



ORANGE COUNTY FIRE AUTHORITY AGENDA

BOARD OF DIRECTORS REGULAR MEETING

Thursday, February 23, 2023
6:00 P.M.

Regional Fire Operations and Training Center
Board Room
1 Fire Authority Road
Irvine, CA 92602

Link to:

[Board of Directors Member Roster](#)

NOTICE REGARDING PUBLIC PARTICIPATION DURING COVID-19 EMERGENCY

This meeting is open to the public. In addition, there are several alternative ways to view and to make comments during the meeting, including:

Access Meeting Live (No Public Comments):

You may access the meeting live electronically at: <https://player.cloud.wowza.com/hosted/xvtncikw/player.html>.
(Note: you should use one of the other alternatives below if you want to make comments during the meeting.)

Public Comments Live via Zoom: You may also view and make real-time verbal comments during the meeting via the Zoom link below during the meeting. You will be audible during your comments, but the board members will not be able to see you. To submit a live comment using Zoom, please be prepared to use the "Raise Your Hand" feature when public comment opportunities are invited by the Chair. (You can raise your hand on your smart phone by pressing *9.) Also, members of the public must unmute themselves when prompted upon being recognized by the Chair in order to be heard. (To unmute your smartphone in Zoom, press *6.)

Public Comments via Zoom: <https://zoom.us/j/83264128588#success>

Meeting ID: 832 6412 8588

Passcode: 298121

Raise Your Hand (press *9) and Unmute (press *6)

E-Comments: Alternatively, you may email your written comments to coa@ocfa.org. E-comments will be provided to the board members upon receipt and will be part of the meeting record as long as they are received during or before the board takes action on an item. Emails related to an item that are received after the item has been acted upon by the board will not be considered.

Further instructions on how to provide comments is available at: <https://ocfa.org/PublicComments>.

This Agenda contains a brief general description of each item to be considered. Except as otherwise provided by law, no action or discussion shall be taken on any item not appearing on the following Agenda. Unless legally privileged, all supporting documents, including staff reports, and any writings or documents provided to a majority of the board members after the posting of this agenda are available for review at the Orange County Fire Authority Regional Fire Operations & Training Center, 1 Fire Authority Road, Irvine, CA 92602 or you may contact the Clerk of the Authority at (714) 573-6040 Monday through Thursday, and every other Friday from 8 a.m. to 5 p.m. and available online at <http://www.ocfa.org>



In compliance with the Americans with Disabilities Act, if you need special assistance to participate in this meeting, you should contact the Clerk of the Authority at (714) 573-6040 and identify the need and the requested modification or accommodation. Please notify us as soon as is feasible, however 48 hours prior to the meeting is appreciated to enable the Authority to make reasonable arrangements to assure accessibility to the meeting.

CALL TO ORDER by Chair Rains

INVOCATION by OCFA Chaplain Kent Kraning

PLEDGE OF ALLEGIANCE by Director Lumbard

ROLL CALL by Clerk of the Authority

REPORTS

A. Report from the Budget and Finance Committee Chair

B. Report from the Legislative & Public Affairs Committee Chair

C. Report from the Human Resources Committee Chair

D. Report from the Fire Chief

- Above and Beyond firefighters and professional staff
- Black History Month and Women's History Month
- Open House

PUBLIC COMMENTS

Please refer to instructions on how to submit a public comment during COVID-19 Emergency on Page 1 of this Agenda.

1. PRESENTATIONS

- Promotional Ceremony for:
 - Assistant Chief/South Operations Tim Perkins
 - Assistant Chief/North Operation Shane Sherwood
 - Battalion Chief Reid Gibson
 - Battalion Chief Ray McQueen
 - Battalion Chief Mike Yeun

2. CONSENT CALENDAR

All matters on the consent calendar are considered routine and are to be approved with one motion unless a director or a member of the public requests separate action on a specific item.

A. Minutes for the Board of Directors

Submitted by: Maria D. Huizar, Clerk of the Authority

The record will reflect that any Director not in attendance at the meeting of the Minutes will be registered as an abstention, unless otherwise indicated.

Recommended Actions:

1. Approve the Minutes for the January 12, 2023, Concurrent Joint Special Meeting as submitted.
2. Approve the Minutes for the January 26, 2023, Regular and Concurrent Joint Special Meeting as submitted.

B. Second Quarter Purchasing Report

Submitted by: Robert Cortez, Assistant Chief/Business Services Department and Sara Kennedy, Purchasing Manager

On February 8, 2023, the Budget and Finance Committee reviewed the proposed agenda item and directed staff to place the item on the Board of Directors agenda by a vote of 7-0.

Recommended Action:

Receive and file the report.

C. 2023-2024 Legislative Platform

Submitted by: Robert Cortez, Assistant Chief/Business Services Department and Jay Barkman, Legislative Affairs Manager

On January 18, 2023, the Legislative and Public Affairs Committee reviewed the proposed agenda item and directed staff to place the item on the Board of Directors agenda by a vote of 4-0 (Director Rains absent).

Recommended Action:

Approve and adopt.

D. FY 2021 Grant for All Hazard-All Risks Command Trailer and Regional Training

Submitted by: TJ McGovern, Deputy Chief/Emergency Operations Bureau, Tim Perkins, Assistant Chief/South Operations and Shane Sherwood, Assistant Chief/North Operations

On February 8, 2023, the Budget and Finance Committee reviewed the proposed agenda item and directed staff to place the item on the Board of Directors agenda by a vote of 7-0.

Recommended Action:

Approve a Budget Adjustment in Fund 121 to increase revenue and expenditures by \$206,114 for the grant program award.

E. Ratify Appointments to Executive Committee and Committee Member Roster for 2023

Submitted by: Robert Cortez, Assistant Chief/Business Services Department and Maria Huizar, Clerk of the Authority

Recommended Actions:

1. Confirm the appointments of the Executive Committee and Alternate members, as required in Rule 9(b) of the Board of Directors Rules of Procedure.
2. Receive and file the Committee Member Roster for 2023.

3. DISCUSSION CALENDAR**A. 2022 Long Term Liability Study and Accelerated Pension Payment Plan**

Submitted by: Robert Cortez, Assistant Chief/Business Services Department and Tricia Jakubiak, Treasurer

On February 8, 2023, the Budget and Finance Committee reviewed the proposed agenda item and directed staff to place the item on the Board of Directors agenda by a vote of 7-0.

Recommended Action:

Receive and file the report.

B. Diversity, Equity and Inclusion Climate Survey Report & Progress

Submitted by: Stephanie Holloman, Assistant Chief/Human Resources Director and Julian Velarde, Diversity & Inclusion Coordinator

On February 7, 2023, the Human Resources Committee reviewed the proposed agenda item and directed staff to place the item on the Board of Directors agenda by a vote of 6-0.

Recommended Action:

Receive and file the report.

C. Board of Director Requested Item - Establish a Policy to Prefund Capital Improvement Program Projects

Submitted by: Mark Tettemer, OCFA Director/Board of Directors

Recommended Action:

Review the request and provide direction to staff regarding preparation of any additional staff reports and whether to channel through any committee.

BOARD MEMBER COMMENTS

RECESS TO CLOSED SESSION

The Brown Act permits legislative bodies to discuss certain matters without members of the public present. The Board of Directors find, based on advice from the General Counsel, that discussion in open session of the following matter will prejudice the position of the Authority on item listed below:

CS1. CONFERENCE WITH LABOR NEGOTIATORS pursuant to Government Code Section 54957.6

Negotiators:

Peter Brown, Liebert Cassidy Whitmore and
Stephanie Holloman, Assistant Chief/Human
Resources Director

Employee Organizations:

- Orange County Professional Firefighters Association, IAFF - Local 3631, and
- Orange County Employees Association (OCEA)
- Orange County Fire Authority Management Association (OCFAMA)

CS2. CONFERENCE WITH LEGAL COUNSEL - SIGNIFICANT EXPOSURE TO LITIGATION pursuant to paragraph (2) and (3) of subdivision (d) of Section 54956.9 of the Government Code: One (1) Case**RECONVENE TO OPEN SESSION****CLOSED SESSION REPORT** by General Counsel

ADJOURNMENT – The next meeting of the Orange County Fire Authority Board of Directors will be on Thursday, March 23, 2023, at 6:00 p.m.

**Adjourn in Memory of
Retired OCFA Division Chief Ron Roberts**

AFFIDAVIT OF POSTING

I hereby certify under penalty of perjury and as required by the State of California, Government Code § 54954.2(a), that the foregoing Agenda was posted in the lobby and front gate public display case of the Orange County Fire Authority, Regional Fire Operations and Training Center, 1 Fire Authority Road, Irvine, CA, not less than 72 hours prior to the meeting.

Maria D. Huizar, CMC
Clerk of the Authority

FUTURE BOARD AGENDA ITEMS – THREE-MONTH OUTLOOK:

- Labor Negotiations
- Mid-Year Budget Adjustments
- Fiscal Year 2021-2022 Backfill/Overtime and Total Earnings/Compensation Analysis
- Proclamation: Wildfire Awareness Week
- Fire Chief Annual Evaluation
- Cal Fire and Grey Book Funding

UPCOMING MEETINGS:

Budget and Finance Committee
Legislative & Public Affairs Committee, Special Mtg.
Executive Committee
Board of Directors

Wednesday, March 8, 2023, 12 noon
Wednesday, March 15, 2023, 12 noon
Thursday, March 23, 2023, 5:30 p.m.
Thursday, March 23, 2023, 6:00 p.m.

MINUTES

ORANGE COUNTY FIRE AUTHORITY

Board of Directors Special and Concurrent Joint Special Meetings
Thursday, January 12, 2023
6:00 P.M.

Regional Fire Operations and Training Center Board Room
1 Fire Authority Road
Irvine, CA 92602-0125

CALL TO ORDER

A special meeting of the Orange County Fire Authority Board of Directors was called to order on January 12, 2023, at 6:02 p.m. by Past Chair of the Board of Directors Dave Shawver.

PLEDGE OF ALLEGIANCE

Director Rossini led the Assembly in the Pledge of Allegiance to the Flag.

ROLL CALL

Dave Shawver, Stanton, Past Chair*
Ross Chun, Aliso Viejo*
Noel Hatch, Laguna Woods*
Joe Kalmick, Seal Beach*
Austin Lombard, Tustin*
John R. O'Neill, Garden Grove*
Vince Rossini, Villa Park
Mark Tettemer, Lake Forest

Phil Bacerra, Santa Ana*
Shelley Hasselbrink, Los Alamitos*
Gene Hernandez, Yorba Linda*
Tammy Kim, Irvine*
Anne Hertz-Mallari, Cypress*
Nitesh Patel, La Palma*
Joshua Sweeney, Laguna Hills*
Donald Wagner, County of Orange*

Absent Troy Bourne, San Juan Capistrano
Sandy Rains, Laguna Niguel

Carol Gamble, Rancho Santa Margarita

Also present were:

Fire Chief Brian Fennessy
Deputy Chief TJ McGovern
General Counsel David Kendig

Assistant Chief Robert Cortez
Clerk of the Authority Maria D. Huizar

**Board Members participating via teleconferencing*

PUBLIC COMMENTS

Past Chair Shawver opened and closed the Public Comments portion of the meeting without any comments from the general public.

1. DISCUSSION CALENDAR

A. Findings Required by AB 361 for the Continued Use of Teleconferencing for Meetings (FILE 11.03)

General Counsel David Kendig presented the Findings Required by AB361 for the Continued Use of Teleconferencing for Meetings.

On motion by Director Hernandez and second by Director Lumbard, and following a roll call vote, approved 12-2-1 (Directors Rossini and Tettemer opposed, and Director Kim abstained) to select Option # 1 to make the following findings:

- a. A state of emergency has been proclaimed by California's Governor that continues in effect; and
- b. The Board of Directors and each Committee has reconsidered the circumstances of the emergency; and
- c. Local officials continue to recommend measures to promote social distancing.

BOARD MEMBER COMMENTS

None.

ADJOURNMENT – Past Chair Shawver adjourned the meeting at 6:13 p.m. The next meeting of the Orange County Fire Authority Board of Directors will be held on Thursday, January 26, 2023, at 6:00 p.m.

Maria D. Huizar, CMC
Clerk of the Authority

MINUTES ORANGE COUNTY FIRE AUTHORITY

**Board of Directors Regular and Concurrent Joint Special Meeting
Thursday, January 26, 2023
6:00 P.M.**

**Regional Fire Operations and Training Center
Board Room
1 Fire Authority Road
Irvine, CA 92602**

CALL TO ORDER

A regular meeting of the Orange County Fire Authority Board of Directors was called to order on January 26, 2023, at 6:00 p.m. by Past Chair Dave Shawver.

INVOCATION by OCFA Emily McColl.

PLEDGE OF ALLEGIANCE by Director Tettemer.

ROLL CALL by Clerk of the Authority

Dave Shawver, Past Chair
Troy Bourne, San Juan Capistrano*
Chris Duncan, San Clemente
Carol Gamble, Rancho Santa Margarita
Noel Hatch, Laguna Woods
Anne Hertz-Mallari, Cypress
Tammy Kim, Irvine*
John O'Neill, Garden Grove
Vince Rossini, Villa Park
Joshua Sweeney, Laguna Niguel
Conner Traut, Buena Park

Phil Bacerra, Santa Ana
Ross Chun, Aliso Viejo
John Gabbard, Dana Point
Shelley Hasselbrink, Los Alamitos
Gene Hernandez, Yorba Linda
Joe Kalmick, Seal Beach
Chi Charlie Nguyen, Westminster
Sandy Rains, Laguna Niguel
Bob Reuesch, Mission Viejo
Mark Tettemer, Lake Forest
Donald P. Wagner, County of Orange*

Absent Austin Lombard, Tustin

Nitesh Patel, La Palma

Also present were:

Fire Chief Brian Fennessy
Deputy Chief TJ McGovern
Assistant Chief Lori Smith
Assistant Chief Jim Ruane
Assistant Chief Stephanie Holloman
General Counsel David Kendig

Deputy Chief Lori Zeller
Assistant Chief Robert Cortez
Assistant Chief Rob Capobianco
Director of Communications Matt Olson
Clerk of the Authority Maria D. Huizar

**Those members attending via Teleconferencing.*

REPORTS

A. Report from the Budget and Finance Committee Vice Chair (FILE 11.12)

Budget and Finance Committee Vice Chair John O'Neill reported at its January 11, 2023, meeting, the Committee reviewed and recommended by a unanimous vote to forward both the Annual Grant Priorities for 2023, and the 2022/2023 Mid-Year Financial Report to the full Board for consideration and approval of the recommended actions.

B. Report from the Fire Chief (FILE 11.14)

Fire Chief Brian Fennessy welcomed the new Board of Directors; reported on the growth and opportunities OCFA welcomes; provided his Second Quarter Update and strategic goals and objectives; commended Division Chief Jim Henery and Community Educators Carmen Cardenas and Jill Cole, who partnered with ABC-7, KWAVE, and other agencies to have the most successful Spark of Love Toy Drive in the events 30-year history with \$50K monetary donations and nearly 40,000 toys donated. He reported in service of the mental health of our firefighters and staff, OCFA is in the process of acquiring OCFA's first Peer Support Canine in partnership with Performance K9 and Thor's Hope Foundation; and offered thanks to Local 3631 and Lee Cabrera and Wade Munson, for their leadership of this important addition to OCFA; announced the Agency-wide Open House coming up on March 4; and introduced to the Board recently promoted Chief Rob Capobianco as the Assistant Chief of Emergency Medical Services, and TJ McGoven promoted to Deputy Chief of Emergency Operations Bureau.

PUBLIC COMMENTS (FILE 11.11)

Chris Hamm, President of Firefighters Local 3631, thanked the new Board of Directors for their service, introduced the newly elected Board from Local 3631, and addressed the union's desire to work in collaboration with OCFA.

Charles Barfield, General Manager of Orange County Employees Association, thanked the former Board Members for their service, and addressed the desire to work in collaboration with OCFA on negotiations of contracts.

BOARD OATH OF OFFICE (FILE 11.02C)

Clerk of the Authority Maria D. Huizar administered the Oath to the following newly appointed members to the Board of Directors: Connor Traut-Buena Park, John Gabbard-Dana Point, Tammy Kim-Irvine, Nitesh Patel-La Palma, Joshua Sweeney-Laguna Hills, Robert "Bob" Sweeney-Mission Viejo, Chris Duncan-Mission Viejo, and Phil Bacerra-Santa Ana.

1. PRESENTATIONS

A. Recognition of Past Chair Michele Steggell (FILE 11.09)

Past Chair Shawver and Fire Chief Fennessy presented an award of Recognition to Past Chair Michele Steggell in gratitude for her term of service as Board Chair 2022.

B. Recognition of Outgoing Directors: (FILE 11.09)

Past Chair Shawver and Fire Chief Fennessy presented awards to the following outgoing Directors for their service on the Board of Directors of the OCFA:

DIRECTOR	REPRESENTING	YEARS OF SERVICE
Lisa Bartlett	County of Orange	12/2/2014 thru 01/03/2023
Sunny Park	Buena Park	01/12/2021 thru 12/13/2022
Richard Viczorek	Dana Point	01/11/2022 thru 12/06/2022
Anthony Kuo	Irvine	01/23/2020 thru 12/13/2022
Michele Steggell	La Palma	11/19/2015 thru 12/13/2022
Don Sedgwick	Laguna Hills	01/13/2015 thru 12/13/2022
Ed Sachs	Mission Viejo	01/05/2015 thru 11/11/2022
Kathy Ward	San Clemente	05/21/2019 thru 12/06/2022
Jessie Lopez	Santa Ana	12/17/2020 thru 12/20/2022
Tri Ta	Westminster	01/23/2013 thru 12/09/2022

2. CONSENT CALENDAR

On motion of Director Hernandez and second by Director Rossini, and following a roll call vote, approved 19-0 Agenda Items 2A-2C (Directors Nguyen, Ruesch, and Gabbard abstained, and Directors Lumbard and Patel absent).

A. Minutes for the Board of Directors (FILE 11.6)

Actions:

1. Approve the Minutes for the November 17, 2022, Regular and Concurrent Joint Special Meeting as submitted.
2. Approve the Minutes for the December 15, 2022, Concurrent Joint Special Meeting as submitted.

B. Annual Grant Priorities for 2023 (FILE 11.10G)

Minutes

OCFA Board of Directors Concurrent Joint Special Meeting

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On January 11, 2023, the Budget and Finance Committee reviewed the proposed agenda item and directed staff to place the item on the Board of Directors agenda by a vote of 5-0 (Directors Tettermer and Bourne absent).

Action: Approve OCFA's Annual Grant Priorities for 2023.

C. FY 2022/2023 Mid-Year Financial Report (FILE 15.04)

On January 11, 2023, the Budget and Finance Committee reviewed the proposed agenda item and directed staff to place the item on the Board of Directors agenda by a vote of 5-0 (Directors Tettermer and Bourne absent).

Action: Direct staff to return to the Board of Directors on March 23, 2023, for approval of the budget adjustments discussed herein for the FY 2022/23 budget.

3. DISCUSSION CALENDAR (*Agenda Item to be considered Out of Order*)

A. Election of Board Chair and Vice Chair for 2023 (FILE 11.02B)

Past Chair Shawver introduced the election process for Chair and Vice Chair.

On motion of Director O'Neill and second by Director Rossini, and following a roll call vote, declared passed 22-0 (Directors Lumbard and Patel absent) to approve the process as proposed for the election.

Past Chair Shawver opened the nominations for Chair of the Board.

Director Rossini nominated Director Rains for Chair of the Board, Director Hatch seconded the motion.

Director Hernandez nominated Director O'Neill for Chair of the Board, Director O'Neill seconded the motion.

Director Bourne nominated Director Tettermer, Director Shawver seconded the motion.

Director Tettermer withdrew his name for the nomination of Chair.

There were no additional nominations.

On motion of Director Rossini and second by Director O'Neill, and following a roll call vote, approved 22-0 (Directors Lumbard and Patel absent) to close the nominations for Chair.

On the nominations of Director Rains and Director O'Neill, and following a roll call vote, declared 14-8 selecting Director Rains as Chair of the Board of Directors (Directors Hernandez, Nguyen, Bourne, Kalmick, Bacerra, Hasselbrink, O'Neill, Traut, dissenting, and Directors Lumbard and Patel absent).

Elected Chair Rains thanked the Board for their support.

Past Chair Shawver opened the nominations for Vice Chair of the Board.

Past Chair Shawver nominated Director Rossini for Vice Chair of the Board, Director Rains seconded the motion.

Director Hasselbrink nominated Director O'Neill for Vice Chair of the Board, Director Hernandez seconded the motion.

On motion of Director Hatch and second by Director O'Neill, and following a roll call vote, 22-0 (Directors Lumbard and Patel absent) closed the nominations for Vice Chair.

On the nominations of Director Rossini and Director O'Neill, and following a roll call vote, declared passed 14-8 selecting Director Rossini as Vice Chair of the Board of Directors (Directors Hernandez, Nguyen, Kalmick, Duncan, Hasselbrink, Kim, O'Neill, Traut, dissenting, and Directors Lumbard and Patel absent).

Past Chair Shawver invited Chair Rains to resume the proceedings of the meeting, she requested Past Chair Shawver to continue to conduct the meeting for the balance of the evening.

RECESS THE REGULAR MEETING OF THE BOARD OF DIRECTORS

4. CALL TO ORDER THE CONCURRENT JOINT SPECIAL MEETINGS OF THE: BOARD OF DIRECTORS, EXECUTIVE COMMITTEE, BUDGET & FINANCE COMMITTEE, HUMAN RESOURCES COMMITTEE, AND LEGISLATIVE & PUBLIC AFFAIRS COMMITTEE

A. Findings Required by AB 361 for the Continued Use of Teleconferencing for Meetings (FILE 11.03)

General Counsel David Kendig introduced the Findings Required by AB 361 for the Continued Use of Teleconferencing for Meetings.

On motion of Director Shawver and second by Director O'Neill, and following a roll call vote, approved 14-8 (Directors Bourne, Bacerra, Tettemer, Rains, Sweeney, Gabbard, Hertz-Mallari, and Traut opposed, and Directors Lumbard and Patel absent) to select Option No. 1 to make the following findings

- a. A state of emergency has been proclaimed by California's Governor that continues in effect; and
- b. The Board of Directors and each Committee has reconsidered the circumstances of the emergency; and
- c. Local officials continue to recommend measures to promote social distancing.

ADJOURN THE CONCURRENT JOINT MEETINGS AND RECONVENE TO THE REGULAR MEETING OF THE BOARD OF DIRECTORS

BOARD MEMBER COMMENTS (FILE 11.13)

Director O'Neill thanked the members who supported him for both the Chair and Vice Chair nominations. He thanked Division Chief Covey for his service to the City of Garden Grove noting two recent major fires and incidents. He praised Deputy Chief TJ McGovern who served as a firefighter for Garden Grove before the city joined OCFA.

Director Chun spoke of a ride-along he had with Station 61 in Buena Park, he enjoyed and learned from the firefighters and recommended new Board Members take the time to experience the ride-along.

Director Tettemer asked to agendaize an item for a policy to prefund the CIP. General Counsel Kendig described the different methods in which Board Members may request an item be placed on the agenda.

RECESS TO CLOSED SESSION (FILE 11.15)

CS1. CONFERENCE WITH LABOR NEGOTIATORS pursuant to Government Code Section 54957.6

Negotiators:

Peter Brown, Liebert Cassidy Whitmore and
Stephanie Holloman, Assistant Chief/Human
Resources Director

Employee Organizations:

- Orange County Professional Firefighters Association, IAFF - Local 3631, and
- Orange County Employees Association (OCEA)

CS2. CONFERENCE WITH LEGAL COUNSEL - SIGNIFICANT EXPOSURE TO LITIGATION pursuant to paragraph (2) and (3) of subdivision (d) of Section 54956.9 of the Government Code:

One (1) Case

RECONVENED TO OPEN SESSION

Minutes

OCFA Board of Directors Concurrent Joint Special Meeting

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CLOSED SESSION REPORT (FILE 11.15)

General Counsel David Kendig stated there was no reportable action.

ADJOURNMENT – Past Chair Shawver adjourned the meeting at 9:45 p.m. The next meeting of the Orange County Fire Authority Board of Directors will be on Thursday, February 23, 2023, at 6:00 p.m.

Maria D. Huizar, CMC
Clerk of the Authority



Orange County Fire Authority **AGENDA STAFF REPORT**

**Board of Directors Meeting
February 23, 2023**

**Agenda Item No. 2B
Consent Calendar**

Second Quarter Purchasing Report

Contact(s) for Further Information

Robert Cortez, Assistant Chief
Business Services Department

robertcortez@ocfa.org

714.573.6012

Sara Kennedy, Purchasing
Division Manager

sarakennedy@ocfa.org

714.573.6641

Summary

This routine agenda item is submitted to provide information regarding purchases made within management authority during the second quarter of FY 2022/23.

Prior Board/Committee Action

On June 24, 2021, the Board of Directors approved the content format contained herein for future quarterly purchasing reports.

On February 8, 2023, the Budget and Finance Committee reviewed the proposed agenda item and directed staff to place the item on the Board of Directors agenda by a vote of 7-0.

RECOMMENDED ACTION(S)

Receive and file the reports.

Impact to Cities/County

Not Applicable.

Fiscal Impact

Not Applicable.

Background

Purchasing Ordinance No. 009 (Ordinance) and the Roles/Responsibilities/Authorities Matrix (Matrix) provides the Chief Procurement Officer (Purchasing Manager) authority to enter into various types of agreements at varying amounts. This authority includes the procurement of items previously approved by the Board of Directors as part of the annual adoption of the budget provided that the contract results from a competitive solicitation. Furthermore, as per Section 1-20 Small Purchases provision of the Ordinance, any contract for the purchase of supplies, equipment, maintenance, and services not exceeding \$50,000 may be made by the Chief Procurement Officer in accordance with the small purchase procedures authorized in the Ordinance. For public works projects, the statutory threshold is established by the CA Public Contract Code at \$60,000.

The Quarterly Purchasing Report provides a list of all purchase orders and blanket orders entered into under the Purchasing Manager authority during the period of October 1, 2022, through December 31, 2022.

Attachment(s)

Second Quarter Purchasing Report – October 1, 2022 to December 31, 2022

Purchasing Report
2nd Quarter - FY 2022/23

- This report reflects all POs/BOs issued within management authority, including those that may have been cancelled or replaced by another PO or BO. These records will show as duplications in the report, but are in fact replacements.
- Management authority includes the procurement of items previously approved by the Board of Directors as part of the annual adoption of the budget provided that the contract results from a competitive solicitation.
- Amount column reflects the procurement value. Actual expenditures made against the contract may be lower.
- Vendor Name column display of "error" or the phrase "do not use" appears when a vendor has since changed their name or corporation status.
- PO/BO amounts of \$0 or \$.01 are often issued as place holders to record the terms and conditions of no-cost transactions, or may appear when the POs/BO balance is reduced to zero.
- POs starting with the letter "Q" are issued as part of the fiscal year end process to roll forward encumbrances issued in a prior fiscal year for projects still in progress.

Date	PO/BO Number	Amount	Department	Vendor Name	Description	Formal Solicitation No.
10/1/2022	B02359-1	\$9,000	Logistics Department	THE PRINTERY, INC.	BUSINESS CARDS	
10/1/2022	B01627-7	\$9,000	Business Services Department	FINANCIAL CREDIT NETWORK, INC.	COLLECTION SERVICE AGENCY	
10/1/2022	B02024-3	\$650,000	Logistics Department	GALLS LLC	UNIFORMS, FOOTWEAR, AND ACCESSORIES	SK2352
10/1/2022	B02025-3	\$370,000	Logistics Department	LINEGEAR FIRE & RESCUE	UNIFORMS, FOOTWEAR, AND ACCESSORIES	SK2352
10/1/2022	B02380	\$20,000	EMS & Training Department	COULTER VENTURES LLC	FITNESS EQUIPMENT	RO2568
10/3/2022	P0015045	\$6,305	Logistics Department	B & M LAWN & GARDEN CENTER	EQUIPMENT FOR TRUCK 67	
10/3/2022	B02134-2	\$100,000	Logistics Department	FLEET SERVICES	HEAVY DUTY BRAKE AND SUSPENSION SERVICES	COOPERATIVE
10/3/2022	B02112-2	\$4,000	Logistics Department	AUTO CHEK CENTERS, INC.	AS-NEEDED VEHICLE SMOG CERTIFICATION SERVICES	
10/3/2022	P0015073	\$2,810,304	Logistics Department	MCPEEK'S CHRYSLER DODGE JEEP RAM OF ANAHEIM	FORTY FOUR (44) 2023 RAM 2500 CREWCAB 4X4 BIG HORN AS APPROVED IN THE CIP BUDGET.	JA2565
10/4/2022	B02106-2	\$10,000	Community Risk Reduction Department	UNITED RENTALS (NORTH AMERICA), INC.	WATER TENDER RENTAL	
10/4/2022	P0015074	\$6,744	Special Operations Division	NATIONAL FIRE FIGHTER CORP	BRUSH SHIRTS FOR HANDCREW	
10/4/2022	B02379	\$50,000	Logistics Department	FACTORY MOTOR PARTS	MISC. AUTOMOTIVE PARTS AND ACCESSORIES	COOPERATIVE
10/4/2022	B01824-5	\$25,000	Logistics Department	CITY OF SANTA ANA	PURCHASE OF UNLEADED AND DIESEL FUEL FOR OCFA VEHICLES FROM THE CITY OF SANTA ANA CORPORATE YARD	COOPERATIVE
10/4/2022	P0015075	\$1,824	Special Operations Division	ATLANTIC DIVING SUPPLY, INC.	SUPPLIES FOR TRT	
10/5/2022	P0015078	\$1,649	Special Operations Division	CDW GOVERNMENT	SCREEN FOR US&R PROGRAM MANAGER	
10/5/2022	P0015080	\$2,418	Special Operations Division	UNITED MATERIAL HANDLING, INC.	STORAGE RACKS FOR US&R WAREHOUSE	
10/5/2022	P0015076	\$4,099	Logistics Department	SERVICE KING PAINT AND BODY	REPAIR ON UNIT # 2302 2019 CHEV SUBURBAN	

Date	PO/BO Number	Amount	Department	Vendor Name	Description	Formal Solicitation No.
10/5/2022	P014875	\$118,837	Logistics Department	NEUROTH CONSTRUCTION INC	TENANT IMPROVEMENTS AT OCFA FIRE STATIONS 14 & 16	RO2511A
10/6/2022	B02381	\$85,000	EMS & Training Department	LIFE ASSIST, INC.	AMBU BLUESENSOR M ELECTRODES	JA2569
10/6/2022	P0015084	\$7,500	Human Resources Department	BFSG, LLC	VENDOR SEARCH AND SELECTION CONSULTING SERVICES	
10/6/2022	P014816	\$481	Business Services Department	AMERICAN ENGRAVING COMPANY	PRINTING OF ANNUAL BUDGET BOOKS (CORRELATED TO P0014816)	
10/6/2022	B02175-2	\$0	Logistics Department	ITZEN ARCHITECTS	A/E & CONSTRUCTION RELATED PROFESSIONAL SERVICES	RO2362
10/6/2022	P0015081	\$8,232	Logistics Department	ORANGE COAST PETROLEUM EQUIPMENT CO., INC	DEF TOTES FOR FIRE STATIONS	
10/6/2022	P0015082	\$5,374	Logistics Department	MAKAI SOLUTIONS	REPAIR NEEDED AFTER INSPECTIONS	
10/6/2022	P0015083	\$22,500	Logistics Department	OFFICE FURNITURE GROUP LLC	OFFICE FURNITURE FOR USAR 2ND FLOOR FOR DISPATCH	COOPERATIVE
10/6/2022	P0015085	\$2,436	EMS & Training Department	LIFE ASSIST, INC.	EMS SUPPLIES	
10/6/2022	P0015086	\$8,992	Logistics Department	ALL WAYS TILE INC	NEW SHOWER INSTALL AT FS47	
10/6/2022	P0015087	\$2,435	Special Operations Division	UNITED MATERIAL HANDLING, INC.	STORAGE RACKS FOR US&R WAREHOUSE (FOR GEAR BAGS AND EQUIPMENT STORAGE)	
10/7/2022	B01899-4	\$75,000	Logistics Department	ATLAS RADIATOR INC.	HEAVY DUTY RADIATOR REPAIR SERVICES	JA2300
10/7/2022	P0015089	\$9,790	Logistics Department	PAINTING & DECOR INC.	OCFA FIRE STATION 54 APP BAY RE-PAINT	
10/7/2022	P0015090	\$76,006	Logistics Department	IDS GROUP, INC.	ARCHITECTURAL DESIGN SERVICES FIRE STATION 70	RO2362
10/11/2022	B02262-1	\$100,000	Logistics Department	MCPEEK'S CHRYSLER DODGE JEEP RAM OF ANAHEIM	DODGE PARTS & REPAIR SERVICES	JA2502
10/11/2022	P0015092	\$7,821	EMS & Training Department	ALLSTAR FIRE EQUIPMENT	STRUCTURE HELMETS FOR RECRUIT ACADEMY CADRE	
10/11/2022	P0015091	\$804	Logistics Department	WILLIAMS & MAHER INC	LOW VOLTAGE CABLING FS 22	RO2552
10/11/2022	P0015093	\$10,938	EMS & Training Department	BOUND TREE MEDICAL LLC	EMS SUPPLIES	
10/12/2022	P0015049	\$3,973	Logistics Department	GRAINGER	EQUIPMENT FOR NEW TRUCK 67	COOPERATIVE
10/12/2022	B02104-2	\$10,000	Special Operations Division	BOEING DISTRIBUTION INC.	HELICOPTER BATTERY/POWER SUPPLY SERVICES	
10/12/2022	B02283-1	\$0	Logistics Department	IDS GROUP, INC.	A/E & CONSTRUCTION RELATED PROFESSIONAL SERVICES	RO2362
10/12/2022	P0015094	\$1,798	Logistics Department	WILLIAMS & MAHER INC	APP BAY ALERTING LIGHTS FS27	RO2552

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10/12/2022	P0015096	\$18,510	Logistics Department	DAVISON & MOORE LLC	FIRE STATION 30 FLOORING REPLACEMENT	
10/13/2022	B02044-3	\$320,000	EMS & Training Department	BOUND TREE MEDICAL LLC	EMS SUPPLIES	SK2379
10/13/2022	B01761-5	\$18,000	Logistics Department	SATCOM GLOBAL INC	SATELLITE PHONE SERVICE	
10/13/2022	P0015098	\$570	EMS & Training Department	BOUND TREE MEDICAL LLC	EMS PHARMACEUTICALS	
10/13/2022	P0015097	\$1,196	Logistics Department	CDW GOVERNMENT	FLAT SCREEN - ECC	
10/17/2022	B01692-6	\$5,000	Logistics Department	BAY ALARM COMPANY	FIRE/INTRUSION ALARM SERVICES - USAR WAREHOUSE	
10/17/2022	B02053-3	\$9,500	Logistics Department	TANKVISIONS INC.	FUEL TANK MANAGEMENT & MONITORING SOLUTIONS	
10/17/2022	B01520-9	\$122,038	EMS & Training Department	TARGETSOLUTIONS LEARNING, LLC	ONLINE TRAINING AND RECORDS MANAGEMENT SYSTEM	COOPERATIVE
10/17/2022	B02035-1	\$525	Logistics Department	PDQ.COM CORPORATION	PDQ INVENTORY TRACKING SOFTWARE	
10/17/2022	P0015099	\$1,341	Logistics Department	SERVICE KING PAINT AND BODY	REPAIR ON UNIT # 2329 2015 CHEV TAHOE	
10/19/2022	P0015101	\$8,481	Community Risk Reduction Department	FULLER TRUCK ACCESSORIES	CAMPER SHELLS FOR VEHICLE INSTALLATIONS	
10/19/2022	P0015100	\$9,987	Logistics Department	WILLIAMS & MAHER INC	ELECTRICAL INSTALLATION SERVICES FS18	RO2552
10/19/2022	P0015102	\$9,222	Logistics Department	DELL MARKETING, L.P.	GIS LAPTOPS	COOPERATIVE
10/19/2022	P0015103	\$7,900	Logistics Department	CONCEPT PAVING SOLUTIONS	NEW FOOTING INSTALL AT WEFIT AREA	
10/19/2022	P0015104	\$4,300	Logistics Department	CONCEPT PAVING SOLUTIONS	ASPHALT REPAIR - TRAINING GROUNDS	
10/20/2022	P0015107	\$11,062	Corporate Communications	FIRE SMART PROMOTIONS	GIVEAWAYS FOR COMMUNITY EVENTS - HELMETS	SK2334
10/20/2022	P0015106	\$3,888	Logistics Department	NORM'S REFRIGERATION & ICE EQUIPMENT	ICE MACHINE FOR FS67	
10/21/2022	B02249-1	\$170,000	EMS & Training Department	LIFE ASSIST, INC.	NITRILE GLOVES ANSELL MICROFLEX LIFESTAR EC - LSE104	LK2505
10/21/2022	B02383	\$50,000	Logistics Department	HARBOR POINTE A/C & CONTROLS	AIR COMPRESSOR REPAIR AND MAINTENANCE	RO2563
10/21/2022	B02384	\$16,776	Logistics Department	PRESIDIO HOLDINGS INC.	CISCO FLEX SUPPORT LICENSING - 36 MONTHS	
10/21/2022	P0015109	\$12,358	Logistics Department	OFFICE FURNITURE GROUP LLC	OFFICE FURNITURE FOR EMS - USAR	COOPERATIVE
10/21/2022	P0015108	\$6,247	Logistics Department	SADDLEBACK APPLIANCES	WASHER/DRYER FOR OCFA FIRE STATIONS 14 & 16	

Date	PO/BO Number	Amount	Department	Vendor Name	Description	Formal Solicitation No.
10/24/2022	P0015110	\$512,095	Logistics Department	PB LOADER CORPORATION	PURCHASE OF ONE 2024 FREIGHTLINER FUEL TRUCK	COOPERATIVE
10/25/2022	P0015111	\$873	Command & Emergency Planning Div	SOUTHERN CALIFORNIA ERGONOMICS	ECC HEADSET SUPPLIES	
10/25/2022	P0015112	\$425	EMS & Training Department	TS PHARM	EMS SUPPLIES	
10/26/2022	B01895-4	\$75,000	Logistics Department	TRACTION	MISC. HEAVY DUTY AUTOMOTIVE PARTS AS-NEEDED	JA2311
10/26/2022	B01897-4	\$100,000	Logistics Department	TRUCKPRO	MISC. HEAVY DUTY AUTOMOTIVE TRUCK PARTS	JA2311
10/26/2022	B01896-4	\$100,000	Logistics Department	FLEET SERVICES	MISC. HEAVY DUTY AUTOMOTIVE TRUCK PARTS	JA2311
10/26/2022	P0015113	\$2,335	Logistics Department	WAXIE SANITARY SUPPLY	SANITARY EQUIPMENT/SUPPLIES - PROPERTY MANAGEMENT	
10/26/2022	P0015114	\$1,288	Logistics Department	SERVICE KING PAINT AND BODY	VEHICLE WORK ON UNIT #2142 2002 CHEV TAHOE	
10/26/2022	P0015116	\$2,603	Logistics Department	SERVICE KING PAINT AND BODY	VEHICLE WORK ON UNIT #2334 2018 CHEV TAHOE	
10/26/2022	P0015115	\$1,288	Logistics Department	SERVICE KING PAINT AND BODY	VEHICLE WORK ON UNIT #2147 2002 CHEV TAHOE	
10/26/2022	P0015117	\$1,342	Logistics Department	SERVICE KING PAINT AND BODY	VEHICLE WORK ON UNIT #3123 2009 KIA BORREGO	
10/27/2022	P0015121	\$462	Special Operations Division	PROFORCE LAW ENFORCEMENT	FIREARM FOR INVESTIGATION SERVICES SECTION	
10/27/2022	B02386	\$50,000	Human Resources Department	JENNIFER LYNN WREN	PRE-EMPLOYMENT BACKGROUND INVESTIGATIVE SERVICES	
10/27/2022	P0015120	\$5,000	Corporate Communications	ALERT ALL CORP.	COLORING BOOK RESTOCK	
10/27/2022	P0015119	\$907	Logistics Department	WILLIAMS & MAHER INC	CABLE INSTALLATION SERVICES FS22	RO2552
10/31/2022	B02136-2	\$80,000	Community Risk Reduction Department	CSG CONSULTANTS, INC	ON-SITE PLAN REVIEW SERVICES	RO2449
10/31/2022	P0015122	\$9,900	Logistics Department	RSSE STRUCTURAL ENGINEERS INC.	ENGINEERING SERVICES FOR TRAINING GROUNDS	RO2382
11/1/2022	B02385	\$20,000		AMERICAN ENGRAVING COMPANY	PRINTING SERVICES	LK2570
11/1/2022	B02388	\$50,000	EMS & Training Department	LIFE ASSIST, INC.	EMS PHARMACEUTICALS	
11/1/2022	B02406	\$80,000	Human Resources Department	AERO ENVIRONMENTAL SERVICES	INDUSTRIAL HYGIENE SUPPORT SERVICES	JA2559
11/1/2022	B01807-5	\$60,000	Logistics Department	MAKO OVERHEAD DOOR	APPARATUS BAY DOOR MAINTENANCE AND REPAIR	RO2220
11/1/2022	B02390	\$50,000	Logistics Department	CAESAR'S APPLIANCE SERVICE, INC.	APPLIANCE REPAIR AND MAINTENANCE	

Date	PO/BO Number	Amount	Department	Vendor Name	Description	Formal Solicitation No.
11/1/2022	B02387	\$50,000	EMS & Training Department	BOUND TREE MEDICAL LLC	EMS PHARMACEUTICALS	
11/1/2022	B02389	\$50,000	EMS & Training Department	TS PHARM	EMS PHARMACEUTICALS	
11/1/2022	B01903-5	\$10,000	Executive Management	J&M TROPHIES, INC.	ENGRAVING SERVICES AND ACCESSORIES	
11/1/2022	B01808-5	\$60,000	Logistics Department	ACTION DOOR REPAIR CORPORATION	APPARATUS BAY DOOR MAINTENANCE AND REPAIR	RO2220
11/1/2022	B01628-7	\$10,000	Logistics Department	POLY-CORR INDUSTRIES	SANDBAGS (EMPTY)	
11/2/2022	B01669-6	\$39,842	Logistics Department	AT&T	AT&T VOICE MAINTENANCE SOLUTIONS - ESSENTIALS PLUS FOR CS1000M PHONE SYSTEM	COOPERATIVE
11/2/2022	P0015126	\$5,551	Logistics Department	LN CURTIS & SONS	ROPE BAGS FOR TRUCK COMPANIES	
11/2/2022	P0015123	\$30,600	Logistics Department	SIGNATURE PAINTING	FIRE STATION EXTERIOR PAINTING FS49	
11/3/2022	B01902-3	\$5,977	Executive Management	NAVEX GLOBAL	FRAUD HOTLINE SERVICES	
11/3/2022	B01610-7	\$945	Community Risk Reduction Department	AMETEK BROOKFIELD	WARRANTY RENEWAL FOR MAX-4000 MOISTURE ANALYZER	
11/3/2022	B02165-2	\$100,000	Logistics Department	EXPRESSIONS HOME GALLERY	REFRIGERATORS AND DISHWASHERS	JC2456
11/3/2022	B01887-3	\$7,000	Logistics Department	ELECTRIC POWER SYSTEMS INTERNATIONAL, INC.	UPS SYSTEMS MAINTENANCE AND REPAIRS	
11/4/2022	P0015127	\$4,848	EMS & Training Department	MELENDEZ, WILLIAM A	FIRE EMERGENCY SERVICE INSTRUCTOR 2 COURSE	
11/7/2022	P0015128	\$6,738	Logistics Department	GEARGRID LLC	GEARGRID LOCKERS FOR RFOTC TRAINING SECTION	
11/8/2022	P0015129	\$1,800	Logistics Department	PRECISION TRUCK AND TRAILER REPAIR	PREP AND PAINT - UNIT # 6309	
11/8/2022	P0015130	\$1,341	Logistics Department	SERVICE KING PAINT AND BODY	VEHICLE WORK ON UNIT #2332 2015 CHEV TAHOE	
11/8/2022	P0015131	\$6,241	Logistics Department	SUTPHEN CORPORATION	REPLACEMENT RADIATOR - UNIT # 5237 2010 SUTPHEN 100 QUINT	
11/9/2022	B02061-2	\$10,000	Logistics Department	SIGNMART	SIGN MATERIAL- SERVICE CENTER INVENTORY	
11/9/2022	B01535-8	\$10,000	Logistics Department	HILL'S BROS. LOCK & SAFE INC.	LOCKSMITH SERVICES, PARTS, AND REPAIR	
11/9/2022	P0015132	\$4,200	Logistics Department	ORANGE COUNTY DEMOLITION, INC.	REMOVAL AND REPLACEMENT OF CONCRETE FS21	
11/9/2022	P0015133	\$5,505	Logistics Department	WILLIAMS & MAHER INC	ELECTRICAL WORK FOR IT . FIRE STATION 63,22,19	RO2552
11/9/2022	P0015134	\$3,777	Logistics Department	WILLIAMS & MAHER INC	DEF TANK ELECTRICAL WORK FS17	RO2552

Date	PO/BO Number	Amount	Department	Vendor Name	Description	Formal Solicitation No.
11/10/2022	B02168-2	\$50,000	EMS & Training Department	LIFE ASSIST, INC.	EMS SUPPLIES	
11/10/2022	P0015135	\$9,967	Logistics Department	POWERWERX INC.	ELECTRICAL INSTALL COMPONENTS	
11/10/2022	P0015139	\$9,835	Special Operations Division	PRESIDIO HOLDINGS INC.	REPLACEMENT STUN ROUTER FOR COMM CACHE FEMA CACHE LIST ITEM: CD-0115.00	
11/10/2022	P0015136	\$3,119	Logistics Department	BRIGHTWAY ONE	WINDOW CLEANING SERVICE AT RFOTC	
11/10/2022	P0015137	\$2,317	Logistics Department	WILLIAMS & MAHER INC	DEF TANK ELECTRICAL WORK FS06	RO2552
11/10/2022	P0015138	\$390	Logistics Department	BRIGHTWAY ONE	WINDOW CLEANING SERVICE AT FS41	
11/10/2022	P0015140	\$13,370	Logistics Department	INSIDE EDGE COMMERCIAL INTERIOR SERVICES LLC	IT / COMM OFFICE FLOORING REPLACEMENT - RFOTC	
11/10/2022	P0015141	\$18,997	Logistics Department	INSIDE EDGE COMMERCIAL INTERIOR SERVICES LLC	BUILDING B FLOORING REPLACEMENT - RFOTC	
11/10/2022	P0015142	\$2,500	Logistics Department	CONCEPT PAVING SOLUTIONS	STENCIL AND STRIPE FS67	
11/14/2022	B01893-4	\$38,343	Logistics Department	CDW GOVERNMENT	CROWDSTRIKE ANTI-VIRUS SOFTWARE	COOPERATIVE
11/14/2022	B02041-3	\$7,255	Logistics Department	ZOHO CORPORATION	MANAGE ENGINE PATCH MANAGER PLUS ENTERPRISE EDITION LICENSE AND SUPPORT SUBSCRIPTION	
11/14/2022	B02003-1	\$0	Logistics Department	WESTGROUP DESIGNS, INC.	A/E & CONSTRUCTION RELATED PROFESSIONAL SERVICES	RO2362
11/14/2022	B02391	\$50,000	Logistics Department	TIMUR GLOBAL INC	APPLIANCE REPAIR AND MAINTENANCE	RO2562
11/14/2022	P0015143	\$54,302	Logistics Department	OFFICE FURNITURE GROUP LLC	OFFICE FURNITURE FOR IT/COMM - BLDG C	COOPERATIVE
11/14/2022	P0015144	\$85,780	Logistics Department	WESTGROUP DESIGNS, INC.	ARCHITECTURAL SERVICES AND SURVEYS FS18	RO2362
11/15/2022	B02273-1	\$10,000	Logistics Department	SIGNATURE PAINTING	PATCH WORK AND PAINTING AT OCFA FACILITIES	
11/16/2022	B01629-7	\$50,000	Community Risk Reduction Department	PTI SAND & GRAVEL INC.	FILL SAND AND SANDBAGS	COOPERATIVE
11/16/2022	B02138-2	\$10,000	Human Resources Department	UNITED PET CARE CALIFORNIA, LLC	PET CARE BENEFIT	
11/16/2022	P0015145	\$2,960	Logistics Department	BRIGHTWAY ONE	POST-CONSTRUCTION CLEANING SERVICE AT OCFA FS67	
11/17/2022	P0015148	\$86,107	Special Operations Division	MUNICIPAL EMERGENCY SERVICES	SCOTT X3 PRO SCBA BACKFRAMES FOR USAR	JA2587
11/17/2022	P0015147	\$108,869	Logistics Department	MCKENDRY DOOR SALES, INC	TENANT IMPROVEMENTS AT OCFA FIRE STATIONS 32 & 53	RO2581
11/18/2022	B01643-6	\$1,008	Logistics Department	GT SOFTWARE, INC.	NETCOBOL SOFTWARE MAINTENANCE AND SUPPORT	

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11/21/2022	B02051-3	\$2,000	Special Operations Division	LABELMASTER	DANGEROUS GOOD INFORMATION SYSTEM (DGIS) ONLINE SUBSCRIPTION	
11/21/2022	P0015149	\$2,089	Logistics Department	DIAMOND GLASS	SHOWER DOOR INSTALLATION - FS47	
11/22/2022	B01559-8	\$10,000	Community Risk Reduction Department	COUNTY OF ORANGE	LANDFILL DISPOSAL FEES	
11/22/2022	B01780-5	\$190,000	Special Operations Division	CITY OF IRVINE	ARSON ABATEMENT OFFICER	
11/23/2022	B02056-3	\$60,000	Logistics Department	BATTERY POWER INC.	AUTOMOTIVE BATTERIES AS-NEEDED	JA2381
11/23/2022	B02057-3	\$30,000	Logistics Department	H&H AUTO PARTS WHOLESALE	ODYSSEY AUTOMOTIVE BATTERIES AS-NEEDED	JA2381
11/23/2022	P0015151	\$2,147	Logistics Department	WILLIAMS & MAHER INC	DEF TANK ELECTRICAL WORK FS07	RO2552
11/23/2022	P0015152	\$1,887	Logistics Department	WILLIAMS & MAHER INC	DEF TANK ELECTRICAL WORK FS59	RO2552
11/23/2022	P0015153	\$6,315	Special Operations Division	ATLANTIC DIVING SUPPLY, INC.	SUPPLIES TO EQUIP PART TIME TRT AND RESTOCK INVENTORY	
11/29/2022	P0015155	\$4,832	Logistics Department	AMDOR LLC	COMPARTMENT LED LIGHTS FOR OCFA STOCK	
11/29/2022	B02042-3	\$75,000	Logistics Department	ROMAINE ELECTRIC CORPORATION	AUTOMOTIVE CHARGERS, STARTERS, ALTERNATORS	RO2400
11/29/2022	B01818-5	\$4,632	Logistics Department	PLURALSIGHT	PLURALSIGHT ONLINE TRAINING - ANNUAL RENEWAL	
11/29/2022	B02410	\$20,000	Special Operations Division	FEDERAL EXPRESS CORPORATION	SMALL PACKAGE DELIVERY SERVICE	COOPERATIVE
11/29/2022	B02409	\$10,000	Business Services Department	UNITED PARCEL SERVICE	SMALL PACKAGE DELIVERY SERVICE	COOPERATIVE
11/29/2022	P0015157	\$290	Special Operations Division	AIR COMM SYSTEMS INC	INSPECTION OF PULSELIGHT CONTROL BOX (N141FA)	
11/29/2022	P0015154	\$2,450	Human Resources Department	DONNOE & ASSOCIATES, INC.	WRITTEN EXAM RENTAL FOR HAND CREW FIREFIGHTER	
11/30/2022	B02135-2	\$10,000	Logistics Department	LU'S LIGHTHOUSE, INC.	MISC. LIGHTING PRODUCTS	
11/30/2022	P0015160	\$43,948	EMS & Training Department	HOME DEPOT	LUMBER FOR TRAINING - ACADEMY 57	COOPERATIVE
11/30/2022	P0015161	\$9,785	Logistics Department	PACIFIC PLUMBING COMPANY	WATER HEATER FOR FS54	RO2501
11/30/2022	P0015162	\$2,392	Logistics Department	WILLIAMS & MAHER INC	ELECTRICAL SERVICES FS 14	RO2552
11/30/2022	P0015163	\$2,750	Logistics Department	HARBOR POINTE A/C & CONTROLS	A/C DUCTING UPGRADE SERVICE CENTER - RFOTC	RO2356
12/1/2022	B01913-4	\$50,000	Human Resources Department	CPS HR CONSULTING	CLASSIFICATION AND COMPENSATION STUDY SERVICES	SK2301

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12/1/2022	B02378	\$5,000	Logistics Department	TELEDYNE FLIR COMMERCIAL SYSTEMS, INC	K65 FLIR CAMERA SERVICE AND REPAIRS	
12/1/2022	B02046-3	\$300,000	Special Operations Division	ROTORCRAFT SUPPORT INC	HELICOPTER PARTS AND ACCESSORIES	RO2402
12/1/2022	B02392	\$5,595	EMS & Training Department	FITSTATS TECHNOLOGIES, INC	ACADEMY-RELATED FITNESS SOFTWARE SUBSCRIPTION	
12/1/2022	P0015164	\$7,885	Logistics Department	MAKAI SOLUTIONS	HYDRAULIC CYLINDER FOR STOCK	
12/2/2022	B01908-4	\$9,021	Logistics Department	KAMBRIAN CORPORATION	PRINTER LOGIC MAINTENANCE AND PRO SUPPORT	
12/2/2022	P0015166	\$9,429	Logistics Department	TOM'S TRUCK CENTER, LLC	REPAIRS ON UNIT # 5254 2005 FORD F650	
12/2/2022	P0015167	\$3,579	Special Operations Division	LINEGEAR FIRE & RESCUE	TRT RESTOCK INVENTORY	
12/2/2022	P0015168	\$4,988	Special Operations Division	FIRE ETC	PACKS FOR PART AND FULL TIME TRT AND RESTOCK INVENTORY	
12/5/2022	P0015165	\$1,964	Logistics Department	THE TINT PROS	WINDOW TINTING SERVICES FIRE STATION 57	
12/6/2022	B01721-6	\$1,733	Logistics Department	TITAN POWER INC.	UPS SYSTEM INSPECTION, MAINTENANCE, AND REPAIR	
12/6/2022	P0015171	\$7,000	EMS & Training Department	MIKE BROWN GRANDSTANDS INC	ACADEMY GRADUATION GRANDSTAND SEATING	
12/6/2022	P0015170	\$1,703	Special Operations Division	NYCANCO, INC	PROTECTIVE CASE FOR DEFIBRILLATOR/MONITOR FEMA CACHE ID # MT-0104.00	
12/6/2022	P0015172	\$1,770	Logistics Department	B & H PHOTO	HP COLOR LASER PRINTERS	
12/6/2022	P0015173	\$3,049	Special Operations Division	DELL MARKETING, L.P.	LAPTOPS FOR HAZARDOUS MATERIALS PROGRAM	
12/7/2022	P0015174	\$9,492	Logistics Department	THE MACHADO ENVIRONMENTAL CORPORATION	DUCTING AND CONDENSER CLEANING SERVICE - FS17	
12/7/2022	P0015175	\$2,823	Logistics Department	WILLIAMS & MAHER INC	ELECTRICAL SERVICES FS62	RO2552
12/7/2022	P0015176	\$1,875	Logistics Department	WILLIAMS & MAHER INC	ELECTRICAL SERVICES FS67	RO2552
12/7/2022	P0015177	\$1,074	Logistics Department	WILLIAMS & MAHER INC	ELECTRICAL SERVICES FS16	RO2552
12/8/2022	B02394	\$10,000	Logistics Department	PRESIDIO HOLDINGS INC.	VOIP SUPPORT SERVICES	COOPERATIVE
12/8/2022	B01815-5	\$10,000	Human Resources Department	CERTIFIX MANAGEMENT, INC	CERTIFIX LIVESCAN FINGERPRINTING SERVICES	
12/8/2022	P0015178	\$18,500	Logistics Department	COAR DESIGN GROUP	ARCHITECTURAL STUDY SERVICES NEW FIRE STATION 18	
12/8/2022	P0015179	\$17,900	Logistics Department	LEWIS / SCHOEPLEIN ARCHITECTS	ARCHITECTURAL DESIGN SERVICES FIRE STATION 12	RO2362

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12/12/2022	P0015181	\$6,203	Logistics Department	TELEPHONE MAGIC INC	HARDWARE AND LICENSING FOR PBX PHONE SYSTEM	
12/12/2022	P0015182	\$3,335	Logistics Department	GEARGRID LLC	GEARGRID LOCKERS FOR RFOTC FS 67	
12/12/2022	P0015183	\$998	Logistics Department	THE TINT PROS	WINDOW TINTING SERVICES FIRE STATION 49	
12/14/2022	B02032-3	\$100,000	Human Resources Department	ATKINSON, ANDELSON, LOYA, RUUD & ROMO	AS-NEEDED INDEPENDENT INTERNAL AFFAIRS INVESTIGATIVE SERVICES	JA2358
12/14/2022	P0015184	\$916	Logistics Department	WILLIAMS & MAHER INC	ELECTRICAL SERVICES FS45	RO2552
12/15/2022	P0015185	\$17,816	Logistics Department	R.S. HUGHES COMPANY INC	MULTI-RAE PRODUCT	
12/15/2022	P0015186	\$3,025	Logistics Department	DAVISON & MOORE LLC	FIRE STATION 9 FLOORING REPLACEMENT	
12/15/2022	P0015187	\$2,990	Logistics Department	DAVISON & MOORE LLC	FIRE STATION 21 FLOORING REPLACEMENT	
12/15/2022	P0015188	\$4,500	Logistics Department	CONCEPT PAVING SOLUTIONS	STENCIL AND STRIPE FS49	
12/16/2022	B02397	\$100,000	EMS & Training Department	JOHNSON HEALTH TECH, NA, INC.	FITNESS EQUIPMENT	RO2568
12/16/2022	B01911-4	\$200,000	Logistics Department	HC INTEGRATED SYSTEMS, INC	FIRE ALARM INSPECTION, MAINTENANCE, AND REPAIR WITH MONITORING SERVICES.	RO2221
12/19/2022	B02250-1	\$65,000	EMS & Training Department	MCKESSON MEDICAL-SURGICAL	NITRILE GLOVES ANSELL MICROFLEX APEXPRO - AP12	LK2505
12/19/2022	B02398	\$47,720	Logistics Department	ZONES INC.	CISCO SMARTNET 24 HOURS MAINTENANCE AND SUPPORT	RO2592
12/19/2022	B02272-1	\$10,000	Logistics Department	PAINTING & DECOR INC.	PATCH WORK AND PAINTING AT OCFA FACILITIES	
12/20/2022	P0015189	\$1,290	Logistics Department	STORMWIND LLC	ON-DEMAND TRAINING FOR IT	
12/20/2022	P0015190	\$5,858	Logistics Department	REPUBLIC FIRE EQUIPMENT	SUTPHEN PARTS FOR UNIT # 5238	
12/21/2022	B02296-1	\$175,000	Logistics Department	LAKEMAN, WILLIAM B	METAL FABRICATION AND REPAIR SERVICES	RO2521
12/21/2022	B02295-1	\$200,000	Logistics Department	LASER INNOVATIONS, INC.	METAL FABRICATION SERVICES	RO2521
12/21/2022	P0015191	\$7,500	Logistics Department	G2 SOLUTIONS GROUP, INC.	ENGINEERING SERVICES FOR TRAINING GROUNDS	
12/22/2022	B02399	\$50,000	Logistics Department	NORM'S REFRIGERATION & ICE EQUIPMENT	PURCHASE AND INSTALLATION OF ICE MACHINES	LK2586
12/22/2022	P0015192	\$6,772	EMS & Training Department	AMBU INC.	AMBU SPUR II BAG RESERVOIRS	
12/27/2022	B02400	\$50,000	Logistics Department	PUEBLO HOTEL SUPPLY	PURCHASE OF ICE MACHINES	LK2586

Date	PO/BO Number	Amount	Department	Vendor Name	Description	Formal Solicitation No.
12/27/2022	P0015193	\$1,825	Logistics Department	LAWRENCE DEALERS SERVICE CO, INC	REPAIR ON UNIT # 2010 2019 CHEVROLET COLORADO	
12/28/2022	P0015146	\$3,976	Logistics Department	CDW GOVERNMENT	VEEAM SOFTWARE LICENSES	
12/28/2022	P0015196	\$2,657	Special Operations Division	US ELITE LLC	MEDICAL BACKPACKS FOR NEW US&R TEAM MEMBER FEMA CACHE ITEM # MS-0118.00	
12/28/2022	P0015195	\$6,000	Logistics Department	MULLEN & ASSOCIATES INC.	TRAINING GROUNDS ENGINEERING SERVICES	
12/29/2022	P0015194	\$44,666	Logistics Department	MUNICIPAL EMERGENCY SERVICES	CLASS B FIREFIGHTING FOAM - IMMEDIATE NEED	IFB JC2590
12/29/2022	B02289-1	\$50,000	Logistics Department	DESIGN A WINDOW & INTERIORS	CUSTOM WINDOW SHADES	RO2525
12/29/2022	B01821-5	\$99,250	Logistics Department	VALLEY POWER SYSTEMS, INC.	DETROIT DIESEL ENGINE: PARTS AND REPAIR SERVICES	JA2224
12/29/2022	B02401	\$3,000	Special Operations Division	LINEGEAR FIRE & RESCUE	MATTERHORN BOOTS BREAKING AND BREACHING BOOTS FOR TRT PROGRAM	
12/29/2022	P0015197	\$300	Special Operations Division	LINEGEAR FIRE & RESCUE	BREAKING AND BREACHING BOOTS - TRT PROGRAM	
12/29/2022	P0015198	\$2,709	Special Operations Division	THE RESCUE SOURCE	TRT EQUIPMENT	
12/29/2022	P0015199	\$21,750	Logistics Department	VERNE'S PLUMBING, INC.	WATER HEATER FOR RFOTC - SERVICE CENTER	RO2501
12/30/2022	B02403	\$3,463	Logistics Department	CARASOFT TECHNOLOGY CORPORATION	DOCUSIGN ENTERPRISE SOFTWARE LICENSES AND SUPPORT	COOPERATIVE
12/30/2022	B02213-1	\$18,916	Human Resources Department	EXIGIS, LLC	THIRD PARTY INSURANCE CERTIFICATE MANAGEMENT	



Orange County Fire Authority
AGENDA STAFF REPORT

Board of Directors Meeting
February 23, 2023

Agenda Item No. 2C
Consent Calendar

2023-2024 Legislative Platform

Contact(s) for Further Information

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Jay Barkman, Legislative Affairs Manager	jaybarkman@ocfa.org	714.573.6048
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Summary

This item is submitted to review and approve OCFA's 2023-2023 Legislative Platform.

Prior Board/Committee Action

The draft platform was presented to the committee on October 19, 2022, and staff was directed to finalize and return on January 18, 2023, for final consideration.

On January 18, 2023, the Legislative and Public Affairs Committee reviewed the proposed agenda item and directed staff to place the item on the Board of Directors agenda by a vote of 4-0 (Director Rains absent).

RECOMMENDED ACTION(S)

Approve and adopt.

Impact to Cities/County

Not Applicable.

Fiscal Impact

Not Applicable.

Background

The attached OCFA 2023-24 Legislative Platform is proposed for adoption to guide OCFA leadership and staff in the review of proposed legislation, recommending positions, and directing the Board's priorities in securing funding for various programs or issue areas identified. The platform is presented to OCFA's Board of Directors every two years to coincide with the start of the federal and state legislative sessions.

This year the platform underwent an additional level of review with the creation of the newly formed Legislative Public Affairs Committee. The committee reviewed the item on October 19, 2022, which included proposed edits from the previously adopted platform. Staff will provide a brief oral presentation summarizing those edits and highlighting main points of the platform.

Attachment(s)

OCFA 2023-2024 Legislative Platform

2023-24 Legislative Platform

Operations and Community Safety

Wildfire Prevention & Suppression

- Support increased state funding of CALFIRE, Contract Counties and other sources of funding for staffing and pre-positioning of resources during high threat periods (winds, drought, flooding)
- Support funding of aerial resources for both suppression and incident awareness and assessment (IAA)
- Support use of technology to forecast high fire risk conditions, wildfire progression (modeling), and monitoring (cameras, sensors, IAA)
- Support funding for education, fuel reduction, and planning to reduce fire ignitions and loss of life during wildfires

Building & Development

- Support funding, tax incentives, and educational programs that encourage home hardening to reduce building ignition during wildfires from embers
- Oppose legislation or efforts to eliminate local discretion and input on developments (housing and commercial) in the Wildland Urban Interface
- Monitor legislation impacting the fire code and related topics (i.e., high rise buildings, hazardous materials, home hardening, etc.)
- Monitor legislation that mandates use of solar energy in new developments, mobile fueling expansion, and proposals for “new energy” infrastructure that impact fire and health safety codes

Community Safety

- Support legislation and budget proposals that streamline enforcement, licensing and disposal of fireworks or explosive material
- Support legislation and funding for fire safety programs, drowning prevention, and child car seat safety

Arson

- Support stronger penalties and efforts to prosecute arson crimes

Disaster Recovery & UASI

- Support funding for Urban Area Security Initiative (UASI) and other Department of Homeland Security grants that address regional or national threats, emergency preparedness, and communication

Emergency Medical Services and 911 System

BLS/ALS & Transport

- Support measures that increase Medi-CAL reimbursement to fire departments for ambulance transport and paramedic treatment
- Support measures that increase county and city authority to exercise local oversight and administration of the EMS system, including the design of service areas and contracting for service
- Support funding and the adoption of standards that improve firefighter safety
- Oppose mandated training or services by local EMS agencies without funding or cost recovery mechanisms

Alternate Destination & Alternative Transport

- Support legislation that encourages local agencies, either through funding or regulatory reforms, to treat patients by transporting to appropriate alternate destinations

Paramedic Licensing

- Monitor measures that revise paramedic licensing processes and impact OCFA hiring or promotional processes

911 Dispatch

- Support measures that reduce false or abusive use of 911 requests for services
- Support legislation and funding for the improvement or expansion of 911 dispatch centers, and establishing back-up systems and locations for continuity of operations

Homeless and Behavioral Health

- Support legislation that provides resources and alternative avenues of health care to adequately address behavioral health issues

Administrative

Revenues, Fees, & Taxes

- Support the use of state and federal funds for wildfire mitigation, defensible space, and suppression efforts (i.e., California State Greenhouse Gas Reduction Funds, Federal Forestry, and other land management agencies)
- Oppose the diversion of local revenues, fees, and taxes by the state (i.e., State takeaways, property tax and sales tax “borrowing, etc.)
- Support legislation to increase cost recovery responding to emergency incidents at institutional facilities that are exempt from contributing to local tax base

- Support legislation to increase cost recovery responding to emergency incidents resulting from illegal activity

Employee Benefits/ Risk Management

- Support measures that limit OCFA's legal or insurance liabilities (i.e., improving efficiency of workers compensation review or settlement of claims)
- Monitor expansion or addition of new presumptive injuries or illnesses that force local agencies to provide benefits without considering if the injury or illness is related to employment
- Support measures that enhance or promote fire service employee safety

JPA Agreement

- Oppose efforts to restrict local control of JPA governance and any restriction on local design of JPA authority

Pensions

- Support measures that reduce liability and increase rate stability for local agencies

Logistics

- Monitor legislation that impacts design/construction of emergency buildings, fire vehicles, or 911 technology systems
- Support legislation that funds fire station construction or assists our member agencies in securing land for station construction
- Support legislation that funds or streamlines planning and installation of electric vehicle charging stations on secured public facilities and infrastructure for the use of essential and public safety employees

2023-2024 Federal Priorities

I. National Urban Search and Rescue Team (US&R)

OCFA is a sponsoring agency of California Task Force 5, one of 28 Task Forces across the country. These are Federal Emergency Management Agency (FEMA) supported Task Forces that provide a federal response capability to nationally declared disasters. The system provides FEMA with a first responder capability using local agencies and personnel to administer and oversee the program. OCFA is responsible for administering federal funds to train and maintain local personnel and equipment that is deployed to national incidents.

In 2016, authorizing legislation was passed to address Task Force concerns with worker compensation, licensing of civilian members, and employment issues. The Task Forces have since then focused on increasing federal appropriations. Congress has for the last several years provided \$38 million annually.

OCFA will work with our national task force partners to advocate for additional funding for the US&R program. Additional funding is needed to replace critical equipment, enhance training, and fund capital replacement/improvement (vehicles, US&R warehouse).

II. Homeland Security & FEMA Grant Programs

OCFA will work with other national groups to support increased federal funding of Fire Act grants from FEMA (SAFER, AFG), Urban Area Security Initiative (UASI) funding from Department of Homeland Security, and the U.S. Fire Administration. Santa Ana and Anaheim receive UASI funds and work with OCFA and other fire/law enforcement agencies to address regional equipment and training needs.

III. Wildfire & Forest Management

OCFA will support efforts to address vacancies and staffing concerns at the United States Forest Service (USFS) to ensure our federal partner can support state and regional incidents. In addition, we will continue to support additional grant funding for the USFS to administer awards at the local level for community level vegetation removal, defensible space, and wildfire prevention/planning.

OCFA may submit requests through our Representatives or US Senators for congressionally directed spending on projects such as OCFA's new wildland hand crew facility, helicopter replacement, or water refill facilities throughout our wildland areas. Other projects identified through OCFA's budget or capital outlay plans may be considered if eligible based on congressional priorities.

2023-2024 State Priorities

I. Wildfire Mutual Aid Resources

In 2022, OCFA secured a historic level of state funding (\$16.95 million) for the construction of a new Wildland Hand Crew Facility thanks to Senator Dave Min (D-Costa Mesa). An additional \$4.2 million in State budget funding was also secured for OCFA as one of six contract counties to expand our hand crew. This funding allowed OCFA to add a second year-around crew. The \$4.2 million is intended to be ongoing as a permanent increase to OCFA's contract county agreement with CALFIRE.

However, the State's 2023 fiscal situation appears to be taking a downturn with expectations of a budget deficit. OCFA will work with our contract county partners and labor representatives to ensure budget funding is provided.

OCFA will also seek support for our Air Operations, including plans to support and augment our helicopter fleet, and the continuance of funding provided by Southern California Edison to OCFA and others for increased aerial firefighting resources. Legislation in support of this program may be required and staff is researching options.

II. Fire Based Ambulance/Paramedic EMS Local Control

Over recent years there have been various efforts to supersede local municipal control of fire-based EMS/ambulance/paramedic service delivery. The California Emergency Medical Services Authority (EMSA) is the state authority responsible for establishing standards for the training and scope of practice for EMS personnel. However, over the last several years the State EMSA has begun considering the establishment of new regulations that will intrude into local control in the design and level of service provided by fire-based municipal EMS agencies.

This effort was opposed by city and fire service leaders across the state, and the EMSA has now paused to allow for a workgroup to meet and discuss with fire service representatives. The OCFA will work with our local member agencies and statewide partners such as the League of Cities, California Fire Chiefs Association, and labor representatives to oppose any underground regulations imposed by EMSA on local agencies. Decisions on the design and level of service must continue to be made by local municipal fire-based EMS agencies that have been providing and funding those services.



Orange County Fire Authority **AGENDA STAFF REPORT**

**Board of Directors Meeting
February 23, 2023**

**Agenda Item No. 2D
Consent Calendar**

FY 2021 Grant for All Hazard-All Risks Command Trailer and Regional Training

Contact(s) for Further Information

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North Operations

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Summary

These items are submitted for approval of FY 2021 Urban Areas Security Initiative (UASI) Grant Program in the Amount of \$201,165. The grant's resources will be utilized to enhance Orange County Fire Service's first responders with valuable Regional Training and a new All Hazard-All Risks Command Trailer serving all of Orange County Air Operations.

Prior Board/Committee Action

On February 8, 2023, the Budget and Finance Committee reviewed the proposed agenda item and directed staff to place the item on the Board of Directors agenda by a vote of 7-0.

RECOMMENDED ACTION(S)

Approve a Budget Adjustment in Fund 121 to increase revenue and expenditures by \$206,114 for the grant program award.

Impact to Cities/County

Not Applicable.

Fiscal Impact

The FY 2022/23 General Fund 121 revenues and expenditures will be increased by \$206,114 for the grant program award.

Increase Cost Funded by Structural Fire Fund: \$0

Increase Cost Funded by Cash Contract Cities: \$0

Background

On November 13, 2003, the United States Department of Homeland Security (DHS) established the UASI Grant Program through the Federal Office of Domestic Preparedness. The grant only allowed two cities in Orange County, Anaheim and Santa Ana, to apply for funds through the UASI. UASI provides funds to local emergency first responders to enhance security and overall

preparedness to prevent, respond to, and recover from acts of terrorism. The grant specifically provides funding for anti-terror equipment, planning, training, exercises and technical assistance.

To ensure these funding sources did not undermine the process already in place, all principal parties involved formed a collaborative regional effort to facilitate the needs for the entire operational area. This ensured the funds were utilized to provide for the region and not one particular jurisdiction. Beginning in FY 2006, DHS combined the Anaheim UASI and the Santa Ana UASI into a single Urban Area. The cities of Anaheim and Santa Ana share the grant administrative responsibilities, annually alternating the function of lead administrative agency. The City of Santa Ana is the lead agency for FY 2021 funding. Utilizing the goals and objectives developed by the Urban Area Working Group, priorities were established in the allowable grant categories of equipment, training, organization and planning.

The OCFA was notified that it was awarded \$206,114 as part of the FY 2021 for an All Hazard-All Risks Command Trailer and Regional Training Program. The grant funds are designated for reimbursement of the All Hazard-All Risks Command Trailer and for personnel who assist with the instruction and delivery of the Regional Training.

[Attachment\(s\)](#)

Grant Sub-Recipient Award Amendment

FY2021 URBAN AREAS SECURITY INITIATIVE (UASI)**GRANT SUB-RECIPIENT AWARD AMENDMENT**

Federal Grant # DHS-21-GPD-067-00-02 Cal OES Grant # 2021-0081 Amendment # 1
 DUNS # 62-2375124 Sub-Recipient Performance Period 04/29/2022 to 05/31/2024

This amendment is between the City of Santa Ana (the "CITY"), and the Grant Sub-Recipient:


ORANGE COUNTY FIRE AUTHORITY

The Sub-Recipient agrees to the amendment of the Grant Sub-Recipient Award Agreement as specified below:

Increase the FY21 UASI sub-recipient award to the Orange County Fire Authority from \$154,949 to \$206,114 in supporting of the following investment areas:

- C – 012 Aviation Command Trailer Increase of \$51,165 from \$150,000 to \$201,165
- E – 032 Regional Training Program \$4,949

Please refer to the FY21 ASUA Sub-Recipient Grant Guide for all reporting and reimbursement deadlines associated with the sub-award agreement.



David Valentin, Chief of Police
City of Santa Ana

AUTHORIZED AGENT	
Authorized Signature	Date
Printed Name	Title



REVISED 2/23/2023

Orange County Fire Authority
AGENDA STAFF REPORT

Board of Directors Meeting
February 23, 2023

Agenda Item No. 2E
Consent Calendar

**Ratify Appointments to Executive Committee and
Committee Member Roster for 2023**

Contact(s) for Further Information

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Maria Huizar, Clerk of the Authority

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Summary

This agenda item is submitted to ratify the Board Chair appointments to the Executive Committee and receive and file the Committee Member Roster for 2023.

Prior Board/Committee Action

Not Applicable.

RECOMMENDED ACTION(S)

1. Confirm the appointments of the Executive Committee and Alternate members, as required in Rule 9(b) of the Board of Directors Rules of Procedure.
2. Receive and file the Committee Member Roster for 2023.

Impact to Cities/County

Not Applicable.

Fiscal Impact

Not Applicable.

Background

The Executive Committee, as defined by Rule 9(b) of the Board of Directors Rules of Procedure, consists of no more than nine (9) members of the Board of Directors that shall serve until a new member is seated in their stead by virtue of appointment or assumption of one of the designated positions. The Executive Committee membership is comprised of the following designated positions:

- the Chair and Vice Chair of the Board of Directors,
- the immediate past Chair of the Board,
- the Chair of the Budget and Finance Committee, and
- up to five at-large members, who must include at least one member of the County Board of Supervisors.

In the selection of at-large members, appointments shall be made in such a manner as to achieve approximately the ratio of cash contract cities to total member agencies of the Authority.

The Chair of the Board makes at-large appointments to the Executive Committee to fill any vacancies, subject to ratification by the Board of Directors. At its January 26, 2023 Board of Directors meeting, the Board elected Director Rains (Laguna Niguel) as Chair and Director Rossini (Villa Park) as Vice Chair. The Chair and Vice Chair will fill those respective seats on the Executive Committee.

Also, at its February 8, 2023, meeting, the Budget and Finance Committee elected Director O'Neill (Garden Grove) as its new Chair, replacing former Director Ta (Westminster). Director O'Neill was previously on the Executive Committee as an At-Large Cash-Contract member.

County of Orange Director Donald P. Wagner will remain on the Executive Committee. Director Wagner will represent the County as its At-Large Member, with Director Foley serving as its Alternate.

Therefore, pursuant to Rule 9 of the OCFA Board of Directors Rules of Procedures, and subject to the confirming vote by the Board of Directors, the membership of the Executive Committee as appointed by Chair Rains is as follow:

Executive Committee (9 Members)

Sandy Rains, Laguna Niguel	Chair of the Board of Directors
Vince Rossini, Villa Park	Vice Chair of the Board of Directors
John O'Neill, Garden Grove *	Chair of the Budget and Finance Committee
David Shawver, Stanton *	Immediate Past Chair
Donald P. Wagner, County Board of Supervisors	At-Large County Member
Shelley Hasselbrink, Los Alamitos	At-Large Member
Noel Hatch, Laguna Woods	At-Large Member
Mark Tettemer, Lake Forest	At-Large Member
Phil Bacerra, Santa Ana *	At Large Member

Executive Committee Alternate Members (7 Members)

Katrina Foley, County Board of Supervisors	County Member
Ross Chun, Aliso Viejo	Structural Fire Fund City
Carol Gamble, Rancho Santa Margarita	Structural Fire Fund City
Vacant	Structural Fire Fund City
Connor Traut, Buena Park *	Cash Contract City
Chi Charlie Nguyen, Westminster *	Cash Contract City
Vacant *	Cash Contract City

Furthermore, Rule 10(b)(1) and 10(c)(1) of the Board of Directors Rules of Procedure, allows the Chair of the Board of Directors to make all appointments to the Budget and Finance, Human Resources Committees, Operations Committee and the Legislative & Public Affairs Committee. Appointments to said committees shall be made in such a manner as to achieve, as close as reasonably possible, a balance between the number of members representing Structural Fire Fund and Cash Contract cities.

The following members have been appointed by Chair Rains and will serve on the committees for the ensuing year:

Budget and Finance Committee

(Up to 9 members)

1. John O'Neill, Garden Grove * (Chair)
2. Troy Bourne, San Juan Capistrano (Vice Chair)
3. Shelley Hasselbrink, Los Alamitos
4. Austin Lombard, Tustin *
5. Gene Hernandez, Yorba Linda
6. Vince Rossini, Villa Park
7. John Gabbard, Dana Point
8. Nitesh Patel, La Palma
9. Chi Charlie Nguyen, Westminster *

Human Resources Committee

(Up to 7 members)

1. Joe Kalmick, Seal Beach * (Chair)
2. Ross Chun, Aliso Viejo (Vice Chair)
3. Gene Hernandez, Yorba Linda
4. Sandy Rains, Laguna Niguel
5. Noel Hatch, Laguna Woods
6. Dave Shawver, Stanton *
7. Joshua Sweeney, Laguna Hills

Operations Committee

(Up to 7 Members)

1. Anne Hertz-Mallari, Cypress (Chair)
2. John O'Neill, Garden Grove*
3. Sandy Rains, Laguna Niguel
4. Joe Kalmick, Seal Beach *
5. Dave Shawver, Stanton *
6. Vince Rossini, Villa Park
7. Bob Ruesch, Mission Viejo

Legislative & Public Affairs Committee

(Up to 7 Members)

1. Joe Kalmick, Seal Beach * (Chair)
2. Ross Chun, Aliso Viejo
3. Anne Hertz-Mallari, Cypress
4. ~~Sandy Rains, Laguna Niguel~~
Katrina Foley, County
5. Donald P. Wagner, County
6. Chris Duncan, San Clemente *
7. Connor Traut, Buena Park *

Capital Improvement Projects Ad Hoc

(5 Members)

1. Shelley Hasselbrink, Los Alamitos (Vice Chair)
2. Ross Chun, Aliso Viejo
3. Vince Rossini, Villa Park
4. Gene Hernandez, Yorba Linda
5. Katrina Foley, County of Orange

* = Cash Contract City

Attachment(s)

None.



Orange County Fire Authority **AGENDA STAFF REPORT**

**Board of Directors Meeting
February 23, 2023**

**Agenda Item No. 3A
Discussion Calendar**

2022 Long Term Liability Study and Accelerated Pension Payment Plan

Contact(s) for Further Information

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Summary

This annual agenda item is submitted to provide information on the Orange County Fire Authority's (OCFA) total long term liabilities and strategies for mitigating and/or funding the liabilities.

Prior Board/Committee Action

As this is an annual report, the last presentation to the Board of Directors was at its January 27, 2022, meeting.

On February 8, 2023, the Budget and Finance Committee reviewed the proposed agenda item and directed staff to place the item on the Board of Directors agenda by a vote of 7-0.

RECOMMENDED ACTION(S)

Receive and file the report.

Impact to Cities/County

Strategic planning to reduce liabilities where possible and provide early funding for those liabilities which cannot be reduced, will assist OCFA in sustaining frontline emergency services for our member agencies and the citizens we serve.

Fiscal Impact

During the past nine years, the OCFA Board of Directors' support of the Accelerated Pension Payment Plan has enabled OCFA to make accelerated payments totaling \$124.3 million, resulting in interest savings of \$60.8 million on behalf of the Orange County citizens and taxpayers who fund our services.

Background

In order to determine an agency's financial stability, one must look at all of its long-term obligations or liabilities, not just pensions. The Liability Study (Attachment 1) examines all of OCFA's long-term liabilities, with primary focus on the pension liability and retiree medical liability.

Accelerated Pension Payment Plan

Currently, OCFA's pension liability funding level is 92.68% which exceeds the Board's target of 85%. Therefore, in FY 2021/22, OCFA directed \$14.3 million of additional payments towards its

Retiree Medical Unfunded Actuarial Accrued Liability (UAAL) to the Orange County Employees' Retirement System (OCERS).

To continue to evaluate progress associated with the accelerated funding of OCFA's pension liability, OCFA requested OCERS' actuary, Segal Consulting, to update the following:

- How much OCFA saved in interest annually since 2013 by making additional payments towards its UAAL?
- When would OCFA achieve 100% funding?

The actuary reported back that OCFA has saved \$60.8 million in interest by making additional payments towards its UAAL and has achieved 92.68% funding as of December 31, 2021, and will achieve 100% funding by December 31, 2023, assuming all other actuarial inputs are held constant.

Irvine Settlement Agreement

As part of the Irvine Settlement Agreement, OCFA agreed to establish a 115 Trust and to make annual deposits of \$2 million, dedicated solely for future application to OCFA's pension liability. On May 23, 2019, the OCFA Board approved establishing the 115 Trust with the Public Agency Retirement Services (PARS), and the initial deposit of \$2 million was made on July 1, 2019. OCFA is to continue to make annual deposits of \$2 million in July of each year. However, if OCFA has not funded 85% of its pension liability as determined by OCERS, then the required 115 Trust payment will be reduced to \$1,500,000 per fiscal year until OCFA achieves the targeted 85% funding level and the \$500,000 reduction will instead be contributed to OCERS as an additional employer pension contribution. Since OCFA's pension plan is currently 92.7% funded, for FY 2022/23 the full \$2 million will be deposited into the PARS 115 Trust to reduce the pension liability.

A hypothetical allocation of OCFA's pension liability by member city can be found in Attachment 3, and the allocation of the PARS 115 trust assets by member city can be found in Attachment 4.

The OCFA has already taken many steps to reduce some of its long-term liabilities and accelerate funding of other liabilities. Staff is committed to continue seeking additional ways to mitigate liability impacts, fund the accrued liabilities, and ensure the long-term viability of the organization.

Attachment(s)

1. 2022 Long Term Liability Study
2. Updated Snowball Strategy
3. Hypothetical Allocation of Pension Liability Per City
4. Allocation of PARS 115 Trust Assets by City

ORANGE COUNTY FIRE AUTHORITY



2022 LIABILITY STUDY

OCFA'S LONG TERM LIABILITES

FEBRUARY 2023

OCFA'S LONG TERM LIABILITY STUDY

I. OBJECTIVE

One of the key components of fiscal responsibility is prudent management of long-term liabilities. The objective of this annual study is to provide an accurate assessment of the OCFA's **total** long-term obligations and to continuously identify strategies to reduce and/or fund the liabilities.

II. BACKGROUND

OCFA's long term liabilities include:

- A. Defined Benefit Pension Plan
- B. Defined Benefit and Defined Contribution Retiree Medical Plans
- C. Workers Compensation Claims
- D. Accrued Compensated Absences (accumulated sick and vacation payouts)
- E. Leases

The liabilities above, and strategic funding for each, remain a focus for OCFA as discussed in more detail below.

A. DEFINED BENEFIT PENSION PLAN

In a *defined benefit plan*, employees receive *specific benefits* upon retirement, based on a pre-established formula. For example, a pension plan may provide retirees an annual retirement income which is determined in accordance with an agreed-upon formula, such as a predetermined percentage of annual earnings multiplied by the number of years of service.

The OCFA participates in the Orange County Employees' Retirement System (OCERS), a cost sharing multiple-employer, defined benefit pension plan. All OCFA regular, full-time, and part-time employees become members of OCERS upon employment, and the OCFA makes periodic contributions to OCERS as part of the funding process. The contributions submitted to OCERS are divided into employer and employee contributions. The combination of these contributions and investment income from OCERS' investments are structured to fund the employees' retirement benefits by the time the employees retire.

The OCFA's employees are distributed into two employee categories for purposes of retirement benefits, identified as Safety members and General members. Both the Safety and General categories include three tiers of retirement benefit formulas each, depending on date of hire:

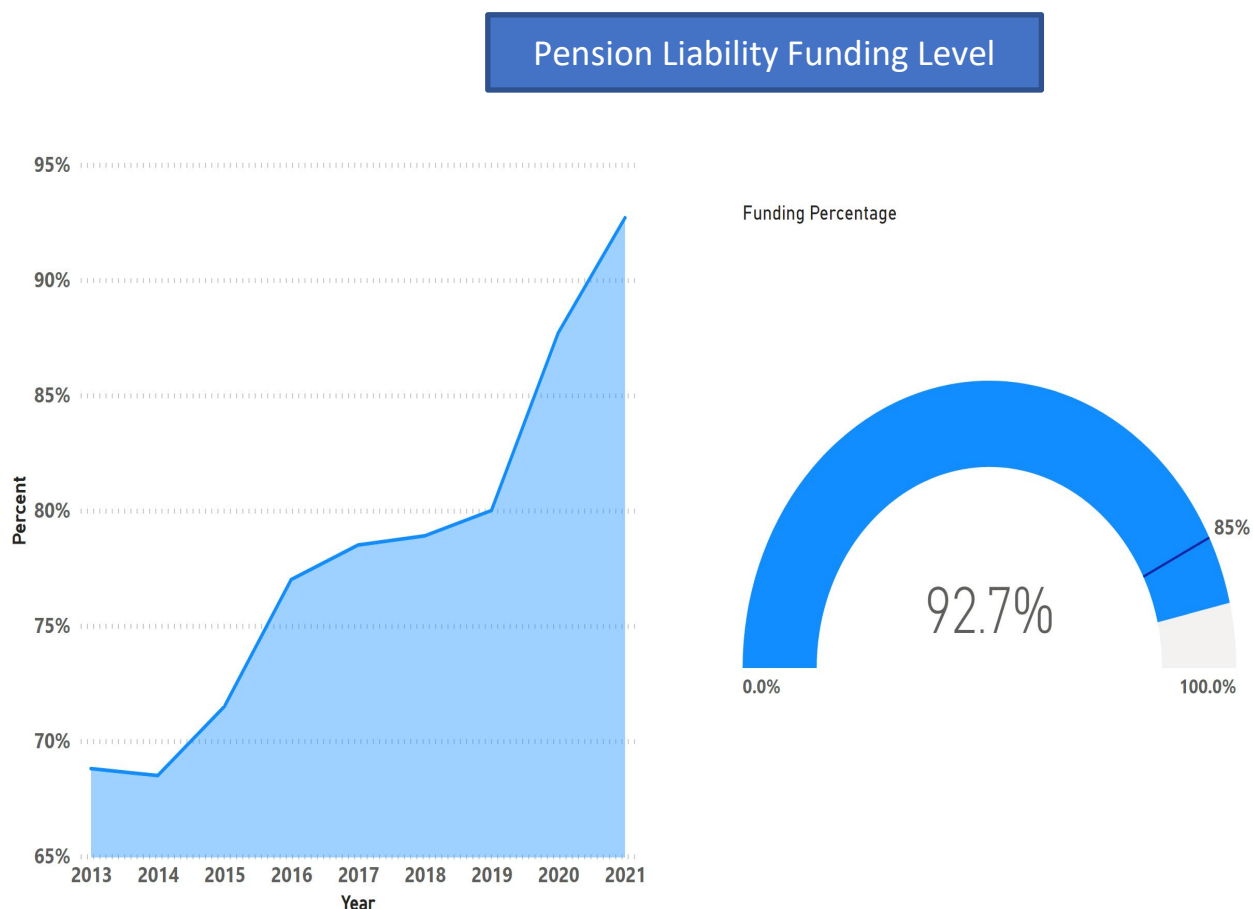
	Hired Prior to July 1, 2012	Hired Between July 1, 2012 – Dec. 31, 2012	Hired on or after Jan. 1, 2013 (w/out reciprocity)
Safety	3% @ 50	3% @ 55	2.7% @ 57

	Hired Prior to July 1, 2011	Hired Between July 1, 2011 – Dec. 31, 2012	Hired on or after Jan. 1, 2013 (w/out reciprocity)
General	2.7% @ 55	2% @ 55	2.5% @ 67

OCFA Retirement Costs, Liabilities and Funding

OCFA's annual retirement costs represent approximately \$85.4 million or 17% of the Authority's FY 2022/23 General Fund budget. Each year, the Authority receives its retirement rates from OCERS. The total retirement rate has two components: the Normal Cost Component plus the current year's cost for the Unfunded Actuarial Accrued Liability (UAAL). The Normal Cost Component is the cost to pay for the current year's value of retirement benefits as earned. The UAAL Component is the accrued liability for past services which were not funded by prior contributions and investments.

The UAAL is determined by the actuary and is the difference between the present value of accrued liabilities and the value of assets as of a specific date. This amount changes over time as a result of changes in accrued benefits, pay levels, rates of return on investments, changes in actuarial assumptions, and changes in the demographics of the employee base.



Based on the December 31, 2021, valuation by OCERS, the Authority's total UAAL was \$174.4 million with \$152.0 million or 87% attributed to Safety members and \$22.4 million or 13% attributed to General members. As shown above, OCFA's pension plan is 92.68% funded. The OCFA reduces its UAAL over time as part of the annual required pension contribution to OCERS as shown below:

General Members (2.7% @ 55, 2.0% @ 55, and 2.5% @ 67 combined)

<u>Employer Rate *</u>	<u>2021 Valuation</u> (FY 23/24 rates)	<u>2020 Valuation</u> (FY 22/23 rates)
Normal Cost	12.91%	12.78%
<u>UAAL</u>	<u>9.38%</u>	<u>11.49%</u>
Total	22.29%	24.27%

Safety Members (3.0% at 50, 3% @ 55 and 2.7% @ 57 combined)

<u>Employer Rate *</u>	<u>2021 Valuation</u> (FY 23/24 rates)	<u>2020 Valuation</u> (FY 22/23 rates)
Normal Cost	23.73%	23.83%
<u>UAAL</u>	<u>12.36%</u>	<u>16.36%</u>
Total	36.09%	40.19%

* Totals do not include *Employee Rates*, which vary based on age of entry and retirement formula. *Employee Normal Costs* range from 7.43% - 16.59% for General and 13.24% - 21.40% for Safety. Rates are also after adjustment for additional Employer UAAL contributions made from 2014 to 2022.

Two events have the greatest impact on plan funding: (1) plan changes, namely benefit formula changes and (2) differing actual experience requiring a modification in assumptions to reflect reality such as life expectancy. Other assumptions that impact the funding and UAAL include:

1. The assumed rate of return
2. The rate of increase in salaries
3. Member mortality
4. The age at which members choose to retire
5. How many members become disabled
6. How many members terminate their service earlier than anticipated

The assumed rate of return, also known as the discount rate, is a critical issue impacting OCFA's UAAL. The higher the discount rate, the lower the present value of pension assets needed to meet future pension obligations. A lower discount rate increases the current unfunded pension liabilities.

In 2013, the OCERS Board voted to lower the interest rate assumption from 7.75% to 7.25% which increased OCFA's annual retirement costs by \$7.5 million. This increase was phased in over a two-year period starting in FY 2014/15.

In October 2017, the OCERS Board voted to lower the interest rate assumption again from 7.25% to 7.0%. It also voted to update the mortality tables based on generational mortality. The updated mortality tables indicate that people are living longer which means they will collect a pension longer

resulting in an increase in retirement costs. These new assumption changes increased OCFA's retirement contribution rates by 3.73% of pay or approximately \$5 million per year beginning in July 2019.

In 2018, OCERS investment return was negative 1.67% and less than its assumed rate of return of 7.0%. This resulted in an increase to OCFA's UAAL from \$400.6 million in 2017 to \$426.7 million in 2018.

In 2019, OCERS investment return was 14.4%. However, despite exceeding its 7.0% assumed rate of return and additional payments made by OCFA towards its UAAL, OCFA's UAAL did increase by \$8.0 million from \$426.7 million to \$434.7 million. Most of the UAAL increase was attributed to prior years' investment losses and higher actual versus expected retiree cost of living adjustment (COLA). In addition, actual experience for mortality, rate of retirement, turnover, and disability came in higher than the actuary projected resulting in an actuarial loss.

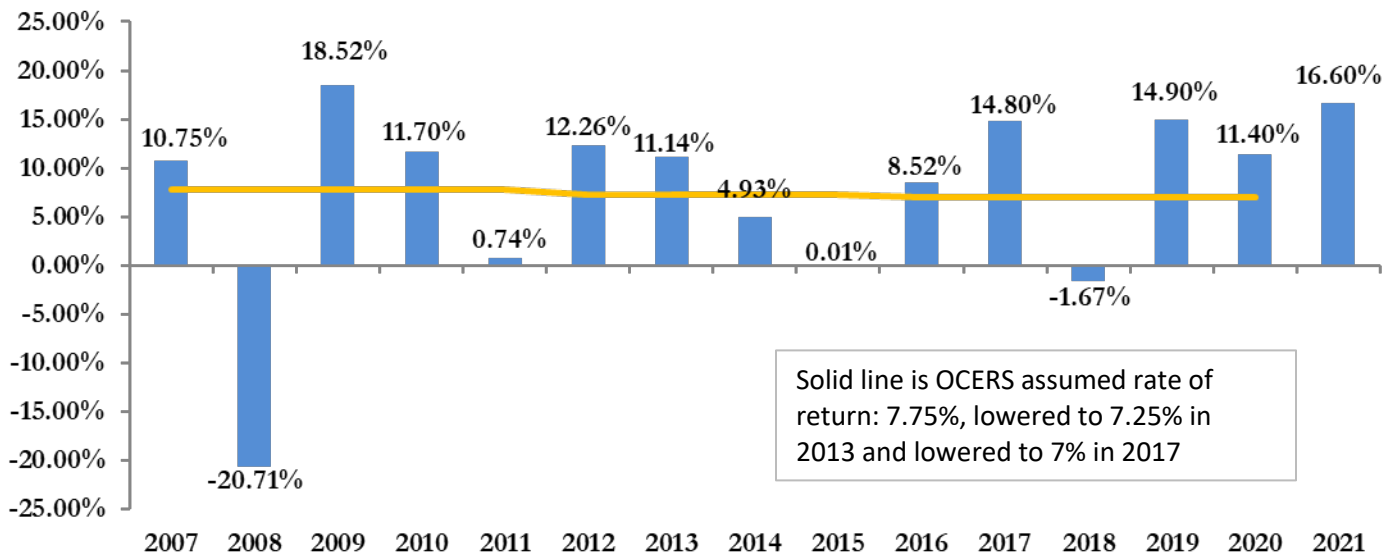
In 2020, OCERS exceeded its 7% assumed rate of return and earned 11.4%. OCERS' strong market performance, along with changes to its long-term actuarial assumptions and additional payments OCFA has made towards its unfunded pension liability, significantly decreased OCFA's UAAL. The UAAL decreased by \$159.1 million from \$434.7 million in 2019 to \$275.6 million in 2020.

In 2021, OCERS exceeded its 7% assumed rate of return and earned 16.6%. OCERS' strong market performance along with additional payments OCFA has made towards its unfunded pension liability, significantly decreased OCFA's UAAL. The UAAL decreased by \$101.2 million from \$275.6 million in 2020 to \$174.4 million in 2021.

The following chart shows a history of OCERS' investment performance over the past fifteen years. Although there have been years in which OCERS exceeded its assumed rate of return, the years in which OCERS incurred significant losses, such as the 21% loss in 2008, have a dramatic negative impact. OCERS' average return for the 15 years reflected below is 7.6%, which is slightly above its assumed rate of return of 7.0%.

OCERS' History of Performance

The average rate of return over the last 15 years is 7.6%.



OCERS' investment return also impacts the funding level of the entire system, as demonstrated in the following chart. After the 21% loss in 2008, OCERS UAAL increased, and its funding level began to drop. The funding level started to improve in 2013 when OCERS rate of return exceeded the assumed rate of return. The funding level continued to improve in 2021 and is now at 81.15%.

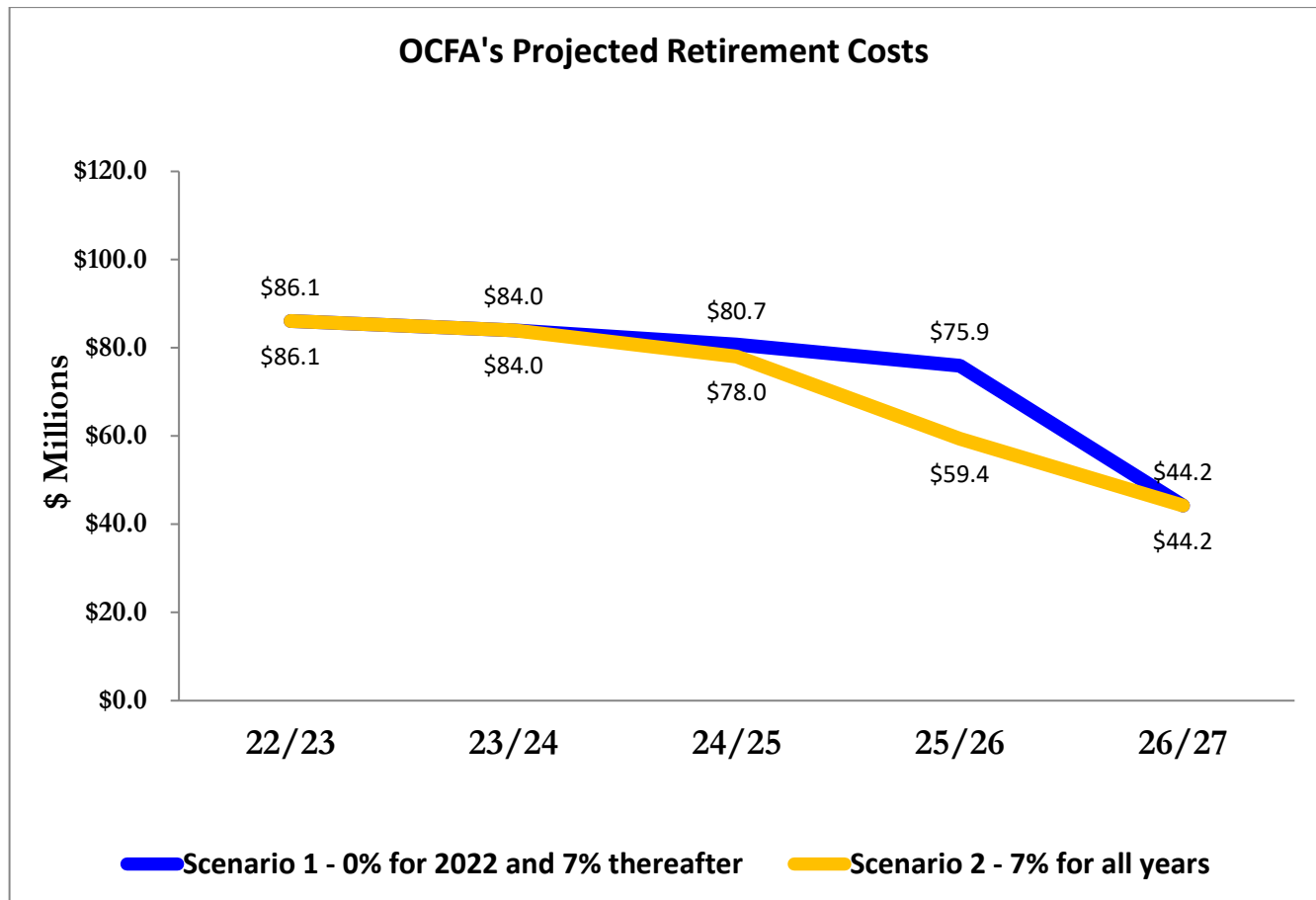
OCERS' Schedule of Funding Progress

(Dollars in Thousands)

Actuarial Valuation Date December 31	Actuarial Value of Plan Assets (a)	Actuarial Accrued Liability (b)	Total UAAL (b-a=c)	Funded Ratio (a/b)
2001	\$4,586,844	\$4,843,899	\$257,055	94.69%
2002	4,695,675	5,673,754	978,079	82.76%
2003	4,790,099	6,099,433	1,309,334	78.53%
2004	5,245,821	7,403,972	2,158,151	70.85%
2005	5,786,617	8,089,627	2,303,010	71.53%
2006	6,466,085	8,765,045	2,298,960	73.77%
2007	7,288,900	9,838,686	2,549,786	74.08%
2008	7,748,380	10,860,715	3,112,335	71.34%
2009	8,154,687	11,858,578	3,703,891	68.77%
2010	8,672,592	12,425,873	3,753,281	69.79%
2011	9,064,355	13,522,978	4,458,623	67.03%
2012	9,469,208	15,144,888	5,675,680	62.52%
2013	10,417,125	15,785,042	5,367,917	65.99%
2014	11,449,911	16,413,124	4,963,213	69.76%

2015	12,228,009	17,050,357	4,822,348	71.72%
2016	13,102,978	17,933,461	4,830,483	73.06%
2017	14,197,125	19,635,427	5,438,302	72.30%
2018	14,994,420	20,703,349	5,708,929	72.43%
2019	16,036,869	21,916,730	5,879,861	73.17%
2020	17,525,117	22,904,975	5,379,858	76.51%
2021	19,488,761	24,016,073	4,527,312	81.15%

The chart below provides two OCERS rate of return scenarios. Scenario 1 assumes OCERS will earn its assumed rate of return of 7.0% in 2022 and future years. Scenario 2 assumes that OCERS will not earn its assumed rate of return, and instead will earn 0.0% in 2022 and 7.0% in future years. Scenario 1 contrasts with Scenario 2 and demonstrates the significant increase to retirement contribution rates when OCERS does not earn its assumed rate of return. This data is presented to demonstrate the potential impacts that can (and do) occur from time to time when the system earns less (or more) than assumed. OCERS' year-to-date 2022 preliminary return as of December is negative (7.85%). It has an assumed rate of 7.0% and is on a calendar year basis.



OCFA has taken steps to increase employee contributions, reduce benefits by establishing new tiers, and accelerate the paydown of the UAAL with the long-term goal to ensure adequate pension funding.

However, other factors (such as OCERS' investment performance) are beyond the OCFA's control, yet these factors have a significant impact on determining retirement rates and ensuring adequate funding.

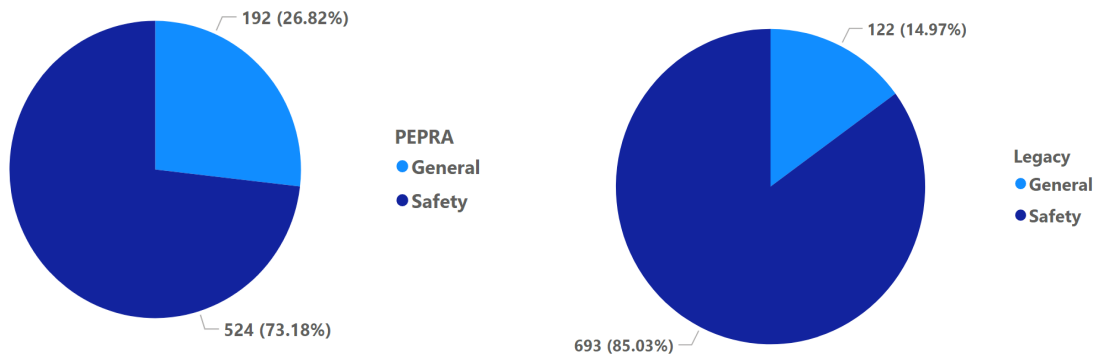
Accelerated Pension UAAL Payment Plan

In September 2013, the OCFA Board of Directors approved an Accelerated Pension UAAL Payment Plan. The accelerated plan has the following benefits:

- Results in OCFA's pension liability being paid off sooner
- Earlier and larger contributions into the pension system result in greater investment income earned
- Greater investment income earned results in less money paid by the employer over the long term

OCFA's accelerated payment plan originally involved three components including (1) use of year-end fund balance available, (2) contributing additional funds each year using savings achieved under PEPRA or other annual actuarial gains, and (3) contributing an additional \$1 million per year in budgeted funds, with the annual budget allocation building to \$5 million per year by year five.

The number of employees who fall under PEPRA continues to increase as shown in the charts below. Over time, this will lower OCFA's retirement costs since PEPRA employees receive a less costly benefit.



In FY15/16, the plan was modified to include the following:

- Contributing an additional \$1 million each year starting in 2016/17 and increasing by \$2 million each year until it reaches \$15 million and continuing at \$15 million thereafter
- Contributing \$1 million per year from surplus fund balance available in the Workers' Compensation Self Insurance Fund starting in 2016/17 for five years

In FY16/17, the plan was modified again to include the following:

- Contributing \$7,633,021 in FY 2017/18 from General Fund surplus and continuing in different amounts until OCFA's funding goal is achieved
- Reduced the accelerated funding goal from 100% to 85% for OCFA's pension liability with the added policy to redirect expedited payment dollars to OCFA's retiree medical liability after achieving the 85% target for the pension liability.

To date, OCFA has made the following additional payments towards its UAAL:

FY 13/14	\$ 5.5 million
FY 14/15	21.3 million
FY 15/16	15.4 million
FY 16/17	13.5 million
FY 17/18	19.9 million
FY 18/19	19.2 million
FY 19/20	13.7 million
<u>FY 20/21</u>	<u>15.8 million</u>
Total	\$124.3 million

The outcomes from the accelerated payment plan implementation in FY 2013/14 through FY 2020/21 along with OCFA's anticipated future year additional payments were submitted to OCERS' actuary to determine:

1. How much OCFA saved in interest annually since 2013 by making additional payments towards its UAAL?
2. When would OCFA achieve 100% funding if it continued to make additional UAAL payments under its Snowball Plan?

The actuary reported back that OCFA has saved \$60.8 million in interest by making additional payments towards its UAAL. The noted \$60.8 million in interest savings has accumulated, as shown below, in correlation with our additional payments:

CY 2014	\$ 1,012,937
CY 2015	2,084,402
CY 2016	3,295,068
CY 2017	4,322,897
CY 2018	6,059,497
CY 2019	7,839,455
CY 2020	9,855,226
CY 2021	12,330,862
<u>CY 2022</u>	<u>14,046,761</u>
Total	\$60,875,038

OCFA is 92.68% funded as of December 31, 2021 and is expected to achieve 100% funding by December 31, 2023, assuming all other actuarial inputs are held constant.

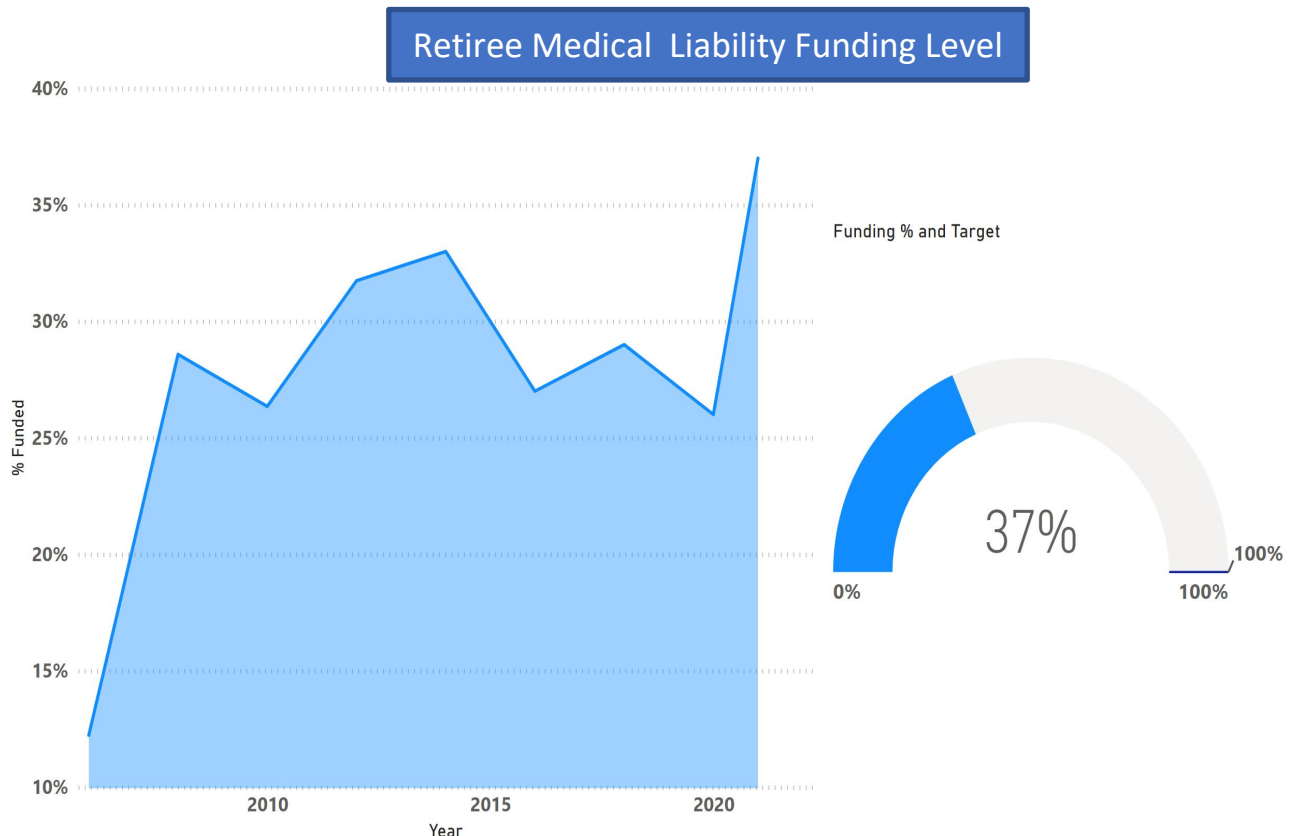
All of the above strategies will reduce the OCFA's existing UAAL more rapidly, and effectively shorten the weighted-average amortization period. Shortening the amortization period will have many benefits to OCFA. Although it causes our employer contributions to rise during the expedited payment period, it results in our liability being paid off sooner. Earlier payments of contributions will result in greater investment income earned and less money paid from the employer over the long-term.

B. DEFINED *BENEFIT* RETIREE MEDICAL PLAN

In addition to the OCFA's retirement plan administered by OCERS, the OCFA provides a post-employment medical retirement plan (Retiree Medical Plan) for certain employees. Employees hired prior to January 1, 2007, are in a *defined benefit plan* that provides a monthly grant toward the cost of retirees' health insurance coverage based on years of service. The Plan's assets are held in an irrevocable trust for the exclusive benefit of Plan participants and are invested by OCERS. As such, if OCERS does not earn its assumed rate of return of 7.0%, the UAAL increases. Current active employees hired prior to January 1, 2007, are required to contribute 4% of their gross pay toward the Retiree Medical Plan.

Based on a Funding Adequacy Analysis prepared by Nyhart, a third-party actuary, as of June 30, 2022, the OCFA's Unfunded Actuarial Accrued Liability (UAAL) for the Retiree Medical defined benefit plan is \$90.8 million and it is 37% funded. This is a significant improvement since the 2020 Funding Analysis where the UAAL was \$106 million and 26% funded.

Under the Government Accounting Standards Board (GASB) Statement No. 45, OCFA was required to have an actuarial valuation performed on its Retiree Medical Plan every two years. Even though GASB 45 has now been replaced by GASB 74 and 75, OCFA will continue its practice of updating the funding analysis every two years with the next update taking place in 2024.



Note: Does not include implicit subsidy and uses OCERS assumed rate of return of 7.75% in 2012, 7.25% up to 2016, and 7.00% thereafter.

The benefit provided under the OCFA's Retiree Medical Plan is a negotiated benefit included in the various Memorandums of Understanding and the Personnel & Salary Resolution for employees hired prior to January 1, 2007.

The OCFA has previously approached funding issues and plan sustainability issues relating to this Plan collaboratively with its labor groups in order to identify options for improving the funding status. Similar to previous approaches, following receipt of the 2012 Actuarial Study for this Plan, management met with representatives of all three labor groups to review the findings. In 2013, we gathered ideas from labor for options that may be considered in the future to improve the funding status of the Plan and had the actuary perform a special actuarial study to evaluate the various options and associated impacts on plan funding. The results of the special study were shared with each of the labor groups.

On November 17, 2016, the OCFA Board directed staff to continue the Accelerated Pension Payment Plan as indicated in the Updated Snowball Strategy, with a modification to alter the funding target from 100% to 85% and redirect expedited payment dollars to Retiree Medical after achieving the 85% target.

- As of December 31, 2020, OCFA's pension liability became 87.7% funded; therefore, snowball payments effective in the FY 2021/22 Adopted Budget (and in years moving forward) are now being directed to the Retiree Medical Liability.
- Projected snowball payments for FY 2022/23 and moving forward (see Attachment 2), when applied to the current \$90.8 million UAAL for Retiree Medical, demonstrate that this liability may achieve 100% funding by approximately 2025 or 2026.

In addition to the snowball strategy funding for Retiree Medical, in April 2017, the OCFA Board approved a renewed Health Plan Agreement with the Orange County Professional Firefighters Association from January 1, 2017 to December 31, 2021. One of the related provisions is as follows:

... to continue return of "excess fund balance" to OCFA with returned funds to be allocated to OCFA's Retiree Medical Trust Fund.

2016 Firefighter Medical Trust Review: An excess fund balance in the amount of \$2,275,829 was credited to OCFA and used as a payment to the Retiree Medical Trust per the Firefighter Medical Agreement. The payment was approved by the Board as part of the FY 2017/18 Mid-Year Budget Adjustments.

2020 Firefighter Medical Trust Review: An excess fund balance in the amount of \$1,954,775 was credited to OCFA and used as a payment to the Retiree Medical Trust per the Firefighter Medical Agreement. The payment will be submitted to the Board as part of the FY 2021/22 Mid-Year Budget Adjustments.

2022 Firefighter Medical Trust Review: An excess fund balance in the amount of \$6,999,438 will be credited to OCFA and used as a payment to the Retiree Medical Trust per the Firefighter Medical Agreement. The payment will be submitted to the Board as part of the FY 2022/23 Mid-Year Budget Adjustments.

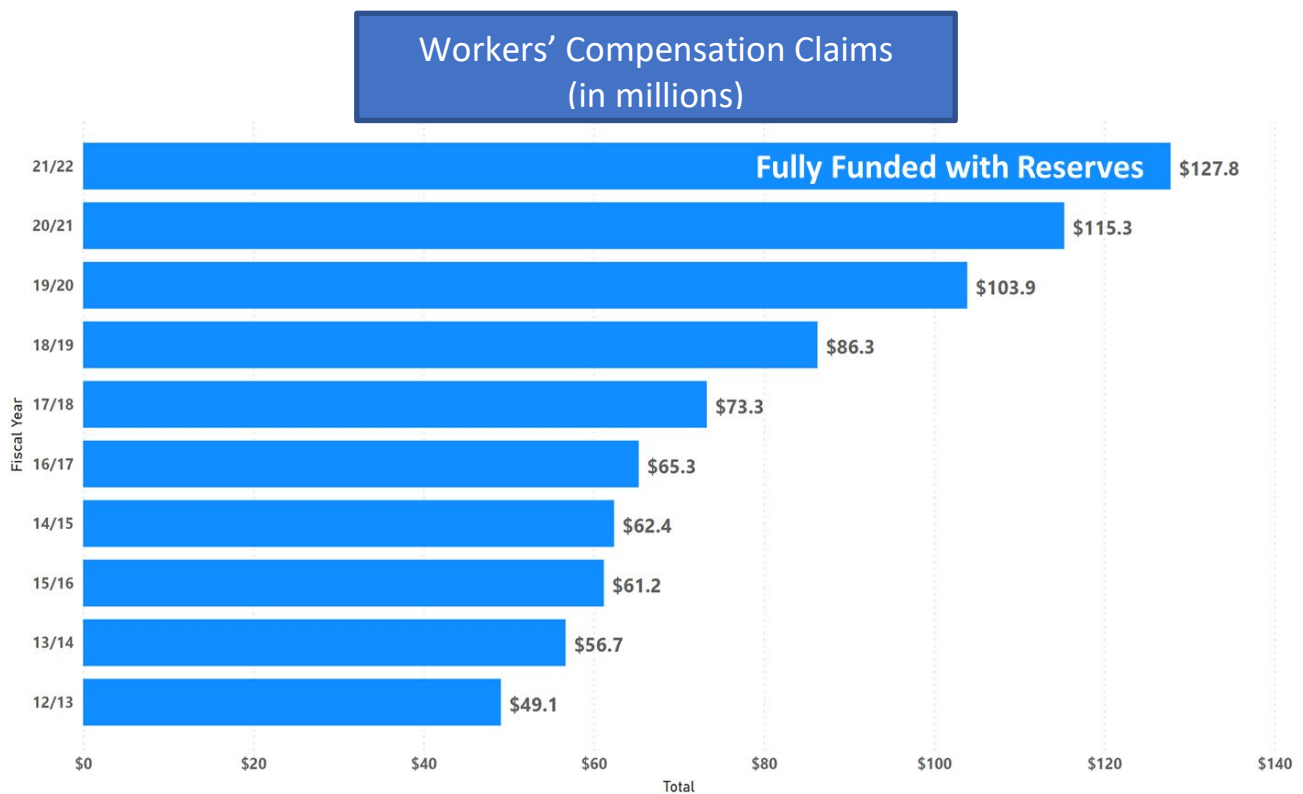
Management and labor will continue to meet on this topic as needed.

B. DEFINED *CONTRIBUTION* RETIREE MEDICAL PLAN

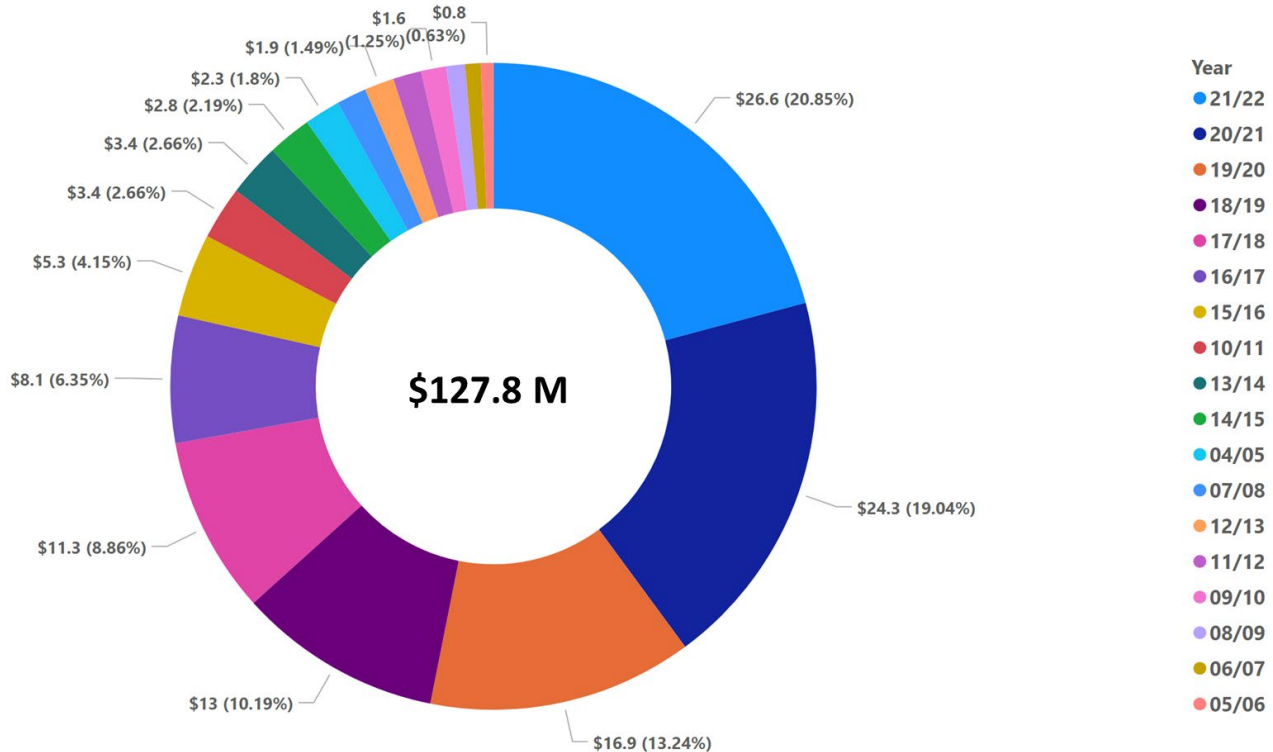
For employees hired on or after January 1, 2007, the OCFA created a *defined contribution plan* that is administered by Keenan & Associates. The Plan provides for the reimbursement of medical, dental, and other healthcare expenses of retirees. Employees are required to contribute 4% of their gross pay. Account assets are invested as directed by the participant and all contributions, investment income, realized gains and losses are credited to the individual's account. Under this plan structure, there is no UAAL.

C. WORKERS' COMPENSATION CLAIMS

In March 2002, OCFA implemented a workers' compensation self-insurance program. A separate fund called Fund 190: Self Insurance was established in May 2003 to track funding and expenditures for workers' compensation claims liability. The funding sources include revenue from the General Fund and interest earnings. Based on the Annual Comprehensive Financial Report, as of June 30, 2022, the Workers' Compensation liability is \$127.8 million. The Fiscal Year 2022-23 Budget includes \$139.0 million set-aside in reserves to pay this liability as the various medical claims and bills become due.



Workers' Compensation Claims By Year (in millions)



The outstanding liability reflected in the above charts reflect the fact that although the entire future cost of claims is recorded in the year of injury, the actual payment of that claim does not occur immediately. The cash flow payments for many workers' compensation cases occur slowly over time; therefore, it is a natural occurrence that the unpaid liability for a self-insured system will grow as the unpaid liabilities build upon each other over the years. Continued increases can also be driven by other forces, such as increased medical costs, increased claim activity, legislative changes, and case law.

The workers' compensation liability reflects the present value of estimated outstanding losses at the 50% confidence level. A confidence level is the statistical certainty that an actuary believes funding will be sufficient. For example, a 50% confidence level means that the actuary believes funding will be sufficient (i.e., greater-than or equal to actual costs incurred) in five out of ten years. OCFA's Board-adopted workers' compensation funding policy sets the funding at the 50% confidence level.

The main factors which are increasing the workers' compensation liability include increased medical costs, an increase in the frequency and severity of claims, COVID-19 cases, a growing number of mental health cases, and an aging workforce which contributes to a longer recovery time and higher permanent disability benefits. Additional factors include workers' compensation reform that increased the statute of limitation for cancer from five to ten years, injury presumption for safety personnel, and increases to the workforce including April 2012 with the addition of the City of Santa Ana and August

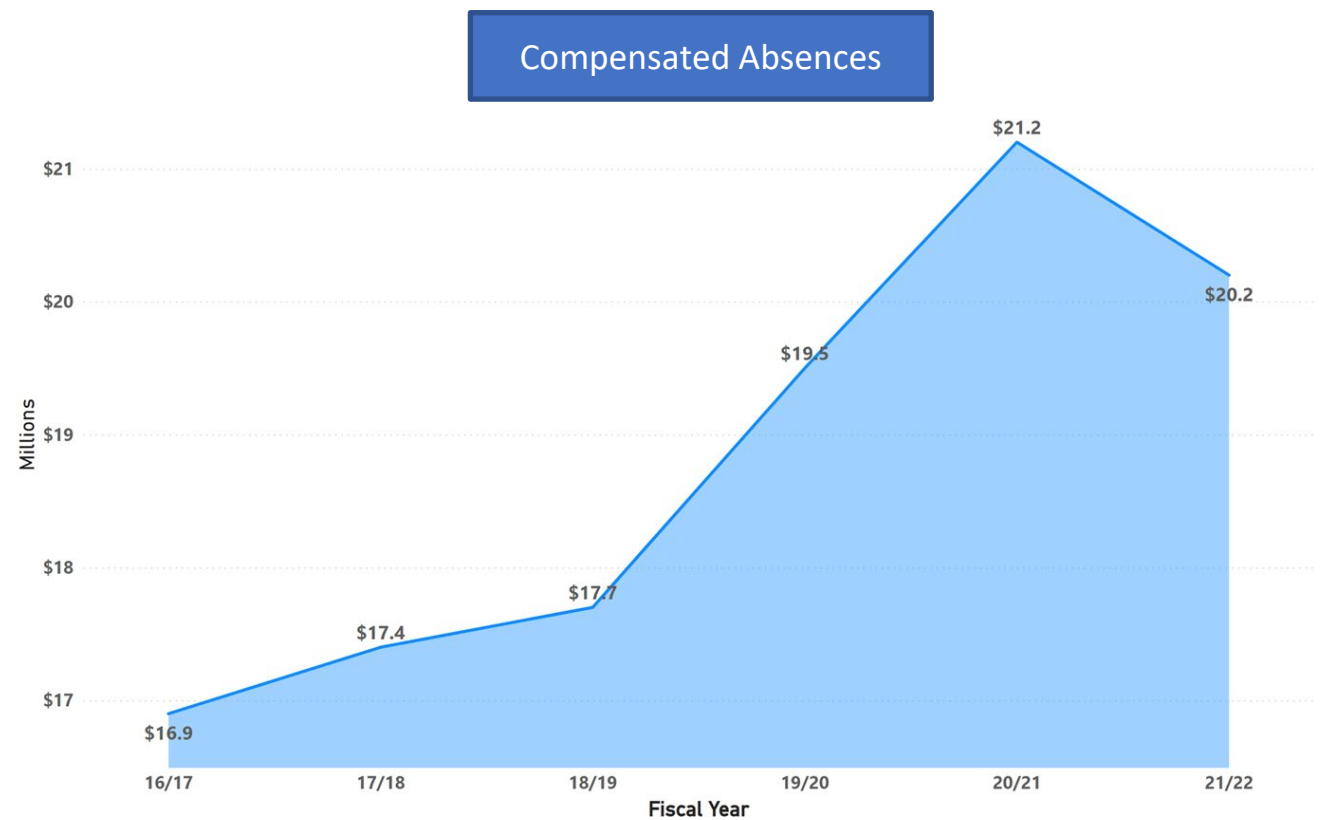
2019 with the addition of the City of Garden Grove. Both cities reimburse OCFA for injuries that initially occurred on or before they joined OCFA.

D. ACCRUED COMPENSATED ABSENCES

Compensated absences are commonly described as paid time off made available to employees in connection with sick and vacation time. If employees do not use all of such compensated absences, a liability is accrued for the unused portion. The OCFA’s policy allows employees to accumulate earned but unused sick and vacation pay benefits.

OCFA’s labor agreements allow employees to cash out sick and vacation time throughout their career with the exception of the Local 3631 Firefighter unit, which can only cash out vacation time. However, the majority of sick and vacation payouts occur at the time an employee retires.

The OCFA has budgeted \$4.4 million for sick and vacation payouts in FY 2022/23 based on historical trends and expected retirements. OCFA’s total liability for compensated absences as of June 30, 2022, is \$20.2 million. MOU salary increases cause the value of accrued leave to increase. This liability is down 4.7% when compared to last year’s \$21.2 million, as employees resume using sick and vacation time as the pandemic subsides.



E. CAPITAL LEASES

During FY 2020/21, OCFA implemented Government Accounting Standards Board (GASB) Statement No. 87 which requires all leases to be reported as capital leases and eliminates the classification of an operating lease unless the lease is a short-term lease, defined as 12 months or less. Contracts for these leases must appear on the balance sheet as a liability.

In November, 2022 OCFA executed a Lease Purchase Agreement to finance the purchase of two Firehawk helicopters. The term of the lease financing is 15 years with an interest rate of 3.13%. OCFA's long-term lease liabilities total \$62.8 million and are listed in the table below.

	<i>\$ Amount</i>
2 Firehawk Helicopters	\$57,882,120
Fullerton Airport Land Lease (Stn. 41)	4,679,622
Helicopter Training Tower	221,860
Copier	78,869
Total	\$ 62,862,471

Prior to the capital leases listed above, in December 2008, the OCFA entered into a ten-year Lease Purchase Agreement to purchase two helicopters and related equipment for a purchase price of \$21.5 million. The final payment was made in December 2018.

III. SUMMARY

OCFA's total long term, unfunded liabilities as of June 30, 2022,* are as follows:

	<i>\$ Amount in Millions</i>	<i>% of Total</i>
Defined Benefit Pension Plan *	\$ 174.4	50.1%
Defined Benefit Retiree Medical Plan	90.8	26.1
Accrued Compensated Absences	20.2	5.8
Capital Leases**	62.8	18.0
Total***	\$ 348.20	100.0%

* The valuation date for the pension plan is December 31, 2021, instead of June 30, 2022, consistent with OCERS' calendar year basis for financial reporting.

** Capital Leases reflect the November 2022 purchase of two helicopters.

*** Workers' Compensation is fully funded with reserves and therefore not reflected as an unfunded liability.

IV. ACTIONS TAKEN

OCFA has taken several additional steps to manage its long-term obligations:

1. As of December 31, 2021, OCFA's pension liability is 92.68% funded. Based on Board policy to achieve 85% funding, future snowball payments are now being directed to the Retiree Medical Liability
2. As part of the 2019 Irvine Settlement Agreement, OCFA agreed to establish a 115 Trust and to make annual deposits of \$2 million, dedicated solely for future application to OCFA's pension liability. After the initial \$2 million payment in July 2019, if OCFA's pension is less than 85% funded, the annual deposit is reduced to \$1.5 million and \$500,000 is directed towards the UAAL paydown.
3. In 2017, OCFA negotiated a five year Health Plan Agreement with the firefighter labor group which contained a provision to return excess fund balance and allocate those funds to the Retiree Medical Trust Fund.
4. In FY 2015/16 and again in FY 2016/17, OCFA modified its Accelerated Pension Paydown Plan to include additional sources of funding.
5. During 2015 and 2016, OCFA completed negotiations with all four labor groups resulting in increased employee contributions towards retirement.
6. On June 26, 2014, the Board approved an Alternative Dispute Resolution process for disputed workers' compensation cases, also known as a Carve-Out program. The State has approved the program and it was implemented on October 1, 2014.
7. On September 26, 2013, the Board approved a strategy to accelerate the pay down of OCFA's pension liability. Under this Plan, the actuary, the Segal Company, estimates this liability will be paid by December 2025. To date, OCFA has made an additional \$124.3 million in payments to OCERS to lower its UAAL.
8. Completed a special actuarial study relating to the OCFA's Retiree Medical Defined Benefit Plan to evaluate options for potential plan amendments which could improve plan funding, subject to future negotiation with OCFA's labor groups. The results of the study were shared with the labor groups.
9. Evaluated the financial feasibility of paying off the outstanding lease financing obligations associated with the OCFA's helicopters, as part of the 2014/15 budget development process.
10. Directed staff to evaluate options for mitigating the budget and liability impacts of payouts for accumulated sick and vacation balances, subject to future negotiation with OCFA's labor groups.
11. Used a trigger formula during down economic cycles to connect pay raises for all OCFA employees to OCFA's financial health.
12. Implemented lower retirement formulas for all labor groups.

13. Refinanced the helicopter lease to lower the interest rate. Last payment made in December 2018.
14. Implemented annual prepayment of retirement contributions to achieve a discount.
15. Provided a study to the Board of Directors regarding the feasibility of Pension Obligation Bonds.
16. Provided a study to the Board of Directors regarding the feasibility of changing automatic Cost of Living Allowance (COLA) increases for pensions; transmitted a copy of the report to the County Board of Supervisors and OCERS Board of Retirement, for their consideration of potential cost-containment actions relating to Pension COLAs under the authority granted by the '37 Act.

V. RECOMMENDATIONS

Recommended action pending approval of this staff report is to receive and file the report.

VI. CONCLUSION

In order to strategically fund long-term liabilities, OCFA must continue to strategically balance present-day needs with future commitments. The goal is for OCFA's budget over the long-term to fund all of its long-term liabilities.

Exhibit A

OCEA Member Retirement Contributions

Safety Members' Retirement

Firefighter Safety members:

Effective September 2016, 2017, 2018, and 2019, employees paid an additional 3.50%, 3.49%, 2.00%, and 0.54% in employee retirement contributions, respectively, increasing their employee contributions depending on age of entry. Thereafter, these employees will pay any subsequent increases in the employee retirement contributions. Employee rates from the most recent actuarial valuation are footnoted on Page 3. Employees hired on or after January 1, 2013, when PEPR was enacted will continue to be subject to PEPR requirements of 50% of normal cost for employee retirement contributions, which vary based on age of entry.

Chief Officer Safety members:

Effective July 2016, 2017, 2018, and 2019, employees paid an additional 3.50%, 3.49%, 3.30%, and 0.93% in employee retirement contributions, respectively, increasing the employee contributions depending upon their age of entry. Thereafter, these employees will pay any subsequent increases in the employee retirement contributions. Employee rates from the most recent actuarial valuation are footnoted on Page 3. Employees hired on or after January 1, 2013, when PEPR was enacted will continue to be subject to PEPR requirements of 50% of normal cost for employee retirement contributions, which vary based on age of entry.

General Members' Retirement

OCEA members:

Effective March 2015, 2016 and 2017, employees hired prior to January 1, 2013, paid an additional 2%, 2.5% and 3% in employee retirement contributions, respectively, increasing the employee contributions depending upon their age of entry. Thereafter, these employees will pay any subsequent increases in the cost for employee retirement contributions. Employee rates from the most recent actuarial valuation are footnoted on Page 3. Employees hired after PEPR was enacted will continue to be subject to PEPR requirements of 50% of normal cost for employee retirement contributions, which vary based on age of entry.

Administrative Management members:

Effective July 2015, January 2016, and January 2017, employees hired prior to January 1, 2013, paid an additional 4%, 2%, and 2.25% in employee retirement contributions, respectively, increasing the employee retirement contributions depending upon their age of entry. Thereafter, these employees will pay any subsequent increases in the cost for employee retirement contributions. Employee rates from the most recent actuarial valuation are footnoted on Page 3. Employees hired after PEPR was enacted will continue to be subject to PEPR requirements of 50% of normal cost for employee retirement contributions, which vary based on age of entry.

Executive Management:

Some members of Executive Management fall under Safety and others fall under General member categories. Regardless, all Executive Management employees who are not subject to the provisions of PEPPRA were paying 9% in employee retirement contributions prior to March 2015. Effective March 2015, they began phased-in increases to their contribution rate with a 2% increase in employee contributions in year one, a 2.5% increase in year two and payment of full member contributions in year three, which vary based on age of entry.

Orange County Fire Authority
Expedited Payment of UAAL
Snowball Effect of Multiple Strategies

Attachment 2

			Estimated Annual UAAL Payments from Various Strategies / Sources							
Years From Start of Plan	Remaining Years to Completion	Fiscal Year	Unencumbered Fund Balance Available	Annual Savings from PEPRA Reductions to Retirement Contribution Rates	Budget Increase of \$1M, grows by \$2M/year to \$15M	Budget Increase of \$1M/year Funded by Excess W/C Reserves	50% of General Fund Surplus	Irvine Settlement Agreement	Annual Snowball Amount	Cumulative Expedited UAAL Payment
			Part A	Part B	Part C	Part D	Part E	Part F		
1		13/14	3,000,000	2,500,000	-	-			5,500,000	5,500,000
2		14/15	21,290,238	-	-	-			21,290,238	26,790,238
3		15/16	12,609,380	2,802,122	-	-			15,411,502	42,201,740
4		16/17	9,814,477	1,653,114	1,000,000	1,000,000			13,467,591	55,669,331
5		17/18	13,174,516	1,886,420	3,000,000	1,000,000	870,041		19,930,977	75,600,308
6		18/19	10,000,000	3,167,397	5,000,000	1,000,000			19,167,397	94,767,705
7		19/20	4,030,172	1,648,658	7,000,000	1,000,000			13,678,830	108,446,535
8		20/21	3,000,000	2,368,859	9,000,000	1,000,000		500,000	15,868,859	124,315,394
Pension Plan Contributions			76,918,783	16,026,570	25,000,000	5,000,000	870,041	500,000		
Retiree Medical Plan Contributions										
1		21/22		3,279,280	11,000,000	-			14,279,280	14,279,280
2		22/23	3,000,000	4,787,217	13,000,000	-			20,787,217	35,066,497
3		23/24	3,000,000	5,772,547	15,000,000	-			23,772,547	58,839,044
4		24/25	3,000,000	6,814,115	15,000,000	-			24,814,115	83,653,159
5		25/26	3,000,000	14,242,631	15,000,000	-	21,279,428		53,522,059	137,175,218
6		26/27	3,000,000	19,647,456	15,000,000	-	28,773,370		66,420,826	203,596,044
Total Snowball Plan Contributions			91,918,783	70,569,816	109,000,000	5,000,000	50,922,839	500,000		

Orange County Fire Authority
Distribution of Liabilities by Member Agency
As of June 30, 2022

Attachment 3

Member Agency	# of EEs	2021 Incidents	% of Total EEs	Proportional Share		Total
				Pension UAAL	Retiree Medical	
County Unincorporated (SFF) Station 8, 15, 18, 25, 33, 40, 58, 56	89		10.99%	19,159,283	9,984,068	29,143,351
Aliso Viejo (SFF) Station 57	16		1.98%	3,444,365	1,794,889	5,239,254
Buena Park (CCC) Stations 61, 62, 63	51		6.30%	10,978,915	5,721,208	16,700,122
Cypress (SFF) Station 17	25		3.09%	5,381,821	2,804,514	8,186,335
Dana Point (SFF) Stations 29, 30	30		3.70%	6,458,185	3,365,416	9,823,601
Irvine (SFF) Stations 4, 6, 20, 26, 27, 28, 36, 38, 47, 51, 55	173		21.36%	37,242,201	19,407,234	56,649,435
Laguna Hills (SFF) Station 22 (serving both LGH & LGW)	41	3,263	1.92%	3,342,601	1,741,858	5,084,459
Laguna Woods (SFF) Station 22 (serving both LGH & LGW)		5,353	3.14%	5,483,586	2,857,544	8,341,130
Laguna Niguel (SFF) Stations 5, 39, 49	33		4.07%	7,104,004	3,701,958	10,805,962
Lake Forest (SFF) Stations 19, 42, 54	29		3.58%	6,242,912	3,253,236	9,496,148
La Palma (SFF) Station 13	8		0.99%	1,722,183	897,444	2,619,627
Los Alamitos (SFF) Station 2	10		1.23%	2,152,728	1,121,805	3,274,534
Mission Viejo (SFF) Stations 9, 24, 31	58		7.16%	12,485,825	6,506,471	18,992,296
Rancho Santa Margarita (SFF) Station 45	27		3.33%	5,812,367	3,028,875	8,841,241
San Clemente (CCC) Stations 50, 59, 60	33		4.07%	7,104,004	3,701,958	10,805,962

Orange County Fire Authority
Distribution of Liabilities by Member Agency
As of June 30, 2022

Attachment 3

Member Agency	# of EEs	2021 Incidents	% of Total EEs	Proportional Share		Total
				Pension UAAL	Retiree Medical	
San Juan Capistrano (SFF) Station 7	16		1.98%	3,444,365	1,794,889	5,239,254
					-	
					-	
Seal Beach (CCC) Stations 44, 48	21		2.59%	4,520,730	2,355,791	6,876,521
					-	
					-	
Stanton (CCC) Station 46	17		2.10%	3,659,638	1,907,069	5,566,707
					-	
					-	
Tustin (CCC) Stations 21, 37, 43	39		4.81%	8,395,641	4,375,041	12,770,682
					-	
					-	
Villa Park (SFF) Station 23	14		1.73%	3,013,820	1,570,528	4,584,347
					-	
					-	
Westminster (CCC) Stations 64, 65, 66	36		4.44%	7,749,822	4,038,500	11,788,322
					-	
					-	
Yorba Linda (SFF) Stations 10, 32, 53	44		5.43%	9,472,005	4,935,944	14,407,949
Totals	810		100.00%	174,371,000	90,866,239	265,237,239

Note: Santa Ana and Garden Grove are excluded since the UAAL being paid down originated prior to their joining OCFA.

Allocation of PARS 115 Trust

Attachment 4

Agency	FY 2019/20	FY 2020/21	FY 2021/22	FY 2022/23	Total
Aliso Viejo	\$ 33,313	\$ 25,075	\$ 25,707	\$ 6,538	\$ 90,633
Cypress	-	-	-	-	-
Dana Point	222,223	183,564	183,452	212,402	801,641
Irvine	1,143,817	938,075	1,098,374	1,267,502	4,447,768
La Palma	-	-	-	-	-
Laguna Hills	-	-	42,232	-	42,232
Laguna Niguel	93,236	81,334	89,472	90,602	354,644
Laguna Woods	-	-	-	-	-
Lake Forest	62,767	54,812	-	36,988	154,567
Los Alamitos	-	-	-	-	-
Mission Viejo	-	-	-	-	-
Rancho Santa Margarita	27,625	22,504	2,003	3,176	55,308
San Juan Capistrano	-	-	-	747	747
Villa Park	13,406	9,805	12,019	14,197	49,427
Yorba Linda	-	-	-	49,691	49,691
Unincorporated	434,898	292,224	216,002	186,249	1,129,373
Total	\$ 2,031,285	\$ 1,607,393	\$ 1,669,261	\$ 1,868,092	\$ 7,176,031



Orange County Fire Authority **AGENDA STAFF REPORT**

**Board of Directors Meeting
February 23, 2023**

**Agenda Item No. 3B
Discussion Calendar**

Diversity, Equity and Inclusion Climate Survey Report and Progress

Contact(s) for Further Information

Stephanie Holloman, Assistant Chief
Human Resources Director

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Diversity & Inclusion Coordinator

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949.244.5238

Summary

This agenda item is submitted to provide information to the Human Resources Committee on the OCFA Diversity, Equity and Inclusion Climate Survey results and DE&I progress. The survey was conducted by Interaction Metrics, an independent third-party firm, which provided for survey takers to participate anonymously.

Prior Board/Committee Action

At the November 2, 2021 meeting of the Human Resources Committee (HRC), the Committee received and filed the Diversity, Equity and Inclusion Internal Assessment.

At the April 14, 2022 Concurrent Joint Special Meetings of the Board of Directors, Executive Committee, Budget and Finance Committee, and Human Resources Committee, Director Shawver requested that staff bring a report to the Board of Directors on the background of the Diversity, Equity and Inclusion (DEI) Climate Survey that had been issued on March 9, 2022. Chair Steggell and Director Shawver subsequently authorized staff to review the proposed agenda item with the HRC for its input first, prior to submittal to the Board of Directors.

At the May 31, 2022 special meeting of the HRC, the Committee reviewed the background to the DEI Climate Survey, and directed staff to expand the agenda report to more broadly cover all DEI initiatives that OCFA has been pursuing, and to place the expanded report on the agenda for the Board of Directors meeting of June 23, 2022 with the HRC's recommendation to receive and file the report.

At the June 23, 2022 meeting, the Board of Directors received a comprehensive presentation and received and filed the expanded report covering all DEI initiatives that OCFA had been pursuing.

On February 7, 2023, the Human Resources Committee reviewed the proposed agenda item and directed staff to place the item on the Board of Directors agenda by a vote of 6-0.

RECOMMENDED ACTION(S)

Receive and file the report.

Impact to Cities/County

Not applicable.

Fiscal Impact

Not applicable.

Background

Our current Fire Chief, Brian Fennessy, began his service with OCFA on April 16, 2018. On April 17, 2018, Chief Fennessy issued a memo to all personnel titled “Fire Chief Leaders Intent” which included the following statements:

“Promoting cultural and ethnic diversity as a strength and increasing the number of women firefighters within the OCFA is one of my top priorities. Diversity is not just about race or gender, it is about leveraging different thoughts and ideas, different skill sets and different approaches towards solving our problems. Diversity is what makes a team strong, it allows one person’s weaknesses to be offset by another’s strengths, creating a balance. Firefighters are problem solvers; diversity will benefit the OCFA by helping us to more easily fulfill our mission in serving our communities.”

Our focus to promote diversity continues today, with growing momentum, as was demonstrated by the comprehensive report provided to the Board of Directors at the June 23, 2022 meeting regarding multiple DEI initiatives that OCFA was, and continues to, pursue. Among the many initiatives, this particular agenda item is focused primarily on the DEI Climate Survey results and DE&I progress.

Diversity, Equity and Inclusion Climate Survey

Beginning with the Fiscal Year 2019/20 budget, OCFA began to take more steps, intentionally and proactively, to enhance OCFA’s diverse and inclusive work environment. This included the creation of a Diversity and Inclusion Coordinator and adoption of goals and initiatives in the 2019/20 Annual OCFA Strategic Goals. The OCFA deployed the Diversity, Equity and Inclusion (DE&I) Climate Survey on March 9, 2022. The Board directed staff to bring a report to the Human Resources Committee.

In March 2022, the Human Resources Department solicited quotes to secure survey services from external vendors which resulted in three (3) quotes being evaluated by staff. Interaction Metrics was selected based on the contract cost, availability, knowledge and expertise of the vendor to conduct an independent survey of OCFA personnel. InteractionMetrics assisted OCFA staff in developing the survey parameters including the range and scope of questions that are consistent with common survey strategies.

The purpose of the DE&I Climate Survey is to solicit meaningful feedback from OCFA employees on a variety of DE&I topics; to inform executive management as they develop strategic goals and initiatives that reflect the common experience of OCFA employees; and to identify ways that we may be able to measure and track progress on these initiatives.

The deployment of the survey and accumulation of responses was handled exclusively by Interaction Metrics. Out of a total of 1,684 survey responses received by Interaction Metrics, 703 were valid responses, resulting in a 42% response rate.

OCFA’s Diversity and Inclusion Coordinator and Interaction Metrics will present to the HRC and Board of Directors on the DE&I climate survey findings, recommendations for moving forward with DE&I initiatives, short/long-term DE&I goals for the OCFA, and how the OCFA will measure DE&I success. The climate survey report is attached for your reference.

Attachment(s)

DEI Findings: OCFA’s DEI Springboard to Success InteractionMetrics, February 2023



DEI FINDINGS

OCFA's DEI Springboard to Success

Table of Contents

Background & Response Rate	3-9	Text Methodology	27-32
Survey Methodology	10-15	Text Analysis Results	33-45
Respondent Demographics	16-20	Key Takeaways	46-52
Respondent Experiences	21-26	I/M Recommendations & OCFA Next Steps	53-61



Additional Files Provided:

- Raw Data
- Comments Tagged for Filtering

A top-down view of a wooden table where several people's hands are stacked together in a team huddle. The hands are of various skin tones and are wearing different colored sleeves (tan, pink, black, grey). Scattered around the hands are business-related items: a spiral notebook, a laptop with a blue screen, and several sheets of paper with charts and graphs. The overall lighting is warm and slightly dim, creating a professional yet collaborative atmosphere.

Background & Response Rate

OCFA Objective, I/M advantages, High Response and Representative Data (9)

From OCFA | The Objective



“ A comprehensive DE&I framework for the **OCFA will foster a workplace culture that is more inclusive, respectful, professional, and equitable (fair) in its practices for all employees** and in our ability to meet the **diverse needs of 23 cities** we serve in Orange County. ”

- OCFA HR Team

To Foster this Kind of Workplace We Conducted a Survey that Delivered 3 Main Advantages:

1. Anonymized Data

We communicated the **anonymous** protocols we used to employees and showed them with our policies that the data collected could not be traced back to any employee.

2. An Expert Perspective

We wrote the questions in ways that elicited **open, honest and complete** responses from survey participants.

3. A Complete (yet Cost-Effective) Approach

- We set up and managed the survey up as an **email campaign with reminders and included a survey incentive**.
- We provided a **portal**, so OCFA could monitor the anonymous data in real-time.
- As OCFA required added analysis and services, we provided them.

Ideally, this is conducted as an Annual Tracking Study—because it's the only way to monitor progress over time.

We Condensed OCFA's DEI Definitions so that Employees Could Understand what OCFA meant Quickly

Healthy Diversity...

...brings together a **wide range of people and opinions** and respects everyone's unique individuality.

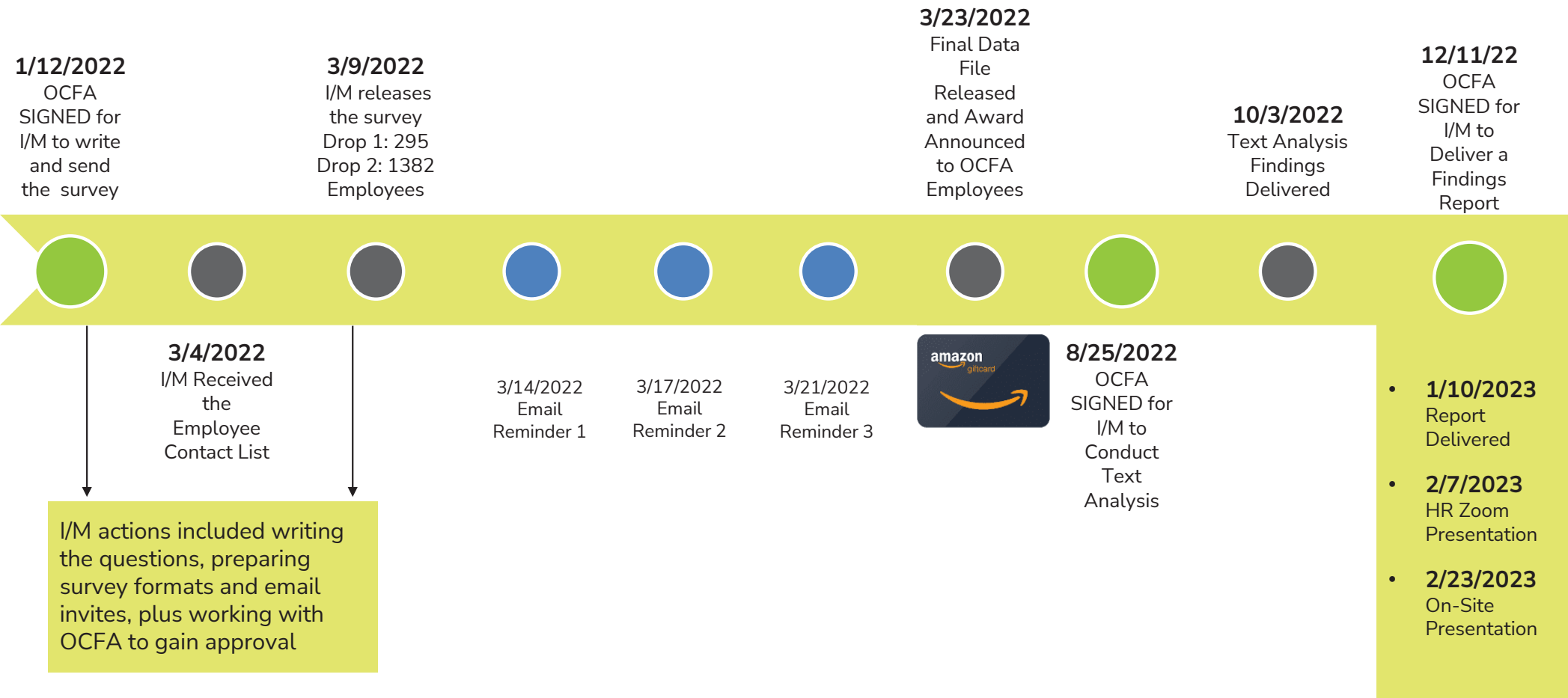
Equitable and Fair...

...when all employees have the **same access and opportunity** to advance. Barriers that could prevent complete employee participation are eliminated.

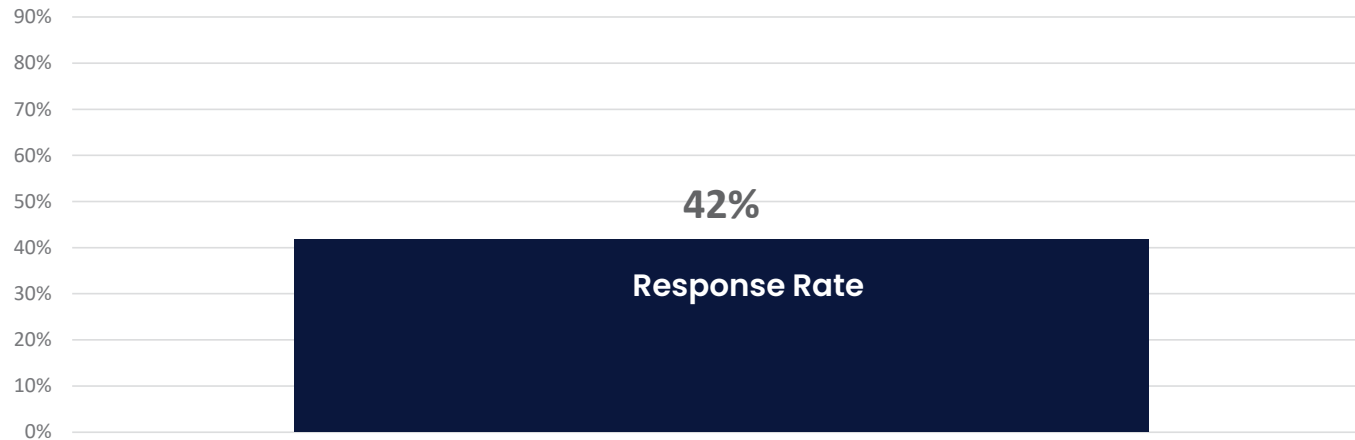
Inclusive Workplace...

... welcomes new employees, pays attention to all employees, and **works to ensure no one feels excluded** or marginalized.

Action Timeline



The Response Rate was Great!

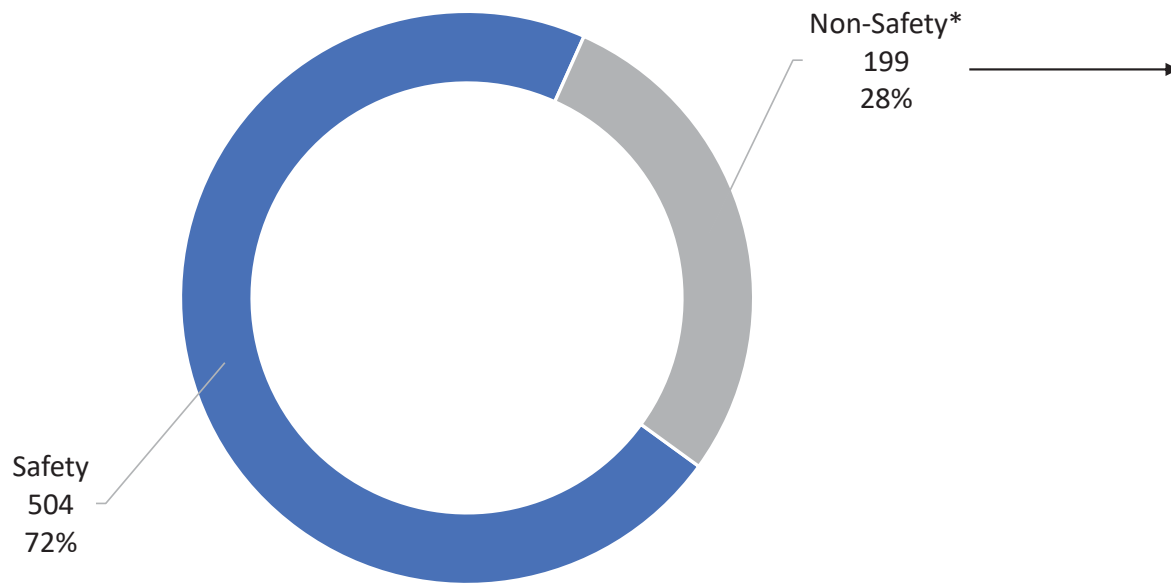


Sent	1704
OCFA Bounces	20
Received	1684
Responses	740
Final N Total Valid Responses	703

With our initial test and first list, we uploaded 1,677 names. OCFA later provided 27 more names.

Final N: 37 removed because they did not offer at least one DEI identifier such as ethnicity, gender, or sexual orientation.

The 703 Who We Heard From



* Non-Safety Consists Of	Number	Percent
Logistics	65	33%
Community Risk Reduction	57	29%
Business Services	42	21%
Human Resources	18	9%
Corporate Communications	16	8%
(No Selection)	1	0%

I/M Survey Methodology

How many times have you witnessed each of these behaviors at OCFA? *

	Never	1-3	3-5	5 or more
Inappropriate Jokes	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Racial Slurs	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Hurtful Gossip	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Assured Anonymity with Open-Minded Language

Our Processes Ensure Objectivity

- **We vet all proposed questions to eliminate leading constructs, e.g.**

Instead of: How satisfied are you with inclusivity at OCFA?

We Asked: “How would you rate OCFA in terms of being an inclusive organization?”

- **But sometimes we consciously embed a type of ‘leading’ to make questions easy to answer**

“How many times have you witnessed each of these behaviors at OCFA?”

- **Terms like diverse are defined so that participants all rate based on the same understanding**

“How would you rate OCFA when it comes to providing a healthy diverse environment?”

The First Email Invite

Hi Mikaela,

OCFA has asked us to capture your feedback about what it's like to be an OCFA employee. Your input is vital **because it will help improve OCFA for everyone.**

Most importantly, we want you to share in complete confidence. So, while we have your name, **under no condition can OCFA tie your answers back to you.**

[Share Your Feedback Here](#)

To recognize your time in answering our questions and make it more fun, all employees who complete the survey will be entered in a contest to win a **\$400 Gift Certificate at Amazon.**

Games, screens, tools... we're betting there is something you might like to buy, and since OCFA has fewer than 2000 employees, the winner could be you!

Thanks in advance for providing your feedback,
The Research Team at Interaction Metrics

P.S. Associate input is vital. And again, your feedback will be fully anonymized. [Please click here.](#)

The word "because" boosts response rate

A third-party builds trust

Engaging, strong words encourage high participation

Offering employees something for their time is motivating, fun and shows OCFA cares

A strong P.S. is another way we boost response rate

The Final Reminder



Hi Mikaela,

OCFA's employee survey is well underway and will close at the end of the day tomorrow, Mar 22.

Whether you like the direction of OCFA or not, all opinions matter, and your perceptions count.

[Please Share Your Input Here](#)

Thanks so much,
Interaction Metrics' Research Team

P.S. This takes less than 10 minutes—and you could win a gift. So please [start the survey now!](#)

Questions about our anonymity protocol or anything else? Email us at contact@interactionmetrics.com.
This message was sent by OCFA's Survey Company, Interaction Metrics, Interaction Metrics, 107 SE Washington Street, Portland, OR 97214. Unsubscribe from OCFA emails [here](#).

A disarming, open approach not only boosts response it helps employees to **share robustly in the open-ends.**

Other constructs in prior reminders were:
"The good, the bad, we want to hear what you have to say."

The Survey | Setting the Tone

Your time is valuable. And you probably get asked to take a lot of surveys. However, because we are gauging the quality of the OCFA work environment, your answers matter. OCFA will plan initiatives based on your experiences. Please take your time, and consider each question carefully.

As you know from the email, this is a completely anonymous survey. OCFA hired an outside company so they could not, under any circumstance, attribute responses back to survey takers. We hope this helps you to share freely.

We start with some questions about you. Then we ask three open-ended questions. And we conclude with rating and yes/no questions. Let's get started!

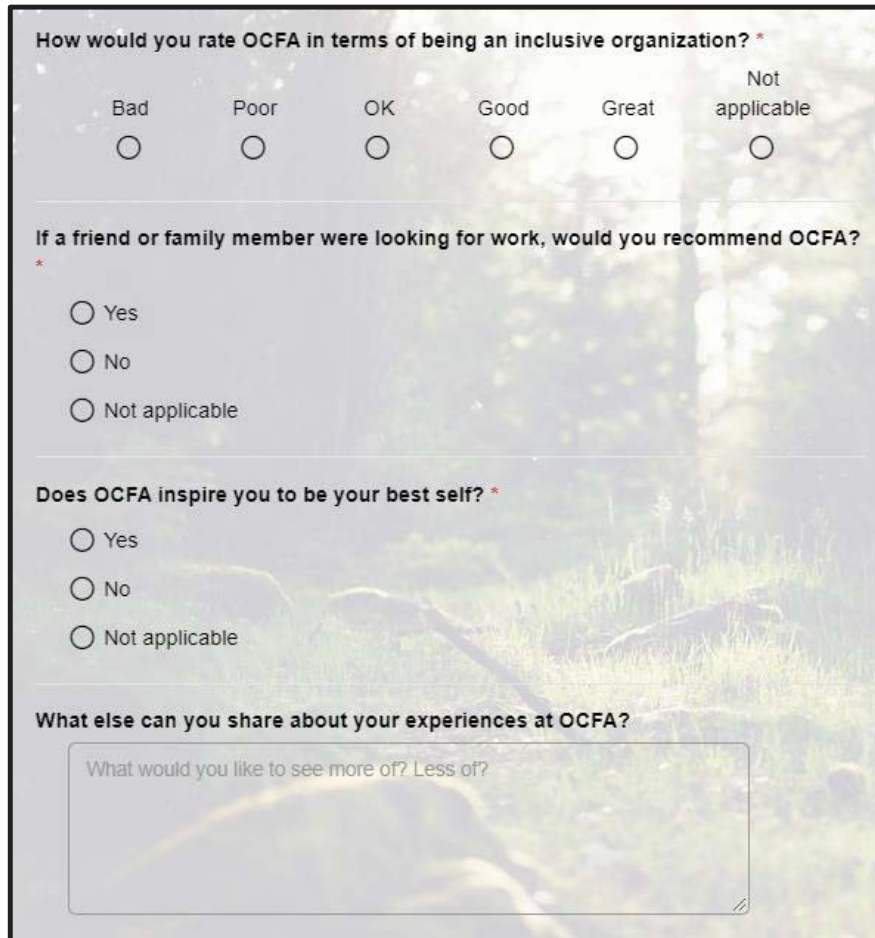
Next

0%

We give participants motivation to complete the matters!

We remind participants that "this is a completely anonymous survey."

The Survey Questions | Examples



How would you rate OCFA in terms of being an inclusive organization? *

Bad Poor OK Good Great Not applicable

☐ ☐ ☐ ☐ ☐ ☐

If a friend or family member were looking for work, would you recommend OCFA? *

☐ Yes

☐ No

☐ Not applicable

Does OCFA inspire you to be your best self? *

☐ Yes

☐ No

☐ Not applicable

What else can you share about your experiences at OCFA?

What would you like to see more of? Less of?



Respondent Demographics

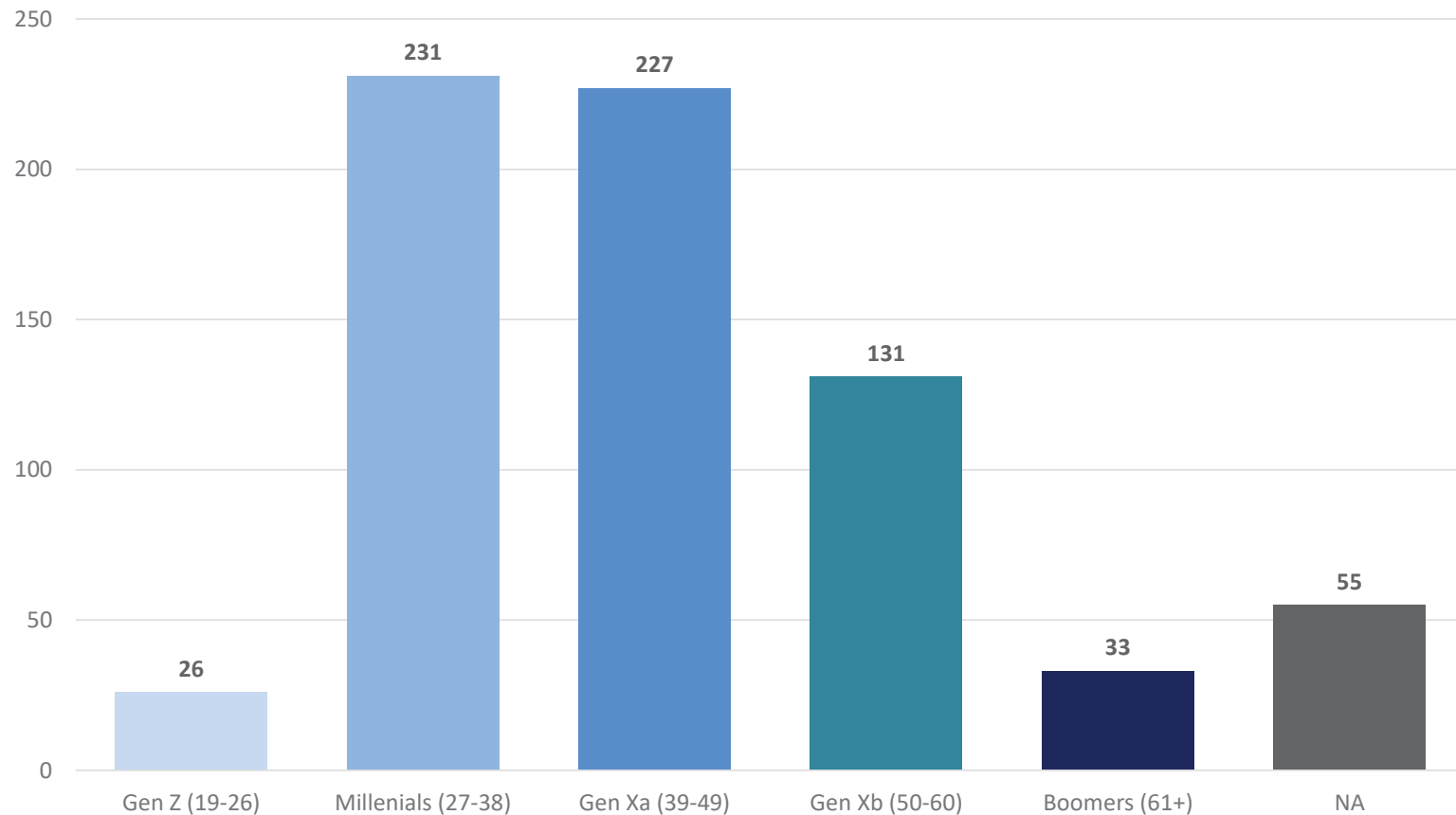
Note: Some questions weren't required—so the number of respondents might be less than 703.

Spread of Ages but mostly Heterosexual White Males

What is Your Age?

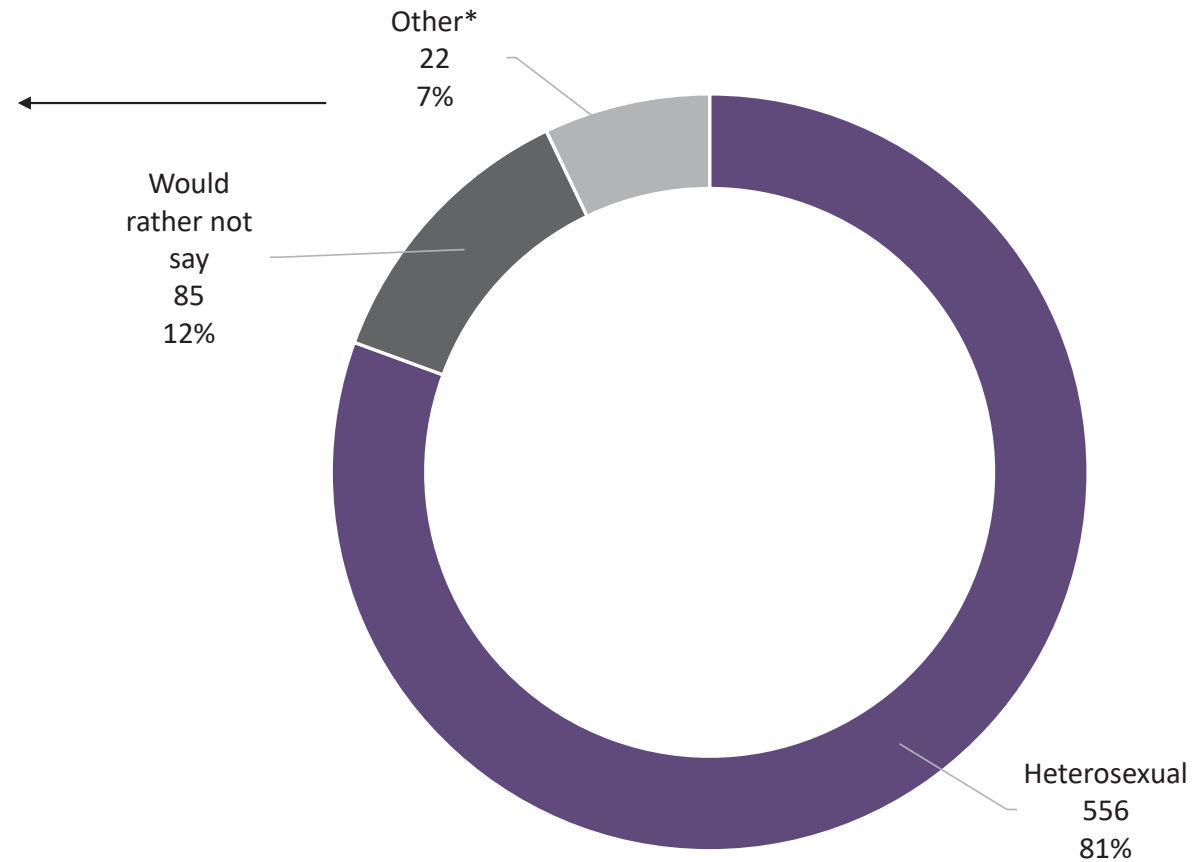
75% of participants who offered their age are either Gen Z, Millennials or Early Gen X.

This matters because young people demand DEI sensitive environments. And more Gen Z's will be entering the workplace.



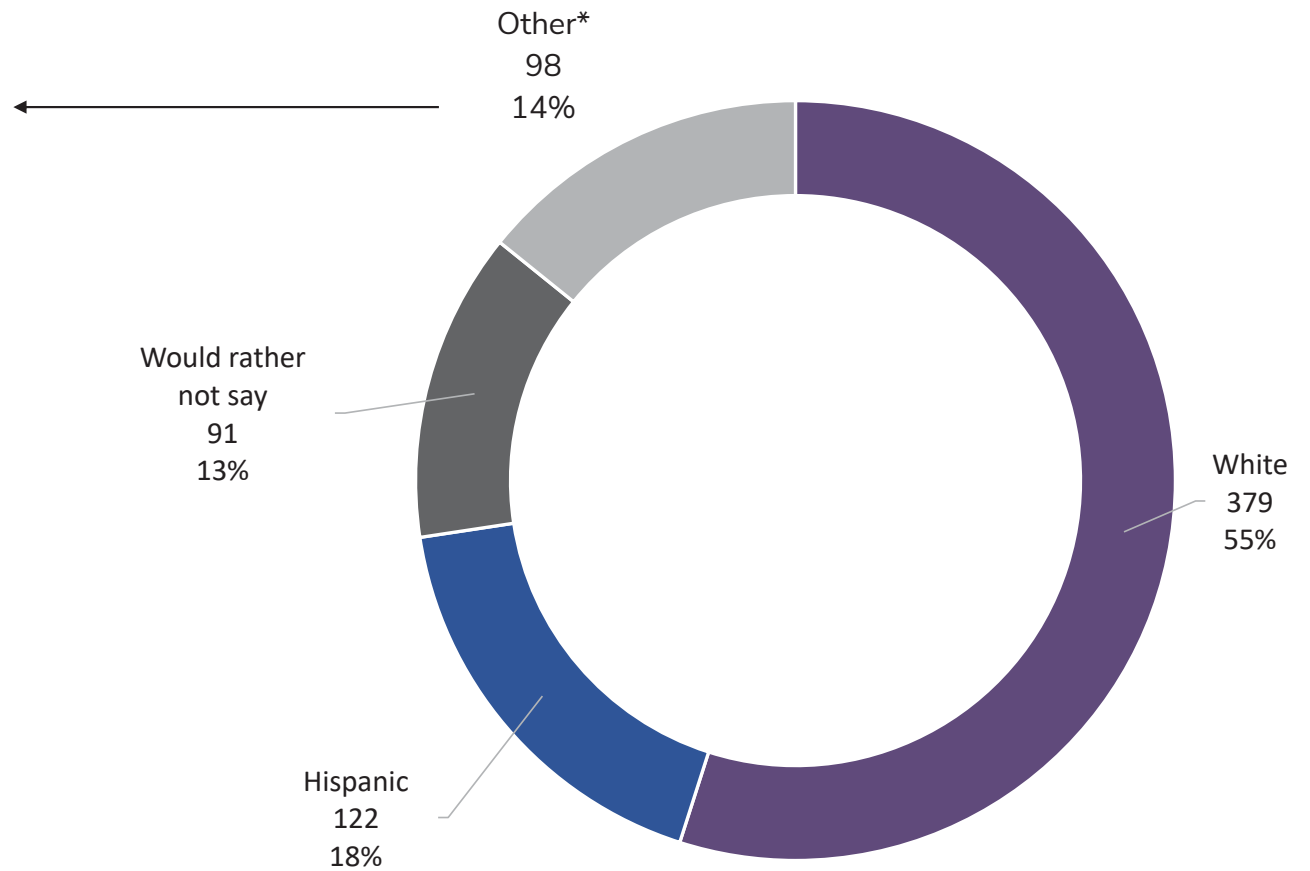
What is Your Sexual Orientation?

* Other Consists Of	Number	Percent
Gay/Lesbian	8	1%
Questioning	7	1%
Bisexual	5	1%
Queer	2	0%



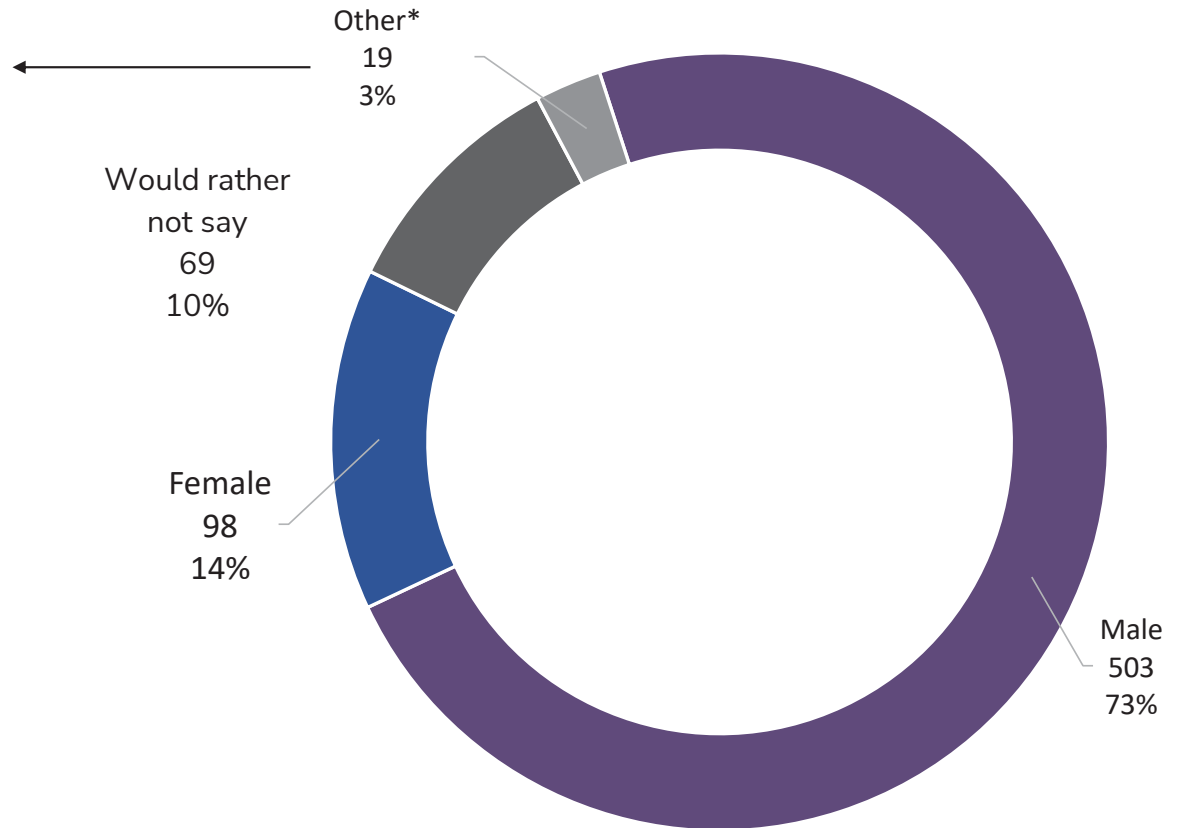
What is Your Ethnicity?

* Other Consists Of	Number	Percent
Asian American/Asian	36	5%
Other - Write In	36	5%
African American	10	1%
Middle Eastern/North African	5	1%
Pacific Islander	5	1%
Native American/Alaskan Native	4	1%
Native Hawaiian	2	0%



What is Your Gender?

* Other Consists Of	Number	Percent
Other - Write In	14	2%
Non-Binary	3	0%
Transgender/Trans	2	0%



Respondent Experiences

Think back over your experiences with OCFA. Have you ever felt discriminated against for any of the following? Check all that apply. *

- ☐ Gender
- ☐ Age
- ☐ Ethnicity
- ☐ Sexual Orientation
- ☐ Religion
- ☐ Other - Write In
- ☐ Not applicable

How many times have you witnessed each of these behaviors at OCFA? *

	Never	1-3	3-5	5 or more
Inappropriate Jokes	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Racial Slurs	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Hurtful Gossip	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

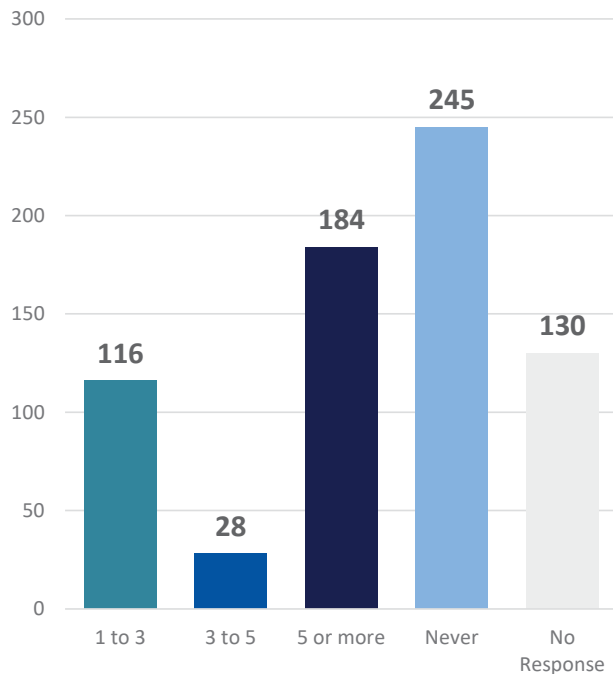
Would you be comfortable talking about racism or any other kind of discrimination that you saw at OCFA with your next level up? *

☐ Yes

☐ No

Jokes, Slurs, Gossip, and not Impressively Inclusive

How many times have you witnessed inappropriate jokes?



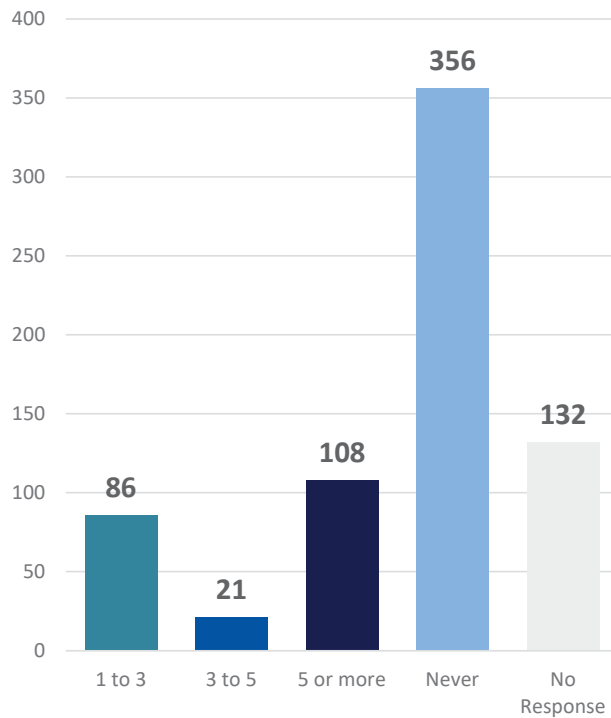
47% of employees witness inappropriate jokes at least once.



If you are not a hetero white male, you are definitely subjected to hearing adverse comments and jokes, not necessarily directed at you, but just always happening (or even if you are a hetero white male it can still be offensive for any number of reasons).

ID 640

How many times have you witnessed racial slurs?

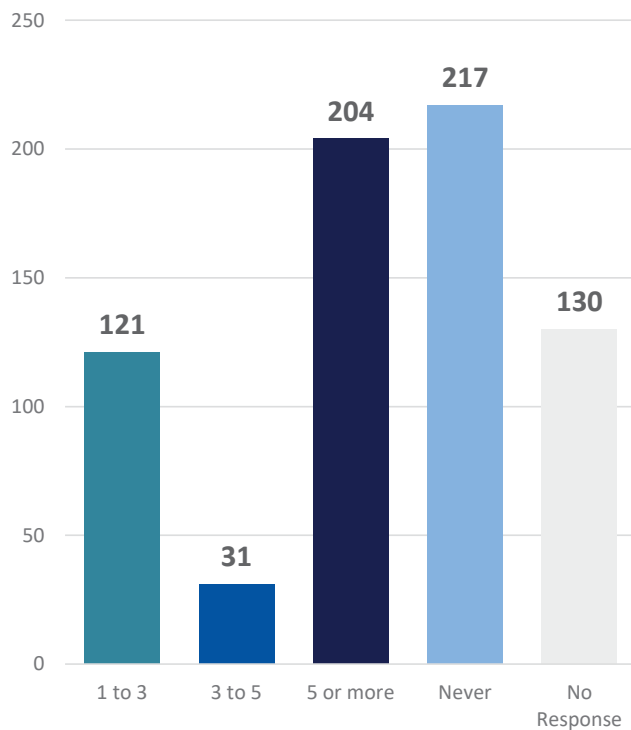


31% of employees witness racial slurs at least once.



I feel that too many people are allowed to continue openly expressing hostile opinions about sexual identities, political leanings and racial biases.
ID 337

How many times have you witnessed hurtful gossip?

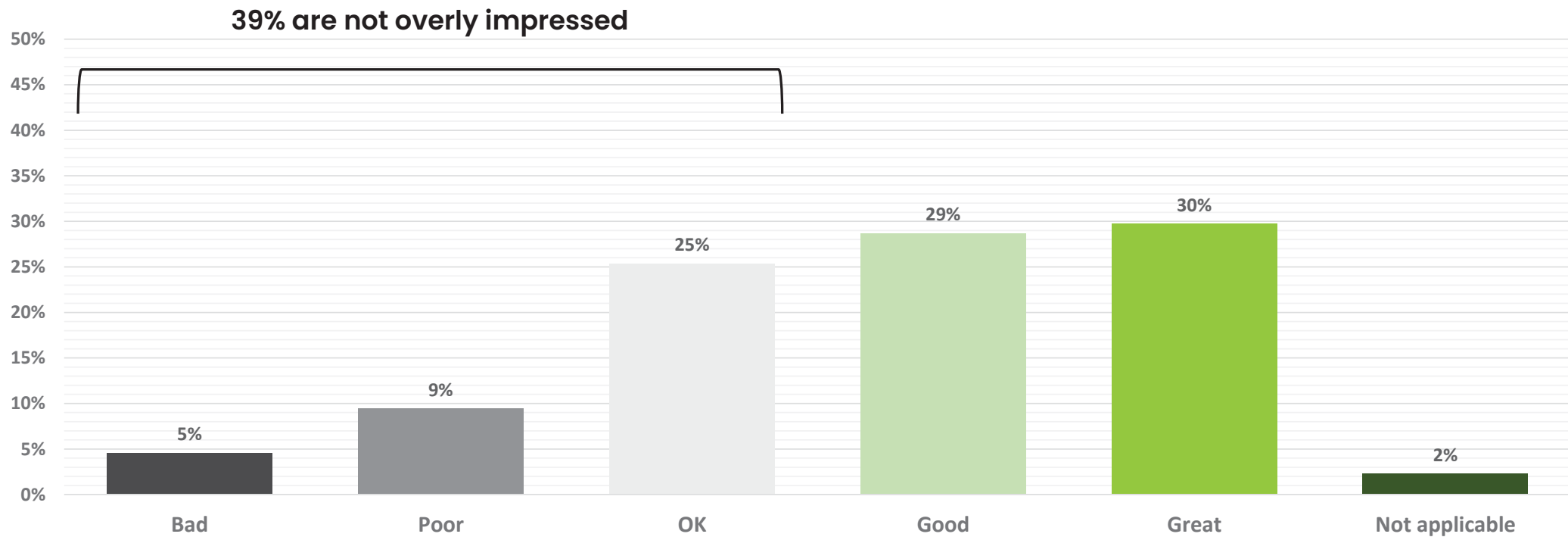


51% of employees witness hurtful gossip at least once.



The challenge that OCFA faces is gossip. This spreads rapidly in the fire service and can severely hinder an inclusive work environment.
ID 123

How would you rate OCFA in terms of being an inclusive organization?



OCFA | More Thoughts about Inclusivity

Does OCFA inspire you to be your best self?

Yes
60%

No
32%

NA
8%

If a friend or family member were looking for work, would you recommend OCFA?

Yes
76%

No
18%

NA
6%

Is OCFA a safe and supportive workplace for anyone who might feel they've been historically underrepresented?

Yes
66%

No
19%

NA
15%

Have you ever had to hide or change things about yourself in order to fit in at work?

Yes
25%

No
69%

NA
5%

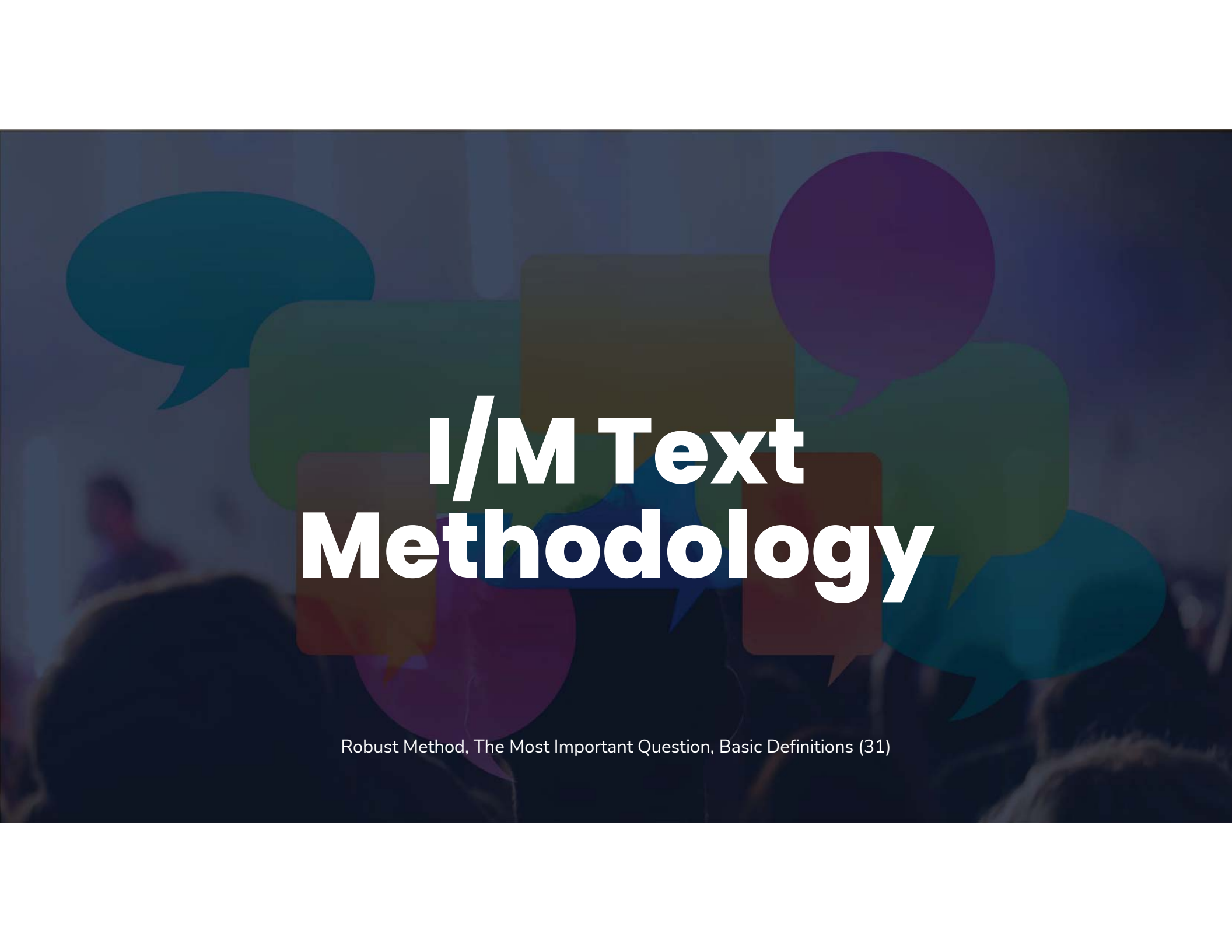
Do you feel your unique background and differences are valued at OCFA?

Yes
61%

No
29%

NA
10%

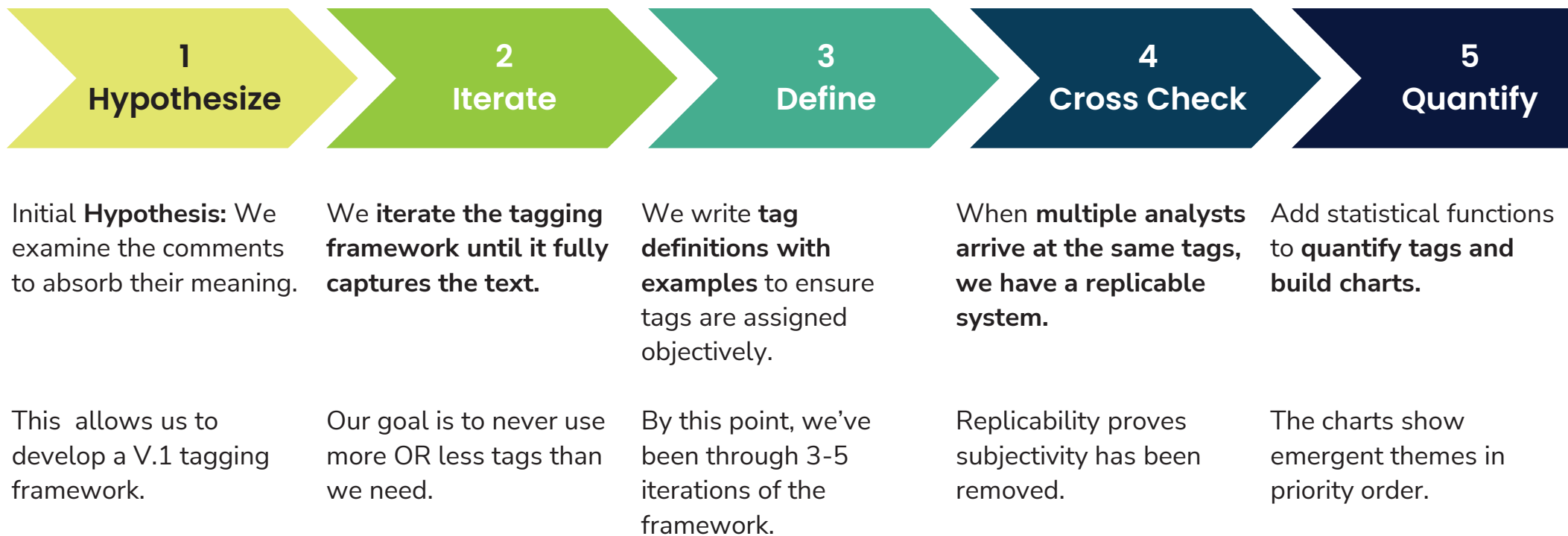
0% 10% 20% 30% 40% 50% 60% 70% 80% 90% 100%

The background of the slide features a dark, blurred image of a crowd of people. Overlaid on this are several semi-transparent speech bubbles in various colors, including teal, purple, and brown. The main title is centered over these elements.

I/M Text Methodology

Robust Method, The Most Important Question, Basic Definitions (31)

I/M's Text Analysis Tagging Method:



* Key to the I/M's Text Analysis approach is a Social Science Technique known as tagging. This is where **researchers use standardized definitions to describe and categorize content.**

We Integrated all the Open-Ends Into a Single Question

1. When it comes to diversity, equity, and inclusion what challenges does OCFA face?
2. What kinds of training programs might help OCFA to promote diversity, equity, and inclusion?
3. At present, how effective is OCFA with diversity, equity, and inclusion?
4. If a friend or family member were looking for work, would you recommend OCFA? Could you provide any specifics about your answer?
5. What else can you share about your experiences at OCFA?

Does the employee want more DEI programs?

(Or through their comments are more DEI programs implied as beneficial?)

Text | OCFA Asked for these 4 Segments

1. Male vs. Female (I/M added Non-Stated Gender)

We used “Non-Stated Gender” to describe the 77 who picked:

- 68% **Would rather not say** (many selected this to show sarcasm for the entire DEI project)
- 16% Other – Write In
- 12% Blank
- 4% Non-Binary
- 1% Transgender/Trans

2. Safety vs. Non-Safety

3. Safety Male vs. Safety Female

4. White vs. Non-White

Does the employee want more DEI programs?

Our Definitions

Yes	No	Mixed	NA	Other Training
<p>OCFA would benefit from an improved DEI atmosphere.</p> <p>They're open to DEI initiatives, even if they think DEI programs won't work. These also include comments that mention or imply subconscious biases.</p> <p>Comments must speak to at least one: diversity, equity, or inclusion.</p>	<p>DEI training is NOT needed.</p> <p>They feel OCFA is on track with DEI already or DEI programs could be harmful to the work environment or quality of the candidates.</p> <p>"No" comments include where the employee thinks recruiting a more diverse workforce is the solution—not DEI programs.</p>	<p>DEI programs will do both harm and good.</p> <p>In some ways, OCFA would benefit, but in other ways it would be detrimental.</p>	<p>Comments about topics other than DEI.</p> <p>This includes comments that are vague or unclear, or if the employee states they don't know because they haven't been with OCFA for a long enough time.</p>	<p>Other types of training would benefit OCFA.</p> <p>Instead of writing about DEI, these comments focus on training that would benefit the work environment, such as management training or team building.</p>

Does the employee want more DEI programs?

Our Protocols

- When it's a complex comment, highlight in red what contributed to the tag.
- If the yes/no is "strong" or "soft" and it is clarifying for the 2nd coder, we indicate that in the notes.

Soft Yes	Strong Yes
<p>“Extremely effective. Obviously we need more diversity, more equity, and more inclusivity, but I think we are on the right track and consistently improving.”</p> <p>ID 247</p>	<p>“Completely ineffective. There is hardly any diversity, equity and inclusion. We don't do any training or classes on diversity and therefore the department will never be as great as it could be.”</p> <p>ID 320</p>
Soft No	Strong No
<p>“It is difficult to create diversity, equity, and inclusion when trying to hire the best candidate.”</p> <p>ID 385</p>	<p>“How about we work on promoting having the best and most qualified person who can do the actual job of a firefighter and stop focusing on this woke bologna.”</p> <p>ID 2</p>

Text Analysis Results

We never change
grammar or spelling
in the comments so
you can find them in
the data

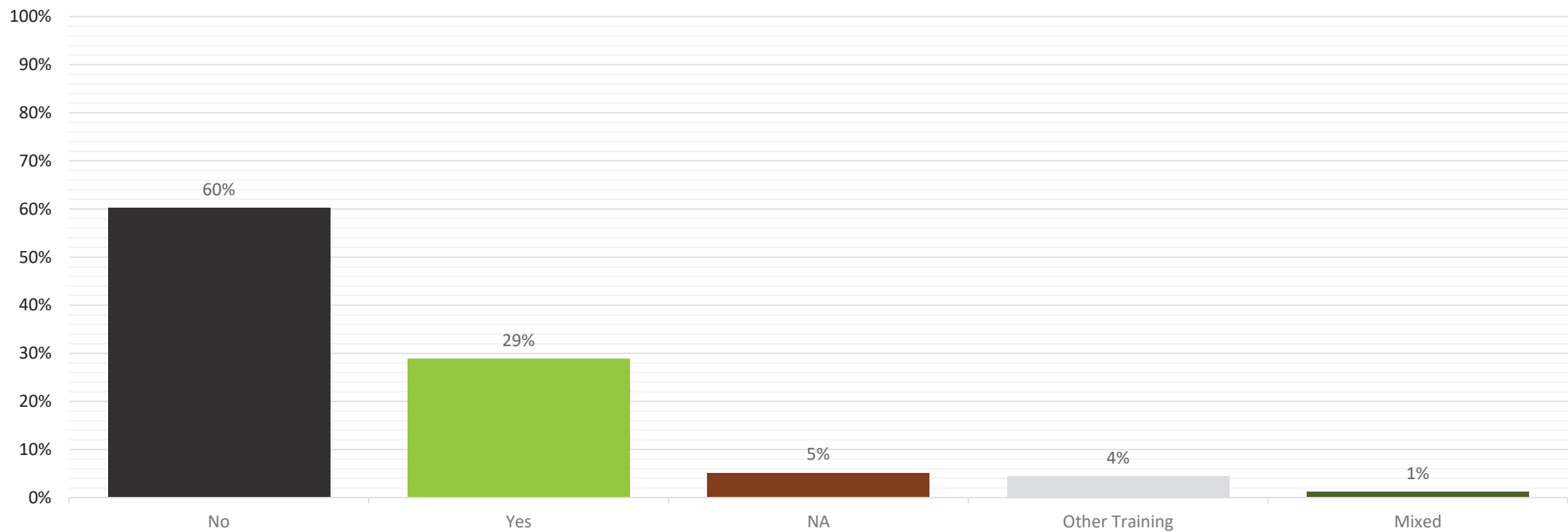


76% of Employees answered the open-ends. They shared **over 129 pages** and just under **68,000 words**. This is an **extremely** high level of engagement.

While Many Groups Are Hesitant, Women are Not, A few Key Quotes

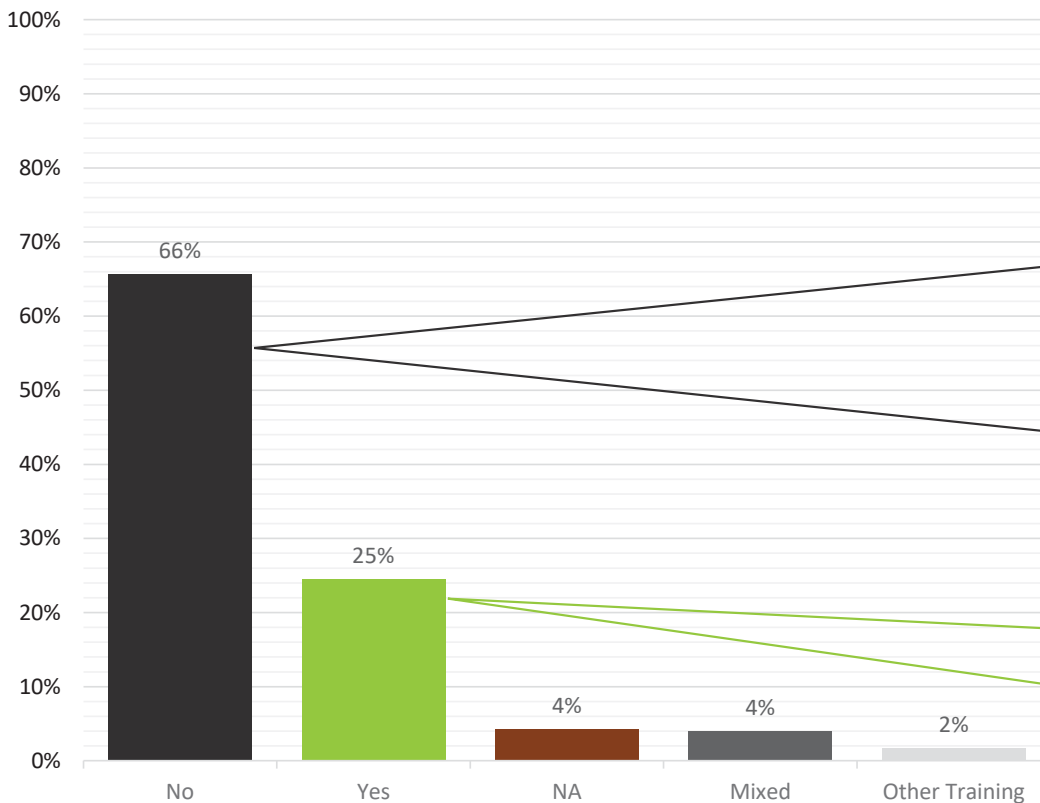
N:558 | Employees Who Provided Text

Nearly 2/3 do NOT want DEI Programs. But almost 1/3 are at least open to the idea.



N:404 | Male Employees

2/3 do NOT want DEI Programs



"A training program is pointless. ... We are adults and can handle issues as adults. A training program would just be a check box for management and would be a waste of money."

ID 459, Male

"DEI does not take the best candidates for the position, it is a statistics booster to please managements "image" of what the fire service should be...The problem we face is management chooses when to implement DEI vs when its convenient to implement it."

ID 108, Male

"Hiring and promoting should be done off performance and merit. Overly compensatory efforts to diversify and hire people because they meet certain demographics (female, minority, etc) is actually a disservice to everyone. Not only can these practices get in the way of hiring or promoting the most qualified person, but when a person of color or a woman, etc is hired or promoted, it leads their peers to wonder if that occurred because of stepped up DEI practices, or if that candidate was truly the most qualified."

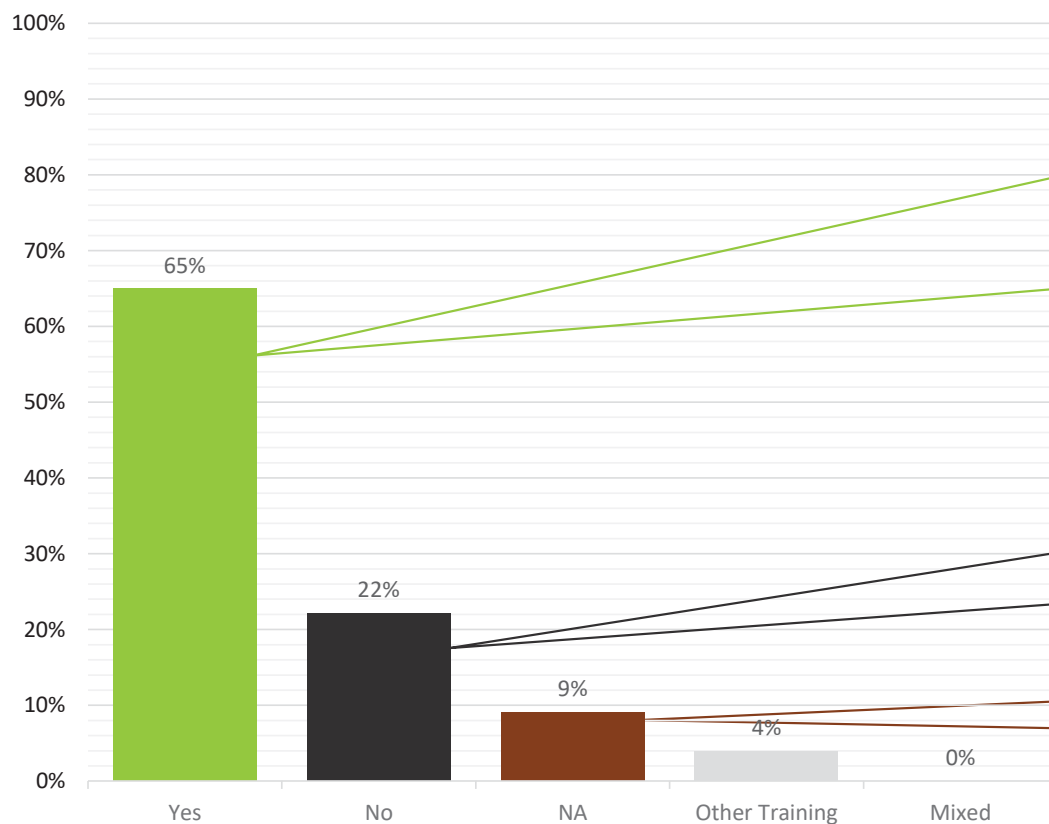
ID 52, Male

"Training is important, but interaction with diverse people and points of view can often shed conventional thinking. It will take time and a concentrated effort, but it starts with continuing to recruit diverse backgrounds."

ID 393, Male

N:77 | Female Employees

2/3 WANT DEI Programs



"Educate on the diverse backgrounds. Miss steps or poor communication are often people not knowing...not intentionally trying to insult, injure, or hurt"

ID 149, Female

"It would be amazing to see the department participate in celebrations of diversity, equity, and inclusion and promote it publicly, such as breast cancer awareness uniform patches (like other depts), autism awareness, testicular cancer awareness (bring back Movember), LGBTQ+ parades, fly the rainbow flag during Pride month, etc. Internally highlight the various support sections and their staff and the important work they are doing."

ID 249, Female

"Trainings, in my opinion, won't help. Many people have certain ways of thinking and trainings may make them hate the idea of DEI even more."

Empowering them to understand why it's important and why it effects them would be more impactful than a mandatory training. Operations already has many of those."

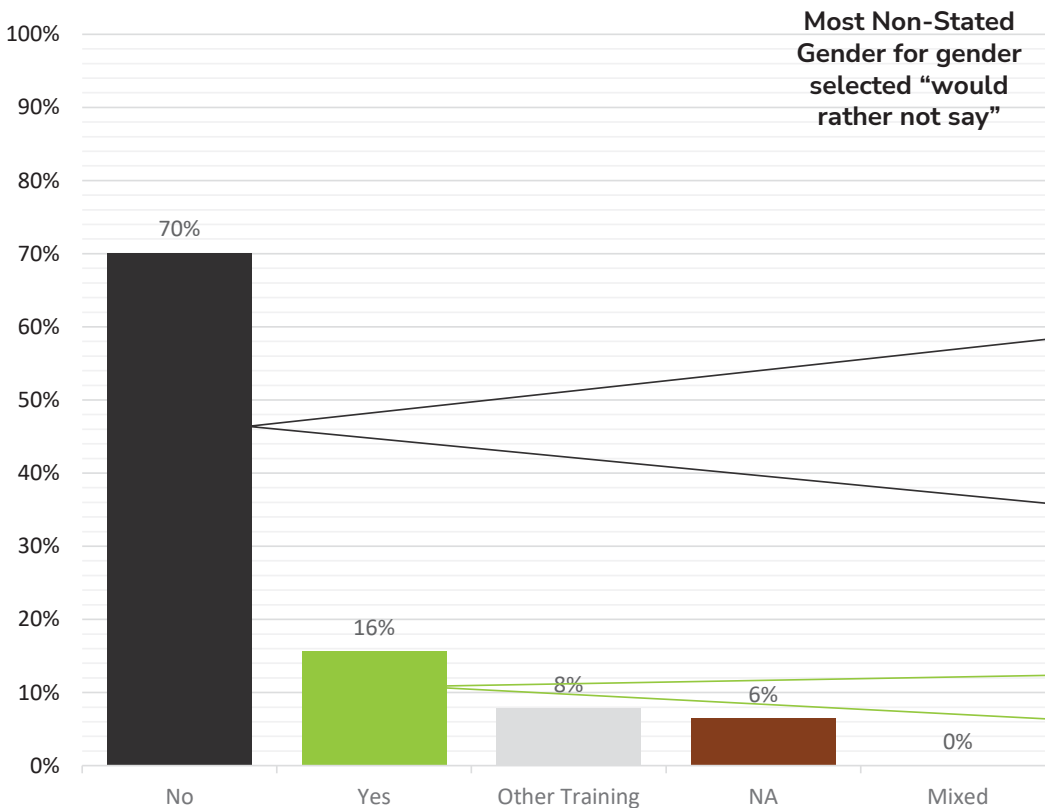
ID 6, Female

"Everything that i dealt with was over 10 years ago."

ID 217, Female

N:77 | Non-States Gender Employees

Over 2/3 do NOT want DEI Programs



"I don't think the OCFA needs more programs. We have a lot of programs. I've seen people, when involved in programs, get very busy and burdened with tasks and things; and lose sight of the original purpose. They end up overwhelmed, overworked, burdened, tired, busy..."

ID 113, selected "would rather not say"

"the beauty of this question is that the OCFA does NOT need any new program for this! The best way to promote diversity, equity and inclusion is to utilize the excellent programs we already have (Cadet, Training Interns, etc.) with a continued emphasis on objective standards...Focusing on diversity, inclusion, and equity when writing our standards seems to detract from objectivity and therefore our primary mission of saving human life."

ID 49, selected "would rather not say"

"our fire Chief hires the wrong people, he has the final responsibility. the job is hard, not everyone can do it, fire chief hires people who are not ready so they fail. Where is the recruitment?"

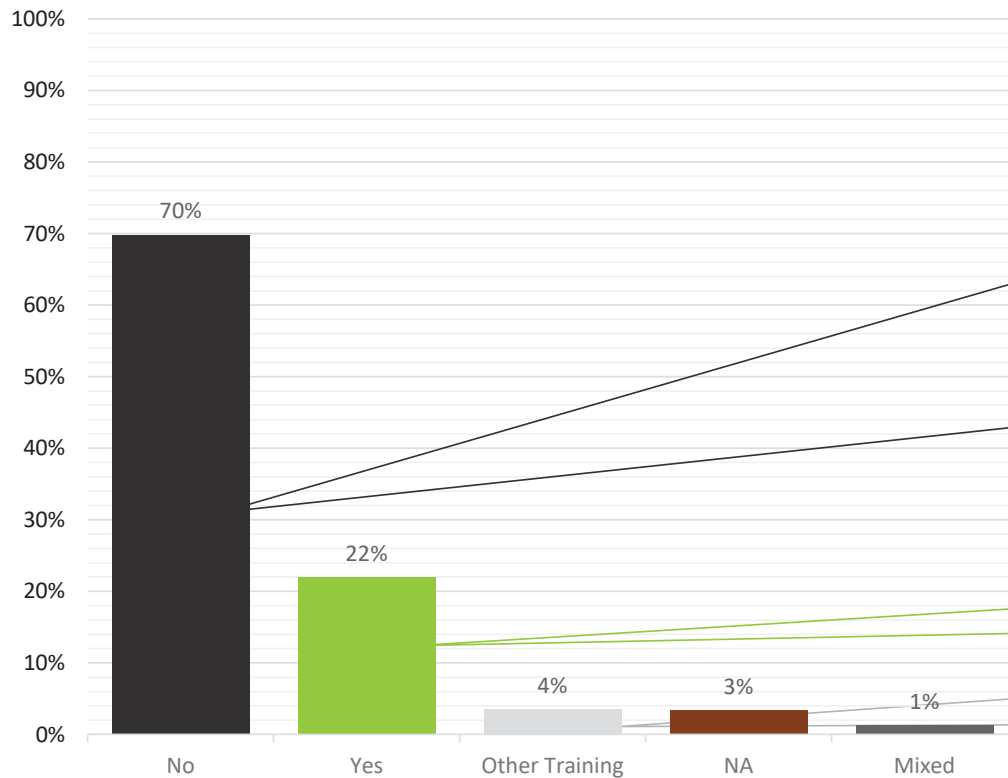
ID 4, Transgender

"Presentations by field experts highlighting situations where diversity, equity, inclusion was utilized and necessary to resolve situation, relating to public safety (fire service if possible)."

ID 355, selected "would rather not say"

N:391 | Safety Employees

Over 2/3 do NOT want DEI Programs



"Stop talking about it so much. Just let us work together and do more things together as a crew. This formal stuff creates anger and resentment because we feel scared to be a person"

ID 3, Safety

"...OCFA provides every prospective employee and current employee, the same opportunity for education, training, promotions etc.. Any program that separates one group from the whole, is in and of itself non-inclusive to the organization, and instead creates division and entitlement. An exception to this would be for an individual requiring reasonable special accommodations."

ID 515, Safety

"All, because from what I see we sacrifice quality people in order to meet our "quota" at diversity, equity, and inclusion. If someone is not performing at par level we at this agency simply lower the standard or are too SCARED to say something based on the fact we might get accused of harassment."

ID 298, Safety

"Acceptance of new ideas and ways of thinking. How to use the diverse membership to your advantage on calls, events, etc."

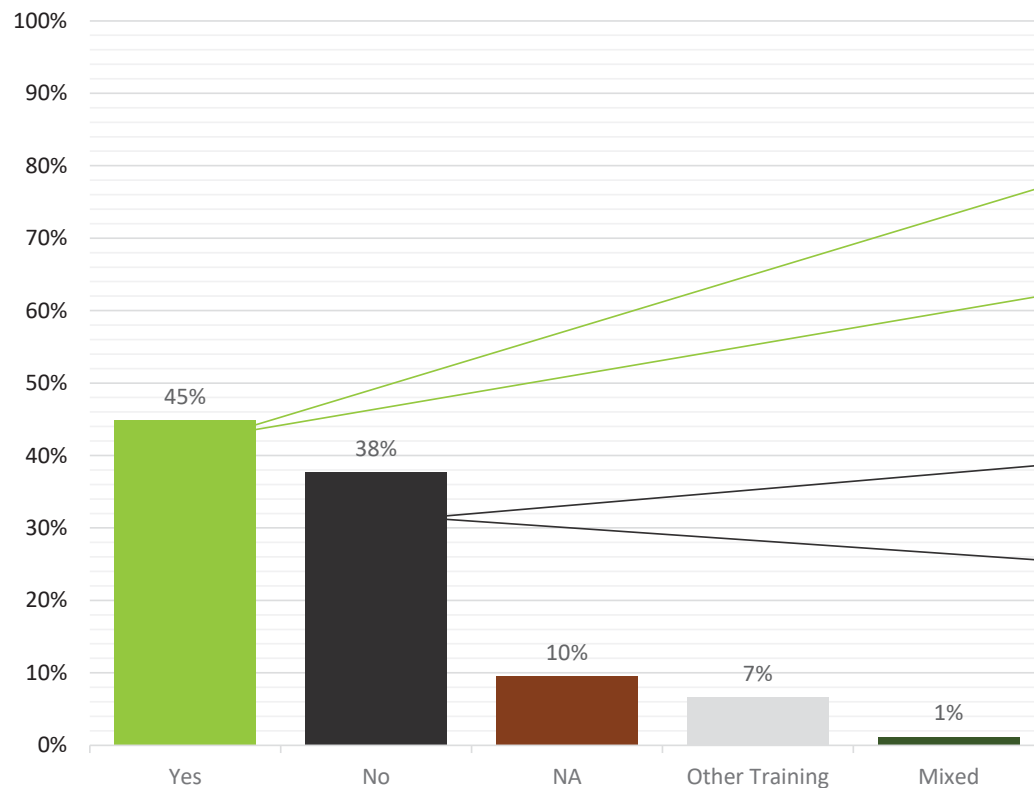
ID 329, Safety

"Everyone should attend medic school, engineer school and then Captains training."

ID 332, Safety

N:167 | Non-Safety Employees

Almost half do NOT answer or do NOT want DEI Programs



"Training Programs that...Explains how to build an inclusive culture and improve team engagement...Empower leaders with the knowledge to make effective change...Addresses and identifies biases and prejudices within the workplace and how to overcome them...Teach how to unlearn negative behaviors and biases..."

ID 537, Non-Safety

"Not everyone has the same opportunities for advancement and/or growth. Everything seems geared to the safety employee including training opportunities and promoting. It sometimes feels like non-safety employees are the step children that no one wants. Also, non-safety employees are treated differently and do not have the same opportunities depending on who their Assistant Chief is..."

ID 129, Non-Safety

"Honestly, if we simply promoted a climate of doing the right thing, kindness, human decency and strong morals..... diversity, equity and inclusion would come naturally. Forcing those training programs on individuals seem to make people even more intolerant of others."

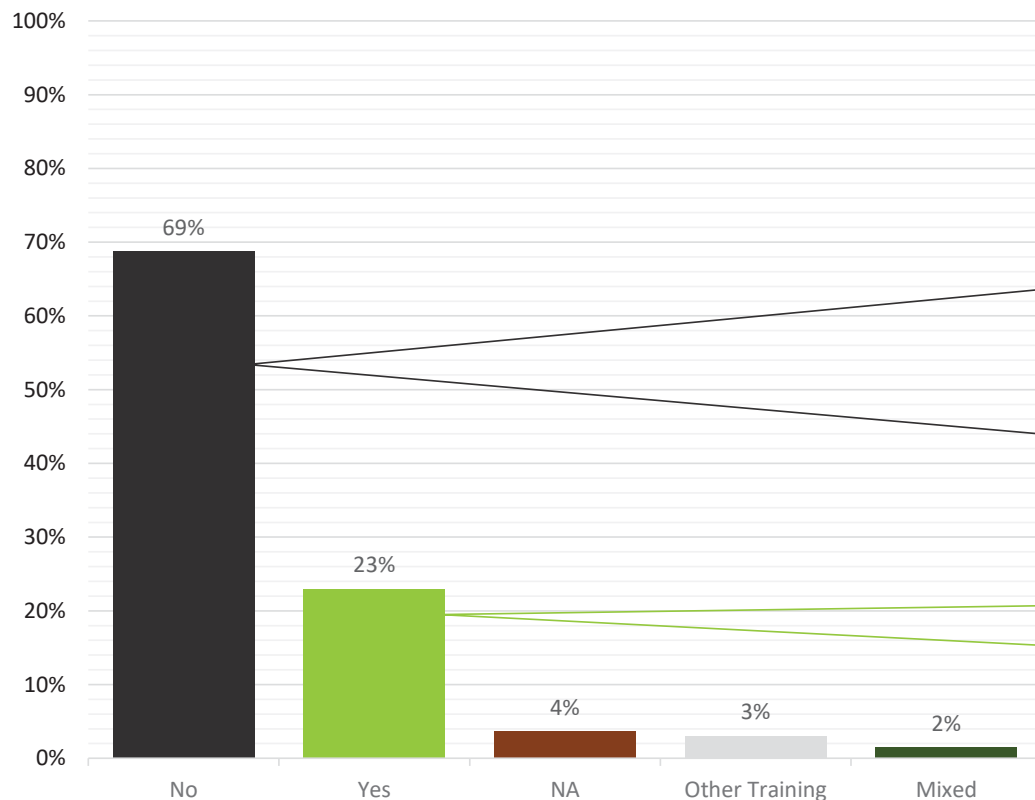
ID 31, Non-Safety

"I do not currently believe that the OCFA as an organization faces any challenges in this field...Perhaps the main challenge faced is the constant change in definitions and expectations in the search for equity. As far as diversity and inclusion goes, OCFA currently does a great job at providing a diverse and inclusive workplace."

ID 134, Non-Safety

N:326 | Male/Safety Employees

2/3 do NOT want DEI Programs



"...All applicants should be placed onto one list and the top candidates should be chosen to keep the employees and citizens safe. If separate list are created so that different groups can be selected to meet 'quotas' it could place members in dangerous situations. When it comes down to the brass tacks of the work that we do, no one that I know of in this organization cares what gender, color or sexual orientation our partner is, we just want them to be able to do the job..."

ID 45, Male Safety

"Nobody cares about training programs. If anything, they make diversity more of a joke to the field. The problem is not telling guys saying racist stuff is wrong. Everybody knows that."

ID 336, Male Safety

"If you want a healthy cohesive work environment, hire the best, most qualified people to help the community."

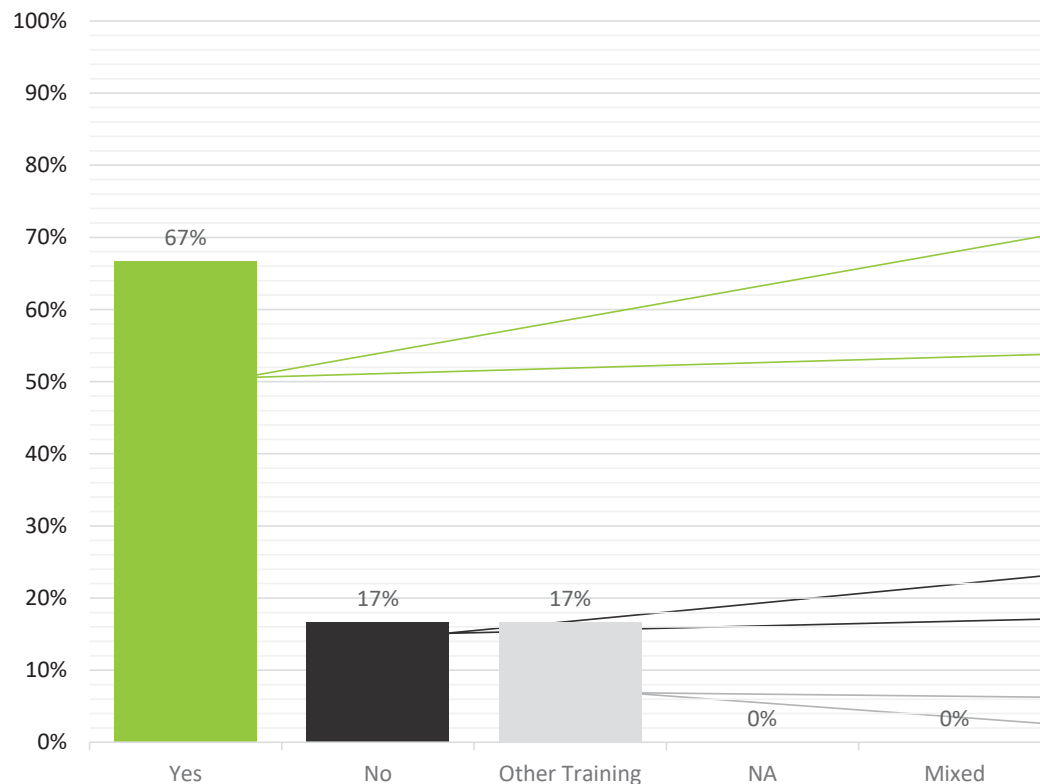
ID 86, Male Safety

"I think repetition through any kind of DEI programs/classes will be the key as to advocate that this is not going away and will eventually be embraced."

ID 428, Male Safety

N:12 | Female/Safety Employees

2/3 WANT DEI Programs



"Programs that work to demonstrate the importance of DEI in the broader range while not having people feel like others are getting special treatment. Most importantly is making sure that OCFA Captains and Battalion Chiefs are trained to model behavior reflective of OCFA DEI values. If the leadership at the station level isn't modeling the virtue, it will never become the norm."

ID 369, Safety

"I don't know if we need a specific DEI program, but we do need to change the dialogue.... this career is for EVERYONE. Not any one specific gender, race, ethnicity's career...I think highlighting what different people have to offer in terms of diverse learning, backgrounds, education all offer up how a diverse engine company can handle most of the challenges that we face daily."

ID 162, Safety

"None. We need people who are willing to be strong, fit, and get dirty. That is what it takes to do this job. We don't want people who are diverse if they cannot perform the job. Our lives depend on them to be able and proficient!!!"

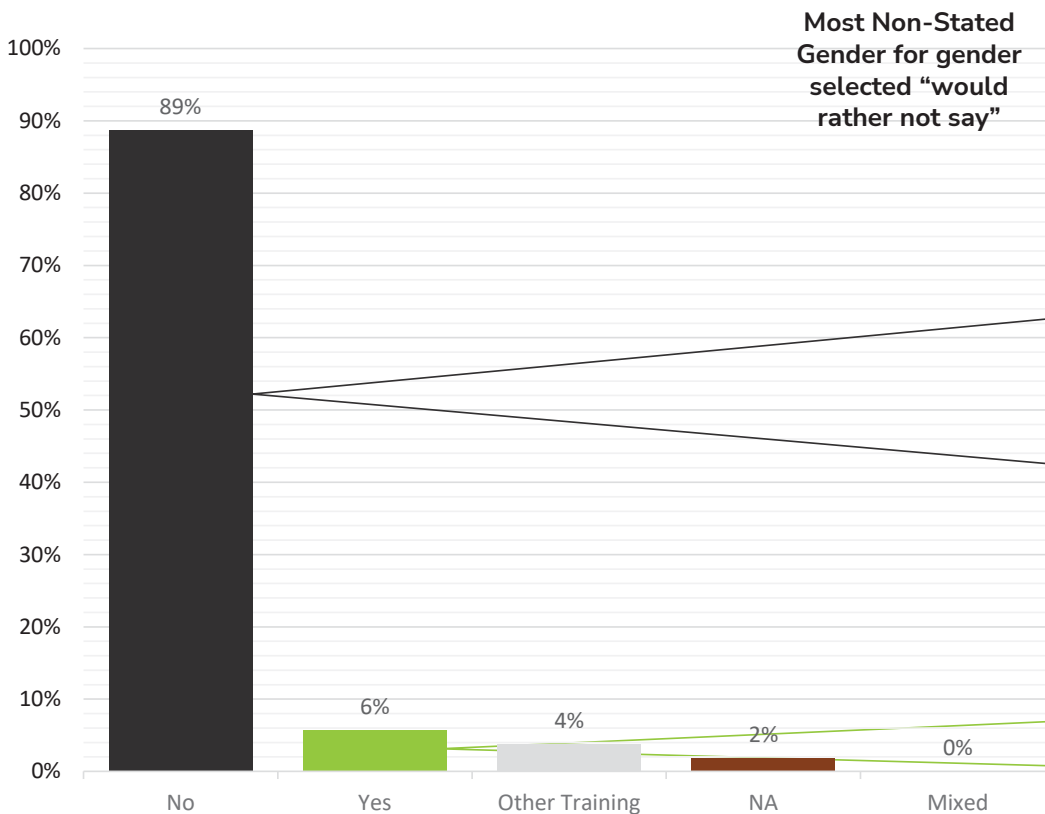
ID 198, Safety

"More training programs for women to prepare to help them be successful in the organization. Similar to Los Angeles"

ID 55, Safety

N:53 | Non-Styled Gender/Safety Employees

89% do NOT want DEI Programs



"DEI IS the problem. It's divisive, exclusionary and part of Marxist and critical race theory ideology. It does not belong in the fire service. It drains morale when individuals who do not deserve to be in positions they are in and who get to play by different rules are continually promoted and never face consequences for their actions..."

ID 554, Other – Write in

"I believe it's a perception issue and we keep victimizing those that we are trying to highlight with these programs"

ID 8, selected "would rather not say"

"NONE. OCFA offers all employees the same tools, training programs, and educational experiences. If your unsuccessful it's your own fault. Be better, work harder, stop looking for a hand out."

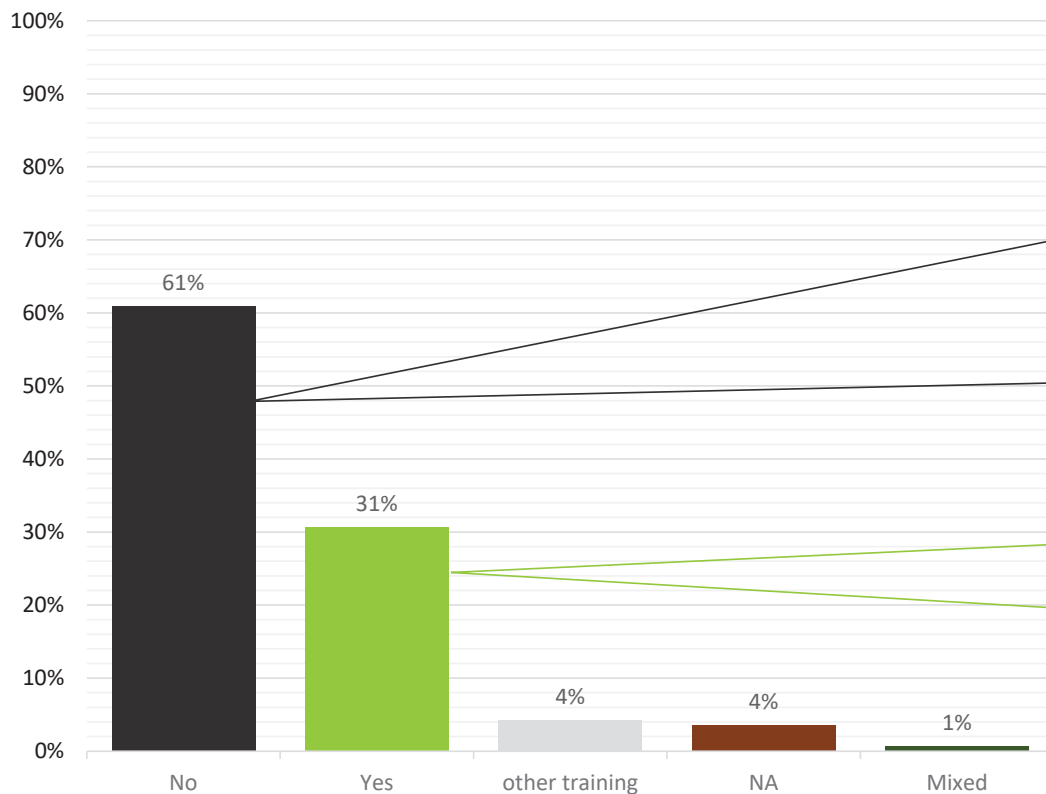
ID 569, Other – Write in

"If you are not a hetero white male, you are definitely subjected to hearing adverse comments and jokes, not necessarily directed at you, but just always happening (or even if you are a hetero white male it can still be offensive for any number of reasons)."

ID 480, selected "would rather not say"

N:307 | White Employees

Almost 2/3 do NOT want DEI Programs



"Barriers for diversity are proactively managed, however candidate pool makes increasing diversity a challenge."

ID 317, White Male

"they need to have truly equal opportunities. No camps for one gender, no committees to find more minorities, no secret tests to make sure weaker candidates pass the fire academy. Just find the best the people for the job. that's what the current firefighters and the communities deserve."

ID 485, White Male

"OCFA faces the challenge of letting the pendulum swing too far to meeting these diversity goals. In other words, creating an environment of reverse discrimination. Just turn on the TV. What you see is not a reflection of society, but a pendulum that has gone too far in fear of coming up short on diversity. This is a disservice to all."

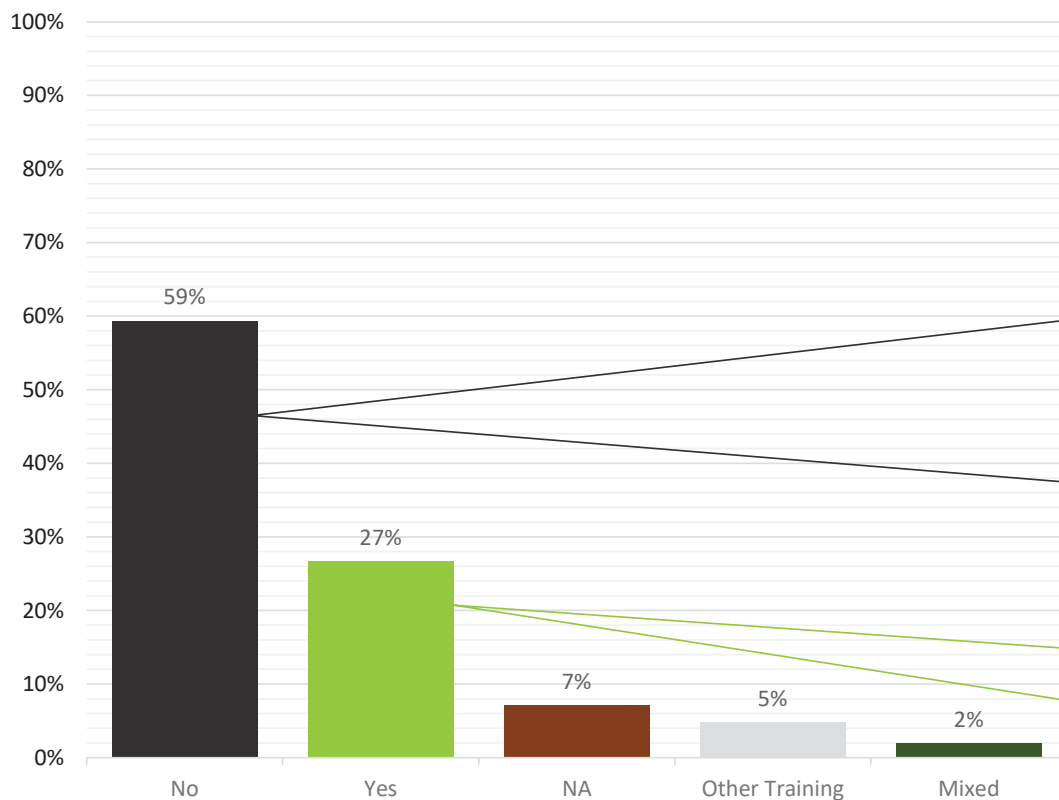
ID 549, White Male

"I think there has been a recent mild attempt at diversity, but overall OCFA is still a male dominated environment where there is a lack of understanding of how even small actions can be hurtful to those who are not in the majority. Equity is challenging as nepotism and favoritism is often rewarded over hard work and the true betterment of the agency."

ID 301, White Female

N:251 | Non-White Employees

More than half do NOT want DEI Programs



"I feel my experience here at OCFA has been pretty inclusive. We have members from all walks of life here and for the most part we all get along. If we disagree or don't get along with others I have seen it a personality issue and not an issue with someone race, sexual preference, or gender."

ID 272, Hispanic

"By reinforcing all people are created equal but outcomes are not equal. Worry more about job performance and ability and less about hurt feelings."

ID 96, Other – Write in

"...Hire the best for the job, not what checks boxes. My life is on the line, not yours."

ID 279, Native Hawaiian

"stopping the diversity and identity politics. we didn't have problems until everyone became woke."

ID 277, African American

"more socialism videos like they have in other countries. weather, climate change, and critical race theory. Learning about others' struggle helps everyone 'walk in their shoes'"

ID 339, Other (wrote "from an island")

**Text Learning:
Women want DEI the most,
particularly those in a Safety
Role. Ethnic DEI is not seen as
important as gender DEI.**




Four Key Takeaways

There is a Problem, The Solution Must be Nuanced, A few Key Quotes

OCFA has a DEI Problem.

51% of employees have witnessed hurtful gossip in OCFA's workplace at least once.



OCFA Employees Want Their Voice Heard.

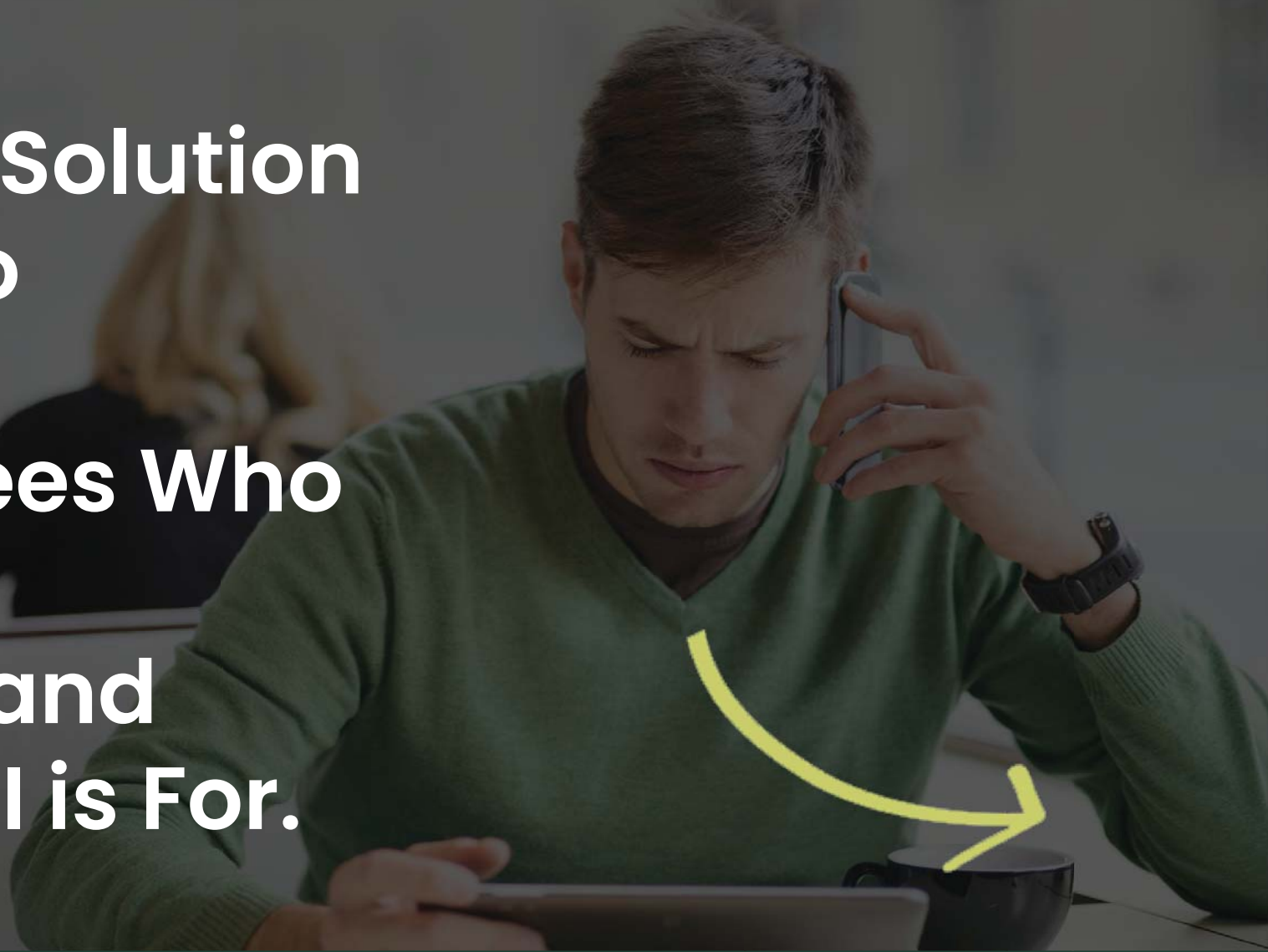
42% of employees took the survey.
76% of employees who took the
survey wrote text, often in detail.

A person wearing a grey hoodie is shown from the chest up, with their hands covering their face in a gesture of distress or frustration. The background is slightly blurred, showing some cardboard boxes and a yellow object. The overall tone is somber and reflective.

The Solution Must be Nuanced.

60% of employees DON'T think
DEI Programs will help, and they
might hurt.

**And the Solution
Needs to
Address
Employees Who
Don't
Understand
What DEI is For.**



Some See DEI as a Political Agenda

And Therefore, Not a Legitimate Training Area

“Going overboard with punishment on the "unprotected class", if a "protected class" has a complaint is not the answer. Many "think" it is but that in itself is inequality. Fighting racism with racism is in itself an equal problem...”
ID 186, Safety

“...this whole survey is a farce predicated on serving some political/social/racial-justice and equity agenda...”
ID 261, Safety

“...Why do we celebrate a month only for Blacks (and I'm 1/2 Black telling you that is RACIST)? What about my Irish, German, French, English and Dutch ancestry? Their contributions to American history are just as significant. When we pick the sexual orientation, skin color, ethnicity, etc. of any group and put it on a pedestal compared to others it is inappropriate and wrong...”
ID 220, Safety

“...The problem is when someone feels wronged, they can be very vocal and loud enough to make something small seem like a widespread problem.”
ID 481, Safety

Others See DEI as Not about the Job or Self Empowerment, and Therefore Not a Legitimate Training Area

“Drop the hyper focus on subjects that have literally nothing to do with an employees job performance. If this is really about helping employees opportunity to further their careers and then don't waste money on a made up position like "Diversity and Inclusion Coordinator" and put the money into creating self empowerment and leadership courses...”

ID 563, Safety

“OCFA has been trying to "diverse" themselves by hiring all genders and races, but if the employee cannot complete the job, they need to take action to improve the employee's work ethic or be terminated. OCFA supervisors should not be worried about a potential law suit because someone's feelings got hurt.”

ID 266, Safety



Three Recommendations

Spending so Much Time with the Data, We Feel Confident about 3 Recommendations

#1: With so much DEI Rejection, Rebrand DEI and Write Curriculum that Focuses on Implicit Bias Training.

Many employees feel that a focus on DEI causes division:

- “DEI programs are a way to make people more hateful and resentful of one another.”
ID 225
- “it discriminates against white males”
ID 485
- “The OCFA should not make it a social norm to provide special training for any specific group, thus essentially creating a reverse discrimination environment where people do not feel welcome”
ID 552

Some skeptical employees suggested bias/EQ training because it's more inclusive to all OCFA employees:

- “offer implicit bias training; identify and deal with unconscious bias.”
ID 28
- “Effective communication, conflict management and emotional intelligence. Additionally if the trainings had real life scenario application they may be more well received and retained”
ID 59
- “Emotional Intelligence and Sensitivity trainings Conflict Resolution Communication”
ID 166
- “Implicit bias training Cohesive team building”
ID 188
- “removing implicit bias from upper field management”
ID 501

#2: Consider adding other training, including Team-Building Exercises for a Complete Experience that Takes Heat off DEI.

Words employees used to describe 'Other Training':

- Management skills
- Team building
- Cross-departmental activities
- Succession planning
- More job-specific training
- More training programs for female employees
- Career and promotion training

Employee's ideas for 'Other Training' Included:

- "...Team building exercises such as a family fun day with lunches at an amusement park, or obstacle courses where you have to work together, or escape rooms. anything like this that lets you connect differently with a coworker and see them in a different role outside of work will help to strengthen diversity, equity and inclusion by changing the foundation of individuals my behave naturally."
ID 39
- "Encouraging healthy, balanced relationships with others. Community building. Encouraging appreciation and thankfulness for what we have. Empowering all people equally."
ID 274
- "Just more in house training opportunities. This way people who have families and a large amounts of responsibilities at home can keep up with the trainings others do outside work. This will help ALL with their work/live balance."
ID 178

#3: Recruitment (carefully communicated)

would naturally create a more DEI culture.

DEI Recruiting Seen as Negative:

- “the OCFA sacrifices candidates and standards for the sake of diversity...(the right men and women), that can be the difference between life and death in a dynamic environment.”
ID 161
- “I feel that diversity, equity, and inclusion is a concept being forced upon our society by those who are unable to meet high standards...By attempting to force diversity in the workforce, we easily loose focus on quality of applicants...”
ID 107

But these Employees See Recruiting Could Help:

- “Recruiting for diversity. The talent pool that applies vs what potentially is out there is different...”
ID 172
- “...The opportunity for anybody to work here exists, and, if anything is biased toward grading diverse candidates higher during interviews...However, we don't get many diverse candidates applying...”
ID 70
- “Getting enough people of different cultures to apply for the positions.”
ID 522

Note: Recruit (which includes recruiting and recruitment) was mentioned 65 times in the data—45 times by employees and it was implied approx. 20 times. **From this data set, 57% think it sacrifices employee quality, 43% think it might help.**

Imagine 2023...

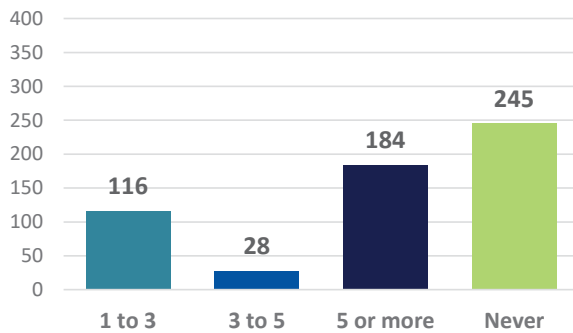
Where OCFA's DEI Issues are Cut in Half.

Where OCFA Could Be in 2023 with OCFA's Goals and Initiatives

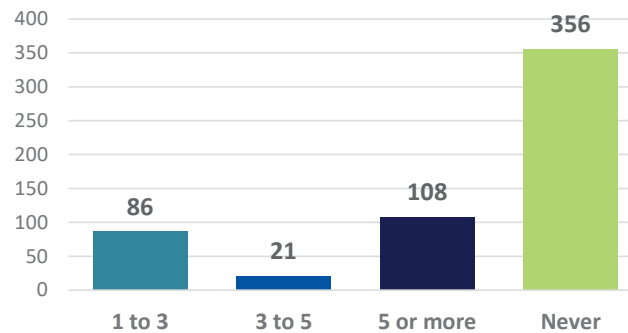
2022– Versus Where You Could be in 2023

2022

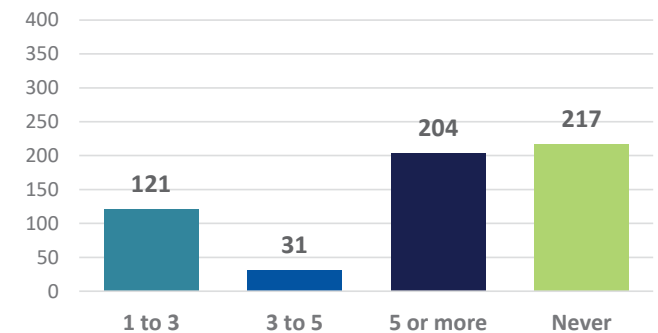
How many times have you
witnessed inappropriate jokes?



How many times have you
witnessed racial slurs?

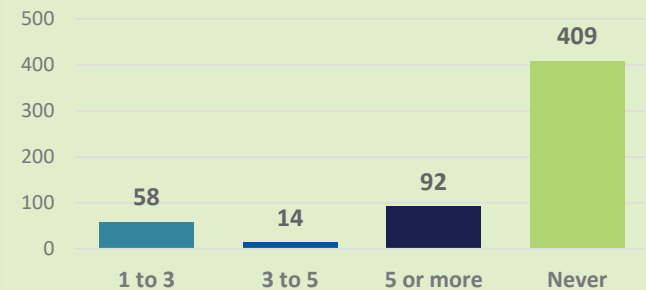


How many times have you
witnessed hurtful gossip?

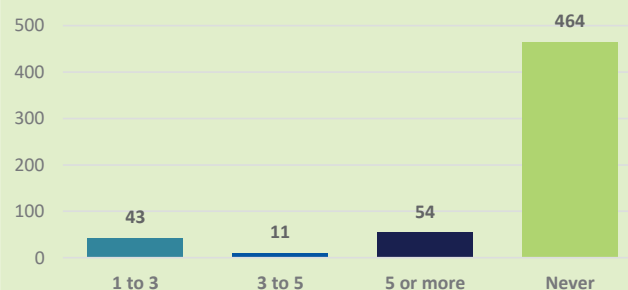


2023

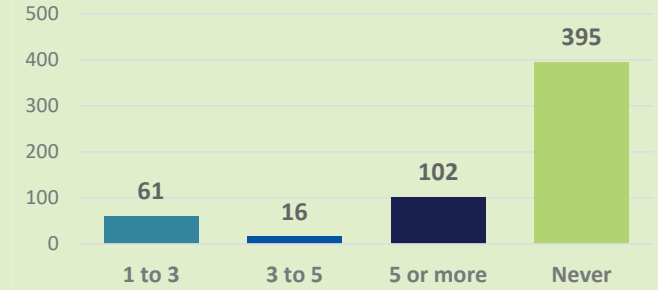
50% Improvements - Jokes



50% improvements - Slurs



50% improvements – Gossip



OCFA Short Term Goals

1. Continued **construction plan for bathroom upgrades** to address gender equity in OCFA facilities.
2. Continued FC and BC **academy trainings on DEI core concepts/principles** and best practices.
3. Engagement with **local and regional career fairs** targeting prospective youth and young adults interested in careers in fire service.

OCFA Long Term Goals

1. Development of a comprehensive Outreach & Recruitment annual campaign targeting high school fire service programs, collegiate athletes, military, and underrepresented communities in and around the OC.
2. DEI Communications Strategy in collaboration with the Director of Communications that reflects the Fire Chief's vision of fostering an inclusive workplace.
3. Identify and deploy a comprehensive DEI training to leadership that embodies a "Train-the-Trainer" model and builds on the DEI framework established and approved by the Fire Chief.
4. Partnerships with cultural, educational, and community entities to increase our awareness of community issues and trends.
5. Creation of a DEI Committee Task Force that will advise Executive Management.

OCFA Measuring DEI Success

1. DEI Climate Survey
2. Recruiting/Outreach Efforts
3. Workforce Representation and Promotion/Internal Hiring Statistics
4. DEI Training
5. DEI Community Programs/Activities

A large, dark, stylized logo consisting of the letters 'I' and 'M' is positioned in the background, centered horizontally and vertically. The 'I' is above the 'M', and they are both rendered in a serif font. The logo is set against a dark, textured background that features a large, dark, diamond-shaped area in the center.

Toward continued growth and the
Best Employee Experiences!

Interaction**Metrics**



Orange County Fire Authority
AGENDA STAFF REPORT

Board of Directors Meeting
February 23, 2023

Agenda Item No. 3C
Discussion Calendar

**Board of Director Requested Item -
Establish a Policy to Prefund Capital Improvement Program Projects**

Contact(s) for Further Information

Mark Tettemer, OCFA Director
Board of Directors

mtettemer@lakeforestca.gov

Summary

This agenda item is prepared at the request of OCFA Board Director Mark Tettemer to introduce a discussion regarding establishing a policy to prefund Capital Improvement Program projects for Board future consideration.

Prior Board/Committee Action

Not applicable.

RECOMMENDED ACTION(S)

Review the request and provide direction to staff regarding preparation of any additional staff reports and whether to channel through any committee.

Impact to Cities/County

Not Applicable.

Fiscal Impact

There are no fiscal impacts associated with this action.

Background

At the January 26, 2023, Board of Directors meeting, Director Tettemer made a request during Board Member comments portion of the agenda, requesting that staff prepare a staff report to introduce a discussion regarding establishing a policy to prefund Capital Improvement Program projects for Board future consideration.

Attachment(s)

None.