SAN RAMON VALLEY FIRE PROTECTION DISTRICT
Board of Directors Regular Board Meeting

Wednesday, April 22, 2009 – 7:00 p.m.

Nick Dickson, President ~ Thomas J. Linari, Director
Roxanne W. Lindsay, Director ~ Jennifer G. Price, Director ~ Kenneth W. Sandy, Director

MISSION STATEMENT
In the spirit of our tradition, we strive for excellence, respectfully serving all with pride, honor and compassion

Meeting location: S.R.V.F.P.D. Administrative Offices
1500 Bollinger Canyon Road, San Ramon, CA 94583

AGENDA

1. CALL TO ORDER

2. PLEDGE OF ALLEGIANCE

3. DETERMINATION OF QUORUM AND CONFIRMATION OF AGENDA

4. CONSENT CALENDAR

Consent calendar items are considered routine and are acted upon by the Board with a single action. Members of the audience wishing to provide public input may request that the Board remove the item from the Consent Calendar. Please complete a “Request to Speak” form and submit it to the District Clerk. Comments may be limited to three (3) minutes.

4.1 Approve the salaries, payroll taxes and retirement contributions for the month of March, 2009 for $3,267,737.12.

4.2 Approve the demand register for the period March 18, 2009 through April 14, 2009 in the amount of $930,084.32.

4.3 Approve the minutes from the March 25, 2009 regular board meeting including District Counsel’s closed session report.

4.4 Personnel Actions:

1. Approve staff’s recommendation to award a merit salary increase to Firefighter/Paramedics: Joseph Bradley, John Bahorski, Erik Falkenstrom, Robert Fouts, Iain McCulloch, Sean O’Dwyer and Scott Sauve to Step 5, effective April 1, 2009.

2. Approve staff’s recommendation to award a merit salary increase to Accounting Technician Debbie Wakaluk, to Step 3, effective April 1, 2009.

3. Approve staff’s recommendation to award a merit salary increase to EMS Specialist Chris Eberle to Step 2, effective April 1, 2009.

4. Approve staff’s recommendation to award a merit salary increase to Fire Prevention Specialist Joyce Castro to Step 4, effective April 1, 2009.
5. **PUBLIC COMMENT**

Any person may address the District Board on any subject pertaining to District business, which is not listed on the agenda. This comment is provided by the Ralph M. Brown Open Meeting Act (Government Code § 54950 et seq.) and may be limited to three minutes for any person addressing the Board.

6. **SPECIAL ANNOUNCEMENTS/GENERAL BUSINESS**

7. **OLD BUSINESS**

8. **NEW BUSINESS**

8.1 Adoption of Resolution No. 2009-01 approving the San Ramon Valley Fire Protection District’s Investment Policy.
8.2 Receive quarterly District Investment Report.
8.3 Open Public Hearing as set forth in the annual weed abatement notices mailed March 30, 2009 stipulating April 22, 2009 at 7:00 p.m. as the date, time and place as provided for the purpose of receiving public comment to show cause why weed abatement orders dated March 31, 2009 should not be enforced.

9. **CORRESPONDENCE FOR POSSIBLE BOARD ACTION AND/OR REVIEW**

10. **MONTHLY ACTIVITY REPORTS FOR MARCH, 2009**

10.1 **Operations** – Assistant Chief Collins
Incident Report responded to by type, i.e., fire, medical and the response time

10.2 **Support Services** – Assistant Chief Hart
Support Services Report of monthly activities

10.3 **Training** – Division Chief Krause
Training Report of monthly activities

10.4 **Fire Prevention** – Fire Marshal/Division Chief Jamison
Fire Prevention Report of monthly activities

10.5 **Administrative Services**-Administrative Services Director Leete
a. Monthly Finance Reports
b. Monthly Human Resources Activities/Reports

10.6 **Fire Chief** – Chief Price
Verbal report on monthly meetings, seminars, committee meetings, and other District related activities.

11. **GOOD OF THE ORDER**
12. CLOSED SESSION

12.1 Conference with District Counsel — Potential Litigation
Possible exposure to litigation (two matters)
[Pursuant to Government Code §54956.9(b)(2) and 54954.5(e)]. Facts and
circumstances that might result in litigation need not be disclosed. [Pursuant to
Government Code § 54956(b) (3)(A)]

12.2 Conference with Real Property Negotiators
Negotiators: Assistant Chief Steve Hart/Chief Richard Price
Property Locations:
A). 6100 Camino Tassajara, Danville, CA
B). 1650 Finley Road, Pleasanton, CA
[Authorized under Government Code §54956.8 and 54954.5(e).]

12.3 Status of labor negotiations between the District and the San Ramon Valley
Firefighters Association under the provisions [Authorized under Government
Code §54957.6 and 54954.5(e).]

13. RETURN TO OPEN SESSION

14. REPORT UPON RETURN FROM CLOSED SESSION (if applicable)

15. ADJOURNMENT TO A SPECIAL BOARD BUDGET WORKSHOP
SCHEDULED FOR TUESDAY, MAY 12, 2009 AT 1:00 P.M. AT THE SAN
RAMON COMMUNITY CENTER, 12501 ALCOSTA BOULEVARD, SAN
RAMON; AND THE NEXT REGULAR BOARD MEETING SCHEDULED FOR
WEDNESDAY, MAY 27, 2009, AT 7:00 P.M.

Prepared by:

Susan F. Brooks, District Clerk

Agenda posted on April 16, 2009 at the District’s Administration Building and the San Ramon Valley Fire Protection District’s website at www.firedepartment.org

The San Ramon Valley Fire Protection District ("District"), in complying with the Americans with Disabilities Act ("ADA"), requests individuals who require special accommodations to access, attend and/or participate in District board meetings due to a disability, including but not limited to American Sign Language interpreters, assistive listening devices, transportation to and from the meeting site or other accommodations, may be requested by calling (925) 838-6661 no later than 72 hours in advance of the scheduled meeting time. In compliance with Government Code Section 54957.5, non-exempt writings that are distributed to a majority or all of the Board in advance of a meeting, may be viewed at 1500 Bollinger Canyon Road, San Ramon, California or at the scheduled meeting. In addition, if you would like a copy of any record related to an item on the agenda, please contact District Clerk Sue Brooks at (925) 838-6661.
SAN RAMON VALLEY FIRE PROTECTION DISTRICT
BOARD OF DIRECTORS MEETING
Minutes – March 25, 2009

MISSION STATEMENT
In the spirit of our tradition, we strive for excellence, respectfully serving all with pride, honor and compassion.

Location: 1500 Bollinger Canyon Road
Administrative Building-Boardroom
San Ramon, CA 94583

Board Members Present: Directors: Dickson, Linari, Lindsay, and Price

Absent: Director Sandy, District Counsel Ross

Others Present: Matt Stamey, Glenn Umont

Staff Present: Chief Price, Assistant Chief Collins, Assistant Chief Hart, Fire Marshal Jamison, Administrative Services Director Leete, Technology Systems Manager Call, Battalion Chief Barton, District Clerk Brooks

1. Call to Order

President Dickson called the meeting to order at 7:00 p.m.

2. Pledge of Allegiance

President Dickson led the Pledge of Allegiance.

3. Determination of Quorum and Confirmation of Agenda

There was a quorum.

4. Consent Calendar

Director Lindsay moved approval of the consent calendar items 4.1-4.7 (1-2). Director Price seconded the motion. Motion carried.

5. Public Comment

None

6. Special Announcements/ Presentations/ General Business

6.1 Badge Pinning Ceremony for Training Captain John Leonard.

Chief Price invited Assistant Chief Collins to the podium to introduce Training Chief Leonard. Assistant Chief Collins provided Training Captain Leonard’s background. Board President Dickson
Board Minutes  
March 25, 2009

presented Training Captain Leonard with his badge, which his wife then pinned on him. Chief Price and President Dickson presented the family with gifts. The Board congratulated Training Captain Leonard on his promotion.

At this time in the meeting, the board took a 10-minute break.

7. **Old Business**

7.1 **Presentation of New District Website**

Chief Price presented the background of this project stating that staff has been working on this project for over a year, and that we would go live with the new website on April 1, 2009. Chief Price invited Lucas Hirst to present the new website to the Board. The Board was very impressed with the new website. Chief Price then presented Lucas Hirst with a plaque and thanked him for all of his hard work on this project. The Board thanked Lucas also.

8. **New Business**

8.1 **Discussion of LAFCO Municipal Service Review: Fire and Emergency Medical Service Providers.**

Chief Price presented the background of this item highlighting some key areas of the Municipal Service Review, discussing the sphere of influence being expanded and that there is a public hearing scheduled for April 8, 2009 regarding this MSR. Price Chief stated that he wanted to be sure the board was aware of some of the key elements in the MSR. The Board thanked Chief Price for his presentation.

8.2 **Discussion and authorization to enter into a contract with Randall Funding and Development, Inc., of Emeryville for grant writing services at a cost not to exceed $10,000.**

Chief Price presented the background of this item stating that this firm comes highly recommended and would be working with the City of San Ramon also. The Board concurred with staff’s recommendation for the need to hire this grant writing firm.

9. **Correspondence**

No comment.

10. **Monthly Activity Reports**

10.1 **Operations – Assistant Chief Collins**

Assistant Chief Collins provided the monthly Operations report, highlighting the Company Performance Standards and an update on some of the recent fires in the District. The Board was very impressed with the Company Performance Standards document.
10.2 Support Services – Assistant Chief Hart
Assistant Chief Hart provided the monthly Support Services report to the Board highlighting Station 32 and at the first public hearing he attended on March 18, 2009 and that the project was approved by the County. Assistant Chief Hart reported that Station 36 would be officially operating on Monday, March 23, 2009.

10.3 Training – Division Chief Krause
Assistant Chief Collins provided the monthly Training Division report, in Training Chief Krause’s absence.

10.4 Fire Prevention – Fire Marshal Jamison
Fire Marshal Jamison provided the monthly Fire Prevention report highlighting what went well. Fire Marshal Jamison also discussed the Community Wildfire Protection Plan, Juvenile Fire Setter Program, and Defensible Spaces Workshop held recently.

10.5 Administrative Services-Administrative Services Director Leete
Administrative Services Director Leete provided the monthly update to the Board and those present stating that it was a routine report. Administrative Services Director Leete stated that conditional offers have been made on two open District employment positions.

10.6 Fire Chief – Chief Price
Chief Price informed the Board of several meetings he attended this past month - Exchange Club of San Ramon Valley, Danville State of the Town luncheon, and also spoke to the Crow Canyon Country Club Men’s group.

11. **Good of the Order**

Chief Price also asked the Board about using the firedepartment.org url on our new website. The board agreed to using this url.

Director Lindsay stated that she is very appreciative of receiving the LAFCO MSR document.

12. **Closed Session**

12.1 Conference with District Counsel – Potential Litigation
Possible exposure to litigation (one matter)
[Pursuant to Government Code §54956.9(b)(2) and 54954.5(e)]. Facts and circumstances that might result in litigation need not be disclosed. [Pursuant to Government Code § 54956(b) (3)(A)]

12.2 Conference with Real Property Negotiators
Negotiators: Assistant Chief Steve Hart/Chief Richard Price
Property Locations:
A). APN# 198-132-017-7/Danville Boulevard, Alamo, CA
B). 6100 Camino Tassajara, Danville, CA
C). 1650 Finley Road, Pleasanton, CA
[Authorized under Government Code §54956.8 and 54954.5(e).]
12.3 Status of labor negotiations between the District and the San Ramon Valley Firefighters Association under the provisions [Authorized under Government Code §54957.6 and 54954.5(e).]

13. Return to Open Session

Regular session ended: 8:30 p.m.
Closed session began:  8:45 p.m.
Closed session ended: 9:30 p.m.
Regular session reconvened: 9:35 p.m.

14. Adjournment

The meeting adjourned at 9:35 p.m. to the next Regular Board Meeting of April 22, 2009.

Prepared by: [Signature]
Susan F. Brooks
District Clerk

Approved by: [Signature]
Nick Dickson
Board President
April 9, 2009

VIA ELECTRONIC MAIL

The Honorable Nick Dickson, President
and Members of the District Board of Directors
San Ramon Valley Fire Protection District
1500 Bollinger Canyon Road
San Ramon, CA 94583

Re: Report Upon Return From Closed Session; Regular District Board of Directors Meeting, March 25, 2009

Dear President Dickson and Members of the District Board:

This communication sets forth reportable action, if any, of the District Board consistent with provisions of the Ralph M. Brown Opening Meeting Act (Government Code §§54950 et seq.), specifically, Government Code §54957.1, in association with a properly noticed Closed Session of the Regular District Board Meeting of March 25, 2009.

There were three items scheduled for Closed Session consideration:

12.1 Conference with District Counsel – Potential Litigation
Possible exposure to litigation (one matter) [Pursuant to Government Code §§54956.9(b)(2) and 54954.5(e)]. Facts and circumstances that might result in litigation need not be disclosed. [Pursuant to Government Code §54956.9(b)(3)(A)].

12.2 Conference with Real Property Negotiators. Negotiators: Assistant Chief Steve Hart/Chief Richard Price
Property Locations:
A) APN# 198-132-017-7/Danville Boulevard, Alamo, CA
B) 6100 Camino Tassajara, Danville, CA
C) 1650 Finley Road, Pleasanton, CA
[Authorized under Government Code §§ 54956.8 and 54954.5(e).]

12.3 Status of labor negotiations between the District and the San Ramon Valley Firefighters Association under the provisions [Authorized under Government Code §§54957.6 and 54954.5(e).]

After convening in Open Session at 7:00 p.m., the District Board completed Open Session matters at 8:30 p.m., and then adjourned to Closed Session at 8:45 p.m.

With respect to Agenda Item No. 12.1, one matter of potential litigation was considered with respect to which there was no reportable action under the common law attorney-client privilege and that provided by Government Code §54956.9(b).

With respect to Agenda Item No. 12.2, there was no reportable action with respect to the designated parcels of real property under the provisions of Government Code §§54956.8 and 54954.5(e).

With respect to Agenda Item No. 12.3, there was no reportable action under the provisions of Government Code §§54957.6 and 54954.5(e).

The District Board returned from Closed Session at 9:35 p.m. where it was indicated that a written report of reportable action, where applicable, would be prepared consistent with the provisions of Government Code §54957.1.

Should you have questions, this office may be contacted in the interim, or the matter may be taken off consent at your next Regular or Special Meeting for inquiry and response.

Very truly yours,

William D. Ross
NEW BUSINESS
MEMORANDUM

Date: April 22, 2009

To: Board of Directors

From: Robert Leete, Administrative Services Director

Subject: District Investment Policy

Background:

Pursuant to the California Government Code, the Board of Directors is required to review the District’s Investment Policy on an annual basis. Staff is recommending no changes to the current approved policy.

Recommendation:

Staff recommends adoption of Resolution No. 2009-01, approving the San Ramon Valley Fire Protection District Investment Policy.
RESOLUTION NO. 2009-01

A RESOLUTION OF THE BOARD OF DIRECTORS OF THE
SAN RAMON VALLEY FIRE PROTECTION DISTRICT ESTABLISHING
THE INVESTMENT POLICY FOR DISTRICT FUNDS

WHEREAS, the Board of Directors of the San Ramon Valley Fire Protection District has previously adopted an investment policy for District funds to ensure that District monies are invested prudently; and

WHEREAS, in cooperation with the San Ramon Valley Fire Protection District, the Treasurer, Administrative Services Director, Finance Supervisor, or Finance Committee of the San Ramon Valley Fire Protection District have been given authority to invest District funds pursuant to the District’s Investment Policy; and

WHEREAS, legislation necessitates the annual review of the District’s investment policy in order to comply with current state law.

NOW, THEREFORE, BE IT RESOLVED, that the Board of Directors of the San Ramon Valley Fire Protection District establishes and adopts a District investment policy, attached hereto as Exhibit 1, which is incorporated by this reference.

BE IT FURTHER RESOLVED, that the District Board of Directors delegates its authority to the Treasurer, Administrative Services Director, Finance Supervisor, or Finance Committee of the San Ramon Valley Fire Protection District to invest District funds in a manner consistent with the District’s Investment Policy.
PASSED, APPROVED AND ADOPTED this 22nd day of April 2009, at a regular meeting of the District Board of Directors at San Ramon, California, on a motion by Director ____________, seconded by Director ____________ and duly carried with the following roll call votes:

AYES:

NOES:

ABSENT:

ABSTAIN:

Dated: ____________, 2009

__________________________
Nick Dickson, Board President
Board of Directors

ATTEST:

__________________________
Susan F. Brooks,
District Clerk

APPROVED AS TO FORM:  

APPROVED AS TO CONTENT:

__________________________
William D. Ross, District Counsel

__________________________
Richard Price, District Chief
SAN RAMON VALLEY FIRE PROTECTION DISTRICT
INVESTMENT POLICY
2009

Section One: Scope and Authority

1.1 The purpose of this policy is to establish a prudent and systematic investment policy, and to organize and formalize investment-related activities.

1.2 The District’s Investment Policy is authorized under the California Government Code, section 53600, et seq. as it applies to the investment of public funds.

1.3 It is intended that this policy cover all funds and investment activities under the direct authority of the San Ramon Valley Fire Protection District. However, investments authorized by Fiscal Agents pursuant to bonded debt are controlled by the terms and conditions of the specific bond and may not necessarily coincide with the Investment Policy outlined herein. Investments must conform to Government Code section 53600.5 concerning safekeeping of purchased securities by financial advisers, fiscal agent, or consultants. Wherever practical, investments made by a Fiscal Agent on behalf of the District will be consistent with this Policy.

Section Two: Investment Objectives

2.1 Safety - It is the primary duty and responsibility of the District Treasurer, Finance Officer or Finance Committee to protect, preserve and maintain cash and investments placed in his/her trust on behalf of the citizens of San Ramon Valley Fire Protection District.

2.2 Liquidity - An adequate percentage of the District’s investment portfolio should be maintained in liquid short-term securities which can be converted to cash if necessary to meet disbursement requirements. Since all cash requirements cannot be anticipated, investments in securities with active secondary or resale markets is highly recommended. Emphasis should be on marketable securities with low sensitivity to market risk.

2.3 Yield - Yield should become a consideration only after the basic requirements of safety and liquidity have been met.
a) The overall yield should be designed to attain a market-average rate of return throughout budgetary and economic cycles, taking into account the District's risk constraints, the cash flow characteristics of the portfolio, and State and local laws, ordinances or resolutions that restrict investments.

2.4 Public Trust - All participants in the investment process shall act as custodians of the public trust. Investment officials shall recognize that the investment portfolio is subject to public review and evaluation. The overall investment program shall be designed and managed with a degree of professionalism that is worthy of the public trust.

2.5 Diversification - The investment portfolio will be diversified to avoid incurring unreasonable and avoidable risks regarding specific security types or individual financial institutions.

In a diversified portfolio, it must be recognized that occasional measured losses are inevitable and must be considered within the context of the overall portfolio's investment return, provided that adequate diversification has been implemented.

2.6 Prudence - The District adheres to the "prudent person rule" which obligates a fiduciary to insure that:

"... investments shall be made with the exercise of that degree of judgment and care, under circumstances then prevailing, which persons of prudence, discretion and intelligence exercise in the management of their own affairs, not for speculation but for investment considering the probable safety of their capital as well as the probable income to be derived."

Section Three: District's Investment Strategy

3.1 The most effective method of increasing investment yields without sacrificing safety is to extend the investment horizon commensurate with the District's cash requirements. To that end, improved cash forecasting and management is the preferred investment strategy for the District.

a) Cash management activities include accurate cash projections, the expeditious collection of revenue, the control of disbursements, cost-effective banking relations, and a short-term borrowing program, when needed, that coordinates working capital requirements and investment opportunity.
Section Four: Allowable Investment Instruments

4.1 The Government Code, sections 53601, 53601.1 and 53635 shall govern the District's allowable investments and the length of those investments, unless specifically limited by this policy. Although the maximum maturity for any deposit or investment is five years, most investments should be for no longer than 2-3 years.

4.2 The specific investments allowed are listed below:

a) The State's Local Agency Investment Fund (LAIF);
b) Any Public Agency's Pooled Investment Fund, provided such involvement is approved in advance by resolution of the Board;
c) Securities of the US Government;
d) Insured Certificates of Deposits (CD's) or CD's adequately collateralized by the institution issuing the certificate; and,
e) Passbook Savings and Money Market Accounts

Section Five: Reporting Requirements

5.1 The Treasurer or his/her designee shall submit annually a written investment policy to the Board. The Board shall consider the investment policy at a public meeting.

5.2 The Treasurer or his/her designee shall submit a quarterly investment report to the Board. The report must be submitted within 30 days following the end of the month covered by the report, and is required under Government Code Section 53646. Such report shall include at least the following information:

a) Types of investments;
b) Names of the institution in which funds are invested or deposited;
c) Date of maturity, if applicable;
d) Par and dollar amount investment on all securities;
e) Percent distribution of each type of investment or deposit;
f) Current market value as of the date of the report, including sources of the valuation except those under LAIF;
g) Rate of interest;
h) Average weighted yield of all investments;
i) The accrued interest earnings fiscal year-to-date for each investment;
j) A statement relating the report to the District's Investment Policy; and
k) A statement that there are sufficient funds to meet the District's next six months' financial obligations.
The Treasurer or his/her designee shall also submit the above information quarterly to the Board of Directors.

5.3 Periodic reports shall be prepared as required by circumstances or as directed by Board. Such circumstances include, but are not limited to, notification that any District investment may be in jeopardy, or a sudden and significant drop in the current market value of any District investment.

Section Six: Internal Controls and General Guidelines

6.1 A system of internal control shall be established and documented in writing. The controls shall be designed to prevent losses of public funds arising from fraud, employee error, misrepresentation of third parties, unanticipated changes in financial markets, or imprudent actions by employees and officers of the District.

6.2 Controls deemed most important include:

a) The control of collusion and separation of duties;
b) Custodial safekeeping of funds invested or on deposit;
c) Minimizing the number of authorized Investment Officers; and
d) Written documentation of procedures and transactions.

6.3 In selecting financial institutions for the deposit or investment of District funds, the Treasurer or his/her designee shall consider the credit-worthiness of the institution. Such credit-worthiness shall be monitored on a regular basis throughout the period in which District funds are deposited or invested.

a) Any deposit or investment of funds shall be in writing, signed by the Treasurer or his/her designee and the authorized representative of the institution.

b) All transactions will be executed on a Delivery Versus Payment (DVP) basis.

6.4 The Treasurer or his/her designee shall encourage peer review of the investments and investment practices. In addition, the District will require the auditors to perform cash and investment testing as part of the audit of the District’s financial statements.

6.5 An annual Cash Flow Forecast may be prepared by the Treasurer or his/her designee and would be used to assist in the development of the annual operating budget for the District.

6.6 This Investment Policy shall be reviewed by the Board on an annual basis.
SAN RAMON VALLEY
FIRE PROTECTION DISTRICT

Administration
Phone: 925-838-6600
Fax: 925-838-6629
www.srvfire.ca.gov

1500 Bollinger Canyon Road
San Ramon, California 94583

Fire Prevention
Phone: 925-838-6680
Fax: 925-838-6609

MEMORANDUM

Date: April 22, 2009

To: Board of Directors

From: Robert Leete - Administrative Services Director

Subject: District Investment Policy – Quarterly Review

Background:

Pursuant to Section 5.2 of the District’s Investment Policy, staff is required to present a quarterly report of investments to the Board of Directors. The quarterly report for the period January 1, 2009 – March 31, 2009 is attached for your information. The investments held on behalf of the District are in compliance with the District’s investment policy.

Recommendation:

Staff recommends that the Board review and receive the quarterly investment report for the period January 1, 2009 – March 31, 2009.

AGENDA NO. 8.2
### SAN RAMON VALLEY FIRE PROTECTION DISTRICT
#### INVESTMENT REPORT
##### AS OF MARCH 31, 2009

<table>
<thead>
<tr>
<th>BANK</th>
<th>Cash</th>
<th>Investment</th>
<th>Fiscal Agent</th>
<th>Quarterly Interest</th>
<th>Year-to-Date Interest</th>
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<tbody>
<tr>
<td>Union Bank of California .20%</td>
<td>1,002,169</td>
<td>5,012,349</td>
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<td>2,581</td>
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<tr>
<td>Union Bank of California-Premier Account .019%</td>
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<td>30,622</td>
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<tr>
<td>Local Agency Investment Fund (LAIF) 2.54%</td>
<td>25,595,732</td>
<td>1,333,017</td>
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<td>294,867</td>
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<tr>
<td>U. S. Bank-First American Treasury Obligations .003%</td>
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<td></td>
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<td>6,692</td>
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<tr>
<td>U. S. Bank-First American Treasury Obligations .003%</td>
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<td>35</td>
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<td>27,216</td>
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<tr>
<td>Union Bank CERT Funds</td>
<td>34,414</td>
<td>2,067</td>
<td></td>
<td></td>
<td>635</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>1,036,583</strong></td>
<td><strong>30,610,148</strong></td>
<td><strong>1,333,052</strong></td>
<td>0</td>
<td><strong>362,613</strong></td>
</tr>
</tbody>
</table>

### SAN RAMON VALLEY FIRE PROTECTION DISTRICT
#### INVESTMENTS BY TYPE
##### AS OF MARCH 31, 2009

- **Union Bank**
  - Cash $1,036,583

- **U.S. Bank-Fiscal Agent**
  - Reserve Funds $1,333,017
  - Capital Funds $35

- **Investment**
  - LAIF $25,597,799
  - Union Bank $5,012,349

The District has sufficient funds available to meet six months of financial obligations.

The February 2009 investments are in accordance with the Districts adopted investment policy.

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*Signature: [Sanitize]*
*Date: 4/15/09*

*Signature: Robert Leete*
*Date: 4/15/09*

**Finance Supervisor**
**Administrative Services Director**
CORRESPONDENCE
April 10, 2007

Dear Fire Fighters,

Thank you for your prompt and professional handling of the chimney fire at my neighbors home last week on Cross Road in Alamo. You can be sure our neighbors will be very good about fire abatement as summer approaches.

Eating
229 Cross Rd
Michael & Dahlia Fung

April 6, 2009

San Ramon Valley Fire Protection District Board of Directors
1500 Bollinger Canyon Rd.
San Ramon, CA 94583

RE: Incident # 1430, March 7, 2009, 4:00 p.m. approximately

Board of Directors:

Please extend our appreciation for the excellent assistance and service that my husband and I received on March 7, 2009. My husband had a serious diabetic reaction at home and I called “911.” The two dispatchers and team of three paramedics that came to our assistance were a “Godsend.” Everyone knew their jobs well and interacted to give us the best medical emergency service possible.

Please acknowledge Captain Doug Kunst, Ken Schwartz, and John Bahorski and the two dispatch operators (unfortunately, I was unable to get the operators’s names) for being outstanding “on the job!”

Please remember us by including a copy of this letter in their personnel files and during their performance reviews.

Thank you for being there when we needed help.

Sincerely yours,

Dahlia R. Soon-Fung

cc: Captain Doug Kunst
    Ken Schwartz
    John Bahorski
March 24, 2009

Jim Tidwell, Deputy SVP
Government Relations
International Code Council
500 New Jersey Avenue NW
Washington, D.C. 20001

Dear Mr. Tidwell:

I am very pleased to nominate Fire Marshal Christina Jamison of the San Ramon Valley Fire Protection District as one of two IAFC representatives to ICC’s International Fire Code Development Committee.

On behalf of the IAFC Board of Directors, I would like to extend our great appreciation to the International Code Council for giving our members the opportunity to participate and provide input in the future direction of the building and fire codes.

Our thanks, also, to Fire Marshal Jamison; we count on you to represent the IAFC goals and objectives for better safety for the public and the fire service through the building codes.

Sincerely,

Chief Larry J. Groend, CFO, MIFireE
IAFC President, 2008-2009

Cc: Chief Gary Aleshire, Jeff Griffin, Mel Cosgrove, ICC
March 31, 2009

Richard Price, Chief
San Ramon Valley Fire Protection District
1500 Bollinger Canyon Road
San Ramon, California 94583

Dear Richard:

I want to acknowledge Fleet Mechanics Dan Rhodes and Rick Nogueira for their recent repair of Engine 459 of Mount Diablo State Park. They replaced the primer unit. They are currently performing maintenance work on the red type 4 engine that formerly belonged to your agency. Please pass on my appreciation to Dan and Rick for their time and efforts.

Your agency's commitment and contributions to the operations of Mount Diablo State Park are greatly appreciated.

Sincerely,

Carl Nelson
State Park Peace Officer
March 30, 2009

Fire Chief Richard Price
San Ramon Valley FPD
1500 Bollinger Canyon Road
San Ramon, CA 94583

Dear Chief Price:

On March 13th 2009 our Fire Department suffered a great loss when Fire Engineer David Garrett passed away. As we all know, there is nothing as tragic as losing a fellow Firefighter; but as always, through this sad time the fire service proved to be there to stand by with their fellow firefighters.

Needless to say, David’s untimely death has left a deep void in the El Cerrito Fire Department. However, there is also nothing as gratifying as the support we received from your department. Brian Morales, John Youngblood and Donnel Halsey did an outstanding job providing us support during David’s viewing for the family.

I would like to extend my heartfelt appreciation to all of the members of your department. Their support for Engineer Garrett, his family and our Department was clearly evident. It is at sad times like these that one understands the true depth of the fire service, pride and tradition.

Thank you,

Lance J. Maples
Fire Chief
Sue,

Please pass on my thanks to Chief Price for his excellent address to the Crow Canyon Men's Group last Thursday. The attendees were most interested in his message and I think that we met the objectives of more understanding of the fire prevention and medical services provided and in raising the interest in preventative safety.

Lyn Arscott
Consolidation conflagration

A NEW STUDY of Contra Costa’s myriad fire departments has thrown open the curtain on an ugly truth: When it comes to fire protection, this is a county of haves and have-nots.

Some communities get three firefighters per engine, while others must make do with two.

Some communities receive almost a third of the property tax revenues to pay for fire protection, while others must manage with far less.

Residents in some districts enjoy lower fire insurance premiums while others face longer response times.

The study recommends evaluating a range of consolidations that could cut administrative costs, simplify and improve service.

(Read the full study at www.contracostalafco.org)

Some consolidation advocates even believe the county’s 10 fire departments should merge into a single fire district with its own elected board.

But there are few acts more politically incendiary than challenges to local control.

Of the county’s 10 fire departments, the county Board of Supervisors oversees three. Locally elected boards govern four while the cities of El Cerrito, Pinole and Richmond have their own departments.

A powerful state agency called the Local Agency Formation Commission — or LAFCO, for short — has the power to force consolidation of fire districts if its members determine it would improve public service.

By way of background, every county has a LAFCO. Its job is to police public agency boundaries and avoid costly duplication of service and territory battles.

But LAFCO commissioners are themselves local elected officials — its board is comprised of county supervisors, and city council and special district members.

As a result, LAFCOs typically display little appetite for conflict with their elected comrades.

And make no mistake, the study itself is generating angst and LAFCO has not yet taken a single vote on the matter. Folks from the more affluent districts are already fighting like cats with their tails on fire to preserve their districts.

An even bigger political barrier to consolidation is the severe funding inequities between districts. Why is that?

All property owners in California pay 1 percent of their properties’ assessed value in taxes.

Out of that 1 percent, the state divvies up the proceeds.

Politics

FROM PAGE 17 among state and local agencies to fund a broad range of services, including fire protection.

But the allocations to fire protection vary from town to town. The disparate figures originate with the passage of Proposition 13 in 1978, when the state froze tax rates.

As a result, places such as far East Contra Costa that were rural and used volunteer firefighters 30 years ago have been unable to keep up with the costs of providing professional suburban-level service.

Consider the variance in the percentage of the property tax that goes to seven of the county’s fire districts: Kensington, 30 percent; Moraga-Orinda, 21 percent; San Ramon Valley, 14 percent; Contra Costa (10 central county cities and some unincorporated areas), 12 percent; Crockett-Carquinez, 12 percent; East Contra Costa, 7 percent; and Rodeo-Hercules, 6 percent.

Granted, no one knows if consolidation would solve Contra Costa’s problems or just create new ones. LAFCO would need to conduct further studies.

On the other hand, consolidation is not a radical shift. Alameda County is aggressively merging its districts. It took 15 years, but San Bernardino County recently completed the consolidation of 26 fire agencies.

More important, California public agencies are facing unprecedented funding shortfalls as the recession combined with rising costs to deliver deeper and deeper services cuts in their budgets.

We can survive without some public services. Fire protection is not one of them.

But if LAFCO won’t take on the task, who will?

“No one,” says LAFCO commissioner and county Supervisor Mary Nejedly Piepho. “LAFCO is the last stop.”

GOT POLITICS?: Read Inside Politics for the latest happenings at www.ibabuzz.com/politics:

■ Two new names surfaced last week as potential candidates to replace Rep. Ellen Tauscher, D-Alamo: San Ramon Republican David Harmer and Solano County Democrat Anthony Woods.

■ San Pablo resident and attorney Mister Philips announced his plans to challenge Contra Costa County Supervisor John Gioia next year.

AND FINALLY: Veteran Contra Costa lawmaker and Assemblyman Tom Torlakson routinely puts the Energizer bunny to shame when he walks precincts.

But he would need to channel Santa Claus to come down every California voter’s chimney in his campaign for state superintendent of public instruction.

California has 9.6 million voting households. At 2 minutes per household, walking 12-hour days and taking no breaks, that adds up to 73 years. I wonder how many pairs of shoes he needs?

Reach Lisa Vorderbruggen at 925-945-4773 or lvorderbruggen@bayareaonews-group.com; visit the Politica Blotter at www.ibabuzz.com/politics.
‘Spiking’ is how to play pension game

PETER NOWICKI, the chief of the Moraga Orinda Fire District, knows how to play the retirement system. That’s why he was able to convert a $185,000 annual salary into a $241,000 yearly pension.

The losers are taxpayers and employees of the fire district who are left to help finance the outrageous payments. They should insist that elected officials put a stop to similar deals. And other public agencies, including Contra Costa County, should take note. Pension spiking is widespread and should be ended.

To be sure, the case of Nowicki, a 26-year fire department veteran, is extreme. Pension experts who looked at the numbers in his case were amazed. Residents of Orinda and Moraga should be appalled.

How did he do it? Primarily by taking maximum advantage of rules that enabled him to sell back unused vacation and holidays. As a result, he increased his starting annual pension payment 46 percent, from $165,000 a year to the $241,000 yearly total.

Nowicki’s only 50 years old. Assuming he lives to 80, those moves alone will add $2.3 million in today’s dollars to his pension.

Ironic, after taking retirement Nowicki turned around and went back to work for the district on a five-month contract at an annual rate of $176,000, which he collects on top of his pension payments. Moreover, it’s Nowicki who is in charge of overseeing the district’s finances.

By his own admission, the district needs to trim back its pension program if it hopes to maintain services. “There are changes that need to be made to the retirement system,” he told me, “and we are actively pursuing different options and working with labor to see what kind of changes we can make.”

Lots of luck convincing the rank and file to recognize the financial realities while you’re personally sucking money out of the system at a staggering rate. Indeed, Nowicki’s retirement payments are a perfect example of what’s wrong with public pension systems.

The chief, like most police and firefighters in the state for the past decade, has been granted a pension that allows him to retire as early as age 50 and collect 3 percent of his final salary for every year of service. One of the key tricks of the system is boosting that final salary. Here’s how Nowicki did that.

For starters, the fire district’s generous vacation policy provides up to 10 weeks off per year for employees with more than 30 years’ experience. In Nowicki’s case, he was earning 8.4 weeks a year when he retired. Not surprisingly, he had a hard time getting his job done and taking all that vacation.

Next, management employees in the district can sell back some of their unused vacation each calendar year. And, if they sell it back during their final 12 months of employment, they can count it as income for purposes of calculating their pensions. Notice that if the final 12 months of employment straddle two calendar years, the employee can sell back vacation twice and count all the income toward the pension calculation.

That’s exactly what Nowicki did. He sold vacation in 2008 and again in January 2009, just weeks before his retirement.

But, even after selling back vacation time, he still had more left. So when he retired, the district paid him for that time as well as for unused personal holidays. And, under the district’s policies, those payments were also counted as income when computing his pension payments.

The combined effect of the vacation sell-back and the further cash-out of unused vacation and personal days added about $76,000 a year to Nowicki’s pension — for the rest of his life. And, yes, the pension payments increase with inflation.

So what can be done to stop such abuses in the future? Lots, if elected officials can muster the political backbone to make needed changes and employees, especially younger ones, realize they’re getting shafted when their older colleagues spike their pensions on the way out the door.

Public agencies should cap vacation accrual at reasonable levels. Just like in the private sector, if the employees don’t take vacation they shouldn’t accrue more. Unused vacation can become a huge financial liability that becomes exponential when used as part of pension calculations.

Next, elected officials should eliminate vacation sell-back programs for public employees while they’re still working. The state Supreme Court required many public agencies to count the income from those sell-backs toward pension calculations. But the court hasn’t required the public agencies to provide such sell-back programs. So stop offering them and then you don’t have to count them later. (Those public agencies that insist on preserving sell-back programs should certainly at least prohibit “straddling.” Employees should not be allowed to sell back more than once in a 12-month period, even if that period overlaps two calendar years.)

Finally, public agencies should stop counting payments for unused vacation and personal days upon termination toward retirement calculations. The state Court of Appeal has been clear that termination payments need not count toward pension calculations. Public agencies should stop giving away that money.

Any changes will be too late to affect Nowicki’s pension. He’s set for life. Too bad he didn’t push for change before his retirement.

Borenstein is a staff columnist and editorial writer. Reach him at 925-945-8248 or dborenstein@bayareanewsgroup.com.
OPERATIONS
MEMORANDUM

Date: April 22, 2009

To: Board of Directors

From: Bryan Collins – Assistant Chief

Subject: Monthly Activity Report

Attached is the Operations report for the month of March, 2009.
# Response Time Report - Incident Summary by Incident Type

**Date Range:** 03/01/2009 to 03/31/2009

<table>
<thead>
<tr>
<th>Incident Type</th>
<th># of Incidents</th>
<th># of Responses</th>
<th># Responses Used</th>
<th>Avg Response Time</th>
<th>Total Loss</th>
<th>Total Value</th>
</tr>
</thead>
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<td>16</td>
<td>72</td>
<td>12</td>
<td>5:35</td>
<td>$1,775,000.00</td>
<td>$4,050,000.00</td>
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<tr>
<td>Rupture/Explosion</td>
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<td>7</td>
<td>1</td>
<td>5:22</td>
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<td>EMS/Rescue</td>
<td>399</td>
<td>735</td>
<td>344</td>
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<tr>
<td>Hazardous Condition</td>
<td>11</td>
<td>16</td>
<td>5</td>
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<tr>
<td>Service Call</td>
<td>67</td>
<td>99</td>
<td>7</td>
<td>6:32</td>
<td></td>
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<tr>
<td>Good Intent</td>
<td>53</td>
<td>90</td>
<td>8</td>
<td>6:29</td>
<td></td>
<td></td>
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<tr>
<td>False Call</td>
<td>59</td>
<td>86</td>
<td>27</td>
<td>6:28</td>
<td></td>
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<tr>
<td><strong>Totals</strong></td>
<td><strong>606</strong></td>
<td><strong>1105</strong></td>
<td><strong>404</strong></td>
<td></td>
<td><strong>$1,775,000.00</strong></td>
<td><strong>$4,050,000.00</strong></td>
</tr>
</tbody>
</table>

Note: 404 responses from 606 total incidents were used in determining this response time summary.

This report does not include the following: mutual aid given, auto aid given, other aid given, cancelled en route, non-emergency responses, responses outside the urban limit line and incomplete incident reports.
SUPPORT SERVICES
MEMORANDUM

Date: April 22, 2009
To: Board of Directors
From: Steven J. Hart – Assistant Chief
Subject: Monthly Activity Report

Attached is the Support Services report for the month of March, 2009.
Facilities:

1. Station 36: Fire Crews Moved in March 23rd.
2. Station 36: Storage Building. Submitted to CCC Public Works.
3. Station 32: Schematic Design in Development.
4. Station 32: Discussions with Contra Costa County Planning for Land Use Permit.

Fleet:

1. Routine maintenance and repairs in progress.
3. Annual Engine / Truck Services in Progress.
4. Annual aerial ladder testing completed.
5. Coordinated Fire Safety Trailer improvements.

Current Projects:

1. Coordinated bids for various budgeted projects.
2. Working through Fiscal Year 08/09 budgeted projects.
3. Station 39: Office Building upgrades completed.
4. Working with EBMUD on coordination of fire hydrant service.
5. Contracted with demolition contractor for demo of former 36.
6. Preparing for Communications Center Manager appointment.
TRAINING
DIVISION
MEMORANDUM

Date: April 22, 2009
To: Board of Directors
From: Derek Krause – Division Chief Training
Subject: Monthly Activity Reports

Attached is the Training Division report for the month of March, 2009.
SAFETY

Safety Committee Meeting March 3

LEADERSHIP

Officer Development Training March 6, 13, 27

ADMINISTRATIVE/COMPUTER

Target Incident Planning System ongoing

EMS TRAINING

EMS Module I-09
Emerg. Childbirth/Helo March 4, 11, 18, 25

Public CPR March 28

Paramedic Meeting March 9, 17, 23, 25, 27

INTERAGENCY TRAINING

County Chief’s Meeting March 11

County Training Officers Meeting March 4

County Operations Meeting March 18

SUPRESSION TRAINING

EVOC Driver Training Mather Field March 17-18

Tiller Truck Training (TDA) ongoing

Firefighter Module I-09
Company Performance Standards March 5, 12, 19, 26

Driver Operator 1B March 9-13

Night Drill March 7

Fire Prevention I-09
Hazardous Materials FRA March 24
PROBATIONARY TRAINING

Simmons
Probationary Training  March 1, 7
Probationary Testing FF II  March 10

Hubbard
Probationary Testing  March 19

SPECIAL OPERATIONS TRAINING

CA Task Force-4 Drill  March 6, 20
Hazardous Materials Team I-09  March 9
Rescue Division I-09
ARGO evaluation  March 17

Acquired Structure Drill
95 Stephanie Lane  March 31

VOLUNTEER TRAINING

Reserve Firefighter Drill  March 10, 24
Station 37 Volunteer Drills  March 4, 18

Communications Reserves Meeting  March 3, 17
FIRE PREVENTION
DIVISION
MEMORANDUM

Date: April 22, 2009

To: Board of Directors

From: Christina Jamison – Fire Marshal

Subject: Monthly Activity Reports

Attached are the Fire Prevention reports for the month of March, 2009.
Fire Prevention Summary of Monthly Activities
March 2009

What Went Well

Fire Marshal Rick Terry awarded the William E. Fox Award
March 19, Retired Fire Marshal Rick Terry was awarded the William E. Fox Award at the 19th Annual California Fire Prevention Institute banquet dinner. The award is given in recognition of career service, leadership, constant dedication to the Fire Service, the safeguarding of life and fire protection. The Southern California Fire Prevention Officers Executive Board has only presented this award twice in the past 14 years and this was the first time it was awarded to a member of the Northern California section.

CERT-Train the Trainer
Cert Coordinator Bell hosted and provided CERT Instructor training to 30 people serving communities throughout the Bay Area.

Remembering When, Train the Trainer
As a result of the Grant awarded in November 2008, Fire Specialist Castro provided a “Train the Trainer” class along with a representative of Meals on Wheels. Training attendees were Meals on Wheels Friendly Visitor volunteers who will be educating seniors on fire and fall prevention key messages while on their visits.

San Ramon Community Development
Staff is working with the City of San Ramon Community Development Department in updating the General Plan including both Public Facilities and Safety elements. In addition, staff has updated the Fire District standard planning conditions that will be used to streamline and better communicate District requirements on land use projects. (Leads, Inspector Bartusch and Plans Examiner Hardage)

San Ramon Valley Unified School District, Personnel changes
Due to the impacts of the state budget District staff has been working with the SRVUSD to reorganize the process and coordination for school inspections. Previously all inspections were done with one primary contact from the SRVUSD Facilities Division, currently it has been revised that inspections will be coordinated through each Principal. It is anticipated that this may create delays in the compliance process.

Maintenance of public records:
Work continued on purging and scanning Prevention Division files in compliance with the California Fire Code and District needs for archived information. Project is near completion, 39 banker boxes were sent to be scanned. (Lead, Officer Vanek)

Website Launch
Fire Specialist Kim French and Code Compliance Officer Roy Wendel both worked closely with District staff to support the website content for the Fire Prevention, Community Outreach, News and Recent Events and Kids Corner sections.
Fire Prevention Summary of Monthly Activities
March 2009

Fire Investigation, 1640 Cervato Circle, Alamo
March 22, 2009, Fire Investigator Kurtz responded to a residential structure fire. Access to the structure was limited due to severe structural damage and a structural collapse. Witness interviews and statements were obtained. Structure was a complete loss. Probable cause was electrical and point of origin located on the first floor basement area of this multi-story single family dwelling. Smoke detectors alerted occupants and allowed them to safely evacuate.

Fire Investigation, 14 Molina Ct., San Ramon
March 24, 2009, Fire Investigator Kurtz responded to a residential structure fire. Investigator Kurtz coordinated with San Ramon Building Department and Police Department, ATF, and Animal Control Services. Structure sustained major damage and several pets perished in the fire. Occupant was awoken by noise, there were no working smoke detectors. The point of origin was determined to be in an upstairs guest room and cause determined to be a secondary heat and lighting source; possibly candle or small terra cotta style lanterns confirmed burning at the time of ignition.

Fire Investigation, 220 Crossroads, Alamo
March 30, 2009, Fire Investigator Bartusch responded to a residential structure. The origin was determined to be in the attic, structure damage was contained to the roof and second story. Homeowners were not home at the time of the fire. The cause is undetermined but appears to be related to the chimney and possible ember intrusion from the exterior through the attic vents.

Potential Issues
Hazard Abatement Notices were mailed out on March 30. Due to an error made by the contracted company that provides the service of printing and mailing notices; over 500 notices were printed with an incorrect address relative to the location. A corrected mailing was made on April 8 and a public notice was provided in the Contra Costa Times. (See attached)

Informational Notice

Sunny Glen Smoke Detector Program
Sunny Glen Smoke Detector Program event will take place on April 25. This event is in cooperation with the local Rotary Clubs and provides smoke detector testing and replacement for seniors residing in the San Ramon, Sunny Glen Retirement Community.

Baskin-Robbins 31 Cent Scoop Night
Wednesday, April 29, 2009 from 5 – 10 pm.
Locations with in the District;
San Ramon Baskin Robbins, 2005 Crow Canyon Place
Blackhawk Baskin Robbins, 9000 Crow Canyon, Danville
Downtown Danville Baskin Robbins, 301 Hartz
Fire Prevention Summary of Monthly Activities
March 2009

Committee Meetings and Training Attended
- Division Uniform Committee
- Jamison and Hardage, California Fire Prevention Officers Workshop
- Jamison, California Building Standards Commission
- Jamison, ICC East Bay Chapter
- Bell and Vanek, California Emergency Services Association
- Castro, Fall Prevention Coalition
- Castro, Senior Outreach Committee
- French, Diablo Fire Safe Council
- Evitt, NorCal FPO Building Standards Committee
- Kurtz, San Ramon Leadership Training
- Castro, Nor Cal Public Education Committee

Upcoming Public Education Classes and Events Scheduled

<table>
<thead>
<tr>
<th>Event</th>
<th>Series</th>
<th>Date</th>
</tr>
</thead>
<tbody>
<tr>
<td>CERT #25 – Thursdays</td>
<td>6</td>
<td>March 19 – April 30</td>
</tr>
<tr>
<td>Remembering When</td>
<td>3</td>
<td>April 10, April 22 &amp; April 30</td>
</tr>
<tr>
<td>National Child Abuse Prevention Awareness</td>
<td>2</td>
<td>April 18</td>
</tr>
<tr>
<td>Fire Extinguisher Training – San Ramon Regional Hospital</td>
<td>2</td>
<td>April 22 &amp; April 23</td>
</tr>
<tr>
<td>ReadyPerson</td>
<td>2</td>
<td>April 23 &amp; May 14</td>
</tr>
<tr>
<td>Community Fire Extinguisher Training</td>
<td>1</td>
<td>April 25</td>
</tr>
<tr>
<td>Wheel Day – Meadow Lark Children’s Center</td>
<td>1</td>
<td>April 25</td>
</tr>
<tr>
<td>Sunny Glen Smoke Detector Program</td>
<td>1</td>
<td>April 25</td>
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<tr>
<td>Children’s Safety Day</td>
<td>1</td>
<td>April 25</td>
</tr>
<tr>
<td>31 Scoop Night</td>
<td>1</td>
<td>April 29</td>
</tr>
<tr>
<td>Spring Fest-Safety and Wellness Event</td>
<td>1</td>
<td>May 2</td>
</tr>
<tr>
<td>Fire Extinguisher Training – Museum of San Ramon Valley</td>
<td>1</td>
<td>May 11</td>
</tr>
<tr>
<td>Art and Wind Festival</td>
<td>2</td>
<td>May 24 &amp; May 25</td>
</tr>
<tr>
<td>Annual Pancake Breakfast</td>
<td>1</td>
<td>May 30</td>
</tr>
</tbody>
</table>
Plan Reviews Completed

- 11030 Bollinger Canyon Rd. – TI – Approved
- 7 Country Oak Ln – SFD AFES – Approved
- 321 Hartz Ave – AFES Monitoring – Approved
- RA1244 Applewood Dr – Improvements Plan – Approved
- 156 Diablo Rd – Fire Alarm – Approved
- 2860 Crow Canyon Rd – AFES Monitoring – Approved
- 2001 Lusitano St – Fire Alarm – Approved
- 3191 Crow Canyon Rd – TI – Approved
- 233 Front St – TI – Approved
- 268 Smith Rd – Improvement Plans – Approved
- 2723 Crow Canyon rd, #102 – TI – Approved
- 21320 San Ramon Valley Blvd – EVR – Approved
- 6001 Bollinger Canyon rd, Bldg K – AFES TI – Approved
- 345 Hartz Ave – AFES Monitoring – Approved
- 145 Esther Ln – SFD AFES – Approved
- 141 Esther Ln – SFD AFES – Approved
- 125 La Sonoma Way – SFD AFES – Approved
- 2900 Stone Valley Rd – SFD AFES – Approved
- 2500 San Ramon Valley Rd – LPG – Approved
- 3188 Danville Blvd – EVR – Approved
- 436 Diablo Rd – Hood & Duct – Approved
- 2809 Oak Creek Dr – RCFE – Approved
SAN RAMON VALLEY FIRE PROTECTION DISTRICT
FIRE PREVENTION DIVISION

1500 Bollinger Canyon Road, San Ramon, CA 94583

PHONE: (925) 838-6600 FAX: (925) 838-6696

NOTICE TO ABATE AND/OR INSTALL FIREBREAKS

March 31, 2009

Dear Property Owner:
In accordance with the San Ramon Valley Fire Protection District Ordinance No. 22, Chapter 3, Section 316, you are hereby notified that an accumulation of GRASS, WEEDS, DEAD TREES, AND/OR RUBBISH constitutes a fire hazard on the following described property owned by you. Please be advised that this is the only notification that you will receive.

ASSessor's PARCEL #: 0062600010
STREET LOCATION: PO BOX 2188

YOU ARE HEREBY NOTIFIED TO REMOVE THE GRASS, WEEDS, DEAD TREES, AND/OR RUBBISH OR INSTALL FIREBREAKS BY June 1, 2009. If you fail to do so, the grass, weeds, and/or rubbish will be removed or firebreaks will be installed by the San Ramon Valley Fire Protection District and the cost of this work will be collected like property taxes and will be a lien on your property until paid.

YOU ARE HEREBY FURTHER NOTIFIED that the Board of Directors of this Fire District has declared that if this property must be abated by the Fire District’s Contractor, an additional surcharge will be attached to the Contractor’s cost of abating this property for administration expenses accrued by this Fire District.

YOU ARE HEREBY FURTHER NOTIFIED that the Board of Directors of this Fire District has declared that all such weeds and rubbish constitute a public nuisance and that such weeds also constitute a seasonal and recurring nuisance.

YOU MAY APPEAR in person before the Board of Directors at 7:00 p.m., April 22, 2009, to show cause why this order should not be enforced.

(See revised "MINIMUM ABATEMENT STANDARDS" enclosed)

If this property is being leased or used by someone other than the owner, it is the owner’s responsibility to contact the lessee or user and arrange for the necessary abatement.

The Fire District urges property owners to arrange for their own weed abatement and so notify this office in writing using the enclosed postage paid postcard upon completion of the work. June 1, 2009, is the final date for compliance or your property will be automatically placed on the abatement list.

If, upon receiving this notice, you have completed the required weed abatement, please disregard this "Final Notice" and accept our appreciation for your efforts in providing a greater degree of fire safety within our community.
PUBLIC NOTICE

SAN RAMON VALLEY FIRE PROTECTION DISTRICT

ANNUAL MAILING REMINDS PROPERTY OWNERS OF DISTRICT'S WILDFIRE HAZARD ABATEMENT STANDARDS

The San Ramon Valley Fire Protection District's Exterior Hazard Abatement program is designed to reduce or prevent the spread of wildfire from one property to another. Each year, the San Ramon Valley Fire Protection District notifies thousands of property owners in wildland urban interface areas of the requirement for exterior hazard abatement. The term "exterior hazard abatement" is used to address any natural growth of grasses, weeds, shrubbery or trees. Exterior hazard abatement standards have been designed to minimize fire hazards throughout the District. Property inspections will begin June 1, 2009. Through abatement efforts, all property owners and citizens can be assured of a safer fire season.

This year, during the mailing process, the mailing company we contracted with made an error. Many properties in our abatement program are owned and maintained by individuals who do not reside on the site that requires the fire clearance. On some of the abatement notices, mailed on March 31, 2009, the site address and mailing address were accidentally switched. The District has worked with the mailing company to correct this error and resend your notice with the appropriate site information. If you received a notice that was not consistent, please accept our apologies.

As always, the San Ramon Valley Fire Protection District is available to answer questions regarding the annual Exterior Hazard Abatement program. Please call 925-633-6600 or visit our website at www.firedepartment.org.

SAN RAMON VALLEY TIMES 4/8/09
# MONTHLY ACTIVITY REPORT
## FIRE PREVENTION DIVISION
### MARCH

<table>
<thead>
<tr>
<th>Category</th>
<th>Current Month</th>
<th>Last Month</th>
<th>Year to Date</th>
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<td></td>
<td>Number</td>
<td>Hours</td>
<td>Number</td>
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<tr>
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<td>2656</td>
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MONTHLY ACTIVITY REPORT
FIRE PREVENTION DIVISION

MARCH

<table>
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<tr>
<th>INSPECTIONS</th>
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<th>Last Month</th>
<th>Year to Date</th>
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ADMINISTRATIVE SERVICES
MEMORANDUM

Date: April 22, 2009

To: Board of Directors

From: Robert Leete – Administrative Services Director

Subject: Monthly Activity Reports

Attached are the Administrative Services reports for the month of March, 2009.
Finance:

Financials
- Balance Sheet (March 31, 2009)
- Revenue/Expense History
- Statement of Expenditures
- Revenues: Budget v Actual
- Expenses: Budget v Actual
- General Fund Expenditures
- General Fund Revenues
- Capital & Equipment/Vehicle Fund
- Total Overtime
- Staffing/Overtime Analysis

Meetings/Activities:
- Assembling FY 2009-10 budget materials.
- Review District Investment Policy and prepare quarterly report.
- Provide content for new internet website.
- Gathering data for GASB 45/OPEB implementation.

Human Resources:

Employee Illness/Injury Report for March 2009

Reportable Injuries – March 2009:

1. March 5, 2009. An Engineer strained their lower back lifting weights during physical fitness exercise. Lost Time: 204 hours.

Note: As of March 31, 2009, there were six (6) employees absent from their regular work assignment. Lost time related to prior month/year injuries totaled 1,238.8 hours (7) employees.
Recruitment/Selection:

Information Systems Technician (Candidate Selected – 5/1 Start Date)
Finance Supervisor (Candidate Selected – 5/1 Start Date)
Communications Center Manager (Assessment Center – 4/23)
Dispatcher (Assessment Center – 4/14/09)
Prepare Announcement – Temporary Dispatcher Assignments
Continuing Recruitment for Deputy Fire Marshal and Dispatch Supervisor

Meetings/Activities:

Gathering data for GASB 45/OPEB implementation.
Provide content for new internet website.
Coordinate informational meetings regarding long-term disability insurance and long-term are insurance.
**SAN RAMON VALLEY FIRE PROTECTION DISTRICT**

**REVENUES (ALL FUNDS)**

**Fiscal Year 2008/2009**

**JULY 1, 2008 - MARCH 31, 2009**

<table>
<thead>
<tr>
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</thead>
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<td>PROPERTY TAXES - CURRENT SECURED</td>
<td>$39,455,792</td>
<td>$44,440,742</td>
<td>$46,301,244</td>
<td>$50,382,918</td>
<td>$52,533,134</td>
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<td>$1,277,576</td>
<td>$550,000</td>
<td>$1,014,814</td>
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<td>$579,968</td>
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<td>PROPERTY TAXES - CURRENT UNSECURED</td>
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<td>$1,450,000</td>
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<td>HOMEOWNERS PROPERTY TAX RELIEF</td>
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<td>4150</td>
<td>LESS TAXES RETURNED TO COUNTY</td>
<td>$(1,173,827)</td>
<td>$(1,235,473)</td>
<td>$(1,293,980)</td>
<td>$(1,475,140)</td>
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<td>4160</td>
<td>LESS COUNTY TAX ADMINISTRATION</td>
<td>$(3,719,113)</td>
<td>$(3,486,184)</td>
<td>$(3,638,572)</td>
<td>$(4,685,975)</td>
<td>$(3,739)</td>
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<td>4170</td>
<td>PROPERTY TAXES - PRIOR SECURED</td>
<td>$(6,784)</td>
<td>$(8,423,409)</td>
<td>$(8,411,770)</td>
<td>$(8,193,000)</td>
<td>$(5,274)</td>
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<td>4180</td>
<td>PROPERTY TAXES - PRIOR SUPPLEMENTAL</td>
<td>$(1,718)</td>
<td>$(93,744)</td>
<td>$(171,092)</td>
<td>$(85,745)</td>
<td>$(9,148)</td>
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<td>4185</td>
<td>PROPERTY TAXES - PRIOR UNSECURED</td>
<td>$2,193</td>
<td>$43,715</td>
<td>$54,056</td>
<td>$25,000</td>
<td>$17,247</td>
</tr>
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</table>

**4200 INTERGOVERNMENTAL REVENUE**

| 4220    | MEASURE "F" | $31,680 | $182,227 | $193,877 | $104,175 | 0 |
| 4230    | 90-90 MANDATED COSTS | $11,500 | $53,251 | 0 | $19,000 | 0 |
| 4250    | MISCELLANEOUS STATE AID/GRANTS | $910,618 | $487,400 | $759,633 | 0 | $1,065,728 |
| 4255    | OTHER INTERGOVERNMENTAL REVENUE | $2,809 | $2,734 | $28,354 | $90,000 | $154,400 |

**$42,094,036** $48,521,551 $49,729,208 $51,586,193 $28,538,816 $0

<table>
<thead>
<tr>
<th>4500 CHARGES FOR SERVICE</th>
</tr>
</thead>
<tbody>
<tr>
<td>4510 INSPECTION FEES</td>
</tr>
<tr>
<td>4515 PLAN REVIEW</td>
</tr>
<tr>
<td>4530 WERD ABATEMENT CHARGES</td>
</tr>
<tr>
<td>4535 AMBULANCE SERVICES</td>
</tr>
<tr>
<td>4540 CPR CLASSES</td>
</tr>
<tr>
<td>4550 REPORTS/PHOTOCOPYING</td>
</tr>
</tbody>
</table>

**$2,723,777** $2,126,641 $2,216,953 $2,023,300 $1,846,053

<table>
<thead>
<tr>
<th>4400 USE OF MONEY &amp; PROPERTY</th>
</tr>
</thead>
<tbody>
<tr>
<td>4410 INTEREST ON LOANS &amp; RECEIVABLE</td>
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</table>

**$856,412** $1,798,343 $1,723,007 $1,124,000 $362,613

<table>
<thead>
<tr>
<th>4500 RENTS, ROYALTIES AND COMMISSIONS</th>
</tr>
</thead>
<tbody>
<tr>
<td>4510 RENT ON REAL ESTATE</td>
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</table>

**$142,317** $132,366 $139,557 $134,500 $168,580

<table>
<thead>
<tr>
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</thead>
<tbody>
<tr>
<td>4610 DONATIONS/CONTRIBUTIONS</td>
</tr>
<tr>
<td>4620 SALE OF PROPERTY</td>
</tr>
<tr>
<td>4630 INDEMNIFYING PROCEEDS</td>
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<tr>
<td>4640 MISCELLANEOUS REVENUE</td>
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**$14,322** $21,680 $44,648 0 $14,950

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<th>4900 OTHER FINANCING SOURCES</th>
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<tr>
<td>4910 LEASE PROCEEDS - OTHER FINANCING SOURCES</td>
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<tr>
<td>4915 COP 2008-OTHER FINANCING SOURCES</td>
</tr>
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</table>

**$14,285,897** 0 0 0

**REVENUE TOTAL**

$60,610,766 $53,325,414 $54,601,645 $55,042,168 $32,060,153

47.40% -31.73% 2.38%
|------------------------------|---------|-------------|-------------|-------------|-------------|-------------|-------------|------------------------|----------------|
### San Ramon Valley Fire Protection District

**Combined Balance Sheet of All Fund Types As of March 31, 2009**

<table>
<thead>
<tr>
<th>GOVERNMENTAL FUND TYPES</th>
<th>AGENCY</th>
<th>ACCOUNT</th>
<th>General</th>
<th>Debt Service</th>
<th>Capital Projects</th>
<th>Equipment/vehicular</th>
<th>CERT PROGRAM</th>
<th>Fixed Assets</th>
<th>General Long-Term Debt</th>
<th>Totals</th>
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<tbody>
<tr>
<td>General</td>
<td>Debt Service</td>
<td>Capital</td>
<td>Equipment</td>
<td>CERT</td>
<td>Fixed Assets</td>
<td>Long-Term Debt</td>
<td>(Memo Only)</td>
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<tr>
<td>Fund</td>
<td>Fund</td>
<td>Projects</td>
<td>Fund</td>
<td>Fund</td>
<td>Fund</td>
<td>Fund</td>
<td>Fund</td>
<td>Fund</td>
<td>Fund</td>
<td>Fund</td>
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<tr>
<td>$32,069,930</td>
<td>$1,333,017</td>
<td>$50,795</td>
<td>$2,058</td>
<td>$36,759</td>
<td>$27,537,422</td>
<td>$22,975,885</td>
<td>$84,005,866</td>
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</tbody>
</table>

#### ASSETS

- Cash - Union Bank of California: $1,022,169
- Cash - Union Bank of California-Prem. @ .021%: $5,012,349
- Cash - LaSalle Bank (Note #2): $0
- Cash - UBC - Workers' Compensation: (16,463)
- Cash - Comerica-Flex Spending: 11,769
- Petty Cash: 400
- Investments - LAIF @ 2.54%: 25,595,732
- Cash with Fiscal Agent (Note #1): 1,333,017
- Accounts Receivable: 460,771
- Interest Receivable: 2,058
- Other Receivable: 2,183
- Prepaid Expenses/Deposits: 1,000
- Prepaid Retirement/Deposit: 50,780
- Due from Other Funds: 0
- Land: 5,905,802
- Buildings & Improvement/Work-in-Progress: 20,645,119
- Equipment: 23,624,218
- Accumulated Depreciation: (22,837,717)
- Amount to be Provided for General Long-Term Debt: 22,975,885

Total Assets: $32,069,930

#### LIABILITIES

- Accounts Payable: 127,470
- Due To Other Funds: 50,780
- Accrued Expenses: 3,100,505
- Deposits Payable: 1,584
- Deferred Revenue: 0
- Long Term Debt: 0
- (1) Certificates of Participation: 16,425,000
- (2) Vehicle Lease: 3,962,434
- Claims Payable: 877,141
- Compensation Absences: 1,723,448
- Total Liabilities: 22,975,885

#### FUND EQUITY

- Investment in General Fund Fixed Assets: 27,537,422
- Reserved for Debt Service: 1,333,017
- Designated for Workers' Compensation: 1,000,000
- Designated for Dry Spell (Cash Flow): 49,731
- Designated for Acq./Fac/Const/Equip.: 2,058
- Designated for improv Gen Implem: 36,759
- Undesignated: 27,777,483

Total Fund Balance: 28,777,483

Total Liabilities and Fund Equity: $32,069,930
FISCAL YEAR COMPLETED - 75%

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<td>$50</td>
<td>$50</td>
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<td>$0.00</td>
<td>0%</td>
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<td>$29,530</td>
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<td>$585,000</td>
<td>$46,305</td>
<td>$538,695</td>
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<td>$3,273,920</td>
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<td>$270,622</td>
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<td>$1,325,761</td>
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<td>$2,414,234</td>
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<td>$756,032</td>
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<td>$52,650</td>
<td>$52,650</td>
<td>$37,226</td>
<td>$15,424</td>
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<td>TOTAL AGENCY FUND (FUND 700)</td>
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<td>$39,641</td>
<td>$52,650</td>
<td>$52,650</td>
<td>$37,226</td>
<td>$15,424</td>
<td>73%</td>
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<tr>
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<td>$6,027,701</td>
<td>$6,444,456</td>
<td>$6,644,867</td>
<td>$8,259,888</td>
<td>$7,027,079</td>
<td>$1,222,904</td>
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<tr>
<td>July</td>
<td>128,272</td>
<td>3,308,427</td>
<td>198,493</td>
<td>3,700,845</td>
<td>220,615</td>
<td>4,259,268</td>
<td>206,857</td>
<td>4,051,393</td>
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<td>August</td>
<td>186,067</td>
<td>3,218,599</td>
<td>201,004</td>
<td>2,970,815</td>
<td>296,654</td>
<td>3,274,027</td>
<td>309,023</td>
<td>3,934,582</td>
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<tr>
<td>October</td>
<td>1,468,049</td>
<td>2,906,466</td>
<td>1,558,737</td>
<td>3,202,398</td>
<td>542,471</td>
<td>3,557,605</td>
<td>1,640,500</td>
<td>4,066,860</td>
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<td>November</td>
<td>312,171</td>
<td>2,816,970</td>
<td>176,335</td>
<td>3,236,093</td>
<td>1,689,992</td>
<td>3,549,374</td>
<td>312,547</td>
<td>3,648,147</td>
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<td>December</td>
<td>19,426,967</td>
<td>2,788,398</td>
<td>22,459,669</td>
<td>3,290,276</td>
<td>24,981,792</td>
<td>3,622,509</td>
<td>24,595,524</td>
<td>3,757,596</td>
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<tr>
<td>January</td>
<td>2,409,273</td>
<td>3,179,974</td>
<td>180,566</td>
<td>3,069,591</td>
<td>408,114</td>
<td>3,286,521</td>
<td>3,484,808</td>
<td>4,039,456</td>
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<td>February</td>
<td>329,259</td>
<td>2,976,079</td>
<td>190,286</td>
<td>3,464,287</td>
<td>272,420</td>
<td>3,519,689</td>
<td>154,599</td>
<td>4,573,322</td>
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<tr>
<td>March</td>
<td>551,618</td>
<td>4,511,320</td>
<td>9,890,976</td>
<td>3,173,650</td>
<td>619,867</td>
<td>3,487,574</td>
<td>219,862</td>
<td>4,638,451</td>
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<tr>
<td>April</td>
<td>14,177,438</td>
<td>2,948,109</td>
<td>16,133,414</td>
<td>3,283,125</td>
<td>18,178,615</td>
<td>3,680,317</td>
<td>18,767,904</td>
<td>3,751,889</td>
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<tr>
<td>May</td>
<td>279,527</td>
<td>3,364,129</td>
<td>399,640</td>
<td>3,379,036</td>
<td>232,490</td>
<td>3,457,733</td>
<td>197,558</td>
<td>4,210,272</td>
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<tr>
<td>June</td>
<td>3,663,008</td>
<td>3,029,985</td>
<td>4,152,484</td>
<td>3,589,770</td>
<td>5,437,965</td>
<td>3,697,713</td>
<td>3,677,543</td>
<td>4,615,870</td>
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</tbody>
</table>
GENERAL FUND EXPENDITURES
FISCAL YEARS 2005 - 2009
CAPITAL & EQUIPMENT/VEHICLES FUNDS

COMPARISON OF ACTUAL TO BUDGETED
FISCAL YEAR 2008-2009

![Bar chart comparing capital expenditures and equipment/vehicles expenditures from July 2008 to June 2009. The budgeted expenditures are shown in blue, the actual capital expenditures in dark gray, and the actual equipment/vehicles expenditures in orange. The chart highlights a significant increase in capital expenditures in January 2009.](chart_image)
WORK CODE: 3

<table>
<thead>
<tr>
<th>ASSIGNMENT</th>
<th>Time Worked</th>
<th>Time Paid</th>
</tr>
</thead>
<tbody>
<tr>
<td>301 MEETINGS/PROJECT DE</td>
<td>34.33</td>
<td>34.75</td>
</tr>
<tr>
<td>302 OFC WORK/REPORT WR</td>
<td>2.00</td>
<td>2.00</td>
</tr>
<tr>
<td>305 MAPPING</td>
<td>3.00</td>
<td>3.00</td>
</tr>
<tr>
<td>306 WELLNESS PROGRAM</td>
<td>1.50</td>
<td>1.50</td>
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<tr>
<td>310 MISC. MAINTENANCE</td>
<td>40.00</td>
<td>40.00</td>
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<tr>
<td>320 PUBLIC EVENTS</td>
<td>5.00</td>
<td>5.00</td>
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<tr>
<td>340 PROJECT WORK</td>
<td>86.33</td>
<td>86.50</td>
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Total All Assignments This Work Type: 172.16 172.75

WORK CODE: 7

<table>
<thead>
<tr>
<th>ASSIGNMENT</th>
<th>Time Worked</th>
<th>Time Paid</th>
</tr>
</thead>
<tbody>
<tr>
<td>700 EMERGENCY RECALL</td>
<td>7.00</td>
<td>9.00</td>
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<tr>
<td>720 FIRE INVESTIGATION</td>
<td>3.00</td>
<td>3.00</td>
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</table>

Total All Assignments This Work Type: 10.00 12.00

Report Grand Total: 6,618.43 6,628.00
### WORK CODE: 1  STAFFING

<table>
<thead>
<tr>
<th>ASSIGNMENT</th>
<th>Time Worked</th>
<th>Time Paid</th>
</tr>
</thead>
<tbody>
<tr>
<td>101 HOLD OVER FOR CALL</td>
<td>9.32</td>
<td>11.00</td>
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<tr>
<td>103 MISC. STAFFING COVE</td>
<td>5474.28</td>
<td>5475.00</td>
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<tr>
<td>107 LATE/STA. MOVE COVE</td>
<td>6.00</td>
<td>9.50</td>
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<tr>
<td>199 MID SHIFT RECALL</td>
<td>93.00</td>
<td>93.00</td>
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</table>

**Total All Assignments This Work Type:** 5,582.60  5,588.50

### WORK CODE: 2  TRAINING

<table>
<thead>
<tr>
<th>ASSIGNMENT</th>
<th>Time Worked</th>
<th>Time Paid</th>
</tr>
</thead>
<tbody>
<tr>
<td>201 OPERATIONS TRAINING</td>
<td>522.01</td>
<td>522.75</td>
</tr>
<tr>
<td>204 EMS TRNG/INSTRUCTIO</td>
<td>24.33</td>
<td>24.50</td>
</tr>
<tr>
<td>209 RESCUE TRAINING</td>
<td>129.25</td>
<td>129.25</td>
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<tr>
<td>210 HAZ-MAT TRAINING</td>
<td>26.50</td>
<td>26.50</td>
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<tr>
<td>214 PARAMEDIC - CONT ED</td>
<td>151.58</td>
<td>151.75</td>
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</tbody>
</table>

**Total All Assignments This Work Type:** 853.67  854.75
March 2006 - March 2009
Total Overtime Hours by Month
<table>
<thead>
<tr>
<th>WORK CODE</th>
<th>WORK DESCRIPTION</th>
<th>TIME PAID</th>
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<tbody>
<tr>
<td>1</td>
<td>STAFFING</td>
<td>5,588.50</td>
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<tr>
<td>2</td>
<td>TRAINING</td>
<td>854.75</td>
</tr>
<tr>
<td>3</td>
<td>ASSIGNMENTS</td>
<td>172.75</td>
</tr>
<tr>
<td>7</td>
<td>EMERGENCY</td>
<td>12.00</td>
</tr>
<tr>
<td></td>
<td><strong>Report Grand Total:</strong></td>
<td><strong>6,628.00</strong></td>
</tr>
</tbody>
</table>
### March 2009 Staffing/Overtime Analysis

<table>
<thead>
<tr>
<th></th>
<th>Staffing OT $</th>
<th>Staffing OT Hrs</th>
<th>Staffing OT FTE</th>
<th>Paid FTE</th>
<th>Total Effective FTE</th>
<th>See Note 1</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>ACTUAL MARCH RESULTS</strong></td>
<td>$ 273,000</td>
<td>4,659.00</td>
<td>19.20</td>
<td>131.00</td>
<td>150.20</td>
<td>16.43%</td>
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<tr>
<td><strong>PROJECTED MARCH</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Hiring in Place of Overtime</td>
<td>$ 344,553</td>
<td>4,659.00</td>
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<tr>
<td><strong>NET SAVINGS</strong></td>
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</tr>
<tr>
<td>Overtime in Place of Hiring</td>
<td>$ 71,552</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

**Note 1:** This figure represents the percentage of time necessary to backfill regularly staffed positions for the month. This amount will routinely include the following components:

--The variance of regular, full-time paid employees either above or below the optimal 129 FTEs based upon the 10% hiring model
--Vacation Leave
--Sick Leave
--Disability Leave
--Various (jury duty, station moves, medic coverage, etc.)