

Top Ten Priorities for 2023

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Tue 1/17/2023 9:53 AM

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Cc: Brittany Chavez <b.chavez@morongovalleyfire.org>

Hi Jennifer,

Per your request, below are the top ten priorities for the CSD during 2023:

1. Competitive salaries for the purpose of employee recruitment and retention. Wage analysis needs to be conducted. Currently our staff makes less per hour than fast food workers and hotel housekeepers.
Competitive daily stipend increases for reserves to encourage employment amongst Academy graduates and paramedic school graduates with fire academies completed. Current rate is \$100 per day. Potentially raise the 24-hour rate to \$150 per day, with a \$50 increase if you are a reserve with a paramedic license and operating in that capacity while on shift. I believe this will increase our pool of applicants for the reserved position. I believe offering a \$200 per day stipend to paramedic reserves will allow us to provide firefighter paramedic experience to potential candidates looking to build their resume as well as potentially backfilling a full-time position within our department.
2. 401K retirement plan, mandatory! California passed a law in 2018, mandating that all businesses with five or more employees provide a retirement plan for their employees. Because the CSD is considered a government agency, they are exempt from that law. However, they also are not under any obligation to be enrolled in CalPERS. We need to think about the future of employees who will spend multiple years working for the district with regards to a retirement plan.
3. Explore obtaining a much better medical, dental, vision plans for full-time employees. Current plan is inadequate and consumes a major portion of the employee's paycheck.
4. Explore a special tax to increase revenue for Fire/EMS operations. The current rate of inflation has caused the cost of Advance Life Support equipment and medication, fire apparatus repair and maintenance, PPE (turnouts and SCBAs) and replacement cost of miscellaneous fire equipment have more than doubled in cost and we are quickly approaching the point where our operating expenses will exceed our income revenue. Explore other sources of revenue such as a paramedic subscription service. Look into which government entity receives the sales tax revenue from our local businesses.
5. CSD board approval to begin a wildland firefighting division. Employees in this division can be single resource individuals who are presently retired from full-time firefighting duties but would like to still work on wildland fire assignments as a single resource in various capacities but who need to be associated with a fire department to do so. Based on their rank and experience these individuals would also backfill the fire station at said rank in the event that the on-duty crew goes out on an immediate need assignment or is gone for an extended period of time on a strike team. This division would also allow for individuals currently graduating from copper mountain College wildland Fire Academy to have an opportunity to be part of a hand crew, go out as a single resource such as a wildland firefighter EMT, or any other single resource type positions such as water tender operator or dozer operator if they have their own equipment etc.
6. Update and renew the collective bargaining agreement with our IAFF Union members, Local 5026.
7. Update and publish Fire Department Standard Operating Procedures and establish a yearly review and update process.
8. Develop with Board Members a Standard Operating Procedure for the Morongo Valley Community Services District.
9. Review and update the MVCSD Financial Practices policy.
10. Complete update of communication systems throughout the CSD building and park to include telephone, computers, and internet. All current systems are outdated and currently are subject to fail due to age.

Please let me know your thoughts and any ideas you may have.

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