AGREEMENT FOR SERVICES BY AND BETWEEN THE
CONSOLIDATED FIRE PROTECTION DISTRICT OF LOS ANGELES COUNTY
AND THE CITY OF HERMOSA BEACH

THIS AGREEMENT is made and entered into this ____ day of _____________, ___, by
and between the Consolidated Fire Protection District of Los Angeles County, hereinafter
referred to as the "FIRE DISTRICT," and the City of Hermosa Beach, hereinafter referred to as
the "CITY."

W I T N E S S E T H

WHEREAS, the CITY has decided to contract with FIRE DISTRICT for fire protection,
hazardous materials, emergency medical, and all related services as authorized by California
Government Code Section 54981 and FIRE DISTRICT is authorized to provide such services
pursuant to California Health and Safety Code Section 13800, et. seq; and

WHEREAS, it is the desire of the CITY to receive regional fire protection services from
the FIRE DISTRICT due to the benefits afforded by regional service delivery; and

WHEREAS, it is the desire of the parties hereto to address, by this Agreement, all
matters which are related to a contract for services to be provided to the CITY by the FIRE
DISTRICT.

SECTION I. AGREEMENT EFFECTIVE DATE AND TERM

(A) The effective date of this Agreement shall be the date of approval by the Board of
Supervisors of the County of Los Angeles as the governing body of the FIRE DISTRICT which
is _________________________, and this Agreement shall continue in effect until such time
as the Agreement is terminated or otherwise renegotiated.

(B) The provision of services shall commence on the date stated in Schedule 1
established by the FIRE CHIEF of the FIRE DISTRICT, hereinafter referred to as
"commencement date of services."

(C) The date of annexation of the CITY to the FIRE DISTRICT shall be the date of
recordation of annexation documents which shall be on or near the commencement date of
service.
(D) This Agreement shall remain in effect for a minimum of ten (10) years from the commencement date of services ("initial ten-year term"). Subsequent to this initial ten-year term, this Agreement shall be automatically renewed from year to year. The CITY or the FIRE DISTRICT may terminate this Agreement any time after the expiration of its initial ten-year term upon one year’s written notice as provided in Subsection (E) of this Section I, subject to the terms and conditions of this Agreement.

(E) Subsequent to the ninth (9) year of the initial ten-year term, the FIRE DISTRICT or the CITY may terminate this Agreement by giving at least one year’s written notice to the other for termination of this Agreement and the CITY’s detachment from the FIRE DISTRICT in accordance with this Section I. Notice shall be sent to the addresses listed in Section III, Subsection (I), herein, or as subsequently changed by either party in writing.

(F) Should either party give written notice of its intent to terminate this Agreement, that party shall initiate detachment proceedings through the Local Agency Formation Commission (LAFCO). The party who terminates this Agreement, including any subsequent amendments, shall bear the cost of all fees associated with detachment of the CITY from the FIRE DISTRICT. Such fees shall be defined as LAFCO fees, the State Board of Equalization fees, and any similar fees of this nature but shall not include any Board of Supervisors’ or any CITY administrative fees or attorneys’ fees.

(G) A review of the Agreement terms may be initiated at any time by either party, upon written notice to the other, and modifications made to this Agreement upon written consent of both parties, which consent shall not be unreasonably withheld or delayed. The parties agree to negotiate in good faith and deal fairly with respect to performance under this Agreement and with respect to any proposed modifications to this Agreement.

SECTION II. SERVICES

(A) Services to be provided by the FIRE DISTRICT to the CITY include fire protection, hazardous materials services, emergency medical services which include paramedic services, fire code and related code enforcement, fire cause and arson investigation, plus all FIRE DISTRICT support services including, but not limited to, supervision, dispatching, training,
equipment maintenance, supplies, and procurement, collectively referred to as "services." The FIRE DISTRICT’S cost for Fire Safety Officers (FSOs) assigned to special events held in the CITY will not be charged to the CITY for CITY-sponsored events. However, for special events sponsored by non-CITY entities, the FIRE DISTRICT’S cost for FSOs will be charged to the appropriate organization.

(B) The power and authority relating to the provision of services, the standards of performance, the discipline of personnel, and other matters related to the performance of such services and control of personnel so employed by the FIRE DISTRICT shall be within the sole discretion of the FIRE DISTRICT.

(C) The engine company assigned to the CITY fire station as listed on Schedule 2 attached hereto is a paramedic assessment unit staffed with three uniformed personnel daily, all of which shall be certified as Emergency Medical Technician-1 and one shall also be a licensed paramedic.

(D) In the event the on-scene incident commander of an incident to which the CITY’s engine company is dispatched determines that the CITY’s engine company will be committed for a minimum of 30 minutes duration, a FIRE DISTRICT resource assigned to a station outside the CITY will be dispatched to the CITY fire station to provide back-up coverage to the CITY.

(E) All code enforcement, plan check approval, and other fire prevention activities shall be in accordance with the County of Los Angeles Fire Code and FIRE DISTRICT ordinances, regulations, standards, policies and procedures, except as may be amended pursuant to Section X herein.

(F) Transportation of a patient to a hospital in a medical emergency is not provided by the FIRE DISTRICT. Emergency transport is provided under a County of Los Angeles contractual arrangement with a private ambulance company licensed to operate within Los Angeles County. If the CITY opts to continue to provide medical transportation in the CITY during the term of this Agreement, the CITY shall provide to the Fire Chief of the FIRE DISTRICT written notification of the CITY’s desire to do so prior to the effective date of this
Agreement. The CITY and FIRE DISTRICT will then enter into an MOU which will outline the
CITY’s responsibilities in the administration of its ambulance program including the location of
the housing of ambulance program personnel and equipment,

(G) The FIRE DISTRICT will participate in and support community emergency
preparedness, education, training, and exercises. The CITY shall retain responsibility for the
CITY’s internal emergency management and related programs.

(H) Without cost to the FIRE DISTRICT, the CITY shall ensure that the CITY’s water
puryeors provide adequate water and hydrants for fire protection purposes within the CITY.

(I) The FIRE DISTRICT shall annually inspect all fire hydrants within the CITY to ensure
that fire hydrants are mechanically operable and capable of delivering water. The FIRE
DISTRICT shall notify the CITY’s water purveyors, in writing, of any maintenance requirements
as soon as possible after such inspections and at any other time the FIRE DISTRICT becomes
aware of maintenance or repair requirements. The FIRE DISTRICT shall not be liable to pay
any CITY water purveyor for hydrant installation, use, repair, maintenance, or rental fees or
any other related costs or expenses.

(J) The transference of applicable 9-1-1 calls to the FIRE DISTRICT shall be done
immediately upon receipt by the CITY’s Public Safety Answering Point (PSAP) and shall be
performed without cost to the FIRE DISTRICT. The CITY shall provide to the FIRE DISTRICT
monthly records of call transfer times for review by the FIRE DISTRICT within thirty (30) days
of the end of each quarterly reporting period.

(K) At the request of the CITY, the FIRE DISTRICT shall provide to the CITY statistical
response information reports. The criteria utilized in the preparation of such reports shall be
determined by the CITY MANAGER and the FIRE DISTRICT’s jurisdictional Assistant Fire
Chief.

(L) Nothing in this Agreement precludes the future expansion or relocation of the CITY
fire station referenced on Schedule 3 herein if such action is mutually beneficial to and
mutually agreed upon in writing by both the CITY and the FIRE DISTRICT.
(M) Any agreed-upon adjustments in staffing pursuant to Section XI, Subsection (B) herein may cause adjustments in the determination of the Annual Fee, as specified in Schedule 2 attached hereto and made a part hereof.

SECTION III. ANNUAL FEE FOR SERVICES

(A) The CITY shall pay an Annual Fee for FIRE DISTRICT services, hereinafter referred to as "Annual Fee." As provided for in the California Health and Safety Code Section 13878, the FIRE DISTRICT shall be paid monthly, in advance, from funds of the CITY for the performance of the services referred to in Section II, hereof. The Annual Fee shall be determined by the method specified in Schedule 2. The CITY shall pay the FIRE DISTRICT one-twelfth (1/12) of the estimated or actual Annual Fee monthly, in advance, on or before the first day of each month. The one-year period for payment of the Annual Fee is defined as July 1 through June 30, herein referred to as "fiscal year."

(B) Ninety (90) days prior to the commencement of each fiscal year, the FIRE DISTRICT shall submit a preliminary estimate of the Annual Fee ("preliminary Annual Fee") for providing services to the CITY for the ensuing fiscal year. This preliminary Annual Fee shall include estimated costs of FIRE DISTRICT salary and employee benefits and overhead and shall be used for billing purposes until actual cost information is available.

(C) As soon as actual cost information is available, the FIRE DISTRICT shall provide the CITY a statement of the actual Annual Fee ("actual Annual Fee") for providing services during the current fiscal year. If the actual Annual Fee is less than the preliminary Annual Fee, the FIRE DISTRICT shall credit the CITY for the difference, which amount shall be deducted from the first monthly invoice and, if applicable, the following monthly invoices subsequent to the statement of the actual Annual Fee. If the actual Annual Fee is greater than the preliminary Annual Fee, the additional amount due the FIRE DISTRICT will be paid by the CITY during the subsequent fiscal year as follows: One-twelfth (1/12) of such additional Annual Fee amount due to the FIRE DISTRICT shall be added and paid in each of the CITY's subsequent twelve (12) monthly payments.

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(D) A limitation shall be placed on increases in the amount of actual Annual Fee to be paid by the CITY each year, hereinafter referred to as "Annual Fee Limitation." For purposes of calculation of the Annual Fee Limitation, the Annual Fee shall not include any conversion costs, fire station repair or replacement costs, credits, or rebates of any kind. This Annual Fee Limitation shall be subject to annual change after the initial five-year period of this Agreement commencing with the commencement date of services ("initial five-year period") as described below. During the initial five-year period, the Annual Fee Limitation shall not exceed four percent (4%) per fiscal year. During the sixth year of this Agreement, the Annual Fee Limitation shall be the average of the immediately preceding four years' percentage increases in the Actual Annual Fee plus one percent (1%). During the seventh year of this Agreement and each subsequent fiscal year, the Annual Fee Limitation shall be the average of the immediately preceding five years' percentage increases in the actual Annual Fee plus one percent (1%).

(E) In any year where the CITY’s actual Annual Fee, as specified in Section III, Subsection (C) herein, exceeds the preceding fiscal year’s actual Annual Fee plus the applicable Annual Fee Limitation, hereinafter referred to as "Annual Fee Limitation excess," payment of the Annual Fee Limitation excess shall be deferred to a subsequent future fiscal year(s) where the increase in the actual Annual Fee for that fiscal year over the preceding fiscal year is less than the Annual Fee Limitation. The Annual Fee Limitation excess will be paid by the CITY in any subsequent fiscal year(s) to the extent the actual Annual Fee increase in that fiscal year is less than the Annual Fee Limitation for that fiscal year. One-twelfth (1/12) of such Annual Fee Limitation excess shall be added and paid in each of the CITY’s twelve (12) monthly payments for the subsequent fiscal year(s).

In the event the CITY detaches from the FIRE DISTRICT, any unpaid Annual Fee Limitation excess together with any outstanding Annual Fee payments due by the CITY as of the effective date of detachment shall be due and payable to the FIRE DISTRICT no later than the effective date of detachment. Should a credit be due the CITY from the FIRE DISTRICT, a refund shall be paid to the CITY no later than the effective date of detachment.
(F) In addition to the Annual Fee, conversion costs as estimated in Schedule 4 attached hereto and made a part hereof shall be charged to the CITY and shall be paid to the FIRE DISTRICT by the CITY in sixty (60) equal monthly payments. This amount shall be added to each monthly invoice for the Annual Fee commencing with the first month’s Annual Fee invoice. Upon the final determination of the actual conversion costs as approved by the CITY MANAGER and the FIRE CHIEF of the FIRE DISTRICT, the CITY’s conversion cost balance will be adjusted as will all subsequent monthly invoices for the Annual Fee to reflect the actual conversion costs.

(G) The CITY shall pay all annexation processing fees by check directly to and upon request by the FIRE DISTRICT. Such fees are anticipated to be:

- State of California Board of Equalization: $300.00
- County of Los Angeles Local Agency Formation Commission: $5,000.00

(H) Fire protection, hazardous materials, emergency medical, and all related services as set forth in Section II, herein, shall not be performed by the FIRE DISTRICT hereunder unless the CITY shall:

1. Have available funds previously appropriated to cover the Annual Fee.
2. Have paid in advance, when due to the FIRE DISTRICT, the monthly payments for the Annual Fee from the previously appropriated funds.

(I) The FIRE DISTRICT shall invoice the CITY at least thirty (30) days in advance of any scheduled monthly payment. Payment of all invoices under this Agreement shall be due and payable thirty (30) days from the date of invoice (hereinafter referred to as “due date”). Invoices and general notices shall be sent to the CITY at:

City of Hermosa Beach
1315 Valley Drive
Hermosa Beach, CA. 90254
Attention: Finance Department

Payments shall be sent to the FIRE DISTRICT at:
General notices shall be sent to the FIRE DISTRICT at:

* Fire Chief Daryl L. Osby
Los Angeles County Fire Department
1320 North Eastern Avenue
Los Angeles, CA 90063-3294

Either party shall notify the other, in writing, of an address change.

(J) If the commencement date of service is in the middle of any month, the pro rata share for that month and full payment for the following month shall be paid in advance. The pro rata monthly share shall be calculated as follows:

\[
\text{Divide the Annual Fee by 365 days (daily rate) and multiply the daily rate by the number of days remaining in the month as of the commencement date of services.}
\]

(K) Interest shall be added to any payment invoiced by the FIRE DISTRICT and that is received by the FIRE DISTRICT more than fifteen (15) calendar days after the due date (late payment). The interest rate on any late payment shall be established as the lesser of the prevailing prime lending rate for Bank of America, or any successor financial institution, as of the first day payment is late. The period for computing this interest shall commence the day following the payment due date and end the date of receipt of payment by the FIRE DISTRICT. The interest payment shall be computed as follows:

\[
\text{No. of Days Late} \times \text{Prime Lending Rate} \times \frac{\text{Amount of Payment}}{365} = \text{Late Payment Interest Charge}
\]

(L) The Annual Fee in this Agreement is based upon current CITY boundaries and service requirements. During the term of this Agreement, should the CITY annex any area in which the FIRE DISTRICT does not receive property taxes (such as from a non-FIRE DISTRICT-served city) staffing levels shall be adjusted to adequately serve the annexed area and the CITY’s Annual Fee shall be adjusted accordingly as determined by the FIRE DISTRICT and reviewed by the CITY.
All revenues generated from fees established or implemented by the FIRE DISTRICT, such as fire prevention fees, shall be FIRE DISTRICT revenues, with the exception of any applicable paramedic on-board/advanced life support (ALS) assessment fees which will be passed through to the CITY by the FIRE DISTRICT via credits on the CITY’s monthly invoices. Any revenue generated by fees that the CITY charges through City-operated emergency medical transportation program in arrangement with a private ambulance firm would remain CITY revenues. Fees of any nature collected by CITY on behalf of the FIRE DISTRICT shall be passed-through to the FIRE DISTRICT by the CITY as FIRE DISTRICT revenues. The CITY shall be authorized to retain a five percent (5%) administrative charge for any fees collected by the CITY on behalf of the FIRE DISTRICT. Any fees charged and collected by the CITY subsequent to the commencement date of services shall remain as revenues of the CITY provided that such fees are not identified as fees for FIRE DISTRICT services. The FIRE DISTRICT shall be authorized to retain a five percent (5%) administrative charge for any fees collected by the FIRE DISTRICT on behalf of the CITY. Excluding any State, Federal, or judicially mandated programs or fees, any fees established by the FIRE DISTRICT to be imposed in the CITY after the commencement date of services shall require the prior approval of the CITY, which approval shall not be unreasonably withheld or delayed. After giving written notice to the FIRE DISTRICT, the CITY may at any time choose to pay, in part or whole, any fees levied by the FIRE DISTRICT in lieu of imposition of the fees upon the citizens of the CITY. Neither the FIRE DISTRICT nor the CITY shall be legally obligated to collect fees on behalf of the other party.

In the event that an incident occurs within the CITY while this Agreement is in effect during which the FIRE DISTRICT may be required to deploy a substantial number of FIRE DISTRICT apparatus and personnel to such incident as determined by the FIRE DISTRICT, to the extent authorized by law, the FIRE DISTRICT reserves the right to pursue cost recovery at its sole discretion against the party that caused the incident but not against the CITY. Costs recovered by the FIRE DISTRICT for CITY-paid resources (as detailed in Schedule 2 herein) deployed on such an incident within the CITY, less the cost of the FIRE DISTRICT’s recovery
efforts, shall be credited to the CITY.

In the event the CITY were to pursue cost recovery for FIRE DISTRICT resources deployed to an incident within the CITY to which the FIRE DISTRICT deploys a substantial number of apparatus and personnel, to the extent authorized by law, the CITY shall promptly pay to the FIRE DISTRICT all such FIRE DISTRICT costs recovered by the CITY less the cost of the CITY’s recovery efforts. Costs for FIRE DISTRICT resources paid for by the CITY through this Agreement as detailed on Schedule 2 herein and deployed to such an incident shall not be recoverable by the FIRE DISTRICT from the CITY. Neither the FIRE DISTRICT nor the CITY shall be legally obligated to seek cost recovery on behalf of the other party.

(N) In the event that a billing/payment dispute arises between the FIRE DISTRICT and the CITY, the parties will negotiate in good faith to resolve the dispute and the following procedures will be taken to resolve the dispute:

(1) The dispute will be specified, in writing, and presented to the FIRE DISTRICT’s Chief Deputy of Business Operations if a CITY dispute, or to the CITY MANAGER if a FIRE DISTRICT dispute, within thirty (30) days of the receipt of a disputed invoice or disputed payment. The CITY shall pay in full any disputed invoice "under protest."

(2) The FIRE DISTRICT and the CITY shall meet and confer in good faith to expeditiously resolve the dispute. If the FIRE DISTRICT and the CITY cannot fully resolve the dispute within ninety (90) days of receipt of written notification of this dispute (impasse), the impasse will be sent to an independent arbitrator for resolution. Said arbitrator shall be selected jointly by the CITY and the FIRE DISTRICT within forty-five (45) days of impasse and shall be paid for equally by the CITY and the FIRE DISTRICT. If the FIRE DISTRICT and the CITY cannot agree on an arbitrator, each party shall, at its own expense, retain an arbitrator within thirty (30) days after the jointly selected arbitrator should have been selected. These two arbitrators will within thirty (30) days of their retention mutually select a third arbitrator. The mutually agreed-upon arbitrator will resolve the matter within thirty (30) days after his/her selection. The FIRE DISTRICT and the CITY shall share equally the cost of the third arbitrator. The arbitrator's resolution of the impasse shall be final and binding.
(3) If the FIRE DISTRICT prevails in arbitration, all money owed and not paid to
the FIRE DISTRICT will be forwarded to the mailing address identified in Section III,
Subsection (I), herein, within thirty (30) calendar days from the date of the issuance of the
arbiter’s decision. In addition, the CITY will be assessed and pay the interest payment
amount for a late payment as calculated in Section III, Subsection (K) of this Agreement.

(4) If the CITY prevails in arbitration and has paid the FIRE DISTRICT the
disputed amount, a refund to the CITY will be forwarded to the mailing address identified in
Section III, Subsection (I), herein, within thirty (30) calendar days from the date of the issuance
of the arbiter’s decision. In addition, the FIRE DISTRICT will pay to the CITY an interest
payment, as calculated for late payments in Section III, Subsection (K) of this Agreement.

Each party is required to pay its own legal fees associated with such arbitration and is not
entitled to recovery of those fees from the other party.

(O) The FIRE DISTRICT shall credit to the CITY’s Annual Fee billing the cost expended
by the CITY to fulfill the requirements of Section VII, Subsection (C), paragraph (12), Health
Insurance, herein, in the invoice subsequent to the FIRE DISTRICT’s receipt of cost
documentation. The CITY shall present documentation satisfactory to the FIRE DISTRICT of
the amount expended prior to credit being made.

(P) Vacation, holiday and sick benefit days, as provided for in Section VII, Subsection
(C), paragraphs (6) and (7) herein and as detailed on Schedules 8, 9, 10, 12, 13, and 14
attached hereto and made a part hereof, shall be charged to the CITY and shall be paid in
thirty-six (36) equal monthly payments which shall be a separate and distinct charge added to
the monthly invoice for the Annual Fee commencing with the first month’s Annual Fee invoice
or as soon as practicable after the finalization of these Schedules. Such charges will be
excluded from the Annual Fee Limitation calculation.

(Q) After the conclusion of the second year of the Agreement term, the FIRE DISTRICT
shall review incident response data to determine if cost sharing of resources assigned within
the CITY is warranted. Any cost sharing of resources deemed mutually appropriate by the
FIRE CHIEF of the FIRE DISTRICT and the CITY MANAGER of the CITY shall be included in
an Amended Schedule 2 to this Agreement and mutually approved by the CITY COUNCIL and
the FIRE CHIEF of the FIRE DISTRICT.

SECTION IV.  EQUIPMENT, FURNITURE, FURNISHINGS, AND EXPENDABLE
EQUIPMENT/FIRE APPARATUS AND EQUIPMENT

(A) On the commencement date of services, the CITY shall transfer to the FIRE
DISTRICT all fire apparatus, vehicles, fire equipment, and fire station furnishings, furniture,
equipment and expendable tools incidental to fire station operations, as inventoried and
identified by the FIRE DISTRICT in writing, and listed in Schedules 5 and 6 attached hereto.
All items not transferred to the FIRE DISTRICT will remain with the CITY.

(B) All right, title, and interest in said CITY apparatus and vehicles shall be conveyed to
FIRE DISTRICT free and clear of any encumbrances. The CITY shall be responsible for any
and all outstanding loans or liens against said apparatus and vehicles.

(C) All fire apparatus, vehicles, and related apparatus/vehicular equipment transferred
to the FIRE DISTRICT by the CITY shall be in good working order. The CITY shall pay for any
fire apparatus and vehicle repairs necessary due to deferred or deficient maintenance. Prior to
the commencement date of services, the FIRE DISTRICT shall inspect all such fire apparatus
and vehicles and identify any repairs required due to deferred or deficient maintenance. The
FIRE DISTRICT shall add the cost for such repairs to the conversion costs and modify
Schedule 4 accordingly.

SECTION V.  FIRE STATION

(A) The CITY fire station as identified on Schedule 3 attached hereto and made a part
hereof is in need of major repairs and modifications prior to occupancy by the FIRE DISTRICT
as identified in the estimated conversion costs report prepared by the FIRE DISTRICT and
provided to the CITY October 26, 2016. Such repairs include, but are not limited to, seismic
upgrades, removal of the failing second floor, roof replacement, and modification of the first
floor to accommodate five (5) personnel and two ADA compliant restrooms (hereinafter "station
repairs"). The conversion costs options detailed on Schedule 4 are estimated costs only, and
will change based upon the actual costs of construction once the project is officially bid and
awarded in accordance with County practices, and as provided herein, the CITY would be
responsible for reimbursing the FIRE DISTRICT the actual costs of station repairs or
replacement. Prior to the commencement date of services, the CITY shall provide a written
request to the FIRE DISTRICT to perform either of the following: 1) commence the station
repairs as described herein above (Option 1 on Schedule 4), or 2) undertake the replacement
of the existing CITY fire station with a new facility, either Option 2 or 3 on Schedule 4
(hereinafter “replacement station”). The provision of services to be provided by the FIRE
DISTRICT to the CITY pursuant to this Agreement will not commence prior to the receipt by
the FIRE DISTRICT of the CITY’s written request in accordance with this Section V,
Subsection (A).

A replacement station developed by the FIRE DISTRICT on the existing CITY fire
station site would be designed to accommodate five (5) fire station personnel. If the CITY opts
to administer its own CITY-run ambulance transport program pursuant to Section II,
Subsection (F) of this Agreement and to house ambulance personnel at the CITY fire station, a
larger, two-story, seven (7) dorm station would be required and the replacement station would
be developed on CITY-owned property immediately adjacent to the City Hall complex.
Development of the replacement station would be performed by the FIRE DISTRICT in
accordance with FIRE DISTRICT standards and specifications.

(B) Should the CITY request the FIRE DISTRICT perform the station repairs (Option 1
on Schedule 4), all actual costs incurred by the FIRE DISTRICT will be included in the
conversion costs due by the CITY pursuant to Section III, Subsection (F) herein and specified
in Schedule 4 of this Agreement. The estimated costs of repairs will be used for billing
purposes until the project is complete. Once the repairs are completed, the FIRE DISTRICT
will adjust the CITY’s remaining conversion costs payments to either credit the CITY with any
over-estimated costs, or bill the CITY for any under-estimated costs.

(C) Should the CITY opt to have the FIRE DISTRICT undertake the construction of a
replacement station, all costs incurred by the FIRE DISTRICT for the replacement station
(including but not limited to, project management, design, plans and specifications, permits,
grading, utilities, construction, and landscaping) will be the responsibility of the CITY and will be due and payable to the FIRE DISTRICT in sixty (60) equal monthly payments. Such estimated station replacement cost shall be added to each monthly invoice for the Annual Fee pursuant to Section III of this Agreement commencing at the completion of the first six months of the Agreement term and shall be included on the CITY’s monthly Annual Fee invoices beginning with the CITY’s seventh monthly Annual Fee invoice. The estimated costs of replacement will be used for billing purposes until the project is complete. Once completed, the FIRE DISTRICT will adjust the CITY’s remaining payments to either credit the CITY with any over-estimated costs or bill the CITY for any under-estimated costs.

In the event the total actual cost of the replacement station is not available during the first five (5) years of this Agreement term, if the total actual cost is less than the estimated costs paid by the CITY, the difference will be included as a credit to the CITY’s Annual Fee during the fiscal year immediately following the availability of the actual costs. If the total actual replacement station costs are in excess of the estimated costs, this excess amount will be added to the CITY’s Annual Fee billing during the fiscal year immediately following the availability of the actual costs, payable in twelve (12) equal monthly installments.

(D) Until such time as the station repairs are completed by the FIRE DISTRICT or the FIRE DISTRICT deems a replacement ready for occupancy, FIRE DISTRICT fire station personnel assigned to the CITY shall occupy, and all equipment and apparatus necessary to provide services to the CITY pursuant to this Agreement shall be housed at, the CITY’s current temporary fire station facility, located adjacent to the CITY Hall complex property, at no cost to the FIRE DISTRICT. The FIRE DISTRICT shall perform day-to-day maintenance and minor routine repairs on the temporary fire station facility, defined as less than $10,000 per repair, and total repairs shall not exceed $50,000 annually. The FIRE DISTRICT shall notify the CITY of any non-routine maintenance or major repair needs which shall be undertaken by the CITY within 10 business days, or as agreed to in writing by the FIRE DISTRICT, at no cost to the FIRE DISTRICT. Upon FIRE DISTRICT occupancy of the CITY fire station, the temporary fire station facility will be returned to the CITY in the same condition in which it was received,
normal wear and tear excepted. At the CITY’s written request, the FIRE DISTRICT will remove the temporary fire station facility, either moving it to another FIRE DISTRICT location or disposing of it, without cost to the CITY.

(E) This Agreement constitutes a lease whereby the CITY shall lease to the FIRE DISTRICT the CITY temporary fire station for one dollar ($1) annually, and when operable, the permanent fire station for one dollar ($1) annually. The temporary CITY fire station leased by the CITY to the FIRE DISTRICT shall be used for the purpose of providing fire protection and emergency medical and related services as described herein until a permanent CITY fire station is operable, at which time the temporary CITY fire station lease to the FIRE DISTRICT shall be terminated. The lease amounts shall be credited against the first invoice of each fiscal year. In the event the CITY opts for a replacement station pursuant to Subsection (A) herein above, the lease of the replacement station will commence upon occupancy by the FIRE DISTRICT, and the lease amount shall be credited against the first invoice of the fiscal year immediately following station occupancy.

(F) The CITY represents and warrants that it has performed all environmental clean-up of hazardous materials at the permanent CITY fire station site, as required by all applicable Federal, State, and local laws as detailed in Section VIII, Subsection (C) herein. The CITY represents and warrants that the CITY has, as federally mandated, at its own expense, properly removed and replaced, if applicable, all underground fuel tanks and all other environmental hazards from the permanent CITY fire station site in accordance with all applicable Federal, State, and local requirements and standards. The FIRE DISTRICT assumes no responsibility for any and all contamination or environmental damage, including personal injury or property damage, or liability of any nature whatsoever arising from said fuel tanks or their removal. The CITY shall indemnify, defend, and hold harmless the FIRE DISTRICT from any claims, liabilities, damages, costs, or expenses of any nature whatsoever related to any fuel tanks located at the permanent or the temporary CITY fire station site prior to the commencement date of service under this Agreement.
(G) The CITY shall indemnify, defend, and hold harmless the FIRE DISTRICT for any liability, cost, expense, claims, or damages arising from any contamination or environmental damage, including personal injury or property damage of any kind whatsoever at or adjacent to the permanent or the temporary CITY fire station sites in any way related to asbestos, if any, at the CITY fire station sites, or in any way related to hazardous materials or dangerous conditions caused or created or contributed to by the CITY prior to the commencement date of services at the CITY fire station sites.

(H) The FIRE DISTRICT shall be responsible for utility payments related solely to the FIRE DISTRICT’s use of the permanent or the temporary CITY fire stations. In the event the CITY fire station's utility connections are shared jointly by others, an equitable formula to determine sharing of utility costs shall be set forth in a Memorandum of Understanding, included herein as Schedule 15, attached hereto and made a part hereof entered into by the CITY and the FIRE DISTRICT and executed by the CITY MANAGER and FIRE CHIEF of the FIRE DISTRICT, respectively, prior to the commencement date of services or as soon as practicable thereafter.

(I) If the CITY fire station is replaced by the FIRE DISTRICT pursuant to Subsection (A) herein (Options 2 or 3 of Schedule 4), the FIRE DISTRICT shall be responsible for the cost of all required routine and major repairs on the replacement station (limited to $100,000 per repair) once it is operational. If the station repairs are performed on the existing CITY fire station pursuant to Subsection (A) herein (Option 1 of Schedule 4), the FIRE DISTRICT shall be responsible for minor and routine station repairs as follows:

(1) The FIRE DISTRICT shall perform all routine, day-to-day maintenance, and minor repairs (collectively referred to as “routine repairs”) on the permanent CITY fire station leased from the CITY identified on Schedule 3 not to exceed $50,000 annually for routine maintenance and repairs for the CITY fire station during the first year of the FIRE DISTRICT’s occupying the CITY fire station (the FIRE DISTRICT’s maximum share); for the second through fifth years of this Agreement after the FIRE DISTRICT has occupied the CITY fire station, the FIRE DISTRICT’s maximum annual share for routine repairs for the CITY fire
station shall increase as follows:

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<thead>
<tr>
<th>Year</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>2</td>
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</tr>
<tr>
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<td>$73,205</td>
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<td>6</td>
<td>No Cap on Routine/Minor Repairs</td>
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</tbody>
</table>

(2) The FIRE DISTRICT shall notify the CITY in writing if the total cost for routine repairs for the CITY fire station in any one year is anticipated to exceed the FIRE DISTRICT’s maximum share for that year in accordance with this Subsection (I), and such excess shall be added to the CITY’s next Fiscal Year’s Annual Fee. If the FIRE DISTRICT expends less than the FIRE DISTRICT’s maximum share on the CITY fire station in any year, any amount less than the FIRE DISTRICT’s maximum share for the CITY fire station shall not be carried forward from year to year. Routine repairs shall include but not be limited to the following:

- repair or replacement of apparatus room doors;
- floor replacement;
- ceiling replacement;
- incidental plumbing and electrical repairs;
- heating and air conditioning repairs;
- exhaust fan replacement;
- and minor remodeling such as shower refurbishment, installation of stainless steel countertops, and additional cabinets for offices and/or lockers.

All costs for routine maintenance or repairs or portions thereof in excess of the FIRE DISTRICT’s maximum annual share shall be the responsibility of the CITY. The FIRE DISTRICT may elect to replace or upgrade appliances or furnishings at the CITY fire station at its own expense. The CITY shall not be responsible for any such upgrades or replacements, and such upgrades and replacements shall not reduce the FIRE DISTRICT’s maximum share provided above, unless the items being replaced are no longer functioning or repairable at a reasonable cost as determined by the FIRE DISTRICT, in which event such costs incurred by the FIRE DISTRICT shall reduce the FIRE DISTRICT’s maximum share.

(3) Any non-routine repairs, defined as repairs in excess of $100,000, hereinafter shall be referred to as "major repairs" and shall be identified, in writing, by the FIRE DISTRICT and presented to the CITY. Major repairs shall be undertaken by the CITY within twelve (12)...
months of the FIRE DISTRICT's notification to the CITY, or other time period as mutually
agreed upon by the FIRE CHIEF of the FIRE DISTRICT and the CITY MANAGER, unless said
major repair is deemed an emergency, hereinafter referred to as "emergency major repair." In
the event of a dispute regarding the existence of major repairs, the general arbitration
procedures stated in Section III, Subsection (N) shall be utilized. Emergency major repairs
shall be defined as conditions that if left unrepaired would compromise the health, welfare, or
security of the fire station inhabitants or the public, as reasonably determined by the FIRE
DISTRICT. The FIRE DISTRICT shall commence emergency major repairs immediately and
make reasonable effort to notify the CITY’s designated emergency contact person. The CITY
shall provide the FIRE DISTRICT with the name and telephone number of a designated
contact person for such emergency contacts which may be after hours. The FIRE DISTRICT
will undertake the emergency major repairs and invoice the CITY for the costs of such repairs.
The CITY shall be invoiced for one-twelfth (1/12) of the cost of such repairs monthly for a
period of twelve (12) months. All invoices for emergency major repairs undertaken by the
FIRE DISTRICT shall be due and payable thirty (30) days from the date of invoice and shall be
subject to the terms contained in Section III, Subsections (K) and (N) herein.

(4) The FIRE CHIEF of the FIRE DISTRICT may authorize, with the approval of the
CITY, improvements or modifications to the CITY fire station for the FIRE DISTRICT’s benefit
at no cost to the CITY. Such FIRE DISTRICT costs shall not be subject to the FIRE
DISTRICT’s maximum share provisions as contained herein, and FIRE DISTRICT’s maximum
share shall not be reduced by the costs of any such improvements.

(J) Without limiting each party's indemnification of the other and during the term of this
Agreement, each party agrees to maintain the following programs of insurance. Each party
shall retain the option of satisfying its insurance obligations herein through use of a program of
commercial or self-insurance coverages, or any combination thereof. Each party's insurance
shall be primary to and not contributing with any insurance or self-insurance programs
maintained by the other, and shall be maintained at each party's own expense.

(1) The CITY shall maintain: General Liability insurance (written on ISO policy form
CG 00 01 or its equivalent) with limits of not less than $1 million per occurrence and $2 million aggregate; Workers Compensation insurance to meet statutory requirements, and including Employers’ Liability coverage with limits of not less than $1 million each; Professional Liability covering liability arising from any error, omission, negligent or wrongful act of the CITY with limits of not less than $1 million per occurrence and $2 million aggregate; and Property Coverage providing Special form (“all-risk”) coverage in an amount equivalent to the full replacement value of the CITY fire station and applying to CITY- owned and leased real property.

(2) The FIRE DISTRICT shall maintain: General Liability insurance (written on ISO policy form CG 00 01 or its equivalent) with limits of not less than $1 million per occurrence and $2 million aggregate; Automobile Liability insurance (written on ISO policy form CA 00 01 or its equivalent) with a limit of liability of not less than $1 million for each accident; Workers Compensation insurance to meet statutory requirements, and including Employers’ Liability coverage with limits of not less than $1 million each incident; and Professional Liability covering liability arising from any error, omission, negligent or wrongful act of the FIRE DISTRICT with limits of not less than $1 million per occurrence and $2 million aggregate.

(K) The FIRE DISTRICT shall not be liable for any damages to the CITY fire station which results from any seismic events, natural disasters, civil disturbances, or acts of God. Should any such event occur that makes the CITY fire station unlivable and/or non-operational, the CITY shall immediately find temporary quarters for the FIRE DISTRICT to operate out of until the CITY can repair the CITY fire station.

(L) The FIRE DISTRICT and the CITY, respectively, shall be fully responsible for any major repairs or any damages arising from the intentional or negligent acts of their respective personnel. Disputes regarding implementation of this provision shall be resolved pursuant to Section III, Subsection (N).

SECTION VI. INDEMNIFICATION

Except as otherwise specifically provided in this Agreement, neither party shall be liable for the negligent or wrongful acts of the other in the performance of this Agreement.
(A) The CITY agrees to indemnify, defend, and hold harmless the FIRE DISTRICT and the County of Los Angeles, hereinafter referred to as “COUNTY”, their elected and appointed officials, officers, agents, and employees from any and all liability and expenses, including defense costs and legal fees, arising from or connected with claims and lawsuits arising from the negligent or wrongful acts of the CITY in the performance of this Agreement.

(B) The FIRE DISTRICT agrees to indemnify, defend, and hold harmless the CITY, its elected and appointed officials, agents, officers, and employees from any and all liability and expenses, including defense costs and legal fees, arising from or connected with claims and lawsuits arising from the negligent or wrongful acts of the FIRE DISTRICT in the performance of this Agreement.

SECTION VII. PERSONNEL

(A) SWORN EMPLOYEES

(1) Appointment - Subject to the provisions of the California Government Code, Section 1031 and the Los Angeles County Code Section 6.02.040, the FIRE DISTRICT agrees to appoint, without further civil service examination, those CITY firefighter series employees, hereinafter referred to as "sworn employees," specified on Schedule 7, attached hereto and made a part hereof, who have successfully completed six (6) months service with the CITY, exclusive of temporary or reserve fire fighters. Sworn employees' service with the CITY must include actual firefighting experience in a permanent fire fighter position. The date of hire that establishes the sworn CITY employees' continuous service date in a safety capacity with the CITY shall be utilized for purposes of the mandatory retirement age for transferring safety employees.

(2) Probation - All CITY sworn employees on probation will remain on probation until completing the FIRE DISTRICT probationary period and requirements.

(3) Positions - CITY sworn employees qualified pursuant to this Section VII are fully identified on Schedule 7 attached hereto and are subject to the terms and conditions of this Agreement. CITY sworn employees shall be employed by the FIRE DISTRICT in the number and status as follows:
<table>
<thead>
<tr>
<th>Number</th>
<th>Fire District Status</th>
</tr>
</thead>
<tbody>
<tr>
<td>3</td>
<td>Captain</td>
</tr>
<tr>
<td>3</td>
<td>Fire Fighter Specialist</td>
</tr>
<tr>
<td>9</td>
<td>Fire Fighter Paramedic</td>
</tr>
</tbody>
</table>

The CITY shall designate sworn employees to be assigned to the Captain, Fire Fighter Specialist, and Fire Fighter Paramedic positions indicated above. Any CITY designated employee shall be eligible for the assigned position if the employee has held the position being designated to or a higher position in the service of the CITY. A duly authorized representative from the Hermosa Beach Firefighters’ Association – Local 3371 shall approve, in writing, the appointment of the personnel designated to the ranks of Captain and Fire Fighter Specialist as listed on Schedule 7 attached. Once approved by the Hermosa Beach Firefighters’ Association – Local 3371, these designations shall become final and not subject to change unless a CITY sworn employee designated on the list does not transfer to the FIRE DISTRICT. The CITY shall indemnify, defend, and hold harmless the FIRE DISTRICT from any claims, liabilities, damages, costs, or expenses of any nature whatsoever related to the designation of transferring employees’ ranks by the CITY.

(4) **Firefighting Experience** - CITY sworn employees to be assigned to the position of Fire Captain shall have five (5) years’ firefighting experience. The CITY represents and warrants that those employees assigned Fire Captain positions have a minimum of five (5) years’ firefighting experience.

(5) **Driving Skills** - All CITY sworn employees who are to be assigned fire apparatus operation responsibilities as Fire Fighter Specialists will be tested and trained, as may be required by the FIRE DISTRICT. Any CITY sworn employee who does not initially qualify in fire apparatus operations prior to the commencement date of service will be assigned other duties. After being provided training by the FIRE DISTRICT, transferring Fire Fighter Specialists will be required to pass a fire apparatus operations test. Fire Fighter Specialists who do not pass the fire apparatus operations test may be demoted at the sole discretion of the FIRE DISTRICT.
(6) **Driver License** - As a condition of employment, all CITY sworn employees will be required to have a Class C driver license with firefighter endorsements as the minimum standard driver license obtained from their state of residence. If the employee’s state of residence does not issue a firefighter endorsement, the employee shall acquire a commercial license appropriate to the vehicle being driven. No employee shall have license restrictions which would prevent him/her from performing his/her employment duties.

(7) **EMT-1 Training** - Sworn members of the FIRE DISTRICT are required to be certified as Emergency Medical Technician I (EMT-1). The CITY certifies that all CITY sworn employees transferring to the FIRE DISTRICT shall have current EMT-1 certification, current continuing education (CE), and certified skills (CS) testing. Current CE shall be defined as the equivalent of one (1) hour of CE for each month that has elapsed since the last recertification date. Current CS shall be defined as twelve (12) skills tests during a 24-month skills cycle. The CITY shall reimburse the FIRE DISTRICT for any costs incurred by the FIRE DISTRICT as a result of non-compliance by any CITY employee of the requirements herein. In addition, all transferring CITY paramedics who desire to transfer to the FIRE DISTRICT as a paramedic must complete 24-hours a year, or 48 hours during their 2-year cycle of paramedic CE, including skills testing, and the FIRE DISTRICT’s re-activation class which consists of up to three (3) days of classroom and five (5) or more shifts of internship (i.e. ride-alongs) on a FIRE DISTRICT paramedic squad. Any transferring paramedic who does not successfully pass this re-activation class and/or who has any pending action against them by the County’s Emergency Medical Services Authority, or the State’s Local Emergency Medical Services Agency would be ineligible to function as a paramedic with the FIRE DISTRICT. At the time of transition to the FIRE DISTRICT, all transferring employees shall provide documentation certifying that all CE and CS are up-to-date and completed.

(8) **Seniority** - This Agreement will result in the creation of fifteen (15) additional FIRE DISTRICT sworn positions. More than fifteen (15) sworn employees may be transferring from the CITY to the FIRE DISTRICT. Pursuant to Section 53292 of the California Government Code and except as specified in Section VII, Subsection (C), paragraph (10)
herein, so as not to impair the seniority rights of FIRE DISTRICT sworn employees, as a result of the fifteen (15) newly created sworn positions, only fifteen (15) CITY sworn employees with the most CITY Fire Department continuous service time will receive FIRE DISTRICT seniority rights and COUNTY seniority. In the event any two or more transferring CITY employees have the same continuous service date with the CITY Fire Department, the CITY shall use whatever method currently utilized by the CITY to determine the manner in which the seniority for those affected employees shall be established.

FIRE DISTRICT seniority is principally used for transfer bidding rights and, for these fifteen (15) positions, will be based on continuous service time in the firefighter series with the CITY’s Fire Department. COUNTY seniority, which as defined in Los Angeles County Civil Service Rule 2.15 as "continuous service," is principally used for purposes of determining the order of layoff or reduction. Also as defined in Section 6.04.040 of the Los Angeles County Code, "continuous service" is principally used for purposes of determining rights to some types of paid leave. For these fifteen (15) positions, continuous service will include all continuous service time with the CITY, including any continuous non-permanent time.

The assigned FIRE DISTRICT and COUNTY seniority dates for any remaining sworn employees will be the commencement date of services with the FIRE DISTRICT. They will be placed on the FIRE DISTRICT seniority list and also assigned a COUNTY continuous service date in order of their relative service time with the CITY.

All CITY and FIRE DISTRICT seniority will be considered for all purposes, except for those individuals beyond the fifteen (15) additional sworn positions for which CITY seniority shall not count for purposes of bidding rights, vacation schedules, and to determine the order of layoff or reduction.

As those CITY sworn employees with full FIRE DISTRICT and COUNTY seniority rights leave FIRE DISTRICT service, any remaining sworn employees will be assimilated into full FIRE DISTRICT and COUNTY seniority status based on their time in service as sworn CITY/FIRE DISTRICT employees, with the exception of those employees who fall under the provision of Section VII, Subsection (C), paragraph (10) herein.
(9) **Promotional Exams** - All non-probationary transferring sworn employees shall be immediately eligible for promotional examination within the FIRE DISTRICT. All time in rank as a sworn CITY and/or FIRE DISTRICT employee shall be considered for purposes of determining eligibility for promotional examination.

(10) **Longevity Bonus** - For purposes of determining eligibility for the FIRE DISTRICT's Fire Fighter longevity bonus for those CITY employees blanketed-in to FIRE DISTRICT in the Fire Fighter classification, all continuous CITY service time in the Fire Fighter or successive promotional classifications shall be deemed as fulfilling the required aggregate service time for longevity bonus entitlement, except as provided in Section VII, Subsection (C), paragraph (10) herein.

(11) **Training Records** - The CITY will provide the FIRE DISTRICT with complete training records of all CITY sworn employees to be transferred to the FIRE DISTRICT pursuant to this Agreement.

(B) **NON-SWORN EMPLOYEES**

(1) **Appointment** - The FIRE DISTRICT may agree to appoint without further civil service examination non-Fire Fighter series employees, hereinafter referred to as "non-sworn employees", who have successfully completed six (6) months continuous service with the CITY and who shall be listed on Schedule 11, attached hereto and made a part hereof. All non-sworn employees shall successfully complete a probationary period consistent with Los Angeles County Civil Service Rules.

(2) **Seniority** - Since non-sworn positions are not being created as a result of this annexation, the FIRE DISTRICT and COUNTY seniority date for all transferring non-sworn CITY employees, which is primarily used for the purpose of determining the order of layoff or reduction, shall be the commencement date of services.

(C) **ALL EMPLOYEES**

(1) **Medical Exam & Background Investigation** - Prior to the commencement date of services, as a condition of the FIRE DISTRICT employment, each CITY employee must be medically qualified by a FIRE DISTRICT-administered physical examination, which
includes a drug screening component, and must pass the FIRE DISTRICT's background investigation. Any CITY employee who is on medical leave of absence on the commencement date of services shall be blanketed into FIRE DISTRICT if he/she passes the required medical examination and background investigation upon termination of medical leave. The FIRE DISTRICT retains the right to not accept any CITY employee in its sole discretion upon completion of the employee’s medical exam and background investigation. In such case, the CITY employee’s rights, obligations and status as a CITY employee shall be dictated by CITY rules and regulations.

(2) **Salary Step Placement** - For the purpose of determining an employee's FIRE DISTRICT salary step placement, "CITY salary" shall be defined as all monthly earnings that are eligible towards CITY retirement credit, excluding any compensation for unused benefit days or holidays, uniform allowances, and all overtime earnings. The employee's initial salary step placement shall not be less than his/her CITY salary as defined in this Section VII, Subsection (C), paragraph 2.

CITY Fire Fighter Paramedics shall transfer to the FIRE DISTRICT into Fire Fighter Paramedic positions. Any CITY Fire Fighter Paramedic who opts to transfer into a non-paramedic Fire Fighter position after transfer to the Fire District shall receive the appropriate FIRE DISTRICT Fire Fighter salary based on the transferring employee's time in service with the CITY, plus any appropriate CITY bonuses as determined by the FIRE DISTRICT, and such employee shall not be eligible to receive a Y-rated salary pursuant to this Section VII, Subsection (C), paragraph 2(a).

Paramedic bonuses shall also be excluded from “CITY salary” for those employees who transfer to the FIRE DISTRICT into a “Fire Fighter” position. Any transferring employees who are assigned to “Fire Fighter Paramedic” positions will be entitled to receive the applicable FIRE DISTRICT paramedic bonus.

Paramedic bonuses will be included in the “CITY salary” for those employees who transfer to the FIRE DISTRICT into a “Fire Fighter Specialist” or “Captain” position pursuant to this Section VII, Subsection (A), paragraph (3) and who are receiving a paramedic
bonus in the CITY at the time of transfer to the FIRE DISTRICT. In the event any employee transferring to the FIRE DISTRICT into a "Fire Fighter Specialist" or "Captain" position is subsequently assigned to a paramedic position in the FIRE DISTRICT, the employee's salary will be recalculated to eliminate the amount of his CITY paramedic bonus and to include the applicable FIRE DISTRICT paramedic bonus. All other bonuses, regardless of eligibility for CITY retirement credit, other than paramedic bonuses, will be considered by the FIRE DISTRICT in its discretion for inclusion in the determination of an employee's FIRE DISTRICT salary placement but is not guaranteed. The ultimate decision regarding the inclusion of bonuses rests with the FIRE DISTRICT in its discretion.

(a) Sworn Employees - Except as provided in Section VII, Subsection (C), paragraphs (9) and (10), all continuous service time accrued as a sworn employee in the service of the CITY shall be considered for the purpose of determining COUNTY employee benefits including sick leave, vacation, step placement on the applicable COUNTY salary schedule, and the pensionability of their Flexible Benefits income. Salary step placement of sworn employees shall be within the salary range of the FIRE DISTRICT position assigned, but no less than the salary step that provides for the same salary or next higher salary as the sworn employee's CITY salary as defined in this Section VII, Subsection (C), paragraph 2. Subsequent salary step advances, if applicable, shall be one (1) year from the last step advance with the CITY or in accordance with COUNTY policy, whichever is sooner. In the event that the sworn employee's CITY salary is higher than the top step of the COUNTY salary range, the sworn employee will be placed on the top step of that range, but shall be Y-Rated in order to maintain the same level of base salary as the employee had with the CITY.

A sworn CITY employee's Y- Rate shall remain in effect until the regular salary including any bonuses exceeds the Y-Rate amount. Y-Rated employees shall not be eligible for bonuses in addition to their Y-Rated salary. Sworn employees who have accrued CITY service time in a non-sworn position shall have such non-sworn service time considered for purposes of determining COUNTY seniority date and benefits, but not salary step placement.

(b) Non-Sworn Employees - Except as provided in Section VII, Subsection (C),
paragraphs (9) and (10), all continuous service time accrued as a non-sworn employee in the
service of the CITY shall be considered for all purposes except for bidding rights for work and
vacation schedules, and to determine the order of layoff or reduction. Salary placement of
non-sworn employees shall be within the salary range of the FIRE DISTRICT position
assigned, and at the salary step that provides for the same salary or next higher salary as the
employee's CITY salary as of the commencement date of services through this Agreement. In
the event that the employee's CITY salary is higher than the top step of the COUNTY salary
range, the employee will be placed on the top step of that range, but shall be Y-Rated so that
no loss in pay occurs.

(3) Taxes - This Agreement does not exempt transferring CITY employees from
applicable payroll taxes required of new employees, such as Health Insurance Tax (HIT).

(4) Uniforms - CITY issued uniforms and safety equipment that meet FIRE
DISTRICT standards shall be transferred to the FIRE DISTRICT with the transferring
employees. CITY uniforms will be supplemented by FIRE DISTRICT issued uniforms and/or
safety equipment necessary to meet FIRE DISTRICT requirements. The CITY shall assume
all costs for supplementing uniforms and safety equipment that do not meet FIRE DISTRICT
standards. Such costs shall be included on Schedule 4, as soon as available. Subsequent
uniform issues will be as provided for in the current Memorandum of Understanding for the
respective employee representation units entered into between the County of Los Angeles and
the certified employee organizations, if applicable.

(5) Personnel/Medical/Time Records - As a condition of FIRE DISTRICT
employment, CITY employees must consent to the transfer of complete original personnel and
employment medical records to the FIRE DISTRICT. The CITY will provide the FIRE
DISTRICT with complete and original personnel and employment medical records of all CITY
personnel to be transferred pursuant to this Agreement, including any employee’s complete
original Workers’ Compensation files, all claims for disability compensation, and all additional
documentation related to open claims which remain ongoing after the date of transfer of the
CITY employees to the FIRE DISTRICT, which shall be the commencement date of services.
In addition, the CITY will provide the FIRE DISTRICT with a minimum of one (1) year's time records of "hours worked" prior to the commencement date of services for all CITY personnel to be transferred pursuant to this Agreement. Each transferring employee shall certify to the FIRE DISTRICT the completeness of his/her personnel file.

(6) **Vacation and Holiday Shifts/Days** - The CITY shall pay to the FIRE DISTRICT in the manner set forth in Section III, Subsection (P) herein for transferred vacation benefit shifts/days and holiday benefit shifts/days for transferring employees at the CITY’s salary rates in effect on the commencement date of service. The CITY shall transfer in whole hours all vacation benefit shifts/days an employee is entitled to in CITY employment to a maximum of twenty (20) vacation days or ten (10) shifts, whichever is applicable. The CITY may transfer in whole hours all holiday benefit shifts/days an employee is entitled to in CITY employment to a maximum of twenty-two (22) holiday days or eleven (11) shifts, whichever is applicable. Vacation and holiday benefit shifts/days are outlined in Schedules 8 and 9, respectively, for sworn personnel and Schedules 12 and 13, respectively, for non-sworn personnel, which are attached hereto and made a part hereof. CITY salary rates for reimbursement to the FIRE DISTRICT are defined in this Section VII, Subsection (C), paragraph (2).

Transferring CITY employees shall accrue vacation benefits each pay period. Pay periods are the 1st day of each month to the 15th day of that month, and the 16th day of each month to the last day of that month. The amount of vacation benefits accrued by each transferring CITY employee shall be based on the transferring employees' continuous service time as a sworn employee of the CITY. Transferring CITY employees may use their accrued vacation benefits during the pay period immediately following the pay period in which the benefits are accrued, notwithstanding the employees’ assigned COUNTY seniority.

(7) **Sick Shifts/Days** - The CITY shall pay to the FIRE DISTRICT in the manner set forth in Section III, Subsection (P) herein for transferred sick benefit shifts/days for transferring employees at the CITY’s salary rates in effect on the commencement date of service. The CITY shall transfer in whole hours all sick benefit shifts/days an employee is
entitled to in CITY employment to a maximum of twelve (12) sick days or six (6) shifts, whichever is applicable. Sick benefit shifts/days are outlined in Schedule 10 for sworn personnel and Schedule 14 for non-sworn personnel, which are attached hereto and made a part hereof. The CITY salary rates for reimbursement to the FIRE DISTRICT are defined in this Section VII, Subsection (C), paragraph (2).

(8) **Waiver of Accumulated Benefits** - The FIRE DISTRICT shall not assume any responsibility for personnel benefits or CITY obligations accrued by CITY employees prior to the commencement date of services, except as expressly provided for in this Agreement. The CITY shall provide a waiver for said accumulated benefits executed in favor of the FIRE DISTRICT by each CITY employee as a condition of employment by the FIRE DISTRICT. It is further understood that employees subject to this Agreement shall become eligible for vacation, sick, and holiday time while in FIRE DISTRICT service only as provided in the FIRE DISTRICT Salary Resolution, Los Angeles County Salary Ordinance, or as designated in Section VII herein.

(9) **Los Angeles County Employees Retirement Association**

a) All sworn employees subject to this Agreement will, on the first day of the month following the date they are appointed to a position in the FIRE DISTRICT, become members of the Los Angeles County Employees Retirement Association (LACERA) Plan C for Safety Members or any other Safety Plan as permitted by the County Employees Retirement Law of 1937 (CERL) and the Public Employees' Pension Reform Act of 2013 (PEPRA).

b) All non-sworn employees subject to this Agreement will, on the first day of the month following the date they are appointed to a position in the FIRE DISTRICT, become members of Plan G for General Members or one (1) of the other non-safety LACERA plans available pursuant to the provisions of CERL and PEPRA.

c) Service performed by such sworn and non-sworn personnel while employees of the CITY shall not be credited as retirement service with LACERA, and except as provided in California Government Code Sections 31836.1 and 31836.2, shall not be counted for the purpose of discontinuing contributions after thirty (30) years of continuous
service pursuant to Government Code Sections 31625.2 and 31664, to the extent applicable, and shall not be counted for the purpose of determining health insurance premiums charged to LACERA retirees.

(10) **Retirement from Public Employees Retirement System** - In the event a transferring employee opts to retire from the Public Employees Retirement System (PERS) at any time while in the employment of the FIRE DISTRICT, such employee shall forfeit all of his/her continuous service time with the CITY, including all service time with the CITY Fire Department, for purposes of determining FIRE DISTRICT and COUNTY seniority and COUNTY employee benefits and step placement pursuant to Section VII, Subsection (A), paragraphs (8) and (10), and Section VII, Subsection (C), paragraph (2). The FIRE DISTRICT and COUNTY seniority date for any employee retiring from PERS pursuant to this paragraph (10) of Subsection (C) of Section VII shall immediately become the commencement date of services, any longevity bonus received by the employee which is based on continuous time with the CITY will be eliminated from the employee’s salary, any Y-Rated salary will be eliminated, and the employee’s salary will be adjusted and based solely on the employee’s FIRE DISTRICT rank and total time as an employee with the FIRE DISTRICT. Such employees must also be medically qualified by a FIRE DISTRICT-administered physical examination as required of newly hired firefighters.

(11) **Workers’ Compensation** - California Labor Code Sections shall govern Workers’ Compensation benefits for all transferring CITY employees who sustain industrial injuries. Notwithstanding Section 5500.5 et seq. of the California Labor Code, the CITY agrees to reimburse the FIRE DISTRICT for the FIRE DISTRICT’s proportionate share of all medical, legal, administrative, and any other indemnity costs for which the FIRE DISTRICT shall be liable for those industrial injuries apportionable in whole or in part to employees’ employment with the CITY. The CITY’s responsibility as provided for herein shall not be affected by any change in Federal or State law.

The CITY and the FIRE DISTRICT shall cooperate in the ongoing management of any Workers’ Compensation claims pending, filed, during the time CITY personnel are
employed by the FIRE DISTRICT by providing such information as is necessary for the CITY
and/or the FIRE DISTRICT to appropriately manage a Workers' Compensation claim filed by a
FIRE DISTRICT employee previously employed by the CITY. The CITY shall notify the FIRE
DISTRICT of any claims pending, filed, or denied; and any temporary or permanent work
restrictions imposed with respect to an employee who transfers from CITY employment to
FIRE DISTRICT employment. The FIRE DISTRICT shall notify the CITY of any claims
pending, filed, or denied; and any temporary or permanent work restrictions imposed with
respect to an employee who has a pending Workers' Compensation claim involving the CITY
or who asserts a Workers' Compensation claim during employment with the FIRE DISTRICT
upon which the CITY is potentially liable in whole or in part. The CITY shall be responsible for
adjusting and paying all costs related to those claims which have been filed or are pending as
of the effective date of this Agreement. This responsibility of the CITY is subject to contribution
from the FIRE DISTRICT for any post-transfer injury or exacerbation of an existing injury
already at issue in a pending Workers' Compensation claim involving the CITY at the time of
transfer. Pursuant to Subsection C, Paragraph S, the CITY shall provide Workers’
Compensation related files on all employees transferring to the FIRE DISTRICT.

(12) **Health Insurance** - The CITY shall continue to provide the existing coverage
of paid medical and dental insurance for all employees transferring to the FIRE DISTRICT for
one (1) full calendar month after the commencement date of services or, for those employees
on medical leave with the CITY on the commencement date of services, for at least one (1) full
calendar month after the effective date of their blanketing into the FIRE DISTRICT. The FIRE
DISTRICT shall reimburse the CITY as specified in Section III, Subsection (O).

(13) **Deferred Compensation Plans** - Pursuant to Section 6.02.040 of the Los
Angeles County Code, CITY employees transferring to the FIRE DISTRICT shall be eligible for
immediate participation in the COUNTY employees' deferred compensation plans for which
they may be eligible depending upon their transferred rank, unless such immediate eligibility is
otherwise prohibited by Federal or California statute or regulation.

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(14) **Marriage and Birth Certificates** - For purposes of completing the background investigations pursuant to Section VII, Subsection (C), paragraph (1) herein and for verification of eligibility of health insurance coverage, prior to the commencement date of service as determined by the FIRE DISTRICT, all transferring CITY employees will be required to provide copies of their marriage certificates and the birth certificates for themselves and all dependents who will be covered under their health insurance benefits.

(15) **FIRE DISTRICT Employees' Rights** - The employment rights of existing FIRE DISTRICT employees shall not be impaired by this Agreement.

**SECTION VIII. ENVIRONMENTAL QUALITY CONTROL**

(A) The FIRE DISTRICT shall be responsible to comply with the provisions of the California Environmental Quality Act of 1970 (CEQA), insofar as the same may apply to annexation proceedings required in annexing the CITY to the FIRE DISTRICT. The FIRE DISTRICT agrees to hold the CITY free and harmless from any and all claims, demands, or judgments arising out of the FIRE DISTRICT's failure to comply with the provisions of CEQA, relative to annexation procedures.

(B) Prior to the commencement date of services, the CITY shall have a Cal-OSHA Registered Environmental Assessor perform a Phase I Site Assessment and Building Asbestos Survey and, if subsequently required, a Phase II Site Assessment on the CITY fire station facility. All Site Assessments and related reports shall be reviewed, approved, and accepted by the FIRE DISTRICT.

(C) The CITY shall, at its sole expense, mitigate and abate all environmental hazards (if any) at the CITY fire station site prior to the commencement date of services and provide evidence to the satisfaction of the FIRE DISTRICT that all recommended measures have been completed and that all applicable laws and requirements have been complied with. Any residual contamination or environmental damage from conditions on or adjacent to CITY fire station which existed before the commencement date of services but which are discovered after the commencement date of services, shall be the responsibility of the CITY.

(D) The FIRE DISTRICT shall, at its sole expense, mitigate and abate all environmental
damage (if any) caused by the FIRE DISTRICT or its agents at the CITY fire station after the commencement date of services.

(E) Prior to occupancy of the CITY fire station by the FIRE DISTRICT, the FIRE DISTRICT shall inspect the facility and identify all hazardous materials stored at the facility for which the CITY shall be responsible for removal. The CITY shall remove all identified hazardous materials prior to FIRE DISTRICT occupancy of the CITY fire station. If, after FIRE DISTRICT occupancy of the CITY fire station, stored hazardous materials are discovered by the FIRE DISTRICT which were not previously identified during the above inspection, the CITY shall remove said materials within thirty (30) days after written notice by the FIRE DISTRICT to the CITY, or the FIRE DISTRICT may remove the materials and invoice the CITY for the costs of such removal. In the event such hazardous materials pose an immediate danger to human health or the environment as determined by the FIRE DISTRICT, such materials shall be removed immediately by the CITY upon notification by the FIRE DISTRICT to the CITY.

SECTION IX. HAZARDOUS MATERIALS RELEASE RESPONSE PLAN AND INVENTORY

(A) The FIRE DISTRICT is currently the administering agency for the CITY’s Hazardous Materials Release Response Plan and Inventory, California Health and Safety Code Chapter 6.95, Sections 25500 - 25545, hereinafter referred to as the “Program.” The FIRE DISTRICT shall continue to be the administering agency for the Program during the term of this Agreement.

(B) The FIRE DISTRICT shall continue to retain all fees collected in the administration of the Program as provided by State law.

SECTION X. ADOPTION OF LOS ANGELES COUNTY FIRE CODE

Pursuant to Los Angeles County Fire Code - Title 32, Sections 10000.1 and 10000.2, and California Health and Safety Code Section 13869, as may be subsequently amended, upon annexation of the CITY to the FIRE DISTRICT, the County of Los Angeles Fire Code - Title 32, including any subsequent amendments to such code, shall be enforced in the CITY by the FIRE DISTRICT. By ordinance, the CITY shall adopt the County of Los Angeles Fire Code
Title 32 as of the commencement date of services. This ordinance will adopt all existing 
CITY amendments to the County of Los Angeles Fire Code - Title 32 as a separate 
attachment. The FIRE DISTRICT will enforce applicable amendments specific to the CITY. 
Where differences occur between the Los Angeles County Fire Code - Title 32 and the 
amendments adopted by the CITY, the CITY amendments will take precedence unless an 
impracticality of enforcement is determined by the FIRE DISTRICT in its sole discretion, in 
which case the FIRE DISTRICT and the CITY shall work towards establishing a mutually 
agreeable resolution.

SECTION XI. MODIFICATION OF SCHEDULES

(A) With the exception of Schedule 2, all schedules attached hereto and incorporated 
herein by reference will be subject to modification by mutual agreement of the CITY 
MANAGER and FIRE CHIEF of the FIRE DISTRICT as needed after the date of approval of 
this Agreement by both parties.

(B) The staffing levels as indicated on Schedule 2 may be subject to modification by 
mutual written agreement of the CITY COUNCIL and FIRE CHIEF of the FIRE DISTRICT. Any 
such modification of staffing levels may cause an adjustment in the determination of the 
Annual Fee as specified in Section II, Subsection (M) herein.

SECTION XII. WITHDRAWAL

(A) In the event the CITY terminates this Agreement and withdraws from the FIRE 
DISTRICT at any time subsequent to ten (10) years from the commencement date of service, 
per the provisions of Section I, herein, the FIRE DISTRICT and the CITY agree that:

(1) The lease on the fire station shall terminate and the FIRE DISTRICT shall 
vacate the CITY fire station on the effective date of withdrawal except as provided for in a 
subsequent written agreement as may be entered into by the CITY and the FIRE DISTRICT.

(2) The FIRE DISTRICT shall return to the CITY fire apparatus, vehicles and related 
fire apparatus equipment of a comparable type, condition, and age, in the quantity and type as 
described on Schedule 5 as of the commencement date of services.

(3) The FIRE DISTRICT shall return to the CITY fire station equipment, furniture,
tools, and furnishings of a comparable type and condition as of the commencement date of
services, which are essential to the operation of the fire station facility and are detailed in
Schedule 6.

(4) As to any apparatus, vehicles, equipment, tools, furniture, furnishings, or other
personal property for which a monetary or in-kind credit was given to the CITY upon the
effective date of this Agreement, the FIRE DISTRICT will not be obligated in any manner to
return comparable items to the CITY at the date of withdrawal of this Agreement.

(B) In the event of the termination of the Agreement by either party as provided herein,
the FIRE DISTRICT and the CITY agree to enter into separate and further agreements to
address the specific details of termination not addressed in this Agreement.
SECTION XIII. GOOD FAITH AND FAIR DEALING

The FIRE DISTRICT and the CITY covenant and warrant to act in good faith and fair
dealing regarding the performance, administration, and interpretation of this Agreement.
SECTION XIV. GENERAL PROVISIONS

(A) Severability – In the event that any provision herein contained is held to be invalid,
void, or illegal by any court of competent jurisdiction, the same shall be deemed severable
from the remainder of this Agreement and shall in no way affect, impair or invalidate any other
provision contained herein. If any such provision shall be deemed invalid due to its scope or
breadth, such provision shall be deemed valid to the extent of the scope or breadth permitted
by law.

(B) Waiver – No breach of any provision hereof can be waived unless in writing.
Waiver of any one breach of any provision shall not be deemed to be a waiver of any breach of
the same or any other provision hereof.

(C) Entire Agreement – This Agreement constitutes the entire agreement between
the parties relating to the subject matter of this Agreement, and supersedes any prior
understanding whether oral or written and may be modified only by further written agreement
between the parties hereto. The non-enforceability, invalidity or illegality of any provision of
this Agreement shall not render the other provisions thereof unenforceable, invalid or illegal.
IN WITNESS WHEREOF, the CITY, by majority vote of its City Council, has caused this Agreement to be executed by its Mayor and which execution has been attested to by its Clerk; pursuant to action by a majority vote of the Board of Supervisors, as governing body of the FIRE DISTRICT, the Chairman has executed this Agreement on behalf of the FIRE DISTRICT and which execution has been attested to by its Clerk.

CONSOLIDATED FIRE PROTECTION DISTRICT OF LOS ANGELES COUNTY

By _____________________________
Chairman, Board of Supervisors

DATE __________________________

ATTEST: LORI GLASGOW
Executive Officer-Clerk of The Board of Supervisors

By _____________________________
Deputy

APPROVED AS TO FORM: MARY C. WICKHAM
County Counsel

By ____________________________
Deputy

CITY OF HERMOSA BEACH

By _____________________________
Mayor

DATE __________________________

ATTEST: ___________________________

APPROVED AS TO FORM: __________________________

Deputy City Clerk

City Attorney
CITY OF HERMOSA BEACH - AGREEMENT FOR SERVICES

SCHEDULE 1

COMMENCEMENT DATE OF SERVICE

TO BE DETERMINED

(TO BE COMPLETED ON OR ABOUT THE COMMENCEMENT DATE OF SERVICES)

APPROVED:

DARYL L. OSBY  CITY MANAGER
FIRE CHIEF

DATE  DATE
CITY OF HERMOSA BEACH - AGREEMENT FOR SERVICES
SCHEDULE 2
OPERATION BY DISTRICT WITH ESTIMATED 2017-18 ANNUAL FEE

Operations:

<table>
<thead>
<tr>
<th>Station</th>
<th>Equipment</th>
<th>Post Positions (a)</th>
<th>Estimated 2017-18 City Cost</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Paramedic Assessment Engine</td>
<td>3</td>
<td>$2,229,255</td>
</tr>
<tr>
<td></td>
<td>Paramedic Squad</td>
<td>2</td>
<td>$1,148,966</td>
</tr>
</tbody>
</table>

Fire Prevention:

<table>
<thead>
<tr>
<th>Position</th>
<th>Hours</th>
<th>City Cost</th>
</tr>
</thead>
<tbody>
<tr>
<td>Captain</td>
<td>0.05</td>
<td>$12,342</td>
</tr>
<tr>
<td>Fire Fighter Specialist</td>
<td>0.25</td>
<td>$52,256</td>
</tr>
<tr>
<td>Fire Prevention Engineering Assistant II</td>
<td>0.25</td>
<td>$34,006</td>
</tr>
</tbody>
</table>

Total Salary and Employee Benefits Cost: $3,476,825
Overhead @ 34.8280%: $1,210,909

ESTIMATED 2017-18 ANNUAL FEE: $4,687,734

(a) Three persons staff each post position through a 56-hour work week.
(b) City Cost is only 80% of the full cost of a paramedic squad due to anticipated benefit of the paramedic squad on a regional basis.

Agreed to and accepted by the undersigned representatives of the City and the District who certify that they are duly authorized to agree to and accept this Schedule 2 - Operation by District.

**(TO BE COMPLETED ON OR ABOUT COMMENCEMENT DATE OF SERVICE)**

APPROVED:

DARYL L. OSBY  
CITY MANAGER

FIRE CHIEF

DATE  
DATE
<table>
<thead>
<tr>
<th>Facility Name</th>
<th>Location</th>
</tr>
</thead>
<tbody>
<tr>
<td>Hermosa Beach Station 1</td>
<td>540 Pier Avenue Hermosa Beach, CA</td>
</tr>
<tr>
<td>Temporary Station 1 (adjacent to City Hall Complex)</td>
<td>1305 Bard Street Hermosa Beach, CA</td>
</tr>
</tbody>
</table>

*To be adjusted if a new replacement station is built at a location other than 540 Pier Avenue, Hermosa Beach.*

**(TO BE COMPLETED ON OR ABOUT COMMENCEMENT DATE OF SERVICE)**

APPROVED:

DARYL L. OSBY
FIRE CHIEF

CITY MANAGER

DATE

DATE
### OPTION 1:

Existing fire station (5 dorms):

- **Seismic upgrade to first floor fire station structure**: $910,000*
- **Demolish and remove second floor structure**: $140,000
- **Remove and replace roof, include asbestos abatement**: $119,000
- **Install new signage**: $5,600
- **Exterior stucco repair**: $21,000
- **Replace exterior vents**: $2,800
- **Exterior paint and seal**: $23,800
- **Remove and replace all windows with dual glazed windows**: $30,800
- **Remove and replace rear apparatus door**: $21,000
- **Electrical**: $152,600
- **Mechanical**: $42,000
- **Plumbing**: $32,200
- **Diesel Exhaust**: $8,680

Modifications to existing floor plan for P&A and ADA compliance:

- **Design and construction administration**: $71,500
- **Demo, framing and carpentry, insulation, & T-bar ceiling**: $85,800
- **Two compliant restrooms**: $42,900
- **Drywall and paint**: $35,750
- **Doors and finish hardware**: $15,730
- **Flooring**: $21,450
- **Office furniture, kitchen table and chairs**: $35,750

* Cost based on the Phase 1 Structural Seismic Evaluation Report prepared by John A. Martins & Asso. prorated by square footage (4,500 sq. ft.) of station.

**TOTAL OPTION 1 COST**: $1,818,360

### OPTION 2:

Demolish existing station and rebuild new fire station on existing lot:

- One story, five dorms, 4,500 sq. ft. (estimated at $970/sq. ft.)

**TOTAL OPTION 2 COST**: $4,365,000

### OPTION 3:

Demolish existing station and rebuild new fire station:

- Standard seven dorm Fire District prototype station
  - 9,800 sq. ft. (estimated at $970/sq. ft.)
  - Two-story station if rebuilt on existing station site;
  - One story station if built on an alternate site

**TOTAL OPTION 3 COST**: $9,500,000

Costs identified as of October 2016
## COMMUNICATIONS

<table>
<thead>
<tr>
<th>Description</th>
<th>Quantity</th>
<th>Unit Cost</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Station Telephone System Replacement</td>
<td>1</td>
<td>$32,000</td>
<td>$32,000</td>
</tr>
<tr>
<td>Selective Calling Units (SCU) Parts and Labor</td>
<td>1</td>
<td>24,500</td>
<td>24,500</td>
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<tr>
<td>VHF Handheld Radios</td>
<td>6</td>
<td>2,000</td>
<td>12,000</td>
</tr>
<tr>
<td>UHF Handheld Radios</td>
<td>2</td>
<td>2,000</td>
<td>4,000</td>
</tr>
<tr>
<td>Cell Phone - Verizon (Paramedic Squad)</td>
<td>1</td>
<td>192</td>
<td>192</td>
</tr>
<tr>
<td>Cell Phone Vehicle Charger (Paramedic Squad)</td>
<td>1</td>
<td>30</td>
<td>30</td>
</tr>
<tr>
<td><strong>TOTAL COMMUNICATIONS COST</strong></td>
<td></td>
<td></td>
<td><strong>$72,722</strong></td>
</tr>
</tbody>
</table>

Note: The cost for radios installed in the vehicles is included in each vehicle’s outfitting costs.
### VEHICLES

**HMB E-11 2014 PIERCE VELOCITY PUMPER:**

<table>
<thead>
<tr>
<th>Outfitting/Repairs</th>
<th>Labor Rate/Hr</th>
<th>Labor Hours</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>No existing problems or required repairs</td>
<td>-</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Paint, install decals and stripe</td>
<td>-</td>
<td></td>
<td>$25,000</td>
</tr>
</tbody>
</table>

**Total HMB E-11 Outfitting/Repairs** $25,000

**NEW PARAMEDIC SQUAD:**

<table>
<thead>
<tr>
<th>Apparatus Cost</th>
<th>Labor Rate/Hr</th>
<th>Labor Hours</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>New Apparatus Cost</td>
<td></td>
<td></td>
<td>$96,500</td>
</tr>
<tr>
<td>Emergency lighting package and electrical</td>
<td></td>
<td>8,500</td>
<td></td>
</tr>
<tr>
<td>Miscellaneous up-fitting supplies</td>
<td></td>
<td>1,500</td>
<td></td>
</tr>
<tr>
<td>Fire Equipment Mechanic labor</td>
<td>$82.53</td>
<td>264</td>
<td>21,788</td>
</tr>
<tr>
<td>Welder/Fabricator labor</td>
<td>86.18</td>
<td>52</td>
<td>4,481</td>
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</table>

**Total Apparatus Cost** $132,769

**Communications**

<table>
<thead>
<tr>
<th>Data:</th>
<th>Quantity</th>
<th>Unit Cost</th>
<th>Total</th>
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</thead>
<tbody>
<tr>
<td>MDCs</td>
<td>2</td>
<td>$5,000</td>
<td>$10,000</td>
</tr>
<tr>
<td>NB Tait</td>
<td>2</td>
<td>500</td>
<td>1,000</td>
</tr>
<tr>
<td>VML 750 LTE</td>
<td>2</td>
<td>2,000</td>
<td>4,000</td>
</tr>
<tr>
<td>Installation</td>
<td>2</td>
<td>1,300</td>
<td>2,600</td>
</tr>
</tbody>
</table>

**Radios:**

| Testing and Programming               | 2        | $2,750    | $5,500   |
| XTL5000 UHF                           | 2        | 3,200     | 6,400    |
| XTL5000 VHF                           | 2        | 3,200     | 6,400    |
| Installation                          | 2        | 4,000     | 8,000    |
| Headset                               | 2        | 1,500     | 3,000    |

**Total Communications Cost** $46,900

**TOTAL VEHICLES COST** $204,669

Costs identified as of October 2016
### FIRE EQUIPMENT

<table>
<thead>
<tr>
<th>Equipment</th>
<th>Unit Cost</th>
<th>Assessment Engine</th>
<th>Paramedic Squad</th>
</tr>
</thead>
<tbody>
<tr>
<td>1 1/2&quot; Hose Clamp - Wildland</td>
<td>$52.70</td>
<td>1 $52.70</td>
<td></td>
</tr>
<tr>
<td>1 1/2&quot; NSF x 1&quot; IPM</td>
<td>25.83</td>
<td>2 51.66</td>
<td></td>
</tr>
<tr>
<td>1&quot; IPF x 1 1/2&quot; NSM</td>
<td>25.83</td>
<td>2 51.66</td>
<td></td>
</tr>
<tr>
<td>1&quot; IPF x 1&quot; NSM</td>
<td>7.50</td>
<td>2 15.00</td>
<td></td>
</tr>
<tr>
<td>1&quot; Nozzle - Barrel</td>
<td>14.07</td>
<td>1 14.07</td>
<td></td>
</tr>
<tr>
<td>1&quot; Nozzle - KK</td>
<td>298.93</td>
<td>1 298.93</td>
<td></td>
</tr>
<tr>
<td>1&quot; NSF x 1&quot; IPM</td>
<td>7.50</td>
<td>2 15.00</td>
<td></td>
</tr>
<tr>
<td>1&quot; Wye - Wildland</td>
<td>108.97</td>
<td>2 217.94</td>
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<tr>
<td>4&quot; Hydra-Assist Valve</td>
<td>975.00</td>
<td>1 975.00</td>
<td></td>
</tr>
<tr>
<td>4&quot; NSM Rockerlug x 2 1/2&quot; NSM Long-Handle</td>
<td>129.45</td>
<td>1 129.45</td>
<td></td>
</tr>
<tr>
<td>4&quot; NSM Rockerlug x 3 1/2&quot; NSM Long-Handle</td>
<td>188.61</td>
<td>1 188.61</td>
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</tr>
<tr>
<td>4&quot; NSM x 3 1/2&quot; NSM</td>
<td>87.00</td>
<td>2 174.00</td>
<td></td>
</tr>
<tr>
<td>4&quot; NSM x 3 1/2&quot; NSF</td>
<td>75.86</td>
<td>1 75.86</td>
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<tr>
<td>Africanized Honey Bee Kit</td>
<td>120.00</td>
<td>1 120.00</td>
<td>1 $120.00</td>
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<tr>
<td>Attic Ladder - 10'</td>
<td>1,100.00</td>
<td>1 1,100.00</td>
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<tr>
<td>Axe Scabbard (TRYFIRE)</td>
<td>167.00</td>
<td>1 167.00</td>
<td>2 334.00</td>
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<tr>
<td>Bolt Cutters - Large 36&quot; (HK Porter)</td>
<td>127.35</td>
<td>1 127.35</td>
<td>1 127.35</td>
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<tr>
<td>Bolt Cutters - Small 14&quot; (HK Porter)</td>
<td>76.13</td>
<td>1 76.13</td>
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</tr>
<tr>
<td>Breathing Apparatus - SCBA</td>
<td>7,000.00</td>
<td>4 28,000.00</td>
<td>2 14,000.00</td>
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<tr>
<td>Bypass - 2 1/2&quot;</td>
<td>93.99</td>
<td>1 93.99</td>
<td></td>
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<tr>
<td>Bypass - 4&quot;</td>
<td>261.60</td>
<td>2 523.20</td>
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<tr>
<td>Class A Foam Containers</td>
<td>11.29</td>
<td>4 45.16</td>
<td></td>
</tr>
<tr>
<td>Drop Bag - 85' 3/8&quot; Rope</td>
<td>93.00</td>
<td>4 372.00</td>
<td>2 186.00</td>
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<tr>
<td>Eductor - Water (VitaMotivator)</td>
<td>1,126.80</td>
<td>1 1,126.80</td>
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<tr>
<td>Extension Ladder - 24'</td>
<td>3,150.00</td>
<td>1 3,150.00</td>
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<tr>
<td>Flashlight - Handheld (Pelican)</td>
<td>114.96</td>
<td>4 459.84</td>
<td></td>
</tr>
<tr>
<td>Hack Saw – with Blades</td>
<td>12.06</td>
<td></td>
<td>1 12.06</td>
</tr>
<tr>
<td>Hall Runner</td>
<td>43.56</td>
<td>2 87.12</td>
<td>2 87.12</td>
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<tr>
<td>Hammer - Ball Peen</td>
<td>15.19</td>
<td>1 15.19</td>
<td>1 15.19</td>
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<tr>
<td>Hose - 1 3/4&quot; Attack - 50'x14'=700'</td>
<td>127.45</td>
<td>16 2,093.20</td>
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<tr>
<td>Hose - 1&quot; Reel Line 100'x6=600,</td>
<td>380.5</td>
<td>6 2,283.00</td>
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<tr>
<td>Hose - 4&quot; Supply - 50'x16=800'</td>
<td>510.38</td>
<td>16 8,166.08</td>
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<tr>
<td>Hose - Hard Suction 4&quot;</td>
<td>725.70</td>
<td>2 1,451.40</td>
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<tr>
<td>Hose Pack - 1 3/4&quot; High Rise - 50'x2=100'</td>
<td>238.60</td>
<td>2 477.20</td>
<td></td>
</tr>
<tr>
<td>Hydrant Wye - 4&quot; NSF x (3) 2 1/2&quot; NSM</td>
<td>1,419.60</td>
<td>1 1,419.60</td>
<td></td>
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<tr>
<td>Junkin Plastic Litter (Stokes Basket)</td>
<td>539.29</td>
<td>1 539.29</td>
<td></td>
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<tr>
<td>Knife – Utility</td>
<td>4.43</td>
<td>1 4.43</td>
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</tr>
<tr>
<td>Measuring Tape</td>
<td>19.90</td>
<td>1 19.90</td>
<td></td>
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<tr>
<td>Nozzle - 1 1/2&quot; Elkhart 205BA</td>
<td>575.00</td>
<td>1 575.00</td>
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<tr>
<td>Nozzle - 1 1/2&quot; TFT - D Handle (M1)</td>
<td>840.00</td>
<td>6 5,040.00</td>
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<tr>
<td>Nozzle - 1&quot; Reel Line - Bubble Cup</td>
<td>327.60</td>
<td>2 655.20</td>
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<tr>
<td>Nozzle - 2 1/2&quot; Smooth Bore</td>
<td>906.00</td>
<td>2 1,812.00</td>
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<tr>
<td>Nozzle - 2 1/2&quot; TFT - D Handle (M2)</td>
<td>1,242.00</td>
<td>3 3,726.00</td>
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<tr>
<td>Nozzle - Fog 1000 GPM Monitor</td>
<td>1,116.00</td>
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<tr>
<td>Nozzle - TPT Foam Expansion</td>
<td>378.00</td>
<td>1 378.00</td>
<td></td>
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<tr>
<td>Pelican Flashlight - Big Beam</td>
<td>204.00</td>
<td></td>
<td>1 204.00</td>
</tr>
<tr>
<td>Pick Head Axe (Council)</td>
<td>37.95</td>
<td>2 75.90</td>
<td>2 75.90</td>
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<tr>
<td>Pike Pole/Ceiling Hook - 4' (Firehooks Uni)</td>
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<td>1 91.60</td>
<td>1 91.60</td>
</tr>
<tr>
<td>Pike Pole/Ceiling Hook - 6' (Firehooks Uni)</td>
<td>99.80</td>
<td>1 99.80</td>
<td></td>
</tr>
<tr>
<td>Pry Bar - 5' (Council)</td>
<td>34.45</td>
<td>1 34.45</td>
<td>1 34.45</td>
</tr>
</tbody>
</table>
## FIRE EQUIPMENT

<table>
<thead>
<tr>
<th>Equipment</th>
<th>Unit Cost</th>
<th>Assessment Engine</th>
<th>Paramedic Squad</th>
</tr>
</thead>
<tbody>
<tr>
<td>Ram Bar (Paratech)</td>
<td>595.69</td>
<td>1 595.69</td>
<td>1 595.69</td>
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<td>Redwood Plugs - Assorted</td>
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<td>5 25.00</td>
<td>1</td>
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<tr>
<td>Roof Ladder - 14'</td>
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<td>1 2,319.00</td>
<td>1 267.00</td>
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<tr>
<td>Rope - Life Line 250'</td>
<td>267.00</td>
<td>1 267.00</td>
<td>1 93.00</td>
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<td>Rope Bag</td>
<td>93.00</td>
<td>1 93.00</td>
<td>1</td>
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<tr>
<td>Rope Bag with Hardware</td>
<td>300.00</td>
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<tr>
<td>Rubbish Hook (Nupla)</td>
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<td>Salvage Cover</td>
<td>134.40</td>
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<td>1 134.40</td>
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<td>Saw - Chain</td>
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<td>Saw - Rotary</td>
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<td>Shovel - Scoop</td>
<td>35.78</td>
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<tr>
<td>Shovel - LHRP</td>
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<td>1 26.92</td>
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### Homeland Security Equipment:

- **Altair CO Detector**: 129.00
- **Terrorism Decon Bucket**: 10.00
- **Chemical Resistant Gloves**: 3.25
- **Tyvek Suits (Require 4)**: 29.22
- **Trauma Shears**: 1.09
- **Super Sani Cloth (Purple Wipes)**: 6.51
- **Spirit II**: 6.65
## FIRE EQUIPMENT

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<th>Equipment</th>
<th>Unit Cost</th>
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<td>-</td>
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**Apparatus Totals**

- **Assessment Engine**: $86,756.18
- **Paramedic Squad**: $23,694.55

**TOTAL FIRE EQUIPMENT**: $110,450.73

* Cost currently unavailable due to nationwide shortage. Actual conversion costs will include the cost to procure these items.

**Note**: The Fire Equipment Total reflects the needs based on existing inventory of all City equipment at the time these conversion costs were compiled. Should any of the equipment inventoried not be available for transfer at the time of transfer of service, the costs incurred by the Fire District to purchase such equipment would be added to the City’s total conversion cost obligation.

Costs identified as of October 2016
## PERSONAL PROTECTIVE EQUIPMENT & UNIFORMS

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<thead>
<tr>
<th>Personal Protective Equipment (PPE)</th>
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<th>Total Cost</th>
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<td>Structure Helmet</td>
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<td>Structure Flash Hood</td>
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<td>Structure Gloves - Dragon Fire</td>
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<td>Hose Strap</td>
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Costs identified as of October 2016
## MEDICAL EQUIPMENT

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Apparatus Totals $2,043.44 $2,102.66

TOTAL MEDICAL EQUIPMENT $4,146.10

## MISCELLANEOUS

### Knox Systems

- **Estimated cost for replacement of key lock boxes (no labor included)**
  - Qty.: 250
  - Unit Cost: $350
  - Total Cost: $87,500

* The Supra boxes and key cylinders currently utilized by the City are not interchangeable with the Knox Box system utilized by the Fire District, therefore, all existing lock boxes in the City will require replacement. The City does not have an inventory of the lock boxes in place in the City, thus the cost to replace the lock boxes is based on the estimated number of lock boxes as provided by Hermosa Beach Fire Department staff. The actual cost for replacing all lock boxes in the City will be updated upon the completion of transition to Fire District service and billed to the City as part of the City's overall conversion cost obligation.

### Deferred Equipment Maintenance

(To be completed prior to commencement of service)

TOTAL MISCELLANEOUS COSTS $87,500

Costs identified as of October 2016
## EXCESS EQUIPMENT CREDIT

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<th>Unit Cost</th>
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<td>Wye Gated 2½&quot; NSF x 1½&quot; NSM (Akron)</td>
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<tr>
<td><strong>Personal Fitness Equipment (Trade In Value)</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Half Rack, Matrix, Model A690</td>
<td></td>
<td>$1,933.75</td>
<td></td>
</tr>
<tr>
<td>Functional Trainer, Matrix Model MStar 1.300</td>
<td></td>
<td>5,000.65</td>
<td></td>
</tr>
<tr>
<td>C2 Rowing Machine, Concept 2, Model D</td>
<td></td>
<td>900.00</td>
<td></td>
</tr>
<tr>
<td>Medicine Balls x 6, Dynamic, 12 lbs</td>
<td></td>
<td>599.70</td>
<td></td>
</tr>
<tr>
<td>Multipurpose Utility Bench x 2, Matrix</td>
<td></td>
<td>500.00</td>
<td></td>
</tr>
<tr>
<td>Dumbbells Hex Type Misc. weights 25 total</td>
<td></td>
<td>150.00</td>
<td></td>
</tr>
<tr>
<td>Foam Rollers, 1 Trigger Point</td>
<td></td>
<td>40.00</td>
<td></td>
</tr>
<tr>
<td>Kettlebells Misc.</td>
<td></td>
<td>25.00</td>
<td></td>
</tr>
<tr>
<td>Olympic Plates (405 lbs.)</td>
<td></td>
<td>200.00</td>
<td></td>
</tr>
<tr>
<td>Body Bars, 9 lbs.</td>
<td></td>
<td>99.80</td>
<td></td>
</tr>
<tr>
<td><strong>Personal Fitness Equipment Total</strong></td>
<td></td>
<td></td>
<td>$9,448.90</td>
</tr>
<tr>
<td><strong>Communications equipment</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Panasonic Tablet</td>
<td>7</td>
<td>$1,800.00</td>
<td>$12,600.00</td>
</tr>
<tr>
<td>APX7000 Radios</td>
<td>7</td>
<td>7,000</td>
<td>49,000.00</td>
</tr>
<tr>
<td><strong>Communications Equipment Total</strong></td>
<td></td>
<td></td>
<td>$61,600.00</td>
</tr>
<tr>
<td><strong>SCBA Bottle Filling Station</strong></td>
<td></td>
<td></td>
<td>$23,000.00</td>
</tr>
<tr>
<td><strong>TOTAL EXCESS EQUIPMENT CREDIT</strong></td>
<td></td>
<td></td>
<td>$153,777.78</td>
</tr>
</tbody>
</table>

*This credit is comprised of available City equipment at the time of equipment inventory which is in excess of the equipment needs of the Fire District for the provision of service in the City and which is acceptable for transfer to the Fire District. Should any of the equipment itemized above not be available at the transfer of service, the City’s total conversion cost credit will be adjusted accordingly.

Costs identified as of October 2016.
**CONVERSION COSTS SUMMARY**

<table>
<thead>
<tr>
<th>Item</th>
<th>Option 1</th>
<th>Option 2</th>
<th>Option 3</th>
</tr>
</thead>
<tbody>
<tr>
<td>Facility *</td>
<td>$1,818,360</td>
<td>$4,365,000</td>
<td>$9,500,000</td>
</tr>
<tr>
<td>Communications</td>
<td>72,722</td>
<td>72,722</td>
<td>72,722</td>
</tr>
<tr>
<td>Vehicles</td>
<td>204,669</td>
<td>204,669</td>
<td>204,669</td>
</tr>
<tr>
<td>Fire Equipment</td>
<td>110,451</td>
<td>110,451</td>
<td>110,451</td>
</tr>
<tr>
<td>PPE &amp; Uniforms</td>
<td>100,580</td>
<td>100,580</td>
<td>100,580</td>
</tr>
<tr>
<td>Medical Equipment</td>
<td>4,146</td>
<td>4,146</td>
<td>4,146</td>
</tr>
<tr>
<td>Miscellaneous</td>
<td>87,500</td>
<td>87,500</td>
<td>87,500</td>
</tr>
<tr>
<td><strong>Subtotal</strong></td>
<td><strong>$2,398,428</strong></td>
<td><strong>$4,945,068</strong></td>
<td><strong>$10,080,068</strong></td>
</tr>
<tr>
<td>Credit for Excess Equipment</td>
<td>($153,778)</td>
<td>($153,778)</td>
<td>($153,778)</td>
</tr>
<tr>
<td>Credit for City vehicles**</td>
<td>(180,220)</td>
<td>(180,220)</td>
<td>(180,220)</td>
</tr>
<tr>
<td><strong>Subtotal Net of Credits</strong></td>
<td><strong>$2,064,430</strong></td>
<td><strong>$4,611,070</strong></td>
<td><strong>$9,746,070</strong></td>
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<tr>
<td>Contingency - 15%</td>
<td>309,665</td>
<td>691,661</td>
<td>1,461,911</td>
</tr>
<tr>
<td><strong>Total Estimated Conversion Costs</strong></td>
<td><strong>$2,374,095</strong></td>
<td><strong>$5,302,731</strong></td>
<td><strong>$11,207,981</strong></td>
</tr>
</tbody>
</table>

* Based upon rough estimates when the survey of facilities was conducted.

** The credit reflected herein is based on the value of the vehicles acceptable to the Fire District and is comprised of the fair market value established at the time of the Fire District's initial inspection. These costs may be adjusted, if necessary, by the Fire District to reflect any reasonable change in value at the time of transfer of service.

All costs identified as of October 2016

*(TO BE COMPLETED ON OR ABOUT THE COMMENCEMENT DATE OF SERVICES)*

**APPROVED:**

DARYL L. OSBY  
FIRE CHIEF

CITY MANAGER

*Date*  
*Date*

P:\Planning\Hermosa Beach\Hermosa Bch Conversion Costs UPDATED.xlsx
### A. VEHICLES

<table>
<thead>
<tr>
<th>MAKE</th>
<th>MODEL</th>
<th>YEAR</th>
<th>CITY VEHICLE #</th>
<th>PLATE #</th>
<th>VIN #</th>
</tr>
</thead>
</table>

### B. FIRE APPARATUS

<table>
<thead>
<tr>
<th>MAKE</th>
<th>MODEL</th>
<th>YEAR</th>
<th>CITY VEHICLE #</th>
<th>PLATE #</th>
<th>VIN #</th>
</tr>
</thead>
</table>

### C. RELATED FIRE EQUIPMENT

All equipment assigned to the units within the City as detailed below was transferred from the inventory on the City's fleet.

**ENGINE 1**

<table>
<thead>
<tr>
<th>QUANTITY</th>
<th>DESCRIPTION</th>
</tr>
</thead>
</table>

*(TO BE COMPLETED ON OR ABOUT COMMENCEMENT DATE OF SERVICE)*

**APPROVED:**

**DARYL L. OSBY**  
FIRE CHIEF

**CITY MANAGER**

**DATE**

**DATE**
CITY OF HERMOSA BEACH - AGREEMENT FOR SERVICES
SCHEDULE 6
FIRE STATION EQUIPMENT, FURNITURE, AND FURNISHINGS

Hermosa Beach Fire Station 1
540 Pier Avenue
Hermosa Beach, CA

(TO BE COMPLETED ON OR ABOUT COMMENCEMENT DATE OF SERVICE)

APPROVED:

DARYL L. OSBY  CITY MANAGER
FIRE CHIEF

DATE  DATE
CITY OF HERMOSA BEACH - AGREEMENT FOR SERVICES
SCHEDULE 7
SWORN PERSONNEL, RANKS, SALARIES - FOR ESTABLISHMENT OF DISTRICT SALARY

(TO BE COMPLETED ON OR ABOUT COMMENCEMENT DATE OF SERVICE)

APPROVED:

DARYL L. OSBY
FIRE CHIEF

CITY MANAGER

DATE

DATE

f\users\planning\Hermosa Beach\Schedule 7 Personnel
CITY OF HERMOSA BEACH - AGREEMENT FOR SERVICES
SCHEDULE 8
SWORN PERSONNEL - VACATION HOURS TO BE TRANSFERRED BY CITY TO DISTRICT

(TO BE COMPLETED ON OR ABOUT COMMENCEMENT DATE OF SERVICE)

APPROVED:

DARYL L. OSBY
FIRE CHIEF

CITY MANAGER

DATE

DATE

/users/planning/Hermosa Beach\Schedule 8 Vacation
CITY OF HERMOSA BEACH - AGREEMENT FOR SERVICES
SCHEDULE 9
SWORN PERSONNEL - HOLIDAY HOURS TO BE TRANSFERRED BY CITY TO DISTRICT

(TO BE COMPLETED ON OR ABOUT COMMENCEMENT DATE OF SERVICE)

APPROVED:

DARYL L. OSBY
FIRE CHIEF

CITY MANAGER

DATE

DATE
CITY OF HERMOSA BEACH - AGREEMENT FOR SERVICES
SCHEDULE 10
SWORN PERSONNEL - SICK HOURS TO BE TRANSFERRED BY CITY TO DISTRICT

(TO BE COMPLETED ON OR ABOUT COMMENCEMENT DATE OF SERVICE)

APPROVED:

DARYL L. OSBY
FIRE CHIEF

CITY MANAGER

DATE

DATE
CITY OF HERMOSA BEACH - AGREEMENT FOR SERVICES
SCHEDULE 11
NON-SWORN PERSONNEL, RANKS AND SALARIES - FOR ESTABLISHMENT OF DISTRICT SALARY

(TO BE COMPLETED ON OR ABOUT COMMENCEMENT DATE OF SERVICE)

APPROVED:

DARYL L. OSBY
FIRE CHIEF

CITY MANAGER

DATE

DATE

fusers\planning\Hermosa Beach\Schedule 11 Non-Sworn Pers.
CITY OF HERMOSA BEACH - AGREEMENT FOR SERVICES
SCHEDULE 12
NON-SWORN PERSONNEL - VACATION HOURS TO BE TRANSFERRED BY CITY TO DISTRICT

(TO BE COMPLETED ON OR ABOUT COMMENCEMENT DATE OF SERVICE)

APPROVED:

DARYL L. OSBY
FIRE CHIEF

CITY MANAGER

DATE

DATE

fusers\planning\Hermosa Beach\Schedule 12 Non-Sworn Vac
CITY OF HERMOSA BEACH - AGREEMENT FOR SERVICES
SCHEDULE 13
NON-SWORN PERSONNEL - HOLIDAY HOURS TO BE TRANSFERRED BY CITY TO DISTRICT

(TO BE COMPLETED ON OR ABOUT COMMENCEMENT DATE OF SERVICE)

APPROVED:

DARYL L. OSBY
FIRE CHIEF

CITY MANAGER

DATE

DATE

\users\planning\Hermosa Beach\Schedule 13 Non-Sworn Sick
CITY OF HERMOSA BEACH - AGREEMENT FOR SERVICES
SCHEDULE 14
NON-SWORN PERSONNEL - SICK HOURS TO BE TRANSFERRED BY CITY TO DISTRICT

(TO BE COMPLETED ON OR ABOUT COMMENCEMENT DATE OF SERVICE)

APPROVED:

DARYL L. OSBY  
FIRE CHIEF

CITY MANAGER

DATE  

DATE

fusers\planning\Hermosa Beach\Schedule 14 Non-Sworn Holiday
CITY OF HERMOSA BEACH - AGREEMENT FOR SERVICES
SCHEDULE 15
MEMORANDUM OF UNDERSTANDING

(TO BE COMPLETED ON OR ABOUT COMMENCEMENT DATE OF SERVICE)

APPROVED:

DARYL L. OSBY
FIRE CHIEF

CITY MANAGER

DATE

DATE