022	9			-	216,272.89	72,758.15	275,884.14
05 24 2022	10			-	216,272.89	42,081.22	317,965.36
06 21 2022	11			-	216,272.89	8,274.78	326,240.14
07 21 2022	12			-	216,272.89	-	326,240.14
TOTAL YTD		220,529.84	4,256.95	216,272.89	216,272.89	193,105.21	193,105.21
Net Rev Increase							12.00%

**NORTH COUNTY FIRE PROTECTION DISTRICT
AMBULANCE REVENUE FY 2021-2022**

<u>MONTH</u>	<u>BILLED</u>	<u>CONTRACTUAL WRITE DOWNS</u>	<u>TOTAL AR FY 21-22</u>	<u>TOTAL AR FY 20-21</u>	<u>BAD DEBT WRITE-OFFS</u>	<u>REFUNDS</u>	<u>ADJ AR</u>	<u>DEPOSITS RECIEVED</u>	<u>BILLING FEES</u>	<u>FY 21-22 NET REVENUE</u>	<u>FY 20-21 NET REVENUE</u>
7/31/2021	768,469.31	450,887.72	317,581.59	208,837.15	50,340.33	-	267,241.26	216,594.40	12,779.07	203,815.33	187,495.41
8/31/2021	819,196.26	503,584.41	315,611.85	240,215.56	30,342.89	1,595.49	283,673.47	214,999.52	12,529.27	202,470.25	183,435.96
9/30/2021	745,548.72	487,951.80	257,596.92	190,086.21	31,179.24	-	226,417.68	247,081.67	14,574.87	232,506.80	186,043.01
10/31/2021	779,256.83	514,347.47	264,909.38	261,847.71	28,486.46	9,628.89	226,794.01	188,257.22	10,511.50	177,745.72	153,516.55
11/30/2021	865,875.19	531,055.19	334,820.00	286,173.55	44,638.04	-	290,181.96	227,504.18	13,392.00	214,112.18	166,120.94
12/31/2021	897,816.54	614,263.06	283,553.48	277,727.18	78,658.44	5,833.82	199,261.22	225,617.52	12,979.04	212,638.48	192,206.10
1/31/2022	859,215.83	575,356.71	283,859.12	302,688.66	38,450.12	11,181.51	234,227.49	197,281.80	10,971.69	186,310.11	177,888.16
2/28/2022	826,637.61	509,482.44	317,155.17	283,155.22	44,977.12	5,144.34	267,033.71	285,215.93	16,509.47	268,706.46	173,005.15
3/31/2022			-	253,438.15			-			-	229,301.16
4/30/2022			-	280,600.28			-			-	175,697.29
5/31/2022			-	252,666.36			-			-	245,289.37
6/30/2022			-	255,358.64			-			-	184,886.61
TOTAL:	6,562,016.29	4,186,928.80	2,375,087.49	2,050,741.24	347,072.64	33,184.05	1,994,830.80	1,802,552.24	104,246.91	1,698,305.33	1,419,711.28
					Net A/R Change		15.82%			New Revenue Change	19.62%

**NORTH COUNTY FIRE PROTECTION DISTRICT
COST RECOVERY FY 2021/2022**

<u>Month</u>	<u>Billed</u>	<u>Collected</u>	<u>YTD % Collected</u>	<u>Billing Fees</u>	<u>Net Revenue 21/22</u>	<u>Net Revenue 20/21</u>
7 31 2021	5,677.00	5,424.18	95.55%	1,084.84	4,339.34	5,308.83
8 30 2021	11,521.50	8,038.54	69.77%	1,607.71	6,430.83	2,673.60
9 30 2021	6,122.50	5,215.45	85.18%	1,043.09	4,172.36	2,066.66
10 31 2021	8,239.75	7,988.75	96.95%	1,597.75	6,391.00	2,502.00
11 30 2021	2,885.50	2,450.00	84.91%	490.00	1,960.00	2,731.12
12 31 2021	9,190.75	8,959.75	97.49%	1,791.95	7,167.80	2,823.05
1 31 2022	8,018.50	5,720.10	71.34%	1,144.02	4,576.08	6,741.66
2 28 2022	6,746.50	6,436.21	95.40%	1,287.24	5,148.97	2,473.00
3 30 2022			#DIV/0!	-	-	5,971.02
4 30 2022			#DIV/0!	-	-	3,468.99
5 31 2022			#DIV/0!	-	-	5,093.99
6 30 2022			#DIV/0!	-	-	5,826.80
TOTAL:	58,402.00	50,232.98	86.01%	10,046.60	40,186.38	27,319.93
					Net Rev Increase	47.10%

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NORTH COUNTY FIRE PROTECTION DISTRICT
MONTHLY INVESTMENT REPORT

February 28, 2022

FALLBROOK	BALANCE	INTEREST RATE	
County of San Diego/General Fund - FBK	3,171,809.39	0.01%	Operating
County of San Diego/General Fund - RNBW	1,733,604.64	0.01%	Operating
County of San Diego/Capital Reserve	404,981.58	0.01%	Capital Reserves
County of San Diego/Fire Mitigation Fund - FBK	1,200,173.61	0.01%	Mitigation Fees
County of San Diego/Fire Mitigation Fund - RNBW	4,102.75	0.01%	Mitigation Fees
Local Agency Investment Fund	4,160,996.93	0.23%	LAIF
Workers' Comp JPA	488,697.39	0.17%	PASIS Funds
Bank of America/PASIS	41,754.11	0.01%	
First National/Benefit Fund	157,211.15	0.35%	
First National/Payroll	330,636.37	0.35%	
First National/Accounts Payable	196,797.59	0.35%	
First National/Accounts Receivable	1,385,176.20	0.35%	
Pacific Western Bank/Accounts Receivable	2,286,907.84	0.00%	
TOTAL	15,562,849.55		

Document Date	Document Number	Vendor Name	Transaction Description	Document Amount
02 1 2022	02/01/22-02/28/22	Employee Benefit Specialists, Inc.	EBS FEBRUARY	9,574.93
02 1 2022	02/01/22-02/28/22	Harry J. Wilson Insurance Center	FEBRUARY INSURANCE	1,143.00
02 1 2022	PM RENEWAL 22	MAX PAUR	ca pm biannual renewal	250.00
02 1 2022	4132-01	ERICKSON-HALL CONSTRUCTION	preconstruction services	3,765.00
02 1 2022	01022022	POLICE AND FIRE PSYCHOLOGY	MCCORMIES EVAL	350.00
02 1 2022	02/2022	THE STANDARD	insurance feb 2022	580.00
02 1 2022	02/2022	ROBERT JAMES	january 2022 stmt	4,051.25
02 1 2022	88037706	SAFETY-KLEEN CORP	JANUARY 2022	287.20
02 1 2022	015451916	XEROX - PASADENA	COLOR XEROX	330.38
02 1 2022	015451915	XEROX - PASADENA	DOWNSTAIRS XEROX	146.02
02 2 2022	81363	THE COUNSELING TEAM	january 2022 stmt	375.00
02 2 2022	3660877M	STRYKER MEDICAL	LIFEPAK AED W CARRY CASE	26,762.25
02 3 2022	287294515164X0121202	AT&T Mobility	FIRSTNET MOBILITY	1,813.80
02 3 2022	5-48380	BME FIRE TRUCKS	ligt ground light, valve, 4way	305.49
02 3 2022	062997645X220122	DIRECTV	rainbow tv + hbo	184.23
02 3 2022	02/03/22	JIM'S SIGN SHOP	JIMS SIGN SHOP PAST DUE	1,511.01
02 3 2022	12480	FOWLER PLUMBING	RAPAIR GAS VALVE FOR BBQ	337.50
02 4 2022	3892	Master Flow	DUCTWORK	375.00
02 4 2022	20839	BP Battery	MAINTENANCE FEE	162.93
02 7 2022	10559	DFND TECHNOLOGIES, LLC	FR PERFORMANCE SHIRTS, TRADITI	4,454.00
02 8 2022	02225	AFSS NORTHERN DIVISION	mahr conference	375.00
02 8 2022	02226	AFSS NORTHERN DIVISION	mahr registration	75.00
02 10 2022	WALDORF CLASS	Collin Baker	philosophies of world religion	837.00
02 10 2022	CO 2A CO 2E S-290	Ryan Lewis	company officer classes	999.00
02 11 2022	PR 02/11/22	LINCOLN NATIONAL	01/16/22-01/29/22	4,238.73
02 11 2022	PR 02/11/22	FALLBROOK FIREFIGHTERS' ASSN	01/16/22-01/29/22	2,668.14
02 11 2022	SR PR 02/11/22	FALLBROOK FIREFIGHTERS' ASSN	01/16/22-01/29/22	22.23
02 11 2022	02/11/22	FIREFIGHTERS LEG. ACTION GRP	01/16/22-01/29/22	450.00
02 11 2022	22A9901381948	READY FRESH	12/21/21-01/20/22	100.56
02 14 2022	CMMRCL CLASS A	Zachary Cain	commercial class a class	2,500.00
02 14 2022	8903	Fallbrook Overhead Doors and Entry Gates	liftmaster st. 4 w sensor	1,150.00
02 15 2022	AYERS SHADOW BOX	John Choi	shadow box for ayers	260.00
02 15 2022	263456	NAPA AUTO PARTS	JANUARY 2022 STMT	174.95
02 15 2022	02/2022	LEGAL SHIELD	legal shield february	484.50
02 15 2022	EI01268641	EIDE BAILLY	01/2022 CONSULTING SERVICES	7,824.50
02 15 2022	02/2022 1	FALLBROOK OIL COMPANY	FEB 2022 STMT 1	6,282.93
02 15 2022	22-0215-67962	S&R TOWING	2000 CAMRY TOYOTA 0412015	400.00
02 16 2022	12506	FOWLER PLUMBING	ST. 2 INSTALLS	910.00
02 16 2022	2201099	Wittman Enterprises, LLC	JAN 2022 STMT	10,971.69
02 17 2022	TENNIS SHOES	Erik Alter-Reitz	tennis shoes	30.00
02 17 2022	ANCIENT WORLD CLASS	Mitch Iglesias	wancient world waldorf class	837.00

Document Date	Document Number	Vendor Name	Transaction Description	Document Amount
02 18 2022	500374208	DEL CITY	step down butt connectors	73.53
02 18 2022	02/2022	US POSTAL SERVICE	business reply refill	100.00
02 19 2022	0000240012022	TIME WARNER CABLE	ST. 1 INTERNET	149.95
02 19 2022	500375329	DEL CITY	STEP DOWN BUTT CONNECTOR	58.79
02 19 2022	0381472020222	TIME WARNER CABLE	st. 1 internet	1,296.67
02 19 2022	0381456020222	TIME WARNER CABLE	admin internet	346.67
02 20 2022	ADMIN JAN 2022	FALLBROOK PUBLIC UTILITY DISTR	1/6/22-2/2/22	301.19
02 20 2022	ST. 2 JAN 2022	FALLBROOK PUBLIC UTILITY DISTR	1/6/22-2/2/22	277.38
02 20 2022	47327308	CROP PRODUCTION SERVICES	bar and chain oil	16.81
02 20 2022	47344795	CROP PRODUCTION SERVICES	BAR/CHAIN/OIL/WRENCH	22.46
02 20 2022	01/2022	Sherwin-Williams Co.	sherwin january stmt	274.91
02 21 2022	9898488000	VERIZON WIRELESS	1/2/22-2/1/22	77.24
02 21 2022	1159	WESTERN FIRE SUPPLY	thermal camera kits	7,521.56
02 22 2022	11432	Reeder Media	ADVERTISING DEC.2021	1,290.00
02 22 2022	02/2022	SUNSHINE WATER SOFTENERS & MORE	di rental monthly feb 2022	140.00
02 22 2022	0008279371	Capital One Public Funding	STATION 5 LOAN PAYMENT	118,589.00
02 25 2022	0163563-IN	ENTENMANN-ROVIN CO.	RETIRED CAPTAIN BADGE AYERS	154.05
02 25 2022	116377	UNIFORM SPECIALIST/ACE UNIFORMS	itzaina uniform accessories	108.24
02 25 2022	116376	UNIFORM SPECIALIST/ACE UNIFORMS	sahagun hat	86.59
02 25 2022	116430	UNIFORM SPECIALIST/ACE UNIFORMS	havens uni	294.40
02 25 2022	PR 02/25/22	LINCOLN NATIONAL	01/30/22-02/12/22	3,247.68
02 25 2022	PR 02/25/22	FIREFIGHTERS LEG. ACTION GRP	01/30/22-02/12/22	450.00
02 25 2022	FFA PR 02/25/22	FALLBROOK FIREFIGHTERS' ASSN	FFA 01/30/22-02/12/22	2,668.14
02 25 2022	SR PR 02/25/22	FALLBROOK FIREFIGHTERS' ASSN	SR 01/30/22-02/12/22	25.74
02 26 2022	9505015579	TELEFLEX	NEEDLE SET	1,448.58
02 27 2022	116442	UNIFORM SPECIALIST/ACE UNIFORMS	goode uniform	458.92
02 27 2022	116455	UNIFORM SPECIALIST/ACE UNIFORMS	vincent uni	432.94
02 27 2022	116461	UNIFORM SPECIALIST/ACE UNIFORMS	c. mcreynolds uni	324.70
02 27 2022	15144	NATIONWIDE MEDICAL/SURGICAL	MEDICAL SUPPLIES	51.85
02 27 2022	15136	NATIONWIDE MEDICAL/SURGICAL	MEDICAL SUPPLIES	51.85
02 27 2022	15138	NATIONWIDE MEDICAL/SURGICAL	MED SUPPLIES	51.85
02 28 2022	204354	CO. OF SAN DIEGO, DEH	facility permit st. 4	515.00
02 28 2022	204352	CO. OF SAN DIEGO, DEH	facility permit st. 2	594.00
02 28 2022	0417565021122	TIME WARNER CABLE	admin internet	107.98
02 28 2022	01770-1976-RI-2021	SAN DIEGO AIR POLLUTION CONTROL DIST	DISTRICT FEES 22/23 FY	835.00
02 28 2022	500564	OSTARI	IT SUPPORT 2/2022	1,850.00

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**NORTH COUNTY FIRE
PROTECTION DISTRICT
FIRE CHIEF/CEO**

TO: BOARD OF DIRECTORS
FROM: KEITH McREYNOLDS, FIRE CHIEF/CEO
DATE: MARCH 22, 2022
SUBJECT: APPROVAL OF POLICIES AND PROCEDURES

The following Policies and Procedures are being presented for review and approval:

1. Administration - Rules & Regulations – Job Descriptions – Firefighter/Paramedic:
 - Minor housekeeping modifications to new format; updated educational requirements.
2. Governance – Board of Directors – Elections, Officers and Terms:
 - Updated for changes in re-districting, clarification of division terms.
3. Governance –District Formation & Organization – Fire Investigation Unit:
 - Updated for changes to be consistent within Community Risk Reduction Unit, other housekeeping changes.
4. Governance –District Formation & Organization Community Risk Reduction Division:
 - Updated for changes to be consistent with Organization Chart and redefinition of Division, other housekeeping changes.
5. Fire Prevention – Fire Prevention Unit – Firearms:
 - Housekeeping changes for consistency with policies 3, 4 & 6. Updated for actual practice and to reflect changes in the law.
6. Fire Prevention – Fire Prevention Unit – Use of Force:
 - Housekeeping changes for consistency with policies 3, 4 & 5. Updated for actual practice and to reflect changes in the law regarding use of force.
7. Governance – Board of Directors – SOG – Video/Audio Streaming and Virtual Meetings:
 - New policy outlining details.



NORTH COUNTY FIRE PROTECTION DISTRICT

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FIREFIGHTER/PARAMEDIC

1.0. **PURPOSE:**

- 1.1. To provide a description of the physical requirements for, the qualifications for, and the duties and responsibilities of employment within this classification with the North County Fire Protection District.

2.0. **POLICY:**

- 2.1. All members classified in the position described herein shall meet all physical requirements, personal and professional qualifications, and shall perform the stated duties and responsibilities, and all other duties as assigned. This job analysis was conducted by Job Analysis Inc. via interview with employees from each of the classifications. The format of each job description is in its original version as disseminated by Job Analysis Inc.

3.0. **INTENT:**

- 3.1. The intent of this policy is to provide an overview of the abilities necessary to appropriately function within the specified classification. It is also the intent to provide an overview of the typical duties and responsibilities of the stated position. This job analysis is not intended to delineate every facet of a particular job classification; other duties and responsibilities may be assigned as appropriate.

4.0. **GENERAL JOB DESCRIPTION:**

- 4.1. Firefighters are assigned to one of five District stations where during their assigned shift they work with a crew consisting of a Captain, a Fire-Engineer, and one Firefighter-Paramedic. Their primary functions are fire suppression, rescue, and BLS (Basic Life Support) and ALS (Advanced Life Support).

5.0. **EDUCATION:**

5.1. **MINIMUM REQUIREMENT:**

- 5.1.1. High School Diploma;
- 5.1.2. Successful completion of a CSFM accredited Firefighter I Academy ;
- 5.1.3. Paramedic Certification (see below).

5.2. **DESIRABLE EDUCATION:**

- 5.2.1. An Associate's Degree in Fire Science, Business Management, Public Administration or



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FIREFIGHTER/PARAMEDIC

related field is desirable.

- 5.2.2. A Bachelor's Degree in Fire Science, Business Management, Public Administration or related field is desirable.

6.0. **LICENSE/CERTIFICATION:**

- 6.1. Class "C" California Driver's License - must remain insurable with district's liability carrier);
- 6.2. State Licensure as a Paramedic;
- 6.3. San Diego County Accreditation as an EMT-Paramedic;
- 6.4. Hazardous Materials First Response and Operational Certification;
- 6.5. Current ACLS Certified.

7.0. **EXPERIENCE/KNOWLEDGE:**

- 7.1. Basic apparatus and equipment mechanics, maintenance and operations;
- 7.2. Emergency rescue procedures and practices involving fire, chemical and other threats;
- 7.3. Firefighting principles, techniques and principles of hydraulics applied to fire suppression;
- 7.4. Paramedic skills and abilities;
- 7.5. Regulations regarding fire prevention, safety, fire codes and rescue methods including state laws, municipal codes and ordinances related to fire prevention and inspection work;
- 7.6. Hazardous, toxic and/or explosive materials;
- 7.7. Area terrain, geography and roadways and other relevant characteristics.

8.0. **ABILITIES:**

- 8.1. Perform strenuous work under adverse conditions for extended periods of time;
- 8.2. React quickly and calmly in emergency situations;
- 8.3. Learn and retain information on procedures, protocols and practices related to medical, fire and



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FIREFIGHTER/PARAMEDIC

other emergency responses;

8.4. Candidates must have the ability to pass psychiatric, medical and physical agility examinations.

ESSENTIAL FUNCTIONS: <u>Frequencies (daily):</u> OCCASIONAL (Up to 1/3 of the time); FREQUENT (1/3 to 2/3 of the time); & CONTINUOUS (2/3 or more of the time). <u>Strength:</u> Refer to U.S. Dept of Labor Strength Levels/Categories.		
ESSENTIAL FUNCTIONS	FREQUENCY	STRENGTH
1. Performs firefighting activities: controls and extinguishes structural and wildland fires; protects lives and property during fires; responds to fire alarms by donning protective clothing; rides apparatus to emergency sites; pulls hoses and directs water or chemicals onto fires; creates openings for entrance to structures; creates fire breaks; operates all necessary apparatus and equipment; performs and/or assists with fire rescues; protects property from water and smoke; and related activities.	Occasional to Continuous	Very Heavy
2. Responds to emergency medical situations and convalescent medical situations (non-emergency); rides and on occasion drives appropriate apparatus to site; administers basic life support (BLS) to patients; extricates patients from vehicles or confined spaces using hydraulic and pneumatic mechanical advantage systems; performs above or below grade rescues, confined space rescues, and flood/river rescues using rope rescue and other equipment; performs hazardous materials operations; and related activities.	Occasional to Continuous	Very Heavy
3. Helps secure sites by directing traffic, clearing public, clearing landing zones for helicopter landing, setting up lighting, and related activities.	Occasional	Medium
4. Responds to the orders and directives of incident commanders/superiors and carries out assignments per applicable practices and protocols.	Occasional to Continuous	Light to Very Heavy
5. Performs equipment and apparatus maintenance and inspections; performs minor repairs to equipment and apparatus; reports defects to appropriate personnel; fuels vehicles; performs daily and scheduled inspections and maintenance activities; and stocks supplies to help ensure operational readiness of all apparatus and equipment.	Occasional	Heavy



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ESSENTIAL FUNCTIONS	FREQUENCY	STRENGTH
6. Performs station and grounds maintenance tasks per weekly schedules including housekeeping, cleaning, lawn mowing, raking, etc.	Occasional	Medium
7. Participates in Company Inspections per quarterly schedules: advises businesses/individuals of fire codes, fire hazards, chemical hazards, etc. Each business or commercial building is to be inspected once per year. Twenty occupancies are inspected per quarter.	Occasional	Light
8. Performs Wildland/Urban Interface Inspections in Fire Mitigation Zones.	Occasional	Light
9. Participates in training, drills and evaluations. By law, 20 hours of training per month is required. Training or drills are conducted in-house (one station) or in combined drills with two to three other stations.	Occasional	Sedentary to Very Heavy
10. Participates in physical training activities. Includes running, bikes, and/or weight lifting. As performance of other functions allows, one and a half hours per day are spent performing these activities. (Each station has physical training area/equipment. 40% to 50% of staff have signed and participate in Department Physical Training program.)	Continuous	Medium to Heavy
11. May serve as Acting Engineer (requires additional certification) and carry out responsibilities described in Fire Engineer analysis.	Continuous	Light to Heavy
12. Attends scheduled meetings, participates in special committee activities, etc.	Occasional	Sedentary to Light
13. Participates in public education activities, station tours, Fire Awareness Week, and other public education activities as requested.	Occasional	Light to Medium

Note: Employees may be selected to participate in the State of California OES program and/or the Zone One ICS (Incident Command System). Under the OES and in exchange for the use of an OES fire protection apparatus, any three qualified employees can be selected to participate in an emergency response anywhere in the State of California. The Zone One ICS exists to ensure a readily accessible pool of qualified personnel to respond to incidents and events such as multi-casualty incidents, search and rescue missions, transportation accidents, major natural disasters, planned events and similar occurrences. The Zone One ICS includes 13 area departments. Employees are certified to participate in designated capacities based on training, certifications, and fitness.



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TYPES OF MACHINES, TOOLS, EQUIPMENT USED ON THE JOB: Medical supplies (rubber gloves, tape, etc.), medical equipment (defibrillators, backboard, scoop stretcher, drug box, gurney, oxygen tanks, etc.), hydraulic/pneumatic rescue equipment, hoses, fire nozzle, fire extinguisher, extrication tools, forced smoke ejector, rams, streeper kit, chain saws, rotary saws, rope rescue equipment, various hand tools, fans, portable generators, water vacuum, air chisel, float-a-pump, shovel, ax, pike poles, rake, broom, pry bar, brush hooks, Pulaski, mechanic's tools and test equipment, ladders, breathing apparatus, combustible gas indicator, fire shelters, lawn mower, housekeeping equipment, etc.

VEHICLES/MOVING EQUIPMENT DRIVEN ON THE JOB: Varied firefighting and emergency medical vehicles including Heavy Rescue (fire, vehicle extrication, swift water rescue, etc.), Brush Unit (Type III, off-road, grade rescues, etc.), Residential (Type I, paved surface), Paramedic (ALS and BLS Ambulances), OES (Cal. State provided apparatus), EOC (Emergency Operations Center vehicle) and others.

CURRENT PHYSICAL FACTORS Frequency Key: Occasional - Up to 1/3 of the time; Frequent - 1/3 to 2/3 of the time; Continuous - Over 2/3 of the time. **(Based on 12-hour day)**

Note: Due to the nature of the essential functions of this position, physical factors vary significantly from day to day and are more or less demanding in some circumstances. Representative, commonly encountered frequencies and duration are indicated.

ENDURANCE (Primary Demands)

Standing:

Frequency: Occasional to Frequent, from 3 to 6 hours per shift.

Duration: Average of 30 to 90 seconds; common maximums of 5 minutes. Duration refers to time spent without moving/lifting the feet; the employee may stay in one area with little movement for duration of 30 to 60 minutes.

Surfaces: Concrete, asphalt, soil, uneven soil, wet soil, gravel/rock, ladder steps/rungs, sloped or pitched surfaces, roofs, slippery surfaces, vehicles in motion, etc.

Currently performed in function numbers 1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11 and 13.

Walking:

Frequency: Frequent to Continuous, from 7 to 12 hours per shift.



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Distance: Averages of 50 to 200 feet; maximums of one mile or more.

Surfaces: Concrete, asphalt, soil, uneven soil, wet soil, gravel/rock, ladder steps/rungs, sloped or pitched surfaces, roofs, slippery surfaces, vehicles in motion, etc. Walking long distances is often performed in rugged, mountainous terrain.

Currently performed in function numbers 1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11 and 13.

Sitting:

Frequency: Occasional to Frequent, from 2 to 6 hours per day.

Duration: Average of 5 to 30 minutes; maximums up to 2 hours.

Seat Structure: Bench and individual vehicle seats, office chairs, floor, ground, etc.

Currently performed in function numbers 1, 2, 3, 4, 5, 7, 8, 9, 10, 11, 12 and 13.

PHYSICAL AGILITY (Primary Demands, Cont.)

Kneeling,

Squatting, or

Crouching: Occasional, from 10 minutes to 2 hours per day.

Crawling: 10 minutes to 2 hours per day.

Lying Prone/

Supine: 0 to 30 minutes.

Climbing: 15 to 60 minutes total. (Ladders, grades, stairs, vehicles, etc.)

Currently performed in function numbers 1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11 and 13.

STRENGTH

Lifting/Carrying:

Frequency: Occasional to Continuous, from 90 minutes to 12 hours per shift.



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- Duration:** Average of 5 to 90 seconds; maximum depends upon situation. The employee may support weights for as long as 30 minutes when holding/supporting accident victims, backboards and extraction tools; supported using hands/arms, legs, shoulders and back as appropriate. Includes the up to 40 pounds of equipment (Turnouts - with breathing apparatus) worn on the body.
- Distances:** Average of 50 to 150 feet; maximums of 1 mile or more.
- Work Performed:** To lift/carry/position hoses, equipment, debris, victims, etc. Performed in conjunction with walking, standing, reaching at all levels, bending/stooping, twisting, squatting/kneeling, pushing/pulling, gripping and grasping.
- With the:** Bilaterally, either hand independently, shoulders, waist/belt, back, etc.
- Weights:** The employee lifts/carries alone and with assistance a wide range of objects and weights from hand tools to victims.
- Levels:** All weights may be lifted to mid-torso level; weights to 75 pounds may be lifted to shoulder level and above.

Currently performed in function numbers 1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11 and 13.

Pushing/Pulling:

- Frequency:** Occasional to Continuous, from 30 minutes to 8 hours per shift.
- Duration:** Average of 10 to 90 seconds; maximums depend upon situation.
- Levels:** Approximately 20% below waist level; 70% waist to chest level; 10% shoulder level and above.
- Work Performed:** To move/position doors, fire hose, debris, equipment, patients/victims, tools, exercise equipment, foot controls, etc., with and without assistance.
- With the:** Bilaterally, either hand independently, legs, shoulder.
- Weights/Forces:** Push/pull forces are estimated from very light to very heavy. 50' of one and one-half inch fire hose holds nine gallons of water; 50' of two- and one-half-inch hose holds 12 ½ gallons of water. These water weights alone are approximately 76 and 106 pounds and are pulled over varied surfaces, debris, and obstructions. Vehicle extrications,



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rope rescues, work on grades, etc. required push/pull actions at all levels. For example, pulling back the roof of a vehicle to extricate a passenger. Specific force measurements obtained using the Chatillon Digital Force Measurement device are as follows: one-arm pulls (upward motion from knee level to shoulder) to start motors on chain saws - 24 to 31 lbs. force, blower - 61 lbs. force, generator -60 to 76 lbs.; one and two-arm pulls to raise 28' extension ladder (downward pulls on rope) - 90 to 105 lbs.; one and two-arm lift/pull from foot-level required to open hose bed cover - 71 and 126 lbs.; maximum force encountered (often over shoulder) when pulling out 150' of 2½" hose (dry) -77 lbs., and when pulling out 100' of 4" hose (dry) - 86 lbs. Shoulder level and above push/pull forces may reach approximately 75 PSI. Heavy upward jabs and downward pulls are required to remove drop ceilings at fire sites.

Currently performed in function numbers 1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11 and 13.

PHYSICAL AGILITY

- Balancing:** Occasional to Frequent, 15 minutes to 4 hours total for duration of 30 seconds up to 30 minutes per occurrence.
- Bending/Stooping:** Occasional to Frequent bending/stooping is performed from 15 minutes up 4 hours per shift. Average duration of 10 to 90 seconds; maximum duration of 5 minutes. Averages of 45 degrees; maximums approximately 90 degrees.
- Running:** Required to evade threat from fire or animals, to respond in emergencies, etc.
- Twisting/Turning:** Occasional to Frequent twisting/turning is performed from 15 minutes up to 4 hours per shift. Average duration of 5 to 15 seconds; maximum duration of 5 minutes at each occurrence. Average of 20 degrees; maximum of approximately 60 degrees.

Physical Agility in Balancing, Bending/Stooping, Running, and Twisting/Turning is currently performed in function numbers 1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11 and 13.

DEXTERITY

Reaching:



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Shoulder level or above: Occasional from 30 minutes to 2 hours per shift for average duration of 30 to 60 seconds; maximum duration up to 5 minutes.

Waist to chest level: Occasional to Continuous waist to chest level reaching is performed from 2 to 8 hours per shift. Average duration of 1 to 5 minutes; maximum duration of 60 minutes each occurrence. With partial to full extensions of the arms.

Below waist level: Occasional to Continuous below waist level reaching is performed from 2 to 8 hours per shift. Average duration of 1 to 5 minutes; maximum duration of 60 minutes each occurrence. With partial to full extensions of the arms.

Currently performed in function numbers 1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11 and 13.

Handling/Fingering - Gripping/Grasping:

Frequency: Occasional to Continuous from 3 up to 12 hours per shift.

Duration: Average of 10 to 90 seconds; maximum of 30 minutes at each occurrence.

Type: Simple, firm and power whole-hand grasping.

With the: Bilaterally and either hand independently.

Work Performed: Performed in conjunction with reaching, lifting, carrying, pushing, pulling, reaching, torquing, against resistance, supporting weight. More predominant with major hand to manipulate hand and power tools.

Currently performed in function numbers 1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11, 12 and 13.

Handling/Fingering - Finger Dexterity:

Frequency: Occasional from 2 to 3 hours per day (currently). Records currently prepared and maintained on paper forms will in the coming months be computerized. It is anticipated that computer keyboarding requirements will increase from 1 to 2 hours to 2 to 4 hours per shift.

Duration: Average of 10 to 30 seconds; maximums of 5 minutes.

With the: Dominant hand (handwriting), either hand independently, both hands (keyboard).



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Work Performed: To prepare/update logs, reports, schedules, evaluations, training materials, personnel files, etc.; to handle tools, bolts, fasteners; to manipulate medical devices and perform medical procedures; to use keys, switches, toggles, etc.

Currently performed in function numbers 1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11, 12 and 13.

Twisting: Occasional twisting of the wrists is performed 30 to 90 minutes per shift. Average duration of a 2 to 4 seconds; maximum duration of 10 seconds.

Wrist Flexion/Extension: Occasional flexion/extension is performed 1 to 3 hours per shift. Average duration of 10 to 30 seconds; maximum duration of 30 minutes.

Wrist - Radial/Ulnar: Occasional radial side and ulnar side deviation is required 10 to 30 minutes per shift. Average duration of 1 to 3 seconds; maximum duration of 5 seconds.

Currently performed in function numbers 1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11 and 13. Performed in conjunction with reaching, lifting, carrying, pushing, pulling, gripping, grasping, and finger dexterity. Performed to support weights (flexion), manipulate valves, hand tools and components.

CERVICAL MOVEMENT

Extension: Occasional extension (looking up) is performed 1 to 2 hours per shift. Average duration of 5 seconds; maximum duration of 20 minutes.

Rotation: Occasional to Frequent rotation of the neck is performed 1 to 5 hours per shift. Average duration of 10 to 20 seconds; maximum duration of 5 minutes.

Flexion: Occasion to Frequent flexion (looking down) of the neck is performed 1 to 4 hours per shift. Average duration of 10 to 20 seconds; maximum duration of 5 minutes.

Neutral: Frequent to Continuous neutral positioning of the neck is performed 5 to 10 hours per shift. Average duration of 10 to 30 seconds; maximum duration of 3 minutes.

Currently performed in function numbers 1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11, 12 and 13.

COORDINATION

Eye-Hand: Continuous in order to handle and manipulate tools and components.



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Eye/Hand/Foot: Occasional to Frequent in order to drive vehicles, operate and manipulate equipment and apparatus.

Driving: Occasional to Frequent.

Currently performed in function numbers 1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11, 12 and 13.

SENSORY

Speech: The employee communicates in English at normal conversational levels and at levels necessary to be heard above equipment and noise.

Hearing: Normal or corrected to normal hearing is required for communication and safety purposes.

Vision: Near Acuity Far Acuity Depth Perception
 Color Field of Vision Accommodation

Smell Normal olfactory sense is used.

Currently performed in function numbers 1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11, 12 and 13.

ENVIRONMENTAL FACTORS

The employee works both inside (approximately 20% to 80%) and outside (approximately 0% to 50%) of the time. S/he is exposed to (checked items):

Weather Extreme Cold Extreme Heat Wet and/or Humid Conditions

Vibration Electrical Shock High/Exposed Places Radiation

Moving Parts Explosives Toxic/Caustic Chemicals/Gases Dust

Other: Smoke, fumes, vehicle exhaust, burning plastics, hazardous materials, infectious bodily fluids, communicable diseases, traffic, and others. Indoor work places and vehicles are ventilated, heated and air-conditioned. The work is performed in all terrains on all work surfaces, in all weather conditions, visibility, etc.

Noise Levels _____ Very Quiet _____ Quiet Moderate Loud Very Loud



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Protective Equipment Uniforms, turn outs, boots, shoes, helmet, gloves, rubber gloves, face shields, breathing apparatus, self-contained breathing apparatus, fire shelters (aluminum tent shelter worn on belt), particle masks, safety glasses, ear protection and others as circumstances dictate.

MENTAL FACTORS

General Educational Development

Reasoning: Apply logical or scientific thinking to define problems, collect data, establish facts, and draw valid conclusions. Interpret extensive array of instructions, deal with several abstract and concrete variables.

Mathematics: Complex Skills - Business math, algebra, geometry, shop math, calculus, or statistics.

Reading: Complex Skills - Comprehend manuals (such as maps, policies and procedures, training materials, multi-step instructions for dealing with callers, code books), instructions in use of communications equipment (such as computer console, multi-line telephones and apparatus, safety rules and procedures, and drawings.

Writing: Complex Skills - Prepare business letters, summaries of reports using prescribed format and conforming to all rules of English spelling, punctuation, grammar, diction, and style.

Perception:

Clerical: Ability to perceive pertinent detail in verbal or tabular material. To observe differences in computation.

Spatial: Ability to recognize the relationships resulting from the movement of objects in space. Ability to comprehend forms in space and understand relationships of plane and solid objects. May be used in tasks as blueprint reading. Frequently described as the ability to "visualize" object of two or three dimensions, or to think visually of geometric forms.

Form: Ability to perceive pertinent detail in objects or in pictorial or graphic material. To make visual comparisons and discriminations and see slight differences in shapes and shadings of figures and widths and lengths of line.

Data, People, Things

Data: Data are intangible and include numbers, words, symbols, ideas, concepts, and oral verbalization: Coordinating, Analyzing, Compiling, Copying and Comparing.



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People: Human beings, dealt with on an individual basis: Instructing, Supervising, Persuading, Speaking/Signaling, Taking Instructions and Helping.

Things: Inanimate objects as distinguished from human beings, substances or materials; machines, tools, equipment and products. A thing is tangible and has shape, form, and other physical characteristics: Operating/Controlling, Driving/Operating, Manipulating, Tending and Handling.

Personal Traits: Work functions required by specific job-worker situations, also known as temperaments.

- I. **Ability to comprehend and follow specific instructions:** The ability to maintain attention and concentration for necessary periods, to apply common sense understanding to carry out instructions furnished in written oral or diagrammatic form; to adapt to situations requiring the precise attainment of set limits, tolerances or standards; to operate-controls which involve starting, stopping, controlling and adjusting the progress of a machine or piece of equipment.
- II. **Ability to perform simple and repetitive tasks, or short cycle work:** The ability to ask simple questions or request assistance, to perform activities of a routine, concrete, organized nature, to remember locations and work procedures; to make decisions based on simple sensory data.
- III. **Ability to maintain a work pace appropriate to a given work load:** The ability to perform activities with a schedule, maintain regular attendance and to be punctual within specified tolerances, to complete a normal work day and/or work week and perform at a consistent pace without unreasonable number and/or length of rest periods; to perform effectively when confronted with potential emergency, critical, unusual or dangerous situations, or in situations in which working speed and sustained attention are make or break aspects of the job.
- IV. **Ability to relate to other people beyond giving and receiving instructions:** The ability to get along with co-workers or peers without exhibiting extreme responses, to perform work activities requiring negotiating with, instruction, supervising, persuading or speaking; to respond appropriately to criticism from a supervisor.
- V. **Ability to influence people:** The ability to convince or redirect others; to understand the meaning of words and to use them effectively; to interact appropriately with the general public.
- VI. **Ability to perform complex or varied tasks:** The ability to synthesize, coordinate and analyze data; to perform jobs requiring precise attainment of set limits, tolerances or standards.



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- VII. **Ability to make generalizations, evaluations or decisions without immediate supervision:**
The ability to retain awareness of potential hazards and observe appropriate precautions; to understand and remember detailed instructions; to travel in unfamiliar places or use public transportation systems.



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PURPOSE:

To provide a description of the physical requirements for, the qualifications for, and the duties and responsibilities of employment within this classification with the North County Fire Protection District.

POLICY:

All members classified in the position described herein shall meet all physical requirements, personal and professional qualifications, and shall perform the stated duties and responsibilities, and all other duties as assigned. This job analysis was conducted by Job Analysis Inc. via interview with employees from each of the classifications. The format of each job description is in its original version as disseminated by Job Analysis Inc.

INTENT: The intent of this policy is to provide an overview of the abilities necessary to appropriately function within the specified classification. It is also the intent to provide an overview of the typical duties and responsibilities of the stated position. This job analysis is not intended to delineate every facet of a particular job classification; other duties and responsibilities may be assigned as appropriate.

ESSENTIAL FUNCTIONS JOB ANALYSIS [KMI]

EMPLOYEE _____ Generic
JOB TITLE _____ Firefighter-Paramedic

EMPLOYER _____ North County Fire Protection District
315 E. Ivy Street
Fallbrook, CA 92028
(760) 723-2015 - Fax (760) 723-2003

DATE WRITTEN May 12, 1999 _____ **UPDATES**

Method of Analysis ~~On site interviews and an on-site inspection of Station #1 were conducted on May 10 and 11, 1999. A previous job analysis, dated November 26, 1996 was reviewed, the current District and Association Memorandum of Understanding, Association Bylaws, Zone One ICS Qualification System, and previous analyses performed by Job Analysis, Inc. on this and similar positions were also consulted.~~

About the District:



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The District is located in the northern part of San Diego County bordered by Vista, Oceanside, Camp Pendleton and Riverside County. The North County Fire Protection District was formed in December 1986 as a result of the reorganization of the Fallbrook Fire Protection District and the Rainbow County Service area. The Fallbrook Fire Protection District was formed in 1951; the Rainbow Fire Department (County Service Area) was formed in 1967. The District operates out of seven fire stations (five with career and reserve personnel and two with volunteer personnel). The District provides fire, rescue, emergency medical and ambulance service to a rapidly expanding population of more than 44,500 in an area covering 90 square miles. The District includes the communities of Fallbrook, Bonsall, and Rainbow. There is an additional 44.5 square miles within the District's sphere of influence. The District is comprised of light to medium commercial/industrial, rural and urban residential, large multi-unit apartment and condominium projects, and expansive urban/wildland interface areas.

The District operates six Engine Companies of which two are Medic Engine Companies, two Advanced Life Support ambulances, two Basic Life Support ambulances, and three Brush units. The District responded to a total of 3,969 calls in fiscal year 98/99 and has a total complement of 119 personnel. The District is headed by Fire Chief Edward Burcham and is comprised of: one Deputy Chief, four Battalion Chiefs, one Administrative Captain, one Fire Prevention Specialist, twelve Fire Captains, fifteen Engineers, twenty-one Firefighter/Paramedics, three Firefighters, two Administrative Secretaries, two Bookkeepers, three Dispatchers, two Mechanics, ten Explorers, fifteen Reserves and twenty-six Rainbow Volunteers.

General Job Description:

There are 1524 Firefighters or Firefighter-Paramedics employed by the District. Firefighters are assigned to one of five District stations where during their assigned shift they work with a crew usually consisting of a Captain, a Fire-Engineer, and one to two other Firefighters or Firefighter-Paramedics. Their primary functions are fire suppression, rescue, and BLS (Basic Life Support) and ALS (Advanced Life Support). District wide in 1997, there was an average of 11 "actions" per day. 70% to 80% of these were medical emergencies, vehicle accidents, vehicle extrications, rescues, hazardous materials spills, and other non-fire emergencies. 10% to 20% were fires. 50% of all calls are handled through the Headquarters, Station Number One; one or more stations may respond. There are seasonal variances in types of actions, with more structural fires and river/flood rescues during winter months, more wildland fires during summer months, more vehicle accidents in wet weather, etc.

Work Hours:

An average of eight, 24-hour shifts are worked in a 24-day work cycle equaling an average 56-hour work week. Regularly scheduled activities and emergency call responses are performed from 8:00



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~~a.m. to 5:00 p.m. Emergency call responses are performed throughout the remainder of the shift. Mandatory overtime hours are worked as needed. During "regular work hours", employees are provided two, 15-minute breaks and a 60-minute lunch break.~~

Education:

Minimum Requirement:s are-a

- High School Diploma,
- ~~Successful completion of a CSFM accredited Firefighter I Academy, and coursework required to obtain~~
- Paramedic Certification (see below).

Desirable Education:

- An Associate's Degree in Fire Science, Business Management, Public Administration or related field is desirable.
- A Bachelor's Degree in Fire Science, Business Management, Public Administration or related field is desirable.

License/Certification:

- Class "C" California Driver's License - must remain insurable with district's liability carrier),
- State Licensure as a Paramedic
- San Diego County Accreditation as an EMT-Paramedic
- Hazardous Materials First Response and Operational Certification, **and CPR.**
- Current ACLS Certified

Experience/Knowledge/Abilities

~~**Knowledge:** Basic apparatus and equipment mechanics, maintenance and operations; emergency rescue procedures and practices involving fire, chemical, or other threats; firefighting principles, techniques, and principles of hydraulics applied to fire suppression; modern fire prevention and suppression methods, fire behavior, and basic fire chemistry; BLS (basic life support) and ALS (advanced life support); departmental rules and regulations on fire prevention, safety, fire codes, and rescue methods to include State laws and municipal codes and ordinances related to fire prevention and inspection work; hazardous, toxic, and/or explosive materials; area terrain, geography, roadways and other relevant characteristics. Applicants must have the ability to pass psychiatric, medical, and~~



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~~physical agility examinations; perform strenuous work under adverse conditions for sustained periods of time; react quickly and calmly in emergency situations; and learn and retain information on procedures, protocols and practices related to medical, fire and other emergency responses.~~

- Basic apparatus and equipment mechanics,
- maintenance and operations
- Emergency rescue procedures and practices involving fire, chemical and other threats
- Firefighting principles, techniques and principles of hydraulics applied to fire suppression
- Paramedic skills and abilities
- Regulations regarding fire prevention, safety, fire codes and rescue methods including state laws, municipal codes and ordinances related to fire prevention and inspection work
- Hazardous, toxic and/or explosive materials
- Area terrain, geography and roadways and other relevant characteristics

Abilities

- Perform strenuous work under adverse conditions for extended periods of time
- React quickly and calmly in emergency situations
- Learn and retain information on procedures, protocols and practices related to medical, fire and other emergency responses
- Candidates must have the ability to pass psychiatric, medical and physical agility examinations

License/Certification:

- ~~Class "C" California Driver's License (w/ ambulance endorsement - must remain insurable with district's liability carrier),~~
- ~~State Certification as an EMT-1A, State Licensure as a Paramedic,~~
- ~~San Diego County Accreditation as an EMT-Paramedic~~
- ~~Hazardous Materials First Response and Operational Certification, and GPR.~~
- ~~Current AGLS Card~~

ESSENTIAL FUNCTIONS: Frequencies (daily): OCCASIONAL (Up to 1/3 of the time); FREQUENT (1/3 to 2/3 of the time); & CONTINUOUS (2/3 or more of the time). Strength: Refer to U.S. Dept of Labor Strength Levels/Categories.

ESSENTIAL FUNCTIONS	FREQUENCY	STRENGTH
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<p>1. Performs firefighting activities: controls and extinguishes structural and wildland fires; protects lives and property during fires; responds to fire alarms by donning protective clothing; rides apparatus to emergency sites; pulls hoses and directs water or chemicals onto fires; creates openings for entrance to structures; creates fire breaks; operates all necessary apparatus and equipment; performs and/or assists with fire rescues; protects property from water and smoke; and related activities.</p>	<p>Occasional to Continuous</p>	<p>Very Heavy</p>
<p>2. Responds to emergency medical situations and convalescent medical situations (non-emergency); rides and on occasion drives appropriate apparatus to site; administers basic life support (BLS) to patients; extricates patients from vehicles or confined spaces using hydraulic and pneumatic mechanical advantage systems; performs above or below grade rescues, confined space rescues, and flood/river rescues using rope rescue and other equipment; performs hazardous materials operations; and related activities.</p>	<p>Occasional to Continuous</p>	<p>Very Heavy</p>
<p>3. Helps secure sites by directing traffic, clearing public, clearing landing zones for helicopter landing, setting up lighting, and related activities.</p>	<p>Occasional</p>	<p>Medium</p>
<p>4. Responds to the orders and directives of incident commanders/superiors and carries out assignments per applicable practices and protocols.</p>	<p>Occasional to Continuous</p>	<p>Light to Very Heavy</p>
<p>5. Performs equipment and apparatus maintenance and inspections; performs minor repairs to equipment and apparatus; reports defects to appropriate personnel; fuels vehicles; performs daily and scheduled inspections and maintenance activities; and stocks supplies to help ensure operational readiness of all apparatus and equipment.</p>	<p>Occasional</p>	<p>Heavy</p>
<p>6. Performs station and grounds maintenance tasks per weekly schedules including housekeeping, cleaning, lawn mowing, raking, etc.</p>	<p>Occasional</p>	<p>Medium</p>
<p>7. Participates in Company Inspections per quarterly schedules; advises businesses/individuals of fire codes, fire hazards, chemical hazards, etc. Each business or commercial building is to be inspected once per year. Twenty occupancies are inspected per quarter.</p>	<p>Occasional</p>	<p>Light</p>
<p>8. Performs Wildland/Urban Interface Inspections in Fire Mitigation Zones.</p>	<p>Occasional</p>	<p>Light</p>



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9. Participates in training, drills and evaluations. By law, 20 hours of training per month is required. Training or drills are conducted in-house (one station) or in combined drills with two to three other stations. Occasional Sedentary to Very Heavy

10. Participates in physical training activities. Includes running, bikes, and/or weight lifting. As performance of other functions allows, one and a half hours per day are spent performing these activities. (Each station has physical training area/equipment. 40% to 50% of staff have signed and participate in Department Physical Training program.)	Continuous	Medium to Heavy
11. May serve as Acting Engineer (requires additional certification) and carry out responsibilities described in Fire Engineer analysis.	Continuous	Light to Heavy
12. Attends scheduled meetings, participates in special committee activities, etc.	Occasional	Sedentary to Light
13. Participates in public education activities, station tours, Fire Awareness Week, and other public education activities as requested.	Occasional	Light to Medium

Note: Employees may be selected to participate in the State of California OES program and/or the Zone One ICS (Incident Command System). Under the OES and in exchange for the use of an OES fire protection apparatus, any three qualified employees can be selected to participate in an emergency response anywhere in the State of California. The Zone One ICS exists to ensure a readily accessible pool of qualified personnel to respond to incidents and events such as multi-casualty incidents, search and rescue missions, transportation accidents, major natural disasters, planned events and similar occurrences. The Zone One ICS includes 13 area departments. Employees are certified to participate in designated capacities based on training, certifications, and fitness.

Types of machines, tools, equipment used on the job: Medical supplies (rubber gloves, tape, etc.), medical equipment (defibrillators, backboard, scoop stretcher, drug box, gurney, oxygen tanks, etc.), hydraulic/pneumatic rescue equipment, hoses, fire nozzle, fire extinguisher, extrication tools, forced smoke ejector, rams, streeper kit, chain saws, rotary saws, rope rescue equipment, various hand tools, fans, portable generators, water vacuum, air chisel, float-a-pump, shovel, ax, pike poles, rake, broom, pry bar, brush hooks, pulaski, mechanic's tools and test equipment, ladders, breathing apparatus, combustible gas indicator, fire shelters, lawn mower, housekeeping equipment, etc.

Vehicles/moving equipment driven on the job: Varied firefighting and emergency medical vehicles including Heavy Rescue (fire, vehicle extrication, swift water rescue, etc.), Brush Unit (Type III, off-road, grade rescues, etc.), Residential (Type I, paved surface), Paramedic (ALS and BLS Ambulances), OES (Cal. State provided apparatus), EOC (Emergency Operations Center vehicle), and others.



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CURRENT PHYSICAL FACTORS Frequency Key: Occasional - Up to 1/3 of the time; Frequent - 1/3 to 2/3 of the time; Continuous - Over 2/3 of the time. **(Based on 12 hour day)**

Note: Due to the nature of the essential functions of this position, physical factors vary significantly from day to day and are more or less demanding in some circumstances. Representative, commonly encountered frequencies and duration are indicated.

ENDURANCE (Primary Demands)

Standing

Frequency: Occasional to Frequent, from 3 to 6 hours per shift.

Duration: Average of 30 to 90 seconds; common maximums of 5 minutes. Duration refer to time spent without moving/lifting the feet; the employee may stay in one area with little movement for duration of 30 to 60 minutes.

Surfaces: Concrete, asphalt, soil, uneven soil, wet soil, gravel/rock, ladder steps/rungs, sloped or pitched surfaces, roofs, slippery surfaces, vehicles in motion, etc.

Currently performed in function numbers 1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11 and 13.

Walking

Frequency: Frequent to Continuous, from 7 to 12 hours per shift.

Distance: Averages of 50 to 200 feet; maximums of one mile or more.

Surfaces: Concrete, asphalt, soil, uneven soil, wet soil, gravel/rock, ladder steps/rungs, sloped or pitched surfaces, roofs, slippery surfaces, vehicles in motion, etc. Walking long distances is often performed in rugged, mountainous terrain.

Currently performed in function numbers 1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11 and 13.

Sitting

Frequency: Occasional to Frequent, from 2 to 6 hours per day.

Duration: Average of 5 to 30 minutes; maximums up to 2 hours.



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Seat Structure: Bench and individual vehicle seats, office chairs, floor, ground, etc.

Currently performed in function numbers 1, 2, 3, 4, 5, 7, 8, 9, 10, 11, 12 and 13.

PHYSICAL AGILITY (Primary Demands, Cont.)

**Kneeling,
Squatting, or
Crouching**

Occasional, from 10 minutes to 2 hours per day.

Crawling

10 minutes to 2 hours per day.

**Lying Prone/
Supine**

0 to 30 minutes.

Climbing

15 to 60 minutes total. (Ladders, grades, stairs, vehicles, etc.)

Currently performed in function numbers 1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11 and 13.

STRENGTH

Lifting/Carrying

Frequency: Occasional to Continuous, from 90 minutes to 12 hours per shift.

Duration: Average of 5 to 90 seconds; maximum depends upon situation. The employee may support weights for as long as 30 minutes when holding/supporting accident victims, backboards and extraction tools; supported using hands/arms, legs, shoulders and back as appropriate. Includes the up to 40 pounds of equipment (Turnouts - with breathing apparatus) worn on the body.

Distances: Average of 50 to 150 feet; maximums of 1 mile or more.

Work Performed: To lift/carry/position hoses, equipment, debris, victims, etc. Performed in conjunction with walking, standing, reaching at all levels, bending/stooping, twisting, squatting/kneeling, pushing/pulling, gripping and grasping.

With the: Bilaterally, either hand independently, shoulders, waist/belt, back, etc.



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Weights: The employee lifts/carries alone and with assistance a wide range of objects and weights from hand tools to victims. Specific items include 2½" fire-nozzle - 18 lbs., 100 foot 2½" hose with single jacket - 24 lbs., 50 foot 2½" hose with coupling structure - 33 lbs., hose pack - 45 lbs., K-12 circular saw - 35 lbs., fire extinguisher - 36 lbs., Blower - 47 lbs., Viking-extrication-tool - 43 lbs., Forced air ejector 45-lbs., 16 foot extension ladder - 46 lbs., 14' roof ladder - 47 lbs., 24' ladder - 80 lbs., 30' ladder - 100 lbs., rams - 25 to 50 lbs., Hurst extrication tool with hoses attached - 75 lbs., chains for Hurst tool - 81 lbs., tool box - 83 lbs., gurney - 80 lbs., Amkus power unit - 102 lbs., Amkus spreader - 47.5 lbs., Blackhawk extension kit - 87 lbs., and streeper kit - 132 lbs. Victims lifted with assistance may weigh up to 350 lbs. The lift/pull force required to remove from the ambulance a gurney holding a 245 lb. man was measured at 125 pounds (~4' to point gurney wheels lock and support gurney). One and two-arm lift/pull required to open hose bed cover - 71 and 126 lbs.

Levels: All weights may be lifted to mid-torso level; weights to 75 pounds may be lifted to shoulder level and above.

Currently performed in function numbers 1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11 and 13.

Pushing/Pulling

Frequency: Occasional to Continuous, from 30 minutes to 8 hours per shift.

Duration: Average of 10 to 90 seconds; maximums depend upon situation.

Levels: Approximately 20% below waist level; 70% waist to chest level; 10% shoulder level and above.

Work Performed: To move/position doors, fire hose, debris, equipment, patients/victims, tools, exercise equipment, foot controls, etc., with and without assistance.

With the: Bilaterally, either hand independently, legs, shoulder.

Weights/Forces: Push/pull forces are estimated from very light to very heavy. 50' of one and one-half inch fire hose holds nine gallons of water; 50' of two and one-half inch hose holds 12 ½ gallons of water. These water weights alone are approximately 76 and 106 pounds and are pulled over varied surfaces, debris, and obstructions. Vehicle extrications, rope rescues, work on grades, etc. required push/pull actions at all levels. For example, pulling back the roof



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of a vehicle to extricate a passenger. Specific force measurements obtained using the Chatillon Digital Force Measurement device are as follows: one-arm pulls (upward motion from knee level to shoulder) to start motors on chain saws - 24 to 31 lbs. force, blower - 61 lbs. force, generator -60 to 76 lbs.; one and two-arm pulls to raise 28' extension ladder (downward pulls on rope) - 90 to 105 lbs.; one and two-arm lift/pull from foot-level required to open hose bed cover - 71 and 126 lbs.; maximum force encountered (often over shoulder) when pulling out 150' of 2½" hose (dry) -77 lbs., and when pulling out 100' of 4" hose (dry) - 86 lbs. Shoulder level and above push/pull forces may reach approximately 75 PSI. Heavy upward jabs and downward pulls are required to remove drop ceilings at fire sites.

Currently performed in function numbers 1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11 and 13.

PHYSICAL AGILITY

Balancing

Occasional to Frequent, 15 minutes to 4 hours total for duration of 30 seconds up to 30 minutes per occurrence.

Bending/Stooping

Occasional to Frequent bending/stooping is performed from 15 minutes up 4 hours per shift. Average duration of 10 to 90 seconds; maximum duration of 5 minutes. Averages of 45 degrees; maximums approximately 90 degrees.

Running

Required to evade threat from fire or animals, to respond in emergencies, etc.

Twisting/Turning

Occasional to Frequent twisting/turning is performed from 15 minutes up to 4 hours per shift. Average duration of 5 to 15 seconds; maximum duration of 5 minutes at each occurrence. Average of 20 degrees; maximum of approximately 60 degrees.

Physical Agility in Balancing, Bending/Stooping, Running, and Twisting/Turning is currently performed in function numbers 1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11 and 13.

DEXTERITY

Reaching

Shoulder level or above: Occasional from 30 minutes to 2 hours per shift for average duration of 30 to 60 seconds; maximum duration up to 5 minutes.



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Waist to chest level: Occasional to Continuous waist to chest level reaching is performed from 2 to 8 hours per shift. Average duration of 1 to 5 minutes; maximum duration of 60 minutes each occurrence. With partial to full extensions of the arms.

Below waist level: Occasional to Continuous below waist level reaching is performed from 2 to 8 hours per shift. Average duration of 1 to 5 minutes; maximum duration of 60 minutes each occurrence. With partial to full extensions of the arms.

Currently performed in function numbers 1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11 and 13.

Handling/Fingering - Gripping/Grasping

Frequency: Occasional to Continuous from 3 up to 12 hours per shift.

Duration: Average of 10 to 90 seconds; maximum of 30 minutes at each occurrence.

Type: Simple, firm and power whole-hand grasping.

With the: Bilaterally and either hand independently.

Work Performed: Performed in conjunction with reaching, lifting, carrying, pushing, pulling, reaching, torquing, against resistance, supporting weight. More predominant with major hand to manipulate hand and power tools.

Currently performed in function numbers 1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11, 12 and 13.

Handling/Fingering - Finger Dexterity

Frequency: Occasional from 2 to 3 hours per day (currently). Records currently prepared and maintained on paper forms will in the coming months be computerized. It is anticipated that computer keyboarding requirements will increase from 1 to 2 hours to 2 to 4 hours per shift.

Duration: Average of 10 to 30 seconds; maximums of 5 minutes.

With the: Dominant hand (handwriting), either hand independently, both hands (keyboard).

Work Performed: To prepare/update logs, reports, schedules, evaluations, training materials, personnel files, etc.; to handle tools, bolts, fasteners; to manipulate medical devices and perform medical procedures; to use keys, switches, toggles, etc.



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Currently performed in function numbers 1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11, 12 and 13.

Twisting Occasional twisting of the wrists is performed 30 to 90 minutes per shift. Average duration of a 2 to 4 seconds; maximum duration of 10 seconds.

Wrist Flexion/Extension Occasional flexion/extension is performed 1 to 3 hours per shift.
Average duration of 10 to 30 seconds; maximum duration of 30 minutes.

Wrist - Radial/Ulnar Occasional radial side and ulnar side deviation is required 10 to 30 minutes per shift. Average duration of 1 to 3 seconds; maximum duration of 5 seconds.

Currently performed in function numbers 1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11 and 13. Performed in conjunction with reaching, lifting, carrying, pushing, pulling, gripping, grasping, and finger dexterity. Performed to support weights (flexion), manipulate valves, hand tools and components.

CERVICAL MOVEMENT

Extension Occasional extension (looking up) is performed 1 to 2 hours per shift. Average duration of 5 seconds; maximum duration of 20 minutes.

Rotation Occasional to Frequent rotation of the neck is performed 1 to 5 hours per shift. Average duration of 10 to 20 seconds; maximum duration of 5 minutes.

Flexion Occasion to Frequent flexion (looking down) of the neck is performed 1 to 4 hours per shift. Average duration of 10 to 20 seconds; maximum duration of 5 minutes.

Neutral Frequent to Continuous neutral positioning of the neck is performed 5 to 10 hours per shift. Average duration of 10 to 30 seconds; maximum duration of 3 minutes.

Currently performed in function numbers 1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11, 12 and 13.

COORDINATION

Eye-Hand Continuous in order to handle and manipulate tools and components.



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Eye/Hand/Foot Occasional to Frequent in order to drive vehicles, operate and manipulate equipment and apparatus.

Driving Occasional to Frequent.

Currently performed in function numbers 1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11, 12 and 13.

SENSORY

Speech The employee communicates in English at normal conversational levels and at levels necessary to be heard above equipment and noise.

Hearing Normal or corrected to normal hearing is required for communication and safety purposes.

Vision Near Acuity Far Acuity Depth Perception
 Color Field of Vision Accommodation

Smell Normal olfactory sense is used.

Currently performed in function numbers 1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11, 12 and 13.

ENVIRONMENTAL FACTORS

The employee works both inside (approximately 20% to 80%) and outside (approximately 0% to 50%) of the time. He/She is exposed to (checked items):

Weather Extreme Cold Extreme Heat Wet and/or Humid Conditions

Vibration Electrical Shock High/Exposed Places Radiation

Moving Parts Explosives Toxic/Caustic Chemicals/Gases Dust

Other: Smoke, fumes, vehicle exhaust, burning plastics, hazardous materials, infectious bodily fluids, communicable diseases, traffic, and others. Indoor work places and vehicles are ventilated, heated and air-conditioned. The work is performed in all terrain's on all work surfaces, in all weather conditions, visibility, etc.

Noise Levels Very Quiet Quiet Moderate Loud Very Loud



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Protective Equipment Uniforms, turn outs, boots, shoes, helmet, gloves, rubber gloves, face shields, breathing apparatus, self-contained breathing apparatus, fire shelters (aluminum tent shelter worn on belt), particle masks, safety glasses, ear protection and others as circumstances dictate.

MENTAL FACTORS

General Educational Development

Reasoning Apply logical or scientific thinking to define problems, collect data, establish facts, and draw valid conclusions. Interpret extensive array of instructions, deal with several abstract and concrete variables.

Mathematics Complex Skills - Business math, algebra, geometry, shop math, calculus, or statistics.

Reading Complex Skills - Comprehend manuals (such as maps, policies and procedures, training materials, multi-step instructions for dealing with callers, code books), instructions in use of communications equipment (such as computer console, multi line telephones and apparatus, safety rules and procedures, and drawings).

Writing Complex Skills - Prepare business letters, summaries of reports using prescribed format and conforming to all rules of English spelling, punctuation, grammar, diction, and style.

Perception Clerical - Ability to perceive pertinent detail in verbal or tabular material. To observe differences in computation. **Spatial** - Ability to recognize the relationships resulting from the movement of objects in space. Ability to comprehend forms in space and understand relationships of plane and solid objects. May be used in tasks as blueprint reading. Frequently described as the ability to "visualize" object of two or three dimensions, or to think visually of geometric forms. **Form** - Ability to perceive pertinent detail in objects or in pictorial or graphic material. To make visual comparisons and discriminations and see slight differences in shapes and shadings of figures and widths and lengths of line.

Data, People, Things

Data: Data are intangible and include numbers, words, symbols, ideas, concepts, and oral verbalization: Coordinating, Analyzing, Compiling, Copying and Comparing.

People: Human beings, dealt with on an individual basis: Instructing, Supervising, Persuading, Speaking/Signaling, Taking Instructions and Helping.



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Things: Inanimate objects as distinguished from human beings, substances or materials; machines, tools, equipment and products. A thing is tangible and has shape, form, and other physical characteristics: Operating/Controlling, Driving/Operating, Manipulating, Tending and Handling.

Personal Traits Work functions required by specific job-worker situations, also known as temperaments.

- I. Ability to comprehend and follow specific instructions.** The ability to maintain attention and concentration for necessary periods, to apply common sense understanding to carry out instructions furnished in written oral or diagrammatic form; to adapt to situations requiring the precise attainment of set limits, tolerances or standards; to operate-controls which involve starting, stopping, controlling and adjusting the progress of a machine or piece of equipment.
- II. Ability to perform simple and repetitive tasks, or short cycle work.** The ability to ask simple questions or request assistance, to perform activities of a routine, concrete, organized nature, to remember locations and work procedures; to make decisions based on simple sensory data.
- III. Ability to maintain a work pace appropriate to a given work load.** The ability to perform activities with a schedule, maintain regular attendance and to be punctual within specified tolerances, to complete a normal work day and/or work week and perform at a consistent pace without unreasonable number and/or length of rest periods; to perform effectively when confronted with potential emergency, critical, unusual or dangerous situations, or in situations in which working speed and sustained attention are make or break aspects of the job.
- IV. Ability to relate to other people beyond giving and receiving instructions.** The ability to get along with co-workers or peers without exhibiting extreme responses, to perform work activities requiring negotiating with, instruction, supervising, persuading or speaking; to respond appropriately to criticism from a supervisor.
- V. Ability to influence people.** The ability to convince or redirect others; to understand the meaning of words and to use them effectively; to interact appropriately with the general public.
- VI. Ability to perform complex or varied tasks.** The ability to synthesize, coordinate and analyze data; to perform jobs requiring precise attainment of set limits, tolerances or standards.
- VII. Ability to make generalizations, evaluations or decisions without immediate supervision.** The ability to retain awareness of potential hazards and observe appropriate precautions; to understand and remember detailed instructions; to travel in unfamiliar places or use public transportation systems.



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SUMMARY

To the best of my knowledge and ability, this Job Analysis is an accurate reflection of the position of Firefighter with the North County Fire Protection District, Fallbrook, California.

Prepared by:

Mark Barnett, QRR, CPDM _____ Date

REVIEW AND APPROVAL

To the best of our knowledge and ability, this Job Analysis is an accurate reflection of the position of a Firefighter with the North County Fire Protection District, Fallbrook, California.

CONTACTS - Through August 25, 1999

_____ Steve Abbott, Station Captain-Paramedic
_____ Ray Munoz, Firefighter-Paramedic

Reviewer Signature: _____ Title:

Reviewer Signature: _____ Title:

Reviewer Signature: _____ Title:



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Reviewer Signature: _____ Title: _____



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ELECTIONS, OFFICERS AND TERMS

1.0. ELECTIONS AND TERMS:

1.1. ELECTION PROCESS:

1.1.1. Members of the Board of Directors shall be elected in the electoral district established by Resolution 2021-1319-05 and subsequently reapportioned as provided for in State law and as set forth in §7 of the Resolution. Elections shall take place **by electoral districts 1, 2, 3, 4 and 5**, meaning that one Director shall be elected from each electoral district, by the voters of that electoral district.

1.1.2. The term of the elected members of the Board of Directors that commence prior to the effective date of ~~theis~~ Resolution shall not be affected by the adoption of ~~theis~~ Resolution.

1.1.3. A Director elected or appointed to represent a district must reside within that district and be a registered voter within that district. Likewise, any candidate for the Board of Directors must reside in and be a registered voter within the district in which he or she seeks election at the time nomination papers are issued. The Director shall continue to reside within the electoral district during the term of office. The Directors elected are to exercise their independent judgement on behalf of the interest of the entire fire district, including residents, property owners and the public as a whole, in furtherance of the mission, purposes and intents of the District.

1.1.4. Notwithstanding any other provision of this Resolution, the Directors in office at the time this Resolution takes effect shall continue in office at-large until the expiration of the term to which he or she was elected. In the event a vacancy occurs before the end of the term of a Director in office at the time Resolution 2021-1319-05 takes effect, a person who is appointed or elected by a special election to fill such vacancy may reside anywhere within the boundaries of the District.

1.2. IMPLEMENTATION OF ELECTION-BY-DISTRICT:

1.2.1. The by-district election system shall be implemented, beginning at the November 2020 election of the Board of Directors. As reaffirmed by Resolution 2021-13 the election system shall be as follows:



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1.2.2. Members of the Board of Directors shall be elected in Districts 1, 4 and 5 beginning at the November 2024~~0~~ election of the Board of Directors and every four years thereafter (See Resolution 2021-13~~19-05~~, Exhibit C).

1.2.3. Members of the Board of Directors shall be elected in Districts 2 and 3 beginning at the November 2022 election of the Board of Directors and every four years thereafter (See Resolution 2021-13~~19-05~~, Exhibit C).

1.3. ADJUSTMENT OF BOUNDARIES:

1.3.1. Pursuant to Elections Code §22000 and Health and Safety Code §13847, as either may be amended from time-to-time, the Board of Directors shall adjust the boundaries of any or all of the Districts by November 1 of the year following the Decennial Federal Census, to ensure that the Districts are in compliance with all applicable provisions of law.

~~1.3.1.~~ 1.3.2. A change in division boundaries shall not affect the term of office of any Director. If division boundaries are adjusted, the Director of the division whose boundaries have been adjusted shall continue to be the Director of the division bearing the number of his or her division as formerly comprised until the office becomes vacant by means of term expiration or otherwise, whether or not the Director is a resident within the boundaries of the division as adjusted (Election Code § 22000 (e)). The successor to the office in a division whose boundaries have been adjusted shall be a resident and voter of that division (Election Code § 22000 (f)).

1.4. SEATING OF NEW DIRECTORS:

1.4.1. The term of office of newly elected Directors shall begin at 12:00 A.M. of the first Friday of December following their election (Elections Code §10554).

1.4.2. Newly elected Directors are subject to the Brown Act upon certification of election, which may occur prior to being sworn-in.

1.4.3. Newly elected Directors shall be sworn-in as the first order of regular business during the regular December meeting of the Board.



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1.5. REQUIRED FILINGS:

1.6. STATEMENT OF FACTS:

- 1.6.1. Within ten (10) days after any change in the facts set forth in the Statement of Facts for the District, as outlined in Government Code §§ 53051 and 946.4, the Board Secretary will update the District's Statement and forward the updated Statement to the California Secretary of State and to the County Clerk of San Diego. At a minimum, the following information will be included:
- 1.6.2. The full, legal name of the District;
- 1.6.3. The official mailing address of the Board of Directors of the District;
- 1.6.4. The name, title and residence or business address of each Member of the Board of Directors of the District; and
- 1.6.5. The name and residence or business address of the President, other presiding officer and Secretary of the Board of Directors.

1.7. CONFLICT OF INTEREST AND FORM 700:

- 1.7.1. Board Members shall comply with the requirements of the California Fair Political Practices Commission and the District's most currently adopted Code of Conflict, as required by law.
- 1.7.2. The District's filing official will assist Board Members with identifying appropriate filing periods and submission of documents.
- 1.7.3. Typical filing periods are:
 - 1.7.3.1. Assuming office (including serving on JPA Boards as the District's representative);
 - 1.7.3.2. Leaving office;
 - 1.7.3.3. Annual filings; and
 - 1.7.3.4. Amendments.

2.0. SELECTION OF OFFICERS:

- 2.1.1. Should a Director desire to serve as an Officer, s/he has the responsibility to express such desire to the rest of the Board.



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2.1.2. It is desirable that Directors take turns as an Officer.

2.1.3. The Board shall not have a "lock step" rotation system for selecting Officers.

2.2. OFFICER ELECTIONS:

2.2.1. At the first meeting following the election or appointment of new Director(s) and at the last scheduled meeting of the calendar year (during a non-election year), the Board shall elect a President and Vice President to serve until the election of his/her successor.

2.2.2. Assumption of the Board Officer positions is effective at the conclusion of the meeting of the Board of Directors at which the election occurred.

2.2.3. Upon the occurrence of a vacancy, the Board shall fill such vacancy in accordance with the law (Health and Safety §13852). An interim election may be held upon the written request of the majority of the Directors in office at the time.

2.3. BOARD OFFICER - TERM OF OFFICE:

2.3.1. Once elected, Board Officers shall serve in their nominated position for a one-(1) year term.

2.3.2. Board Officers may be removed from a Board Officer position by a 4/5 vote of the Board (4 out of 5 Members).

3.0. VACANCIES ON THE BOARD:

3.1. ACTION REQUIRED BY THE BOARD:

3.1.1. The District **shall** notify the County elections official of the vacancy no later than fifteen (15) days following either the date on which the District Board is notified of the vacancy or the effective date of the vacancy, whichever is later (Government Code §1780 (a and b)).

3.1.2. The remaining District Board Members have **sixty (60) days** immediately subsequent to either the date on which the District Board is notified of the vacancy or the effective date of the vacancy; whichever is later, to either fill the vacancy:



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- 3.1.2.1. By appointment, or
- 3.1.2.2. By calling a special election (Government Code §1780(c and d).

3.2. APPOINTMENTS TO FILL VACANCIES:

- 3.2.1. If the Board decides to appoint someone to fill the vacancy, the Board first must post a notice of the vacancy in three or more conspicuous places in the District at least fifteen (15) days before the appointment is made (Government Code §1780(d)).
- 3.2.2. The Board must notify the County elections of the appointment no later than fifteen (15) days after the appointment is made (Government Code §1780(d)).
- 3.2.3. If the vacancy occurs in the first half of a term of office and at least 130 days prior to the next general district election, the person appointed to fill the vacancy shall hold office until the next general district election that is scheduled 130 or more days after the date the District Board is notified of the vacancy, and thereafter until the person who is elected at that election to fill the vacancy has been qualified. The person elected to fill the vacancy shall hold office for the unexpired balance of the term of office (Government Code §1780(d)(2)).
- 3.2.4. If the vacancy occurs in the first half of a term of office, but less than 130 days prior to the next general district election, or if the vacancy occurs in the second half of a term of office, the person appointed to fill the vacancy shall fill the balance of the unexpired term of office (Government Code §1780(d)(32)).

3.3. ELECTIONS TO FILL VACANCIES:

- 3.3.1. In lieu of making an appointment, within sixty (60) days of the date the District Board is notified of the vacancy or the effective date of the vacancy, whichever is later, the remaining Members of the Board may call an election to fill the vacancy. The election shall be held on the next established election date that is 130 or more days after the date the District Board calls the election.
- 3.3.2. A regular election as defined by Elections Code §1000 is:



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- 3.3.2.1. The second Tuesday of April in each even-numbered year.
- 3.3.2.2. The first Tuesday after the first Monday in March of each odd-numbered year.
- 3.3.2.3. The first Tuesday after the first Monday in November of each year.
- 3.3.2.4. The first Tuesday after the first Monday in March in each even-numbered year.

3.4. IF THE DISTRICT BOARD FAILS TO ACT:

- 3.4.1. If the vacancy is not filled by the District Board by either making an appointment or calling a special election within sixty (60) days of the date the District Board is notified of the vacancy or the effective date of the vacancy, whichever is later, the following shall occur:
 - 3.4.1.1. Within the next thirty (30) days, the Board of Supervisors of the County representing the District area in which the election to fill the vacancy will be held, may fill the vacancy by appointment or may order the District to call an election to fill the vacancy.
- 3.4.2. The election shall be held on the next established election date that is 130 or more days after the date the Board of Supervisors calls the election Government Code §1780(f).

3.5. IF THE BOARD OF SUPERVISORS FAILS TO ACT:

- 3.5.1. If within ninety (90) days of the date the District Board is notified of the vacancy or the effective date of the vacancy, whichever is later, the remaining members of the District Board or the Board of Supervisors have not filled the vacancy and no election has been called for, then the District Board **shall** call an election to fill the vacancy. Government Code §1780(g).
- 3.5.2. The election called pursuant to this subdivision shall be held on the next established election date provided in Chapter 1 (commencing with §1000) of Division 1 of the Elections Code that is 130 or more days after the date the District Board calls the election (Government Code §1780(g)).

3.6. IF THE DISTRICT BOARD LACKS A QUORUM TO ACT WITHIN 60 DAYS:

- 3.6.1. If the number of remaining members of the District Board falls below a quorum, at the request of the District Secretary or a remaining Board Members, the Board of Supervisors may waive the sixty-day (60) period



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during which time the District Board is allowed to take action, but in which they cannot because there is no quorum, and move directly to the thirty-day (30) period where the Board of Supervisors may take action.

3.6.2. The Board of Supervisors may either appoint immediately to fill the vacancy or may call an election to fill the vacancy.

3.6.3. The election shall be held on the next established election that is 130 or more days after the date the District Board calls the election and shall be pursuant to Chapter 1 (commencing with §1000) of Division 1 of the Elections Code.

3.7. The Board of Supervisors shall only fill enough vacancies to provide the District Board with a quorum (Government Code §1780(h)(~~2~~)).

3.8. TERM OF OFFICE:

3.8.1. A person **appointed** to fill a vacancy shall hold office only until the next general district election that is scheduled **130 or more days** after the date the county elections official is notified of the vacancy, and thereafter until the **person elected** at that election to fill the vacancy has been qualified to fill the vacancy for the remainder of the unexpired term (Government Code §1780 (h)(3)).

3.8.2. A person **elected** at an election to fill the vacancy shall hold office for the remainder of the unexpired term.

3.8.3. A person elected at a regular Board Member election or appointed in-lieu of election takes office at noon on the first Friday in December following election in November and shall serve for four (4) years (Elections Code §§10554 and 10507).

4.0. OFFICIATION:

4.1. OFFICIATING AND LINES OF SUCCESSION:

4.1.1. The President shall preside at all meetings of the Board, shall take the chair at the hour appointed for every Board meeting and immediately call the Members to order, and except in the absence of a quorum, shall proceed with the business of the Board in the manner prescribed in these rules.



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- 4.1.2. In the absence or unavailability of the President, the Vice-President shall act as President.
- 4.1.3. In the absence of the Vice President, the most senior Board Member shall preside.
- 4.2. **POWERS AND DUTIES – PRESIDENT:** The President shall possess the powers and perform the duties prescribed as follows:
 - 4.2.1. The President shall be the chief officer of the Board and shall, subject to the approval of the Board of Directors, give supervision and direction to the business and affairs of the Board.
 - 4.2.2. The President shall be the Presiding Officer at all Board of Director meetings. The President shall be an Ex-Officio Member of all Standing Committees. The Board President shall appoint Standing and Ad Hoc Committees Members as deemed necessary.
 - 4.2.3. The President shall have the general powers, duties and management usually vested in the office of the president of a corporation. The President shall have such other powers and duties as may be prescribed or by the vote of the Board of Directors.
 - 4.2.4. It is the duty of the President or his/her designee to call a workshop meeting prior to the first General Meeting after elections. This is to benefit the newly elected Directors and acquaint them with the California State Health and Safety Code, District Policies, the Brown Act (Open Meeting Laws) and the current Annual Budget.
 - 4.2.5. The President shall be the official spokesperson for the Board, unless the Board selects another person.
 - 4.2.6. The President or his/her designee shall have general direction over the Boardroom and assign seats for the use of the Board Members and Members of the Staff, and if required:
 - 4.2.6.1. Preserve order and decorum; prevent demonstration; order removal from the Boardroom any person whose conduct is deemed objectionable; and order the Boardroom cleared whenever the President deems it necessary.
 - 4.2.6.2. Limit the amount time to twenty (20) minutes for any agenda item that



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- may be discussed in order to facilitate the business of the Board.
- 4.2.6.3. Limit the amount of time that a person may address the Board during a public comment period to accommodate those persons desiring to speak to facilitate the business of the Board. Public comments should be limited to three (3) minutes per speaker.
 - 4.2.6.4. Testimony of experts during an agenda item may be limited to ten (10) minutes at the discretion of the Board President.
 - 4.2.6.5. Allocate equal time to opposing sides insofar as possible, taking into account the number of persons requesting to be heard on any side.
- 4.3. POWERS AND DUTIES – VICE PRESIDENT:
- 4.3.1. In the absence of, or disability of the President, the Vice President shall perform all of the duties of the President.
 - 4.3.2. When so acting, the Vice President shall have all the powers of the President and be subject to all the restrictions upon the President.



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~~ARSON INVESTIGATION UNIT~~ FIRE INVESTIGATION UNIT

- 1.0. **PURPOSE:**
- 2.0. To establish a functional Unit within the North County Fire Protection District and to delineate its major areas of responsibility.
- 3.0. **POLICY:**
- 3.1. There is hereby established within the North County Fire Protection District the ~~Arson Investigation Unit~~ Fire Investigation Unit of the ~~Fire Prevention Bureau~~ Community Risk Reduction Division.
- 3.2. The Fire Marshal shall direct the Department-~~Fire Arson and~~ Investigation Unit.
- 3.3. All Chief Officers ~~and such~~ regularly assigned ~~and specifically designated members as are now and in the future may be assigned~~ to the ~~Fire Prevention Bureau~~ Community Risk Reduction Division shall be members of the Fire ~~Arson and~~ Investigation Unit.
- 3.4. All members of the Fire ~~Arson~~ Investigative Unit shall utilize the Fire-~~Arson~~ Investigation Policy as a primary guide in conducting ~~fire arson~~ investigations.
- 3.5. All appointments to Fire-~~Arson and~~ Investigation Unit shall be made by the Fire Marshal. Appointees shall meet at least one of the following requirements:
 - ~~3.5.1.~~ ~~Assignment to the Fire Prevention Bureau.~~
 - ~~3.5.2.~~ 3.5.1. Achieved ~~the~~ the level of State Fire Marshal Level Fire Investigator I certification.
 - ~~3.5.3.~~ 3.5.2. The Fire Marshal may select any member of the North County Fire Protection District he feels has the appropriate ~~at~~ptitude and ability needed to handle Fire~~arson~~ Investigation duties.
- 3.6. All members of the Fire-~~Arson and~~ Investigation Unit shall be ~~Fire-arson~~ Investigators and shall be designated peace officers within the scope of California Penal Code Section 830.37 provided that members shall have met Penal Code training requirements for Peace Officers including firearms training as provided in the Firearms Policy §3.1.



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- 3.7. Members of the Fire ~~Arson and~~ Investigation Unit shall carry firearms as current Firearms ~~Departmental~~ Policy dictates and as circumstances warrant; provided, however, that training requirements of this Policy are met. No other Fire Department members may carry firearms while on duty.



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COMMUNITY RISK REDUCTION DIVISION ~~FIRE PREVENTION BUREAU~~

1.0. PURPOSE:

- 1.1. To establish a functional Division within the North County Fire Protection District and to delineate its major areas of responsibility.

2.0. POLICY:

- 2.1. There is hereby established within the North County Fire Protection- Community Risk Reduction ~~District the Fire Prevention Bureau~~ Division.

- 2.2. There is hereby established within the North County Fire Protection District a Division of ~~the Director of~~ Community Risk Reduction ~~the Fire Prevention Bureau~~. Under the general direction of the Fire Chief/CEO, the Fire Marshal ~~Director of the Fire Prevention Bureau~~ shall direct the functions of the Community Risk Reduction ~~Bureau~~ Division ~~and shall be the Chief Officer assigned as the Fire Marshal of the Bureau by the Fire Chief/CEO.~~

- 2.3. The Fire Marshal shall rank next below the Deputy Chief in authority. ~~and when in the absence of the Chief and assigned as Duty Chief, shall assume control of the Department and perform the duties and exercise the powers incidental to the Office of the Chief.~~ The Fire Marshal shall respond to alarms of fire or other emergency as prescribed. The Fire Marshal shall be responsible for the command of fire investigation and/or enforcement at important emergencies. The Fire Marshal shall be responsible for the protection of lives and property of citizens from fire and other dangers.

- 2.4. AREAS OF RESPONSIBILITY: The Fire Marshal shall manage and be primarily responsible for the following major Departmental programs. [Refer to ~~this Policy for more information:~~ Major Departmental Programs for further information.]

~~2.5.~~2.4.1. PUBLIC EDUCATION PROGRAM: The Fire Marshal shall direct the Department Public Education Program.

- 2.5. ENGINEERING/PLAN REVIEW PROGRAM: The Fire Marshal directs the Engineering/Plan Review Program, as it pertains to new construction. This Program exists to enforce the California Code of Regulations, Titles 19 & 24, the California Fire Code, the California Building Code, relevant NFPA standards, the San Diego County Consolidated Fire Code and NCFPD Ordinances relating to the Fire Code (i.e. Ordinance No. 2019-01).

~~2.6. FIRE PREVENTION ENGINEERING PROGRAM:~~ ~~The Fire Marshal shall direct the Department Fire Prevention Engineering Program, as it pertains to new~~



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~~construction. This Program exists to, and shall enforce the California Code of Regulations, Titles 19 & 24, the California Fire Code, the California Building Code, NFPA 13, 13D, 13R, the San Diego County Fire Code, and NCFPD Ordinance No. 99-01.~~

2.6. FIRE CODE ENFORCEMENT PROGRAM: Under the direction of the Fire Marshal this Program exists to enforce the California Code of Regulations, Titles 19 & 24, the California Fire Code, the California Building Code, relevant NFPA standards, the San Diego County Consolidated Fire Code and NCFPD Ordinances relating to the Fire Code (i.e. Ordinance No. 2019-01).

~~2.7. FIRE PREVENTION ENFORCEMENT PROGRAM: The Fire Marshal shall direct the Department Fire Prevention Enforcement Program. This Program exists to and shall enforce the California Code of Regulations, Titles 19 & 24, the California Fire Code, the California Building Code, NFPA 13, 13D, 13R, the San Diego County Fire Code, and NCFPD Ordinance No. 99-01.~~

~~2.8.2.6.1. FIRE ARSON INVESTIGATIVE UNIT: The Fire Marshal shall direct the Department Arson Fire Investigative Unit and the Fire Investigation Program. Refer to the following hyperlink for a description of this program. [See Arson See Fire Investigative Unit Policy for a description of the Program.]~~

2.7. HAZARD REDUCTION PROGRAM: This Program exists to and shall enforce the Public Resources Code, Section 4291, the California Fire Code and the San Diego County Consolidated Fire Code. This Program shall also enforce the North County Fire Protection District Weed Abatement Ordinances and the applicable sections of the Health and Safety Code.

~~2.9. WILDLAND HAZARD REDUCTION PROGRAM: The Fire Marshal shall direct the Department, see Wildland Hazard Reduction Program. This Program exists to, and shall enforce the Public Resources Code, Section 4291, the California Fire Code, and the San Diego County Fire Chief/CEOs Wildland Urban Interface Code. This Program shall apply to all properties within the jurisdictional boundaries of the North County Fire Protection District.~~

~~2.10. HAZARDOUS MATERIALS PROGRAM: The Fire Marshal shall direct the Department Hazardous Materials Program.~~

~~2.11. WEED ABATEMENT PROGRAM: The Fire Marshal shall direct the Weed Abatement Program. This Program exists to and shall enforce, the North County Fire Protection District Ordinance No. 13 and the applicable sections of the Health and Safety Code (Sections 13580, et. seq.).~~



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~~2.12. ADMINISTRATION PROGRAM: The Fire Marshal shall assist the Fire Chief/CEO in the management of the Administration Program. He shall direct and coordinate the application of established policy, Rules and Regulations, practices and procedures. He shall assist the Fire Chief/CEO in planning and coordinating the functions and activities of the Department with other departments and cities.~~



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1.0. **PURPOSE**^[S.JL1]:

1.1. To establish a clear moral and legal outlook in the minds of the ~~Arson Investigation Unit~~ Fire Investigation Unit (AIUFIU) members of the North County Fire Protection District regarding the use and care of firearms.

2.0. **INTENT:**

2.1. The carrying of firearms is intended to provide for the protection of the Investigator and the citizenry while in the performance of their official duties. The Fire Marshal duties include origin and cause investigation, code enforcement, intelligence gathering, warrant or arrest service. The Fire Marshal is authorized to carry firearms as required to execute the duties of office.

~~Inasmuch as NCFPD AIUFIU members primarily perform origin and cause investigation, the carrying of firearms is intended to provide for the protection of the Investigator and the citizenry while in the performance of their official investigative duties.~~

~~2.1.2.2.~~ Suppression personnel covering the FIU duty for the Fire Marshal, shall not carry a firearm unless qualified as AIUFIU members and the situations listed in Section 4.6.3. exist.

~~2.2.2.3.~~ Refer to the NCFPD policy on Use of Force for further direction on the decision to use lethal force as an element of the use of force continuum.

3.0. **POLICY:**

3.1. ~~All Level 2 m~~Members of the AIUFIU shall be Investigators and Peace Officers, the primary duty of which shall be in accordance with California Penal Code § 832.7. All members shall have met the Penal Code Training requirements for Peace Officers including the Firearms Training prior to carrying firearms.

~~3.1. AIUFIU AIUFIU~~

3.2. **CARRYING OF FIREARMS:**

3.2.1. Members of the AIUFIU shall carry firearms as circumstances warrant, provided however that training requirements as required in Section 4.11. - Firearms Training, of this article must be met. AIUFIU Identification Cards are to identify the AIUFIU member authorized to carry a firearm as "CCW



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Approved" as noted in Section 4.6. – Carrying of Weapons, of this Policy. No other Fire District ~~department~~ members may carry firearms.

3.2.2. Retired FIU members who qualify and meet the requirements of H.R. 218 (Public Law 108-277, Chapter 44 of title 18 United States Code Sections 926C) shall be issued a District Identification Card indicating their status as former law enforcement officers who may carry "CCW Approved."

3.2.2.1. **Use of Deadly Force:** It is the policy of the North County Fire Protection District Fire Investigation Unit to resort to the use of firearms, under the law, when it appears to be reasonably necessary and generally when:

3.2.2.1.1. An Investigator may use deadly force to protect them-selves ~~f~~ or others from what they reasonably believe would be an immediate threat of death or serious bodily injury.

3.2.2.1.2. An Investigator may use deadly force to effect the arrest or prevent the escape of a suspected felon where the Investigator has probable cause to believe that the suspect poses a significant threat of death or serious bodily injury to the Investigator or others. Under such circumstances, a verbal warning should precede the use of deadly force, where ~~feasible~~ ~~[SUL2]~~ ~~[LS3]~~.

4.0. **PROCEDURE:**

4.1. **DRAWING OF A WEAPON:** As a general rule, Investigators shall not remove a firearm from the holster or display firearms unless there is sufficient justification.

4.1.1. In effecting the arrest of felony suspects, Investigators may display a firearm for the purpose of obtaining and maintaining control of the suspect. The term felony is generally intended to be limited to felony crimes, which carry an implication of violence.

4.2. **WARNING SHOTS:** Warning shots fired into the air or ground present a danger to the Investigator and innocent persons and are ~~generally~~ prohibited.

4.3. **MOVING VEHICLES:** Firing at or from moving vehicles is only permitted in instances of imminent threat to life to self or ~~public~~ others and tactical retreat is not possible ~~generally prohibited~~. Experience shows such action is rarely effective and



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is extremely hazardous to innocent persons.

- 4.4. DISPOSAL OF ANIMALS: The use of firearms to kill an animal, which is seriously injured or poses a real threat to the safety of humans, is approved when no other disposition is practical and the safety of people has been given prime consideration. Contact S.D. Co. Animal Control prior to dispatching animal.
- 4.5. SURRENDERING OF WEAPONS: An Investigator shall ~~should~~ not surrender their firearm ~~except as a last resort and only after using every tactical plan available~~. Surrender of a weapon rarely de-escalates a serious situation and can, in fact, put an Investigator and innocent persons in jeopardy. The **AIUFIU** recognizes the extreme seriousness of incidents of this nature and expects that personnel who are assigned to work together discuss and plan for reaction to such critical situations.
- 4.6. CARRYING OF WEAPONS:
- 4.6.1. Only duly trained and qualified Investigators of the **AIUFIU** and law enforcement officers of other agencies shall carry or have near to them firearms.
~~Level 1 Investigators shall not carry firearms except for training purposes.~~
- 4.6.1.4.6.2. Identification cards are to be issued to each **AIUFIU Level 1** Investigator designated as a peace officer. Said ID cards are to identify the member as a Peace Officer pursuant to the [California Penal Code § 830.37](#). All ~~Level 2~~ Investigators will have an ID card, which identifies them as California Concealed Weapon (CCW) Approved.
- 4.6.2. ~~When carrying a firearm AIUFIU members shall wear their ballistic vests at all times, or o~~
- 4.6.3. While on duty, weapons are to be carried by **AIUFIU members Investigators** on their person only during the discharge of their official duties as Investigators. These duties include:
- 4.6.3.1. During the course of an active investigation;
- 4.6.3.2. While conducting code enforcement;
- ~~4.6.3.2.~~ 4.6.3.3. While conducting intelligence gathering;
- ~~4.6.3.3.~~ 4.6.3.4. During service of a warrant or arrest;



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- ~~4.6.3.4.~~ 4.6.3.5. While riding along with another law enforcement agency; and
4.6.3.6. While performing back up for other law enforcement agencies when expressly asked to perform such ~~duties~~ [SIL4].

4.6.4. ~~Historically firefighters do not carry or use firearms while on duty. It is important that firefighters retain that positive image. To display or wear a weapon in public does not lend to the public's perception of a firefighter. While in the daily work uniform, investigators shall not publicly display a weapon on their person. When carrying a weapon an investigator is to keep it as inconspicuous as possible attempting to conceal it from public view.~~ The approved methods of carrying a firearm in a daily work uniform are:

~~4.6.5.~~ 4.6.4.1. **CONCEALED:** ~~w~~Within a fanny pack, hip, ankle or shoulder holster that incorporates into its design retention of the weapon such that ~~n~~ another individual ~~can~~ should not be able to remove the weapon from the holster; or

~~4.6.5.1.~~ ~~Within a fanny pack which is worn on the person and secured.~~

~~4.6.6.~~ 4.6.4.2. **EXPOSED:** The approved methods for carrying a firearm while wearing an approved ~~Fire Investigation Unit~~ uniform or wearing an exposed badge is ~~are:~~

~~4.6.6.1.~~ ~~On a duty belt in a duty holster that is rated at least level II for weapon retention properties;~~

~~4.6.6.2.~~ 4.6.4.3. ~~W~~within a ~~hip~~ holster that incorporates into its design retention of the weapon such that ~~n~~ it limits removal by another individual ~~cannot~~ ~~remove~~ of the weapon from the holster. ~~;~~ ~~or~~

~~4.6.6.3.~~ ~~Within a fanny pack which is worn on the person and secured.~~

4.7. BALLISTIC VESTS:

4.7.1. When carrying a firearm, ~~AIU~~FIU members shall wear their ballistic vests when performing the duties in 4.6.34, or other situations in which the ~~l~~investigator feels wearing of a vest is warranted.

4.7.2. The ~~AIU~~FIU badge will be worn on the ballistic vest.



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4.7.4.8. WEAPON STORAGE: Weapons are to be stored only in one of the following locations:

4.7.1.4.8.1. On their person while in the course of their duties, as noted in Section 4.6. – Carrying of Weapons;

4.7.2.4.8.2. Stored within locked box secured by combination lock or lock and key, within the fire apparatus and not visible; or

4.7.3.4.8.3. Locked in a secure lockbox, which is secured to the ~~the trunk of their personally owned~~ vehicle.

4.8.4.9. DISCHARGING OF FIREARMS:

4.8.1.4.9.1. On every occasion in which any officer of the ~~AJFIU~~ discharges a firearm in the course of their official duties (except range practice) or has an unintentional discharge ~~that results in injury (ies),~~, an investigation will ensue to determine if a crime has been committed, the safety of the citizens has been jeopardized and, if District ~~departmental~~ Policy was followed.

4.8.2.4.9.2. NOTIFICATION: The local law enforcement agency having legal jurisdiction over the area where the incident occurred, the Fire Marshal and the Fire Chief/CEO ~~of the Department~~ will be notified immediately.

4.8.3.4.9.3. REPORTING & RECORDKEEPING: Complete reports regarding all factors surrounding the incident will be submitted to the Fire Marshal ~~and~~ the Fire Chief ~~of the Department~~ before ending duty by all personnel involved, witnessing or having pertinent information regarding the incident.

4.8.4.4.9.4. INVESTIGATION: The Fire Investigation Unit and the local law enforcement agency having jurisdiction over the area will divide the investigative duties. The investigation duties will be divided and assigned as follows:

4.9.4.1. The ~~L~~ocal law enforcement agency having legal jurisdiction over the area where the incident occurred will investigate the incident to determine if a crime has been committed or the safety of the citizens jeopardized.



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4.8.4.1.4.9.4.2. The North County Fire Protection District Fire Investigation Unit will investigate to determine if District policy was followed. The **AIUFIU** assigned Investigator will:

4.9.4.2.1. Collect reports from involved Investigators, witnesses and investigating agency.

4.9.4.2.2. Forward the above reports to the Fire Marshal for determination adherence to department policy.

4.8.4.1.1.4.9.4.2.3. If any doubt exists as to handling this type of investigation, contact the San Diego County Sheriff's Office and request assistance.

4.9.4.10. CARRYING FIREARMS ABOARD COMMERCIAL AIRCRAFT:

4.9.1.4.10.1. ~~Fire Investigation Unit~~ **AIUFIU** members shall restrict the carriage of weapons aboard aircraft to those situations ~~which~~ that require one to be armed in order to insure the safe completion of an in-flight mission, i.e., the in-flight surveillance of a known or suspected felon, escort of an in-custody prisoner, etc.

4.9.2.4.10.2. PROCEDURES:

4.9.2.1.4.10.2.1. Personnel shall notify the air carrier's station management, or a responsible representative of their staff, supervisor of passenger services, supervisor of ticket counter, or person specifically designated to handle the carriage of weapons aboard aircraft for that particular air carrier. This notification should be made as far in advance as practical, but in no case, less than one hour prior to scheduled departure. Such notification may be made in person or by telephone.

4.9.2.1.1.4.10.2.1.1. NOTIFICATION MUST INCLUDE: Name, law enforcement authority and general nature of mission (escort, surveillance, travel, etc.). The officer must also notify the ticket agent of the name of the subject under surveillance. Upon arrival and before boarding the aircraft, personnel shall identify themselves with credentials, i.e., I.D. with full-face photograph, signature, and Fire Chief's signature, and badge. (If escorting a prisoner, show requisition papers, warrant, etc.)



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~~4.9.2.1.2.4.10.2.1.2.~~ PRISONERS: If the prisoner is considered to be dangerous, he/she must be escorted by two or more Investigators, and the ticket agent should be notified. Prisoners should be adequately restrained (orthopedic leg brace preferred by most airlines). Prisoners must not be seated adjacent to any exit. An Investigator should sit between prisoner and aisle. The prisoner should be escorted to the lavatory. Food may be served at the discretion of the Investigator; no intoxicants may be consumed by the prisoner or the Investigator. Not more than one dangerous prisoner should be transported on any one flight. Investigators with prisoners should board the aircraft in advance of the other passengers, and deplane after passengers disembark.

~~4.10.4.11.~~ FIREARMS INSPECTIONS:

~~4.10.1.4.11.1.~~ All Investigators of the AIUFIU shall present their duty weapon to the AIUFIU Program Manager for inspection and approval. The Fire Marshal ~~or AIUFIU Program Manager~~ shall issue an ID card ~~Weapons Authorization~~, which shall include a description and the serial number of the weapon that authorized to be carried. No firearm shall be carried which has not been inspected and approved.

~~4.11.4.12.~~ FIREARMS TRAINING:

~~4.11.1.4.12.1.~~ The primary duties and responsibilities of a Peace Officer require that they be proficient with their weapon. Therefore, it is imperative that all members of the AIUFIU, regardless of rank, participate in the firearms training program.

~~4.11.2.4.12.2.~~ For the AIUFIU to continue to be qualified ~~The AIUFIU combat shooting program~~, the AIUFIU member must complete a recognized shooting program as approved by the Fire Marshal (i.e. the San Diego County Sheriff's CCW Program/H.R. 218). The program must ~~is~~ be designed to teach and assist each Investigator in becoming more familiar with their weapon, in order that they are able to meet the challenge of any emergency.

~~4.11.3.4.12.3.~~ SAFETY EQUIPMENT:

~~4.11.3.1.4.12.3.1.~~ BODY ARMOR: Body armor shall be worn by all NCFPD personnel while participating in firearms training and qualifications.



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~~4.11.3.2.4.12.3.2.~~ EYE PROTECTION: All persons participating in ~~NGFPD~~ firearms training and while qualification shooting, including rangemasters and instructors shall wear eye protection.

~~4.11.3.3.4.12.3.3.~~ HEARING PROTECTION: All persons participating in ~~NGFPD~~ a-firearms training and qualification shooting, including rangemaster, instructors, and spectators shall wear ear protection if they are within fifty (50) yards of a firing point.

~~4.12.4.13.~~ FIREARMS QUALIFICATION:

~~4.12.1.4.13.1.~~ All ~~AIUFIU~~ members qualified to carry a firearm, regardless of rank, are required to qualify biannually ~~quarterly~~ with each firearm they are authorized to carry.

~~4.12.2.4.13.2.~~ Members of the ~~AIUFIU~~ who fail to participate in weapons qualifications for two consecutive periods ~~quarters~~ shall be prohibited from carrying a firearm, ~~regardless of rank,~~ until they have qualified. The member shall be notified in writing, by the Fire Marshal ~~or AIUFIU Program Manager~~, that they are not authorized to carry a firearm other than for training purposes.

~~4.12.3.4.13.3.~~ Members of the ~~AIUFIU~~ who have failed the weapons qualification course will not carry the weapon with which they have failed, other than for retraining purposes, until they have re-qualified. The member shall be notified in writing that they are not authorized to carry that firearm by the Fire Marshal or ~~AIUFIU Program Manager~~.

~~4.12.4.4.13.4.~~ COURSE OF FIRE: The recognized course of fire shall be one of the approved SDO CCW/H.R. 218 -qualification courses.

~~4.13.4.14.~~ AUTHORIZED FIREARMS: The only personal firearms authorized for use by members of the Fire Investigation Unit are a primary duty weapon and an approved second weapon. These firearms are subject to the provisions as outlined in this Firearms Policy regarding carrying and inspection of firearms. **The carrying of an Investigator's personal rifle or shotgun is not authorized for official use either on or off duty.** In the event it becomes necessary that a rifle or shotgun be carried by an Investigator, on duty, it will be issued by the department along with the proper ammunition. Personnel who are issued a rifle or shotgun must undergo training and qualification with that firearm prior to its being carried.



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4.13.1.4.14.1. THE PRIMARY DUTY WEAPON SHALL ADHERE TO THE FOLLOWING CRITERIA:

- ~~4.13.1.1.4.14.1.1.~~ The weapon shall be a 9mm or .40 caliber semi-automatic handgun of recent manufacture and approved by the Fire Marshal ~~of AIUFIU Program Manager.~~
- ~~4.13.1.2.4.14.1.2.~~ The weapon shall be a full-sized or compact semi-automatic handgun equipped with night sights and having a non-reflective finish. [Examples of this are: blued, Parkerized, and satin finished stainless steel.]
- ~~4.13.1.3.4.14.1.3.~~ The weapon's trigger mechanism may not be modified in any way. Any alterations to the weapon shall be done by a qualified gunsmith and checked by the Fire Marshal ~~AIUFIU Program Manager~~ before being placed into service.

4.13.2.4.14.2. APPROVED SECOND WEAPON:

- ~~4.13.2.1.4.14.2.1.~~ Investigators may carry an approved second firearm in addition to their official duty weapon. Investigators shall not carry more than one firearm in addition to their issued weapon.
- ~~4.13.2.2.4.14.2.2.~~ The Department neither mandates nor necessarily encourages the carrying of a second weapon, but rather leaves it to personal preference. However, when an Investigator deems it necessary to do so, the following shall apply:
- ~~4.13.2.2.1.4.14.2.2.1.~~ The second weapon shall be completely concealed and secure at all times when it is not being used.
- ~~4.13.2.2.2.4.14.2.2.2.~~ Ammunition carried on duty shall be factory loaded and shall be approved by the Fire Marshal ~~or AIUFIU Program Manager.~~
- ~~4.13.2.2.3.~~ ~~The Department will not furnish ammunition for duty use or qualification.~~
- ~~4.13.2.2.4.4.14.2.2.3.~~ Each Investigator must qualify with his/her second weapon in accordance with 4.12.1. of this policy.

4.13.3.4.14.3. APPROVED SECOND WEAPONS SHALL ADHERE TO THE FOLLOWING CRITERIA:

- ~~4.13.4.4.14.4.~~ The weapon shall be a compact or sub-compact handgun, between .380 and .40 in caliber, of recent manufacture, and approved by the Fire Marshal.



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- ~~4.13.5.4~~.14.5. The weapon's trigger mechanism may not be modified in any way. Any alterations to the weapon shall be done by a qualified gunsmith and checked by the ~~AJUFU Program Manager~~ Fire Marshal before being placed into service.
- ~~4.13.6.4~~.14.6. The weapon must be functional in the firing stages with the use of only one hand.
- ~~4.13.7.4~~.14.7. The weapon shall not be pressed barrel cast non-ferrous alloy construction. (Pot metal weapon construction is not acceptable).
- ~~4.13.8.4~~.14.8. The weapon shall have only one barrel. The barrel shall not be less than 1 ½" not more than 5" in length.



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USE OF FORCE

1.0. PURPOSE:

1.1. To establish a clear moral and legal outlook in the minds of the Fire Investigation Unit¹ ("FIU") members of the North County Fire Protection District regarding the use of force. Members of the FIU shall be Investigators and sworn peace officers, the primary duty of which shall be in accordance with California Penal Code § 832.7. This ~~policy~~ Policy recognizes the use of force as a continuum ~~which~~ that needs constant evaluation. Even at its lowest level, the use of force is a serious responsibility. The purpose of this ~~policy~~ Policy is to provide Investigators with guidelines on the authorized use of force, without creating any hesitation once a decision is made to use force.

2.0. AUTHORITY:

2.1. Pursuant to California Penal Code Section 835a(ab)², any ~~Peace Investigator~~ peace officer who has reasonable cause to believe that the person to be arrested has committed a public offense may use objectively ~~r~~Reasonable ~~f~~Force to effect the arrest, to prevent escape or to overcome resistance.

~~2.2.~~ Pursuant to California Penal Code Section 835a(d), ~~A~~an Investigator who makes or attempts to make an arrest need not retreat or desist from his efforts by reason of resistance or threatened resistance of the person being arrested; nor shall such Investigator be deemed an aggressor or lose his right to self-defense by the use of ~~r~~Reasonable ~~f~~Force to effect the arrest or to prevent escape or to overcome resistance.

3.0. INTENT:

3.1. The intent of this Policy is to establish guidelines by which fire investigation personnel may use ~~r~~Reasonable ~~f~~Force for the primary purpose of protecting themselves and others in the discharge of their official investigation duties.

3.2. Inasmuch as the primary focus of the ~~F~~fire ~~I~~investigation ~~U~~unit is cause and origin investigation, these personnel should primarily rely upon law enforcement personnel to exercise use of force whenever reasonable or practical.

4.0. POLICY:

4.1. It is the ~~policy~~ Policy of the North County Fire Protection District that Investigators shall use only that force which is objectively reasonable, ~~given~~ based on the totality



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of the circumstances known to or perceived by the Investigator at the time ~~facts and circumstances known at the time of the event to effectively bring an incident under control.~~

4.2. "Reasonableness" of the use of force by an Investigator is evaluated ~~must be judged~~ from the perspective of a reasonable Investigator ~~in~~ⁱⁿ the same situation, based on the totality of circumstances known to or perceived by the Investigator at the time ~~on the scene at the time of the incident.~~ Investigators are only authorized to employ use of force techniques for which they have been trained.

5.0. DEFINITIONS:

5.1. FORCE: The application of physical techniques or tactics, chemical agents or weapons to another person. It is not a use of force when a person allows him/herself to be searched, escorted, handcuffed or restrained.

~~5.1.5.2.~~ LESS THAN LETHAL DEADLY FORCE: Less than ~~lethal~~ deadly force is that force, which is unlikely, when properly used, to result in serious ~~physical~~ bodily injury or death.

5.3. DEADLY LETHAL⁴⁾ FORCE: Any use of force that creates a substantial risk of causing death or serious bodily injury. Deadly force includes, but is not limited to, the discharge of a firearm. ~~Lethal force is that force likely to cause serious physical injury or death.~~

5.4. EXCESSIVE⁵⁾ FORCE: A level of force that is found to have violated California Penal Code ~~section~~ 835a, any other applicable law or statute, or this Policy.

5.5. FEASIBLE⁶⁾: Means reasonably capable of being done or carried out under the circumstances to successfully achieve the arrest or lawful objective without increasing risk to the Investigator or another person.

5.6. INTERCEDE⁷⁾: Includes, but is not limited to, physically stopping the excessive use of force, recording the excessive force, if equipped with a body-worn camera, and documenting efforts to intervene, efforts to deescalate the offending Investigator's excessive use of force, and confronting the offending Investigator about the excessive force during the use of force and, if the Investigator continues, reporting to a supervisor on duty and stating the offending Investigator's name, unit, location, time, and situation, in order to establish a duty for that Investigator to intervene.



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5.7. TOTALITY^[8] OF THE CIRCUMSTANCES: All facts known to the Investigator at the time, including the conduct of the Investigator and the subject leading up to the use of force or use of deadly force.

6.0. MINIMUM^[9] STANDARDS ON THE USE OF FORCE:

6.1. An Investigator may only use a level of force that the Investigator reasonably believes is proportional to the seriousness of the suspected offense or the reasonably perceived level of actual or threatened resistance.

6.2. Investigators are required to use de-escalation techniques, crisis intervention tactics, and other alternatives to force when feasible.

6.3. Investigators are required to carry out duties, including use of force, in a manner that is fair and unbiased.

6.4. NCFPD Policy Section ~~310.024~~.1. (Firearms) provides guidelines regarding situations in which Investigators may or may not draw a firearm or point a firearm at a person.

6.5. Investigators are required to consider their surroundings and potential risks to bystanders, to the extent reasonable under the circumstances, before discharging a firearm.

7.0. DUTY^[10] TO INTERCEDE:

7.1. Investigators are required to intercede when present and observing another Investigator using force that is clearly beyond that which is necessary, as determined by an objectively reasonable Investigator under the circumstances, taking into account the possibility that other Investigators may have additional information regarding the threat posed by a subject.

7.2. An Investigator who has received all required training on the requirement to intercede and fails to act pursuant to Section 7.1 in this Policy shall be disciplined up to and including in the same manner as the Investigator who committed the excessive force.

~~5.2.7.3.~~ Any Investigator who has a substantiated abuse of force complaint sustained against that Investigator is prohibited from training other Investigators or



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sworn personnel for a period of at least three years from the date the complaint was substantiated.

8.0. USE OF FORCE CONTINUUM:

~~5.3.~~ A Use of Force Continuum is a visual representation of force options designed to facilitate an understanding of appropriate levels of force by Investigators. This is accomplished by establishing parameters which exhibit the actions of both the subject and the Investigator on a comparative scale. A force continuum by design should be consistent with the approved written use of force ~~policy~~ Policy of the District, and should be easily understood and readily recalled by Investigators under the stress of a confrontation. It is also valuable as a training aid in preparing for situations which may require the use of force.

8.1. SITUATION-BASED USE OF FORCE CONTINUUM:

~~5.4.~~

~~5.4.1.~~

8.1.1. The Use of Force Continuum included in this Policy is designed to provide an overview and visual representation of the force options available to Investigators of the Fire Investigation Unit ~~Arson Investigation Unit~~ and ~~provide~~^[11] comprehensive and specific guidelines regarding approved methods and devices for the application of force. ~~The~~^[12] Use of Force Continuum also provides comprehensive and specific guidelines for the application of deadly force. It is a fluid instrument which attempts to embody the dynamics of a confrontation.

~~5.4.2.~~

~~5.4.3.~~

8.1.2. The District recognizes that building flexibility into an Investigator's determination of the appropriate use of force is advisable and acceptable, if not essential, given that the standard for evaluating an Investigator's use of force claims is reasonableness under the facts and circumstances known to the Investigator at the time. This is an affirmative stance by the District designed to provide additional confidence and needed support to Investigators in making their decisions regarding use of force in the field.

8.1.3. A number of factors are taken into consideration when an Investigator



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selects force options and when evaluating whether an Investigator has used ~~r~~Reasonable ~~f~~Force. The District recognizes that Investigators are expected to make split-second decisions and that the amount of time available to evaluate and respond to a situation may impact the Investigator's decision. By establishing a ~~p~~olicy Policy that includes a Use of Force Continuum, the District hopes to provide additional guidance to Investigators in making those split-second decisions. Examples of factors which may affect an Investigator's force option selection include, but are not limited to:

~~5.4.3.1.~~

~~5.4.3.2.~~

8.1.3.1. The apparent immediacy and severity of the threat to the Investigator and others;

8.1.3.2. The conduct of the subject being confronted, as reasonably perceived by the Investigator at the time;

~~5.4.3.3.~~ Investigator and /subject factors (age, size, relative strength, skill level, injury/ exhaustion, number of Investigators versus number of subjects);

8.1.3.3.

8.1.3.4. The conduct of the involved Investigator;

8.1.3.5. Influence of drugs or alcohol;

8.1.3.6. The subject's mental state or capacity;

~~5.4.3.4.~~ The subject's apparent ability to understand and comply with the Investigator's commands;

8.1.3.7.

~~5.4.3.5.~~ Proximity to weapons or dangerous improvised devices;

8.1.3.8.

~~5.4.3.6.~~ Availability of other options, including deescalation techniques and crisis intervention tactics;

8.1.3.9.

8.1.3.10. Seriousness of the offense in question;

8.1.3.11. The degree to which the subject has been effectively restrained and his/her ability to resist despite being restrained;

8.1.3.12. Training and experience of the Investigator;

8.1.3.13. The surroundings and potential risks to the Investigator, subject, and others (bystanders);

8.1.3.14. Whether the subject appears to be resisting, attempting to evade arrest by flight or is attacking the Investigator;

8.1.3.15. The risk and reasonably foreseeable consequences of escape;

8.1.3.16. The apparent need for immediate control of the subject or a prompt



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resolution of the situation;

8.1.3.17. Whether the conduct of the individual being confronted no longer reasonably appears to pose an imminent threat to the Investigator or others;

~~5.4.3.7.~~—Prior contacts with the subject or awareness of any propensity for violence; and

8.1.3.18.

8.1.3.19. Other exigent circumstances.

~~5.4.4.~~

~~5.4.5.~~

~~5.4.6.~~ Finally, it is important to note that an Investigator need not attempt to gain control over an individual by use of the lowest level of force. ~~On The Use~~ of Force Continuum when reason dictates and the Investigator can articulate that a higher level of force is reasonable. Likewise the skipping of steps may be appropriate given the resistance encountered.

~~5.4.7.~~

8.1.4. Simply put, this Continuum should be viewed as an elevator, not a ladder. An Investigator may go directly to any level of the Continuum, provided that the force selected is reasonable. Note that the category descriptions below are non-exclusive and are intended to serve as illustrations of actions which fall within the various levels.

~~5.5.~~

~~5.6.~~

8.2. ACTIONS OF SUBJECT: (as reasonably perceived by a reasonable Investigator ~~in~~ⁱⁿ the same situation, based on the totality of circumstances known to or perceived by the Investigator at the timethe Investigator or based on the Investigator's reasonable perception):

~~5.6.1.~~

~~5.6.2.~~

8.2.1. **COOPERATIVE**: Subject is cooperative and complies with verbal commands or other directions.

~~5.6.3.~~

8.2.2. **COOPERATIVE, NON-RESPONSIVE OR UNCOOPERATIVE**: Subject is cooperative when taken into custody, or fails to respond to verbal commands or other



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directions.

~~5.6.4.~~

~~5.6.5.~~

8.2.3. **PASSIVE OR LOW LEVEL RESISTANCE**: Subject is passively or defensively resisting an Investigator's authority and direction. Includes verbal or physical cues of non-compliance.

~~5.6.6.~~

~~5.6.7.~~

8.2.4. **ACTIVE RESISTANCE OR AGGRESSION**: Subject is attempting to interfere with the Investigator's actions by inflicting pain or physical injury to the Investigator without the use of a weapon or object.

~~5.6.8.~~

~~5.6.9.~~

8.2.5. **ASSAULT OR THREAT OF ASSAULT**: Subject assumes a fighting stance, charges an Investigator or verbally or physically indicates an intent to commit an assault.

~~5.6.10.~~

~~5.6.11.~~

8.2.6. **LIFE THREATENING ASSAULT OR ASSAULT LIKELY TO CAUSE GREAT BODILY HARM**: Subject commits an attack using an object, a weapon, or an empty hand assault, wherein the Investigator reasonably believes that the assault will result in serious physical injury and/or death.

~~5.7.~~

~~5.8.~~

8.3. INVESTIGATOR RESPONSE OPTIONS:

~~5.8.1.~~

~~5.8.2.~~

8.3.1. **PROFESSIONAL PRESENCE, VERBALIZATION, AND RESTRAINING AND DETAINING**: Includes display of authority as an ~~peace~~ Investigator and such non-verbal means of communication as body language, demeanor, and manner of approaching. Verbalization involves the direction, and commands given to the subject.

~~5.8.3.~~



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~~5.8.4.~~

8.3.2. Restraining and detaining includes an Investigator laying hands on a subject with the intention of gaining control of the subject. Examples include the use of a firm grip, escort position or grappling types of techniques designed to hold a subject down by using the weight of an Investigator's body. Also included in this level would be the application of temporary restraining devices such as handcuffs and leg restraints.

~~5.8.5.~~

~~5.8.6.~~

8.3.3. **COMPLIANCE TECHNIQUES:** Includes joint manipulations, pressure point applications, take-down type techniques and the use of intermediate weapons in control type configurations.

~~5.8.7.~~

~~5.8.8.~~

8.3.4. **INTERMEDIATE FORCE:** Includes chemical agents such as oleoresin capsicum based products; use of upper body control holds such as the lateral vascular neck restraint; the use of impact weapons in an impact mode, and the use of personal weapons such as hands, feet, elbows and knees to strike a subject.

~~5.8.9.~~

~~5.8.10.~~

8.3.5. **LETHAL DEADLY FORCE:** Includes the use of a firearm or any force ~~which~~ that has a reasonable likelihood of causing death or serious physical or bodily harm. Refer to the NCFPD [Firearms Policy](#).

~~5.9.~~

~~5.10.~~

8.4. **REPORTABLE FORCE:** An on-duty or off-duty incident wherein Investigators pursuant to their official capacity use a level of force above the "Restrain/Detain" level of force, or any incident in which an injury or complaint of injury occurs during the course of contact with a subject.

~~6.0.~~

~~7.0.~~

9.0. **PROCEDURE:**

~~7.1.~~

~~7.2.~~



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9.1. REPORTING THE USE OF FORCE:

~~7.2.1.~~

~~7.2.2.~~

9.1.1. Any use of ~~physical~~ force by a member of the Fire Investigation Unit shall be documented promptly, completely and accurately in an appropriate report depending on the nature of the incident. The Investigator should articulate the factors perceived and why he/she believed the use of force was reasonable under the circumstances.

9.1.2. ~~Investigators~~^[14] must immediately report potential excessive force to a supervisor when present and observing another Investigator using force that the Investigator believes is beyond that which is necessary, as determined by an objectively reasonable Investigator under the circumstances based upon the totality of the information actually known to the office.

9.1.3. ~~[This]~~^[15] ~~policy~~ Policy prohibits retaliation against an Investigator who reports a suspected violation of law or regulation of another ~~Investigator~~ to a supervisor or other person of the District who has the authority to investigate the violation.

9.1.4. Any citizen complaint alleging use of force, excessive force, or deadly force against the District or District personnel will be filed, reviewed, and investigated following NCFPD Policy and Procedure Manual, Section 310.03 (Citizen Complaints).

9.2. NOTIFICATION TO ~~FIRE MARSHAL AND REVIEW BY FIRE MARSHAL~~DIRECTOR OF HUMAN RESOURCES:

~~7.2.3.~~

~~7.2.4.~~

~~7.2.5. NOTIFICATION TO FIRE MARSHAL:~~

~~7.2.6.~~

~~7.2.7.~~ 9.2.1. The ~~Fire~~^[16] ~~Marshal~~ Director of Human Resources shall review each use of force by any Investigator ~~within his/her command~~ to ensure compliance with this ~~policy~~ Policy and to address any training issues. This includes any situation where the ~~Fire~~ Director ~~Marshal~~ suspects that any application of force was not within ~~policy~~ Policy. The Director and the Fire Marshal shall be notified as soon as practical following the application of ~~physical~~ use of force, including but not limited to ~~under any of~~ the following circumstances:



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~~7.2.7.1.~~—Where the application of force appears to have caused physical injury;

9.2.1.1.

~~7.2.7.2.~~—The individual has expressed a complaint of pain;

9.2.1.2.

~~7.2.7.3.~~—Any application of a less lethal control devices; or

9.2.1.3.

9.2.1.4. Where the individual has been rendered unconscious.

~~7.2.8.9.2.2.~~ The ~~Fire Marshal~~ Director of the Division of Human Resource shall review each use of force by any Investigator ~~within his/her command~~ by taking the following steps. ÷

9.2.2.1. Obtain basic facts from the involved Investigator and other personnel. Absent an allegation of misconduct or excessive force, this will be considered a routine contact in the normal course of duties.

9.2.2.1.1. When there are allegations of misconduct or the use of excessive force involving any Investigator, internal investigations will follow the Policy for Investigative Guidelines (See Policy 221.15).

9.2.2.2. Ensure that any injured parties are examined and treated.

9.2.2.3. When possible, separately obtain an interview with the subject upon whom force was applied.

9.2.2.4. Once any initial medical assessment has been completed or first aid has been rendered, ensure that photographs have been taken of any areas involving visible injury or complaint of pain, as well as overall photographs of uninjured areas. These photographs should be retained until all potential for civil litigation has expired.

9.2.2.5. Identify any witnesses.

9.2.2.6. Review and approve all related reports.

9.2.2.7. Determine if there is any indication that the subject may pursue civil litigation. If there is any indication of potential civil litigation, the Director of Human Resources ~~Fire Marshal~~ should complete and route a notification of a potential claim through the appropriate procedure to the appropriate District personnel.

~~7.2.8.1.9.2.2.8.~~ In instances when the use of force involves agencies outside of North County Fire Protection District and concerns are raised, the Director of Human Resources will bring such concerns to the attention of the Fire Chief/CEO for consideration.



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7.3.9.3. MEDICAL ATTENTION FOR INJURIES SUSTAINED USING FORCE:

9.3.1. [Medical]^[17] assistance shall be promptly obtained for any person(s) who has sustained **visible** an injury in a use of force incident, expressed a complaint of pain, or who has been rendered unconscious, when reasonable and safe to do so.

9.4. TRAINING:

9.4.1. [Investigators]^[18] and their supervisors will receive periodic training on this Policy and demonstrate their knowledge and understanding of this Policy.

9.4.2. Investigators are required to complete the following minimum training courses:

9.4.2.1. POST PC 832 Arrest and Firearms Course and qualification; and

9.4.2.2. HR 218 or **CCW** re-qualification firearm training every six (6) months.

9.5. PUBLIC ACCESS:

9.5.1. [This]^[19] Policy shall be accessible to the public and subject to requests under the California Public Records Act.

9.6. REVIEW AND UPDATE OF POLICY:

9.6.1. [The]^[20] District will regularly review and update this Policy to reflect developing practices and policies.



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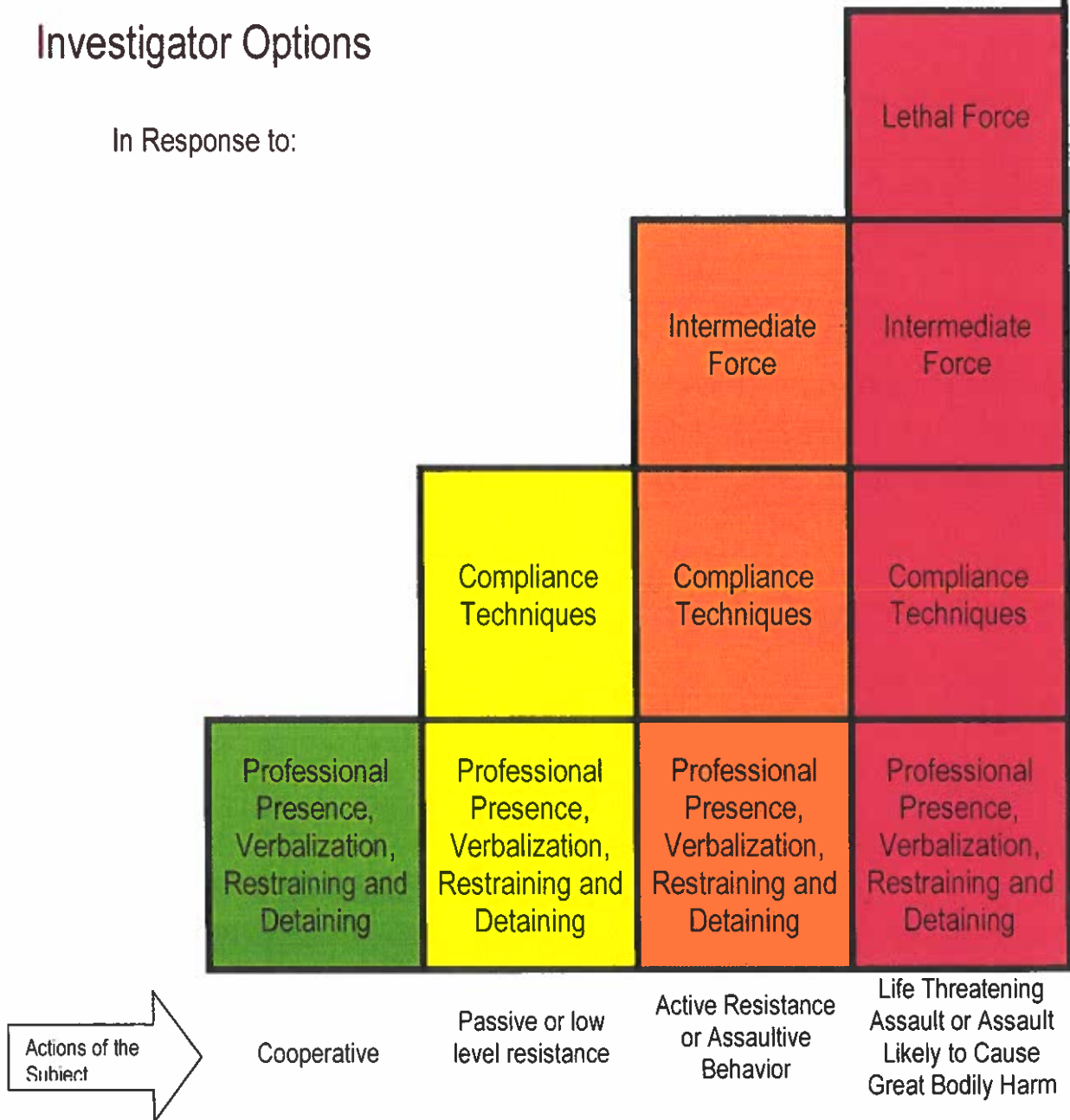
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USE OF FORCE

Situation-Based Use of Force Continuum

Investigator Options

In Response to:





NORTH COUNTY FIRE PROTECTION DISTRICT

POLICY AND PROCEDURE MANUAL

GOVERNANCE
BOARD OF DIRECTORS
STANDARD OPERATING GUIDELINES

SECTION 110.018

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VIDEO/AUDIO STREAMING AND VIRTUAL MEETINGS

1.0. VIDEO/AUDIO STREAMING OF MEETINGS:

1.1. Board meetings will be streamed online using an online platform whenever possible.

1.2. The streaming of meetings will include an option for viewers to voice comments from their remote location into the meeting.

1.3. Viewers may voice comments by submission of comments via the directions in §

1.4. VIRTUAL BOARD MEETINGS:

1.4.1. It is an expectation of the District that all Board members will attend each meeting in person.

1.4.2. Fully virtual Board meetings will only be held when face-to-face meetings are not possible and when permitted by law.

1.4.3. Due to the Coronavirus (COVID-19) public health emergency, the District may, have virtual meetings to protect the public's health and prevent the disease from spreading. Some meetings may be held in a hybrid format to accommodate both in-person and remote participation for the Board and the public.

2.0. PUBLIC COMMENT:

2.1. North County Fire Protection District values your opinion. There are two ways to share your comments remotely for meetings.

2.1.1. **During the Meeting, Submit an Email via the Public Comment Form:** Individuals may email PublicComment@ncfire.org during the meeting. These comments will be read into the record. Comments are subject to a three-minute limit. If the comment is long it should be submitted via email the Monday prior to the meeting by no later than 4pm.

2.1.2. REMOTELY ATTEND THE MEETING:

- Option A (video): Click the link below to join the meeting:



NORTH COUNTY FIRE PROTECTION DISTRICT

POLICY AND PROCEDURE MANUAL

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VIDEO/AUDIO STREAMING AND VIRTUAL MEETINGS

- [Link](#)
- Option B (video): Join the meeting from the Zoom app or (<https://zoom.us/>)
 - Meeting/Webinar ID:
 - Passcode:
- Option C (audio only): Call in by Telephone:
 - Meeting/Webinar ID:
 - Passcode:
 - Use *6 to Toggle mute/unmute and *9 to Raise hand if you want to speak.

3.0. MEETINGS VIA THE VIRTUAL PLATFORM:

3.1.1. AGENDA:

3.1.1.1. Posting of the Agenda is the same as in-person.

3.1.1.2. Meeting links will be created and noted on the Agenda, Meeting Packet and Website.

3.1.1.3. Open session meeting link shall be distributed to the following:

- 3.1.1.3.1. Deputy Chief
- 3.1.1.3.2. Division Chief
- 3.1.1.3.3. Finance Manager
- 3.1.1.3.4. Fire Marshal
- 3.1.1.3.5. Battalion Chiefs
- 3.1.1.3.6. NCFPD/public

3.1.1.4. Meetings with a closed session agenda will need a second meeting link.

3.1.1.5. Closed session meeting link shall be distributed to the following:

- 3.1.1.5.1. Fire Chief/appropriate Senior Staff
- 3.1.1.5.2. Board of Directors
- 3.1.1.5.3. Board Secretary
- 3.1.1.5.4. Legal Council
- 3.1.1.5.5. Other agenda related participants as appropriate

3.2. ROLE OF BOARD DURING VIRTUAL MEETINGS:



NORTH COUNTY FIRE PROTECTION DISTRICT

POLICY AND PROCEDURE MANUAL

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VIDEO/AUDIO STREAMING AND VIRTUAL MEETINGS

- 3.2.1. Attend entire meeting.
 - 3.2.2. Attend with webcam/video on.
 - 3.2.3. Focus on business of meeting in same manner as if meeting in person.
 - 3.2.4. Remain on mute unless they are speaking.
 - 3.2.5. Wait to speak until acknowledged by the President.
 - 3.2.6. Say their name before beginning speaking.
 - 3.2.7. Ask questions via conferencing format or wait until the President invites questions.
 - 3.2.8. Prevent unauthorized individuals from hearing conversations (Closed Session).
- 3.3. QUORUM:
- 3.3.1. All Directors attending virtually count towards the quorum.
 - 3.3.2. If the Director loses connection, they will no longer count towards the quorum.
 - 3.3.3. If after all reasonable efforts, it does not prove possible for a Director to participate by telephone or video conferencing, the meeting may still continue its business provided a quorum still remains.
 - 3.3.4. If the meeting becomes inquorate, no further discussion or voting may occur.
 - 3.3.5. If the meeting becomes inquorate, the Secretary will adjourn the meeting and reschedule.
- 3.4. VOTING:
- 3.4.1. Directors may vote on any agenda item for which they have been fully present.



NORTH COUNTY FIRE PROTECTION DISTRICT

POLICY AND PROCEDURE MANUAL

GOVERNANCE

SECTION 110.018

BOARD OF DIRECTORS

STANDARD OPERATING GUIDELINES

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VIDEO/AUDIO STREAMING AND VIRTUAL MEETINGS

3.4.2. Any votes taken during the virtual meeting must be taken by roll call.

3.5. CONFLICT OF INTEREST:

3.5.1. When a Director declares a conflict of interest, they will withdraw from the meeting by leaving the meeting.

3.5.2. Once the Board is ready for the Director to rejoin the meeting, the Secretary will notify the Director by that s/he may rejoin the meeting.

4.0. ROLE OF IT SPECIALIST:

4.1. The IT Specialist at all meetings is responsible for arranging the connections for streaming and virtual meetings.

4.2. The IT Specialist will assist Board members with their IT connections and help them resolve their IT-related problems.

4.3. The IT Specialist will attend each meeting and ensure the connections and security of each meeting and its platform, acting as the Host.

4.3.1. The IT Specialist will monitor the designated comment locations throughout the meeting. The IT Specialist will read the comments to the Board as they are received during the meeting. The Board Secretary will memorialize the comments in the official documents.

North County Fire



MONTHLY OPERATIONS
ACTIVITY REPORT:

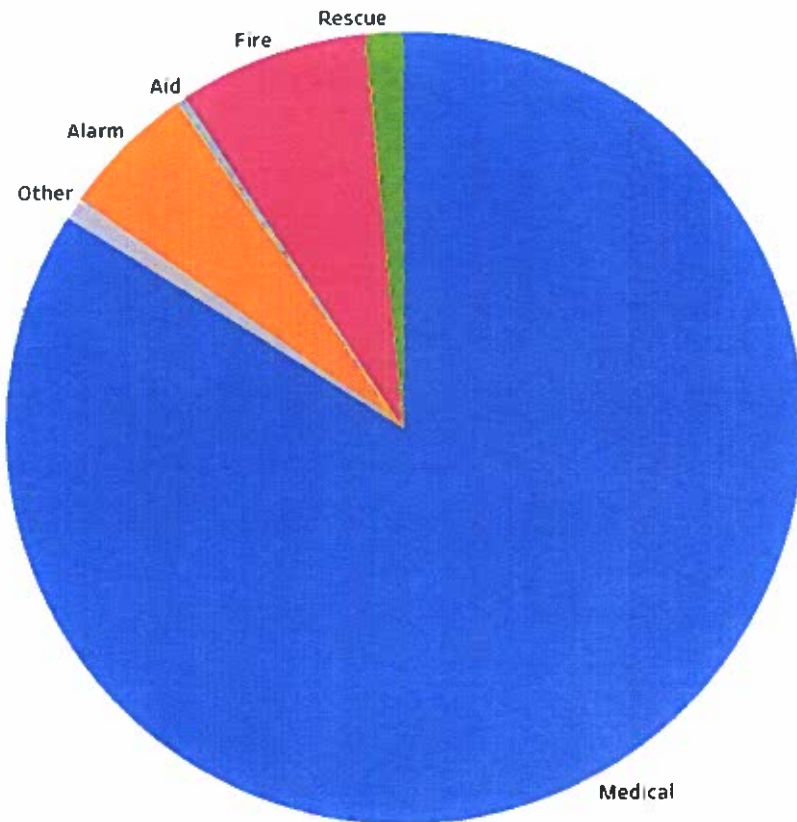
Feb 2022

Assigned Incidents

Assigned Incidents for NORTH COUNTY FPD
February 2022

Agency
NORTH COUNTY FPD

Month and Year
February 2022



Medical	446 incidents / 74.86%
Fire	41 incidents / 7.69%
Alarm	29 incidents / 5.44%
Aid	2 incidents / 0.33%
Rescue	6 incidents / 1.50%
Other	5 incidents / 0.94%
Grand Total	533 incidents / 100.00%

- Problem Category
- Medical
 - Other
 - Alarm
 - Aid
 - Fire
 - Rescue

Total incidents year to date:
Feb 2021: 979
Feb 2022: 1,121

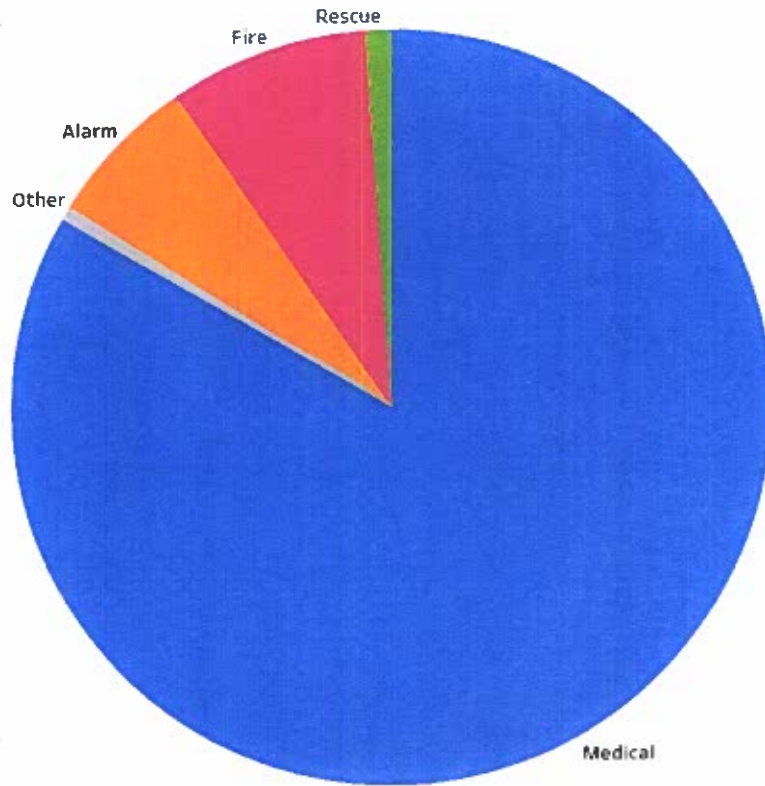


Incidents in Jurisdiction

Incidents in NORTH COUNTY FPD Jurisdiction
February 2022

Jurisdiction
NORTH COUNTY FPD

Month and Year
February 2022



Medical	366 incidents / 83.37%
Fire	35 incidents / 8.42%
Alarm	30 incidents / 6.48%
Rescue	5 incidents / 1.08%
Other	3 incidents / 0.65%
Grand Total	463 incidents / 100.00%

Problem Category

- Medical
- Other
- Alarm
- Fire
- Rescue



Aid Given/Received

Aid Given by NORTH COUNTY FPD for February 2022

Jurisdiction (group)	
CAL FIRE	19
CAMP PENDLETON	1
CARLSBAD FD	
ENC / SOL / DMR FD	
ESCONDIDO FD	
NORTH COUNTY FPD	
OCEANSIDE FD	25
PALA FD	3
PAUMA FD	
RANCHO SANTA FE FPD	
RINCON FD	
SAN DIEGO FD	
SAN MARCOS FD	
SAN PASQUAL RESV FD	
VALLEY CENTER FPD	2
VISTA FD	13
Grand Total	73

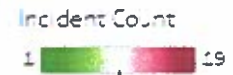
Aid Received by NORTH COUNTY FPD for February 2022

Home Jurisdiction	
CAL FIRE	2
CAMP PENDLETON	14
CARLSBAD FD	
ENC / SOL / DMR FD	
ESCONDIDO FD	
NORTH COUNTY FPD	
OCEANSIDE FD	2
PALA FD	0
PAUMA FD	
RANCHO SANTA FE FPD	0
RINCON FD	
SAN DIEGO FD	
SAN MARCOS FD	
SAN PASQUAL RESV FD	
VALLEY CENTER FPD	0
VISTA FD	13
Grand Total	35



Incident Volume by Hour

Incident Volume by Hour for NORTH COUNTY FPD
February 2022



	00	01	02	03	04	05	06	07	08	09	10	11	12	13	14	15	16	17	18	19	20	21	22	23
B111	2	1					1	1		1	1	1	1		2	2	1	6	4	1		2	1	1
BR112																							1	
E111	5	3		4	2	6	3	10	8	11	12	16	14	10	13	10	12	13	19	12	12	7	5	9
E112	4	3	2		2		1	2	6	2	12	11	4	8	2	9	4	7	11	5	3	5	1	1
E113	1	2		2		1		2	1	3	1	4	2	1	3	4	1	3	6	4	3	2	1	2
E114	1	3		4		2	3	3	4	4	3	6	5	2	3	8	9	8	9	6	6	4	3	5
E115	1	1	1		2	2	3	4	6	3	4	5	4	1	9	7	7	8	6	3	6	5	5	3
M111 & RA111	4	4	1	3	3	5	2	5	5	10	10	14	8	9	9	9	12	7	11	8	8	5	4	8
M114 & RA114	2	5		4		1	2	6	6	6	5	8	13	7	8	13	6	6	10	8	12	4	2	6
M115 & RA115	5		1	1	4	3	3		9	2	16	12	2	5	15	9	9	7	12	9	8	5	4	3

Count of ID broken down by Time Assigned Hour vs. Unit Name



Incidents by Unit

Incidents by Unit for NORTH COUNTY FPD
February 2022

Ambulance	M111 & RA111	166
	M114 & RA114	140
	M115 & RA115	145
	Total	451
Brush	BR112	1
	Total	1
Engine / Truck	E111	216
	E112	105
	E113	49
	E114	102
	E115	98
	Total	570
Other Units	B111	29
	Total	29
Grand Total		1,051

Count of Time Assigned broken down by Apparatus Type and Unit Name



Ambulance Unit Hour Utilization

Monthly Unit Hour Utilization for NORTH COUNTY FPD

February 2022	M111 & RA111	29.98%
	M114 & RA114	22.85%
	M115 & RA115	25.14%

Vehicle Type

Ambulance

UHU Ratio



UHU percentages are calculated only for completed months/years. The current month/year will not show a correct value. Time Committed is calculated by Time Call Cleared minus Time Assigned.



Transports

NORTH COUNTY FPD Transports February 2022

Name	
M111	85
M114	84
M115	89
RA111	27
RA114	3
RA115	5
Grand Total	293

These two tables display a distinct count of ID broken down by Destination. Only transports which arrive at a destination are counted.

NORTH COUNTY FPD Transport Destinations February 2022

Destinations	F
TEMECULA VALLEY HOSPITAL	149
PALOMAR HOSPITAL	93
TRI CITY MEDICAL CENTER (TCMC)	33
CHILDRENS HOSPITAL	7
SCRIPPS ENCINITAS HOSPITAL	4
RANCHO SPRINGS HOSP.	3
MCP NAVAL HOSPITAL	3
AIR AMB LZ	3
VILLA DEL MAR	1
SCRIPPS HOSPITAL LA JOLLA	1
Grand Total	293



Health & Safety

Injuries &
Illness

1 Injuries

Accidents

0 Vehicle



Transfer of Care

Total Offloads
266

TOC Compliance
84.2%

90th Percentile Offload Time in Minutes
100.5

Median Offload Time in Minutes
39.2

Percent Offloads Under 30 Minutes
34.2%

Percent Offloads Under 20 Minutes
16.2%

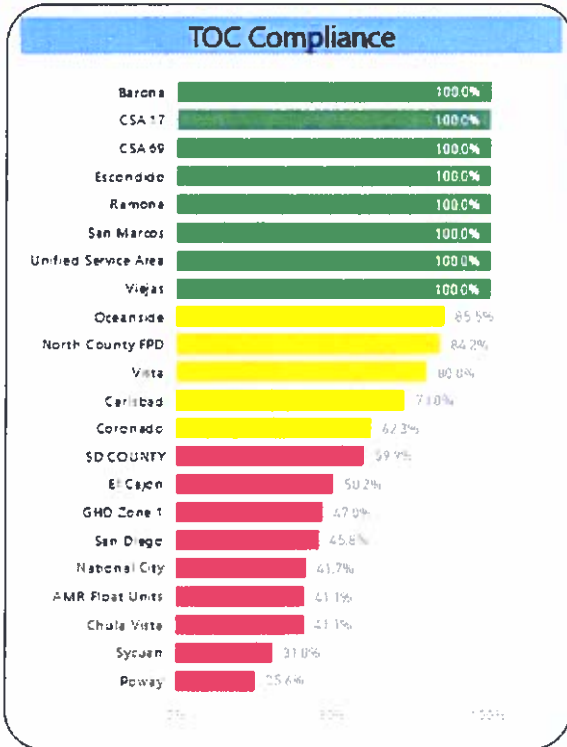
San Diego County
Transfer of Care - via FirstWatch
Ambulance Operating Area Data
Use filters below to select data by Ambulance Operating Area, Month, and Year

- Ambulance Operating Area**
- | | |
|----------------------|------------------|
| SD COUNTY | AMR Float Units |
| Barona | Carlsbad |
| Chula Vista | Coronado |
| CSA 17 | CSA 69 |
| El Cajon | Escondido |
| GHD Zone 1 | Inland Central |
| Inland North | Inland South |
| National City | North County FPD |
| Oceanside | Poway |
| Ramona | San Diego |
| San Marcos | Sycuan |
| Unified Service Area | Viejas |

- Month**
- | | | |
|---------|----------|-----------|
| January | February | March |
| April | May | June |
| July | August | September |
| October | November | December |

- Year**
- | | | | | |
|------|------|------|------|------|
| 2018 | 2019 | 2020 | 2021 | 2022 |
|------|------|------|------|------|

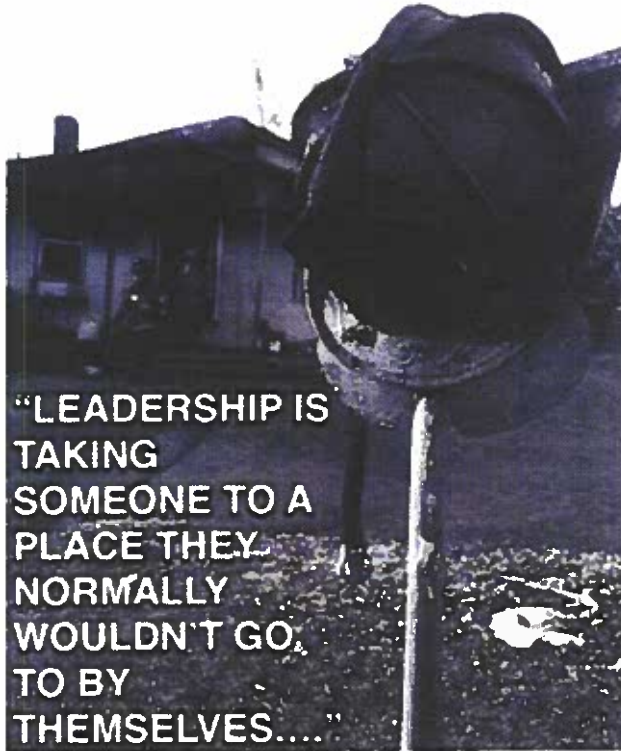
Ambulance Operating Area Ranking - TOC Compliance
10



*County data updates later in the month so these stats are 1-month behind



Leadership



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**NORTH COUNTY FIRE
PROTECTION DISTRICT
COMMUNITY RISK REDUCTION**

TO: BOARD OF DIRECTORS
FROM: F/M FIERI AND CHIEF McREYNOLDS
DATE: MARCH 22, 2022
SUBJECT: FIRE MITIGATION FEE PROGRAM

CONSENT AGENDA

RECOMMENDATION:

To approve Resolution 2022-07 as submitted.

BACKGROUND:

San Diego County has established a Fire Mitigation Fee (FMF) Program wherein fire departments receive Developer Impact Fees for new construction to compensate fire agencies for new infrastructure needs resulting from new development. In order to continue participation in this Program, by April 16th of each year, the District must annually adopt a resolution making the required annual findings.

DISCUSSION:

Resolution 2022-07 establishes the collection of 100% FMF set forth by the County of San Diego. It also specifies the recording requirements and how the fees may be expended. Mitigation fees are established using a formula contained in the County ordinances. The County's FMF Committee meets periodically to discuss rates increases that represent current cost data that the fire mitigation fee is allocated, which are currently \$0.58 psf.

FISCAL ANALYSIS:

The estimated Fire Mitigation Revenue for NCFPD FY 2021/2022 is \$582,400. As of March 1, 2022, within the first two quarters the District has received \$343,300 in mitigation fees. This is consistent with the current outlook and is based upon the anticipated building rate, pursuant to the County of San Diego Economic Roundtable projections.

SUMMARY:

Adoption of this Resolution is a standard and required practice to participate in the FMF Program. Later in the year, Staff will forward a Multi-Year Facilities and Equipment Plan as a secondary component to Program participation.

NORTH COUNTY FIRE PROTECTION DISTRICT



RESOLUTION 2022-07

RESOLUTION OF THE BOARD OF DIRECTORS OF THE NORTH COUNTY FIRE PROTECTION DISTRICT, SAN DIEGO COUNTY, STATE OF CALIFORNIA, TO PARTICIPATE IN THE COUNTY OF SAN DIEGO FIRE MITIGATION FEE PROGRAM FOR FY 2022/2023

WHEREAS, the North County Fire Protection District (District) requires long-term fire protection facilities and equipment (Facilities) to provide fire suppression or emergency medical services within the District's boundaries; and

WHEREAS, new development is anticipated in the District, and existing Facilities will be inadequate to provide fire suppression or emergency medical services, creating a situation perilous to public health and safety; and

WHEREAS, to mitigate the impacts caused by new development, the District must improve or expand existing Facilities and/or construct or acquire new Facilities; and

WHEREAS, the District lacks sufficient funds for new or improved Facilities from fund balances, capital facility funds, property tax sources, or any other appropriate source, and annexation and plan check fees charges by the District do not include a payment toward the costs of Facilities as a component of those fees; and

WHEREAS, pursuant to California Government Code Section 66000, et seq. (Mitigation Fee Act), the County of San Diego (County) is authorized to collect a mitigation fee from applicants for new development to defray costs related to Facilities that are incurred due to the development; and

WHEREAS, the County has established fee ceilings for types of construction by Chapter 3 of Division 10 of Title 8 (commencing with Section 810.301) of the County Code of Regulatory Ordinances (FMF Ordinance); and

WHEREAS, the District desires to participate in the County's Fire Mitigation Fee (FMF) program.

NOW, THEREFORE, THE BOARD OF DIRECTORS OF THE NORTH COUNTY FIRE PROTECTION DISTRICT HEREBY RESOLVES AS FOLLOWS:

NORTH COUNTY FIRE PROTECTION DISTRICT



RESOLUTION 2022-07

RESOLUTION OF THE BOARD OF DIRECTORS OF THE NORTH COUNTY FIRE PROTECTION DISTRICT, SAN DIEGO COUNTY, STATE OF CALIFORNIA,
TO PARTICIPATE IN THE COUNTY OF SAN DIEGO
FIRE MITIGATION FEE PROGRAM FOR FY 2022/2023

1. The District shall participate in the County's FMF Program for Fiscal Year 2022-2023 and agrees to comply with all applicable requirements of the County's FMF Ordinance and the Mitigation Fee Act.
2. The District requests that the County collect 100% percent of the FMF ceiling on the District's behalf from applicants for building permits within the District's boundaries. The percent of the ceiling fee is equal to or less than the Facilities needs caused by new development.
3. Except as otherwise provided in the County Code or state law, all FMF revenue shall be used only to expand the availability of Facilities to serve new development within the District's boundaries. FMF revenue shall not be used to address existing deficiencies but may be used in response to increased demand reasonably related to the new development to refurbish existing facilities to maintain an existing level of service or achieve an adopted level of service.
4. The District shall deposit all FMF revenue received from the County and all interest subsequently accrued by the District on these funds in a separate account to be known as the "San Diego County Fire Mitigation Fee."
5. The District shall defend, indemnify and hold harmless the County, its officers, officials, employees, agents and volunteers, from and against any and all demands, claims, actions, litigation or other proceedings, liability, damages and costs (including, but not limited to, attorney fees) that are based in whole or in part upon the levy, imposition, collection, or payment of FMF, or the denial of a permit until the FMF is paid, excepting only matters that are based upon the County's gross negligence or willful misconduct.
6. The District shall make its records justifying the basis for the FMF amount available to the public on request.

NORTH COUNTY FIRE PROTECTION DISTRICT



RESOLUTION 2022-07

RESOLUTION OF THE BOARD OF DIRECTORS OF THE NORTH COUNTY FIRE PROTECTION DISTRICT, SAN DIEGO COUNTY, STATE OF CALIFORNIA, TO PARTICIPATE IN THE COUNTY OF SAN DIEGO FIRE MITIGATION FEE PROGRAM FOR FY 2022/2023

BE IT FURTHER RESOLVED that this Resolution supersedes Resolution No. 2021-03 adopted **March 23, 2021** to participate in the FMF program.

APPROVED, ADOPTED AND SIGNED by the Board of Directors, North County Fire Protection District, County of San Diego, State of California, on this **22nd day of March 2022**, by the following roll call vote:

AYES:

NOES:

ABSENT:

ABSTAIN:

RECUSED:

Jeff Egkan, President

ATTEST:

I **HEREBY CERTIFY** that the foregoing is a true and correct copy of the resolution duly and regularly adopted by the Board of Directors of the North County Fire Protection District thereof held on the **22nd day of March 2022**, and that the same now appears on record in the Board Secretary's office.

IN WITNESS THEREOF, I hereunto set my hand and affixed by official seal this **22nd day of March 2022**.

Loren Stephen-Porter, Board Secretary



NORTH COUNTY FIRE PROTECTION DISTRICT

FIRE CHIEF / CEO

TO: BOARD OF DIRECTORS
FROM: CHIEF MCREYNOLDS
DATE: MARCH 22, 2022
SUBJECT: COVID-19 SUPPLEMENTAL PAID SICK LEAVE OBLIGATIONS

ACTION AGENDA

RECOMMENDATION:

That the Board direct Staff to create two 40-hour Supplemental Paid Sick Leave (SPSL) banks and allocate \$326,868 from the "Compensated Absences" line item to cover the COVID-19 related expense.

BACKGROUND:

California enacted SB 114, *2022 Supplemental Paid Sick Leave (SPSL)* effective February 19, 2022. This bill covers employee COVID-19 leave taken between January 1, 2022, and September 30, 2022.

SB 114 mandates that any employer in California with 26 or more employees create two 40-hour leave banks for employees to use. The first 40-hour leave bank is to be used for the following qualifying reasons 1-7. The second leave bank is to be use for qualifying reason 8.

1. Employee is subject to a COVID-19 quarantine or isolation period (CDPH, CDC, or local public health officer).
2. Employee advised by a health care provider to isolate or quarantine due to COVID-19.
3. Employee is attending a vaccine or booster appointment for themselves or a family member.
4. Employee is experiencing symptoms or caring for a symptomatic family member, related to a COVID-19 vaccine or booster.
5. Employee is experiencing symptoms of COVID-19 and seeking a medical diagnosis.
6. Employee is caring for a family member who:
 - a. Is subject to a CDPH, CDC or local health officer order or guidance to isolate or quarantine, OR
 - b. Has been advised by a health care provider to isolate or quarantine.

COVID-19 SUPPLEMENTAL PAID SICK LEAVE OBLIGATIONS

March 22, 2022

Page 2 of 2

7. Employee is caring for a child whose school or place of care is closed/unavailable due to COVID-19 on the premises.
8. Employee, or a family member for whom the covered employee is providing care, tests positive for COVID-19.

DISCUSSION:

NCFPD has previously committed to covering time off for employees who are unable to work due to exposure to COVID-19 and for those who test positive. With the enactment of SB 114, the District will continue to cover time off for employees with a work-related COVID-19 exposure or who test positive and will require additional time off.

FISCAL ANALYSIS:

The District currently has a fund set aside for annual and sick leave absences. The Compensated Absences line item is well-funded to cover this temporary leave should it be needed. Based on current salaries, the fiscal impact on the FY 2021-2022 Budget could be \$326,868. All unused funds would remain in the committed Compensated Absences account and used for the FY 2022-2023 Budget.

SUMMARY:

The NCFPD continues to be committed to ensuring that COVID-19 related leave is provided to employees under California law. The creation of these two leave banks will ensure dedicated funding is secured and in place. Employee notification of this leave will be posted in compliance with SB 114.



NORTH COUNTY FIRE PROTECTION DISTRICT

FIRE CHIEF / CEO

TO: BOARD OF DIRECTORS
FROM: CHIEF McREYNOLDS
DATE: MARCH 22, 2022
SUBJECT: RESOLUTION OPPOSING CA INITIATIVE 21-0042A1

ACTION AGENDA

RECOMMENDATION:

That the NCFPD Board of Directors consider a Board Resolution taking a position against California ballot initiative 21-0042A1.

BACKGROUND:

The California Special Districts Association (CSDA) has joined a coalition of local government leaders in adopting an Oppose position on initiative 21-0042A1. CSDA is encouraging all California special districts to join the coalition by passing a board resolution.

DISCUSSION:

If Initiative 21-0042A1 qualifies for the November 2022 ballot and is enacted, CSDA anticipates severe consequences for special districts and the communities they serve.

Estimated impacts include:

- Jeopardizes the public health and safety of communities by cutting off new revenue intended to pay for essential local services and infrastructure.
 - Substantially increases the legal and administrative cost of public infrastructure financing.
- With billions of dollars in deferred maintenance and unmet needs for California's infrastructure, exacerbates the neglect and deterioration of our roads, dams, waterways and other facilities.
- By limiting revenues to the "minimum amount necessary," imposes a "race-to-the-bottom" in California that will halt investment in technological advancements that future generations will depend upon.
- Prevents critical investments in climate adaptation and community resilience to address drought, flooding, and wildfire as well as reduce emissions and harmful pollutants.

RESOLUTION OPPOSING CA INITIATIVE 21-0042A1

MARCH 22, 2022

PAGE 2 OF 2

- Exposes taxpayers to a new wave of costly litigation, limits the discretion and flexibility of locally elected boards to respond to the needs of their communities, and injects uncertainty into the financing and sustainability of critical infrastructure.
- Restricting local services and infrastructure to the lowest and minimum amount possible will disproportionately impact the most underserved communities the hardest.

FISCAL ANALYSIS:

CSDA believes this initiative could prevent virtually any new fees for fire protection and other essential services and infrastructure.

- Places over \$20 billion of local government fee and charge revenues over 10 years at heightened legal peril.

SUMMARY:

The initiative includes provisions that would retroactively void *all* state and local taxes or fees adopted after January 1, 2022, if they did not align with the provisions of this initiative. This may also affect indexed fees that adjust over time for inflation or other factors. Effectively, it would allow voters throughout California to invalidate the prior actions of local voters, undermining local control and voter-approved decisions about investments needed in their communities. Given these concerns, CSDA requests the Board take a position against California ballot initiative 21-0042A1.

Reference:

V. Gonzales (2022). *CSDA Action Alert: Oppose Initiative to Limit Ability of Voters and State and Local Governments to Raise Revenues for Government Services.*

www.CSDA.net



NORTH COUNTY FIRE PROTECTION DISTRICT

RESOLUTION 2022-08

RESOLUTION OF THE BOARD OF DIRECTORS OF THE NORTH COUNTY FIRE PROTECTION DISTRICT, SAN DIEGO COUNTY, STATE OF CALIFORNIA, OPPOSING INITIATIVE 21-0042A1

WHEREAS, an association representing California's wealthiest corporations and developers is spending millions to push a deceptive proposition aimed for the November 2022 statewide ballot; and

WHEREAS, the proposed proposition, Initiative 21-0042A1, has received the official title: "LIMITS ABILITY OF VOTERS AND STATE AND LOCAL GOVERNMENTS TO RAISE REVENUES FOR GOVERNMENT SERVICES. INITIATIVE CONSTITUTIONAL AMENDMENT."

WHEREAS, the measure includes provisions that would make it more difficult for local voters to pass measures needed to fund local services and infrastructure and would limit voter input by prohibiting local advisory measures where voters provide direction on how they want their local tax dollars spent; and

WHEREAS, the measure exposes taxpayers to a new wave of costly litigation, limits the discretion and flexibility of locally elected boards to respond to the needs of their communities and injects uncertainty into the financing and sustainability of critical infrastructure; and

WHEREAS, the measure severely restricts state and local officials' ability to protect our environment, public health and safety, and our neighborhoods against corporations and others who violate the law; and

WHEREAS, the measure creates new constitutional loopholes that would allow corporations to pay less than their fair share for the impacts they impose on our communities, including local infrastructure, our environment, water quality, air quality and natural resources; and

WHEREAS, the measure threatens billions of dollars currently dedicated to state and local services, and could force cuts to our fire protection district that provides fire protection and emergency medical services for a community of approximately 50,000 people, covering approximately 92 square miles, with an additional 40 square miles of service outside the primary service area, as well as public schools, other fire and emergency response, law enforcement, public health, parks, libraries, affordable housing, services to address homelessness, mental health services and more; and

WHEREAS, the measure would also reduce funding for critical infrastructure like streets and roads, public transportation, ports, drinking water, sanitation, utilities and more.

THEREFORE, BE IT RESOLVED that the **NORTH COUNTY FIRE PROTECTION DISTRICT** opposes Initiative 21-0042A1;



NORTH COUNTY FIRE PROTECTION DISTRICT

RESOLUTION 2022-08

RESOLUTION OF THE BOARD OF DIRECTORS OF THE NORTH COUNTY FIRE PROTECTION DISTRICT, SAN DIEGO COUNTY, STATE OF CALIFORNIA, OPPOSING INITIATIVE 21-0042A1

BE IT FURTHER RESOLVED, that the **NORTH COUNTY FIRE PROTECTION DISTRICT** will join the **No** on Initiative 21-0042A1 coalition, a growing coalition of public safety, labor, local government, infrastructure advocates and other organizations throughout the state.

We direct Staff to email a copy of this adopted resolution to the California Special Districts Association at advocacy@csda.net.

APPROVED, ADOPTED AND SIGNED by the Board of Directors, North County Fire Protection District, County of San Diego, State of California, on this **22nd day of March 2022**, by the following roll call vote:

AYES:

NOES:

ABSENT:

ABSTAIN:

RECUSED:

Jeff Egkan, President

ATTEST:

I HEREBY CERTIFY that the foregoing is a true and correct copy of the resolution duly and regularly adopted by the Board of Directors of the North County Fire Protection District thereof held on the **22nd day of March 2022**, and that the same now appears on record in the Board Secretary's office.

IN WITNESS THEREOF, I hereunto set my hand and affixed by official seal this **22nd day of March 2022**.

Loren Stephen-Porter, Board Secretary



NORTH COUNTY FIRE PROTECTION DISTRICT

FIRE CHIEF / CEO

TO: BOARD OF DIRECTORS
FROM: CHIEF MCREYNOLDS
DATE: MARCH 22, 2022
SUBJECT: NORTH ZONE BLS AMBULANCE

ACTION AGENDA

RECOMMENDATION:

That the Board direct Staff to deploy a Basic Life Support (BLS) ambulance staffed with two (2) Single-Role Emergency Medical Technicians (EMT) to the North Zone to assist with ambulance service surge capacity.

BACKGROUND:

The Oceanside, Carlsbad, San Marcos and Escondido Fire Departments and the North County Fire Protection District (NCFPD) have been approached by the Vista Fire Chief with an immediate concern Vista Fire has with their ambulances being drawn down to surrounding jurisdictions. Because of where Vista is located, they often lose their ambulances to responses to the agencies they are surrounded by, leaving Vista partially or completely uncovered with ambulance service. The inequity that Vista is experiencing with other fire agencies has caused Vista Fire and the City of Vista to seriously consider retracting their participation in the ambulance delivery system boundary drop. This would have immediate and significant implications to ambulance response times into the NCFPD when our three (3) ambulances are committed to incidents.

DISCUSSION:

The Fire Chiefs from the involved agencies met recently to discuss this issue and develop a plan to stabilize the North Zone ambulance delivery system. As a result of that discussion, the Fire Chiefs feel that adding a BLS ambulance to the center of the operating area, likely Vista Station 6, for twelve (12) hours a day, seven (7) days a week, would help provide ambulance surge capacity preventing the need for Vista to remove themselves from the ambulance boundary drop agreement. After evaluating apparatus, equipment and personnel, the involved agencies determined that NCF was best positioned to meet this North Zone service need on a trial bases until additional ambulances are deployed around the North Zone.

FISCAL ANALYSIS:

The anticipated fiscal impact to the District is approximately \$20,700.00 per month. This projected cost includes the personnel, fuel, maintenance, supplies, etc. required to operate the additional ambulance as recommended.

It is not the intent of the District to subsidize this ambulance on behalf of the North Zone. Based on the initial projections the District has received from Wittman Enterprises, our third-party ambulance billing company, it is anticipated that all of the operating expenses identified above may be recovered through ambulance billing. Should this not be the case at the conclusion of this trial, all parties have agreed to meet and discuss the financial impact moving forward.

SUMMARY:

With tiered dispatch now in place through North Comm, the North Zone Chiefs and NCFPD Staff feel that now is the time to begin exploring deploying BLS ambulances around the North Zone to provide additional transport capability and keep paramedic ambulances available for acute level calls. This ambulance deployment to the North Zone would be a 30-day trial that could be extended or cancelled. Staff will return to the Board with monthly status reports during this ambulance deployment trial.



**NORTH COUNTY FIRE
PROTECTION DISTRICT**

FIRE CHIEF/CEO

TO: BOARD OF DIRECTORS
FROM: KEITH McREYNOLDS, FIRE CHIEF/CEO
DATE: MARCH 22, 2022
SUBJECT: DISCUSSION AGENDA

There are no Discussion Agenda Items for the March 22, 2022, Board Meeting.

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ROBERT H. JAMES

ATTORNEY AT LAW

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March 1, 2022

Board of Directors North County Fire Protection District

Re: General Counsel Board Report for March 1, 2022

In with the New

There is important new legislation related to the Brown Act, voting rights and government claims with the following: SB 274, AB 37 and SB 501.

Brown Act

SB 274

Senate Bill 274 has new rules for public agencies' management of agenda "subscriptions" from members of the public. If an agency with a website receives a request for an emailed copy of agenda materials, the agency must email a copy of, or website link to, the requested agenda materials. However, if a local agency determines it is technologically infeasible to send a copy of the documents requested or a link by email or other electronic means, then it must send by mail in the manner specified, a copy of the agenda or a website link to the agenda and to mail a copy of all other documents constituting the agenda packet.

Elections/Voting Rights

AB 37

Assembly Bill 37 confers new rights upon all active registered voters in California, and imposes new obligations upon all local and county elections officials.

AB 37 creates a new state-mandated local program obligating local election officials to (1) allow any voter to cast a trackable vote-by-mail ballot and (2) to mail vote-by-mail materials to every registered voter within a strict five-day mailing period. Previously, vote-by-mail ballots could be received up to three days after election day; AB 37 extends this window to seven days. It further obligates county officials to provide two ballot drop-off locations per jurisdiction, or one drop-off location per 30,000 registered voters, whichever is greater. Jurisdictions with fewer than 30,000 registered voters however may provide just one ballot drop-off location. Jurisdictions with the necessary computer capabilities may begin processing such ballots on the 29th day before the election.

AB 37 contains the significant new requirement that local election officials send all vote-by-mail materials to all active registered voters within a strict five-day window on a basis that does not discriminate against any region in terms of timing that mailing. Officials must also either make use of the Secretary of State's ballot-tracking system or create their own voter-accessible system. These requirements will almost certainly impose new administrative

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and compliance costs on local agencies, although AB 37 obligates the State to reimburse appropriate costs. Additionally, by extending the windows for receiving and processing vote-by-mail ballots, AB 37 lays the foundation for more efficient voting procedures.

AB 37 enshrines the right of all registered California voters to receive and use a vote-by-mail ballot and imposes minimum standards upon local and county election officials to protect that right. In so doing, it establishes a system whereby all voters can expect to receive timely access to the ballot from their own homes.

SB 501

Senate Bill 501 requires a public entity to grant an application for leave to present a claim pursuant to the Government Claims Act, if the six-month claim period has lapsed and the person who sustained the alleged injury, damage, or loss was (1) a minor or (2) physically or mentally incapacitated during the six-months after the accrual of the cause of action. The Act previously provided that claims relating to causes of action for death or injury to a person or personal property, regardless of minor or incapacitation status, be presented to the entity within six months from the accrual of the cause of action.

SB 501 provides a six-month extension by which a qualifying individual may request leave from the public entity to present a claim outside the six-month presentation period and up to one year from the accrual period. If the governing body fails to act on an application within 45 days, it is deemed denied on the 45th day or, if applicable, the last day of the period provided by agreement between the applicant and the entity.

ROBERT H. JAMES, Attorney at Law



Robert H. James, General Counsel for the
North County Fire Protection District

RHJ/klm
cc: Chief McReynolds



**NORTH COUNTY FIRE
PROTECTION DISTRICT
FIRE CHIEF/CEO**

TO: BOARD OF DIRECTORS
FROM: KEITH McREYNOLDS, FIRE CHIEF/CEO
DATE: MARCH 22, 2022
SUBJECT: WRITTEN CORRESPONDENCE

● **WRITTEN COMMUNICATION:**

- February 9, 2022 Letter from FRHD re: North County Fire Protection District's assistance with COVID efforts.
- Professional Certification for Chief McReynolds from Chief Fire Officer

● **BOARD RECOGNITION PROGRAM:**

- **UNDATED THANK YOU:**
Captain Mattarollo, Engineer Crilly, FF/PM Lian, Paramedic Wagner
- **EMAIL RECOGNITION FOR COMMUNITY OUTREACH:**
Captain Benoit, Engineer Lewis, FF/PM De Brauwere

February 9, 2022

North County Fire Protection District
330 S. Main Ave.
Fallbrook, CA 92028

Re: Support for your COVID-19 Health and Safety efforts.

Dear Mr. Keith McReynolds, Fire Chief/CEO,

The Board of Directors and Staff of the Fallbrook Regional Health District wanted to reach out to you and thank you for the North County Fire Protection District's efforts to protect the community from COVID-19 over the last two years.

Like you, we understand that the evolving processes and guidelines have sometimes been a challenge to implement and to share with your stakeholders. We want to remind you that while we are all still working within the new normal of this pandemic, our team is here to help you navigate resources and find solutions.

Our collaboration and consistency in messaging with all residents will solidify the importance of prevention and wellness. We will continue to echo the messaging from our National, State and County officials on the best practices of navigating through this public health crisis.

While not all community members may agree with or even support some of the mandates or guidelines provided, we hope you will encourage them to work with you and us to help the entire community be healthy and well. Whether your focus is on education, water, fire prevention, or some other form of general community resource, all of us are tasked with providing service to our neighbors.

In the effort to combat misinformation and to help educate our community, we encourage you to visit the San Diego County website on Evaluating COVID-19 Information, which can be found at https://www.sandiegocounty.gov/content/sdc/hhsa/programs/phs/community_epidemiology/dc/2019-nCoV/EvaluatingInformation.html. Please, also visit the FRHD website for updates and local information on COVID-19 testing and vaccination efforts: <https://www.fallbrookhealth.org/>.

We're active on social media too; please visit our pages to see great information about our local events FB: @FallbrookHealthDistrict or IG: fallbrookhealth. The Fallbrook Regional Health District is your partner in this process and we will continue to bring COVID-19 education, testing, and vaccination efforts to your staff and the community at large.

Wishing you the best of health,



Rachel A. Mason, CEO

THE COMMISSION ON
PROFESSIONAL CREDENTIALING

has conferred upon

Keith McReynolds
Designated February 1, 2022

the designation of



CHIEF FIRE OFFICER (CFO)

for demonstrating a high level of competence, as witnessed by your peers, by documenting professional, educational, technical, and community service achievements and fulfilling prescribed standards of performance, ethics, and conduct required for CFO.

President, CPSE Board of Directors

Chair, Commission on Professional Credentialing



February 8, 2022

Fire Chief/CEO Keith McReynolds
North County Fire Protection District
330 S. Main Street
Fallbrook, CA 92028

Dear Chief McReynolds,

Congratulations on receiving the designation of “Chief Fire Officer” by the Commission on Professional Credentialing. As a Commissioner on the Professional Credentialing Committee and a Chief Fire Officer, I know the amount of work and dedication that this took while still performing the other duties that your position requires.

A career within the fire service can be a very time-consuming and demanding one and only becomes more so as one rises through the ranks. Pursuing the designation of Chief Fire Officer shows a great deal of dedication and commitment to your career and your organization; you are setting a high standard for your fellow officers and everyone within the fire service.

As a CFO, you are a role model who is to be much admired. In addition, as CPSE readily admits, this is an honor not easily earned and I want to again congratulate you on what I know is a well-deserved achievement.

Sincerely,

Derek Bergsten, Chief
Poudre Fire Authority



To Station 1 & 2 "A" Crew, Captain Mattarollo, Engineer Crilly,
and EMT Guzman. ^{on} Feb. 17 you ~~became~~ became personal
heroes to me and my family. You were all so caring. I so
appreciate my husband riding in the ambulance with me.
You guys were more caring than most of ^{the} hospital staff.
That means so much when a person feels horrible. It was
reassuring to have you wait in the ER with me until a
nurse came and received report from you. God bless you all.
Fallbrook is so blessed to have you doing ~~such~~ all that you do.

Loren Stephen-Porter

From: Brian Macmillan
Sent: March 16, 2022 09:06
To: A Crew; B Crew; C Crew; NCF Admin
Subject: Community Outreach Shout Out

A big thanks to the St 1 Crew last night, Capt. Mike Benoit, Eng. Ryan Lewis and FF Doug De Brauwere, for giving a spontaneous station tour to a dozen kids from a local church. A certain Division Chief messed up the calendar invite and when the crew was finally sitting down to eat dinner, were met with the excited group of kids ready to learn about the fire service and see a fire engine. Thank you Gentlemen for your outstanding customer service!





PUBLIC SAFETY

Fallbrook crash leaves one dead, sparks small brush fire

Fatal crash occurred around 10:50 p.m. on Reche Road east of Live Oak Elementary School

BY ALEX RIGGINS

MARCH 15, 2022 12:10 AM PT



FALLBROOK — A man was killed late Monday night in a one-vehicle crash that also sparked a small vegetation fire in Fallbrook, authorities said.

The solo crash was reported just after 10:50 p.m. along Reche Road between Live Oak Park Road South and Green Canyon Road, according to the California Highway Patrol and North County Fire Protection District spokesperson Capt. John Choi.



[Explore what's happening on Twitter](#)

It was unclear how the crash occurred, but Choi said the driver of a Chevrolet Tahoe SUV apparently lost control and went about 30 feet off the roadway, plunging down a small embankment before striking a tree.

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The driver and sole occupant of the vehicle died at the scene before emergency crews arrived, Choi said. His name and age were not immediately available. Choi said he was a Fallbrook resident.

He was not wearing a seatbelt at the time of the crash.

The wrecked SUV ended up in thick vegetation and sparked a small brush fire that firefighters quickly extinguished, Choi said.

Authorities were operating one-way traffic on that stretch of Reche Road as of 12:40 a.m. and asked drivers to avoid the area.

Staff writer Karen Kucher contributed to this report.

Updates

9:51 a.m. March 15, 2022: This story was updated with additional details.

12:40 a.m. March 15, 2022: This story was updated with additional details.

PUBLIC SAFETY **LATEST** **BREAKING** **NORTH COUNTY**



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FIRE SAFETY

Staying Alert: Wildfire prevention with artificial intelligence

"There's no 'fire season' anymore," said CAL FIRE firefighter Camille Edward.

Monday, February 28, 2022 3:19PM

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Artificial intelligence provides life-changing solutions with proactive fire detection.

SONOMA COUNTY, Calif. (KGO) -- California wildfires are becoming more devastating and destructive as we face fire season year-round.

"In California, it's all about wildfires these days. And the reason is that we've had droughts," explained James Gore, the chair of the Sonoma County Board of Supervisors. "Those droughts have exacerbated things."

"There's no 'fire season' anymore," said CAL FIRE firefighter Camille Edward. "Sometimes it does take a toll. You're away from your families, especially during the summer months, with very little breaks, but it's what we signed up to do."

With fires happening 365 days per year, technology has become increasingly important in early detection and prevention.

Leading technology company Alchera developed "Firescout," an AI smoke detection solution to provide preparedness support before and after an emergency.

The proactive monitoring system helps protect lives by detecting the early stages of smoke through a network of fire watch cameras 24/7, optimized real-time alerts, and more.

"What we're trying to do here is we're trying to detect the fire and respond to it before it gets too big and too unmanageable," explained Sam Wallis the Emergency Manager of the Sonoma County Dept. of Emergency Management.

"To be able to detect an early-stage fire is extremely valuable. Time is a pretty critical factor when it comes to fire response," said CEO of Alchera Young K. Hwang. "If we detect an early-stage fire, we can notify the first responders. They can usually extinguish the fire before it becomes a large fire."

Watch the video above for more information on how artificial intelligence helps with early fire detection and response efforts.



PUBLIC SAFETY

2 people injured, 1 critically, in solo rollover near Fallbrook

Single-vehicle crash happened about 6:40 p.m. on Old Highway 395 near Sterling View Drive, just east of I-15

BY ALEX RIGGINS

FEB. 17, 2022 8:29 PM PT



NORTH COUNTY — Firefighters rescued two injured people, including one with life-threatening injuries, from a wrecked vehicle following a rollover crash Thursday night in North County, authorities said.

The single-vehicle crash happened about 6:40 p.m. on Old Highway 395 just east of Interstate 15, according to North County Fire Protection District spokesman Capt. John Choi and the California Highway Patrol.

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**NORTH COUNTY FIRE
PROTECTION DISTRICT
FIRE CHIEF/CEO**

TO: BOARD OF DIRECTORS
FROM: KEITH McREYNOLDS, FIRE CHIEF/CEO
DATE: MARCH 22, 2022
SUBJECT: COMMENTS, REPORTS AND UPDATES

● **STAFF COMMENTS/REPORTS/UPDATES:**

● **KEITH McREYNOLDS, FIRE CHIEF/CEO:**

● **CHIEF OFFICERS & STAFF:**

● **BOARD:**

● **BARGAINING GROUPS:**

● **PUBLIC COMMENT:**

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**NORTH COUNTY FIRE
PROTECTION DISTRICT
FIRE CHIEF/CEO**

TO: BOARD OF DIRECTORS
FROM: KEITH McREYNOLDS, FIRE CHIEF/CEO
DATE: MARCH 22, 2022
SUBJECT: CLOSED SESSION

CS-1. **ANNOUNCEMENT — PRESIDENT EGKAN:**

➤ An announcement regarding the items to be discussed in Closed Session will be made prior to the commencement of Closed Session.

CS-2. **EMPLOYMENT OF PUBLIC EMPLOYEE – GOVERNMENT CODE § 54957(b) – CHIEF McREYNOLDS:**
Executive Assistant/Board Secretary

CS-3. **REPORT FROM CLOSED SESSION — PRESIDENT EGKAN**

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