

# Tukwila Future Fire/EMS Service Community Advisory Committee

## Meeting 7

Tuesday, March 22, 2022 | 4:00 PM – 6:00 PM

The meeting will be conducted on Zoom. Join Zoom Meeting:  
<https://us02web.zoom.us/j/7558840726?pwd=d3NDRjhIQ0hYckpUUGNzRndpK2hqUT09> Phone in  
information: (253) 215-8782 | Meeting ID: 755 884 0726 | Passcode: 482717

### Agenda

1. Welcome Chair (2 min.) *Verna Seal*
2. Review of Agenda (1 min.) *Karen Reed, facilitator*
3. Review and approval of March 8 meeting summary (3 min.) *Karen*
4. Response to questions asked at previous meeting (5 min.) *Staff Team*
5. Discussion of Committee's March 21 Council Presentation (8 min.) *Verna, Hien*
6. Presentation & Discussion: **Options 6 and 7: Contracting for Service** (35 min.)
  - **Option 6: Renton RFA (RRFA)**
  - **Option 7: Puget Sound Regional Fire Authority (PSRFA)**
  - **How are these options the same? How are they different?**
  - Review of **Attachment A** (not in packet--will be presented on 3.22.22)
  - Questions/comments from Committee
- break-- (5 min.)
7. Cross-Agency data presentation: Tukwila, PSRFA, Renton RFA (30 min.) *Chief Wittwer, Deputy Chief Golden, IAFF President James Booth*
  - Committee Criteria:
    - Labor Impacts
    - Ability to serve diverse community, large business community
    - Service quality/program offerings
8. *Committee Brainstorming: How should the City engage other residents, businesses about these issues after the Committee's report is submitted? (25 min.)*
9. IAFF Union Comment (3 min.) *IAFF President James Booth*
10. Next Agenda (1 min.) *Karen*
11. Adjourn (2 min.) *Verna*



## **Future of Fire/EMS Services Community Advisory Committee**

**March 8, 2022**

Virtual Meeting due to COVID-19 Emergency

4:00 p.m.

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### **DRAFT MINUTES**

#### **Present**

*Committee members:* Verna Seal, Chair; Katrina Dohn, Peggy McCarthy, Dennis Robertson, Sally Blake, Hien Kieu, Ramona Grove, Abdullahi Shakul, Jovita McConnell (Absent: Ben Oliver, Andy Reiswig)

*City staff & consultants:* David Cline, Laurel Humphrey, Norm Golden, Jay Wittwer, Vicky Carlsen, James Booth, Jake Berry, Karen Reed, Bill Cushman

1. Welcome  
Chair Seal called the meeting to order.
2. Review of Agenda  
Ms. Reed reviewed the agenda.
3. Review and approval of February 1 and February 15 Committee meeting minutes  
Mr. Robertson moved approval of the revised February 1, 2022, minutes and Ms. Dohn seconded. The motion carried and the February 1, 2022, minutes were approved. Ms. Blake moved approval of the February 15, 2022, minutes and Ms. Dohn seconded. The motion carried and the February 15, 2022, minutes were approved.
4. Responses to questions asked at previous meeting.  
Ms. Reed reviewed the updated list of responses. Additional questions:  
**Q:** Are the percentages provided in response to question 3 available in dollar amounts as well?  
**Q:** What is the cost per dollar of A/V in Renton, SeaTac and Tukwila?
5. Schedule Update  
Committee members reviewed the schedule. The Committee Report to the Full Council is confirmed for March 21.
6. Options List Review  
Ms. Reed presented the list of 9 options.
7. Presentation on Option 5  
Ms. Reed described Option 5, which is to partner with another service provider to create a Tukwila Regional Fire Authority with a Fire Benefit Charge.

**Q:** Wouldn't Fire District 24 need to continue if the RFA were formed? **A:** No, they could request to be dissolved, unless the agreed governance model required them to send commissioners to serve on the RFA governing board.

8. Criteria Discussion

Committee members discussed which of the criteria were most important to them. Common responses included C (Total costs to residents and businesses), F (Quality of services), and J (Sustainability of funding).

9. Committee Discussion

Ms. Reed presented a recap of Options 1-5 and asked Committee members to discuss pros and cons of each. Comments that emerged included:

- Option 1 is out, Options 4 and 5 appear to get closer to sustainability.
- I resist the idea that fire budget negatively impacts other departments. Engine 52 was taken out of service to save money during the pandemic, yet I observe new budget initiatives like the teen/senior center, financial enterprise system, and city staff. The Fire Department has remained relatively level in costs while other departments have grown. I will propose terminology changes to increase my comfort.
- I agree, I was against the deficit manning and feel that decision was made without the knowledge of experts in the field. Decisions like that can cost more in the long run. Not building the new Station 54 resulted in a loss of trust.
- **Q:** Are city funds defined and limited as they are in education? **A:** Some revenue sources are restricted by law, others by internal policy.
- The Teen and Senior Center has not yet been funded.
- City budgeting is a complex prioritization exercise, this committee should not get into the level of detail of discussing all city funds and expenditures.
- Options 4 and 5 are possible but bother me due to having more costs.
- **Q:** Do we know details of the Fire Benefit Charge? **A:** We would need to design the formula, but it is intended to allocate funding to all owners of physical properties, with the same exemptions generally as are in place for property tax.
- **Q:** Do we anticipate FBC to cost as much as property tax? **A:** For owners of large/complicated buildings yes—or more; for single family residential, no, it is generally less than property tax.
- The most important consideration I see is how this decision will serve the residents of a diverse community, including low income. I am leaning toward Options 4 and 5.
- Options 4 and 5 sound great but expensive. I'd like to know more about the benefits of each option.
- **Q:** Is the administrative overhead of an RFA one time or ongoing? **A:** There are onetime start up costs and ongoing administrative overhead.
- **Q:** What is the status of the Fire Department's reserve account – how much is in it now and how much is added each year? **A:** In Tukwila, individual departments do not have reserve accounts. The City generally has a reserve policy, which is to maintain 18% of the prior year ongoing revenue plus a 10% contingency fund.
- **Q:** Is money being put aside for fire vehicles/apparatus? **A:** The recent public safety bond issue included funding for fire apparatus. The citywide fleet funding model was recently changed due to the fund balance remaining much higher than needed.

10. Committee Presentation to City Council

Committee members discussed the draft report. Comments included:

- It doesn't make sense for the committee to suggest public engagement strategies; that is the city's job.
- Engagement strategies could include faith-based organizations such as the mosque and synagogue; as well social media and workshops.
- Correct the first meeting date on page 3 to be 2021.
- The Committee agreed to change the wording of Enhanced Services on page 7 to remove the word "continue," so that it states "...would prefer that new funding be secured for these services, rather than cutting into other departments."

11. Union Comment

Captain Booth shared that he appreciated the conversations at tonight's meeting. The City has been talking about these issues for years and it is the Union's opinion that some of the options will mean this conversation will just need to continue in a couple of years. In fire service it is important to eliminate redundancies as redundancies don't create sustainability. Tukwila must work with partner agencies across Zone 3. The loss of Station 54 during the Public Safety Plan implementation was a setback. The Union has significant resources to aid with public outreach while the city budget is limited.

12. Next Agenda

Ms. Reed described next steps.

13. Adjourn

The meeting was adjourned at 5:54 P.M. by unanimous consent.

*Minutes by LH*

## Future of Fire/EMS Services Community Advisory Committee (v. 3.18.21)

	Question Received	Question	Response / Status
1	Meeting 1	<i>Provide number of calls by type (EMS vs Fire) per day, per station Note that 2 stations were recently relocated which impacts relevance of per-station call data from before the present locations were active.</i>	Calls by station district provided on 12/14.
2	"	<i>Provide data/outcomes from other cities that joined a regional effort</i>	Pending (will be presented later)
3	Meeting 2	<i>Provide information on how much of their general fund budget/property tax the cities of Renton and SeaTac were expending on Fire before they formed an RFA (Renton) or contracted with an RFA (SeaTac)</i>	Provided in meeting 6 packet.
4		<i>Would additional <b>fire investigation</b> and <b>permitting/fire inspector</b> staff pay for themselves through fees? Generally, what can we expect in terms of Fire Marshal office generated revenue?</i>	Provided in Meeting 3 packet
5		<i>How many inspections does one inspector complete in a year on average?</i>	Provided in Meeting 3 packet
6		<i>Does the Fire Department and/or City have a preference/priority in terms of these enhanced services?</i>	Provided in Meeting 3 packet
7		<i>Where would the money come from to fund enhanced services?</i>	This will be discussed in Meeting 4 (Feb 4)
8		<i>What is the staffing model for a CARES unit?</i>	Provided in Meeting 3 packet
9	After meeting 2	<i>A summary of projected future City revenue streams (particularly sales tax) for the next ten years or so.</i>	We can provide a 6-year forecast. (Vicky Carlsen)
10	"	<i>Definition of fiscal sustainability?</i>	This is a discussion item for the Committee
11	"	<i>Can you provide comparables for total salary, total compensation cost (TCC), retirement benefits and medial plan benefits in other fire service providers in South King County</i>	We will provide this data for Renton RFA and Puget Sound RFA when we explore those service alternatives.
12	Meeting 3	<i>Can you provide information on what the City has done with respect to the efficiency and cost reduction recommendations in the CPSM report?</i> <ul style="list-style-type: none"> <li>• <i>Additional info on this requested at Mtg. 4</i></li> </ul>	Provided in Meeting 5 Packet

13	“	<i>Can we charge other fire agencies for responding to calls in their territory? Could this offset our costs?</i>	Provided in Meeting 4 Packet
14	Meeting 4	<i>Could we contract out inspection services and would that cost less than doing it ourselves?</i>	Provided in Meeting 5 packet
15	Meeting 5	<i>Please provide comparative data on numbers of firefighters per capita and square mileage per station for Puget Sound Regional Fire Authority, Renton Regional Fire Authority, and Tukwila</i>	Provided in Meeting 6 packet
16		<i>In creating a Tukwila Fire District, how soon is the property tax revenue available after the levy?</i>	A new taxing district needs to notify the assessor of intent to impose taxes by August 1 for the taxes to start the following calendar year.
17	After meeting 5	<p>Inspectors:</p> <p>a. Which personnel typically conduct the <b>routine inspections</b>, the FMO inspectors or the on-duty firefighters?  Would routine inspections be conducted for apartment complexes as well as commercial buildings?</p> <p>Page 18 of 12.14.2021 agenda packet, "With additional staff, from 1.0 to 3.0 FTE's, Tukwila could provide regular inspections, every one to three years, for the estimated 2,500 businesses within Tukwila. Annual inspections could be provided for the estimated 400-600 commercial occupancies that have higher hazards. Additional staff, from 1.0 to the full 3.0 FTE would increase the number of inspections that could be completed each year."</p> <p>b. How was the <b>number of additional inspectors</b> determined? The Enhanced Services scenario has been reduced to 2 FTE's from 3. The overtime budget, according to the published 2021-2022 budget, is \$60,000 per year. If the cost of one inspector, 1 FTE is \$150,000, then the overtime cost of \$60,000, would suggest only 1/2 of an FTE is needed not 2 FTE's... so how was the need determined? Also, contracting for these services could match demand with capacity and keep costs lower.</p> <p>c. How much <b>additional revenue</b> could be earned if the inspection and planning fees were increased?</p>	Provided in Meeting 6 packet

		It appears the average cost for both is \$100... \$100 per inspection and \$100 per plan review. This was calculated as follows. Financial Planning Model, page 15, shows inspection fee revenue at \$80,000 and plan review revenue at \$100,000. On page 5 of the 1.4.22 agenda packet, the number of annual inspections and plan reviews is listed as 800 and 1000 respectively.	
18	“	<u>Cares Unit.</u> The \$250,000 of overhead seems very high compared to the \$58,000 projected cost for .33 FTE. What kind of costs make up this \$250,000?	Provided in Meeting 6 packet
19	“	<u>Public Educator.</u> Could public education be accomplished by existing City resources? Some possibilities - messaging could be placed on the City's website or in the Hazelnut, in-person training could be conducted by the Emergency Manager or Fire Chief/Deputy Chief, middle school and high school students could visit FS 54 on a field trip as it's within walking distance of Showalter and Foster, the City's communication division and the Community Connectors (if still being used) could meet with their residential groups to share information.	Provided in Meeting 6 packet
20	“	Is it feasible and does the Administration plan to pursue enacting a <b>utility tax</b> on all water and sewer utilities in Tukwila City instead of just those operated by the City? How much additional revenue could be generated by this?	No, the City does not currently have a plan to pursue a utility tax on all water and sewer utilities in Tukwila not operated by the city. The city did look at this a few years back during budget deliberations and the council at that time chose not to pursue it.
21	“	Provide and update on what the Council is considering in regards to Fire Marshal Office services?	Provided in Meeting 6 packet
22	Meeting 6	Provide dollars associated with the data in response to question 3.	See below

**Question 3:**

***Provide information on how much of their general fund budget/property tax the cities of Renton and SeaTac were expending on Fire before they formed an RFA (Renton) or contracted with an RFA (SeaTac)***

Based on data posted online:

**SeaTac** began receiving service from Puget Sound RFA by contract in 2014.

In 2013, **25.5%** of SeaTac's General Fund expenditures went to Fire, the equivalent of **60.7%** of their property tax revenue went to Fire for that same year.

SeaTac 2013:

Fire Dept General Fund Budget: \$7,969,058

Total Budgeted General Fund: \$31,297,970

Total Property Taxes: \$12,055,098

**Renton's** RFA was started providing service in 2017.

Online data shows that in 2016, the City of Renton spent **23.9%** of General Fund and the equivalent of **76.9%** of their general property tax on Fire.

Renton 2016:

Fire Dept General Fund Budget: \$27,970,913

Total Budgeted General Fund: \$116,801,589

Total Property Taxes: \$36,353,314

*For comparison purposes:*

**Tukwila in 2021:**

The Fire Department was allocated **22.1%** of General Fund revenues, the equivalent of **79%** of the general property tax levy.

Tukwila 2021:

Fire Dept General Fund Budget: \$13,736,860

Total Budgeted General Fund: \$63,146,050

Total Property Taxes: \$20,809,000





# Options 6 and 7

*Contracting with Renton RFA or Puget Sound RFA*

How are these options the same?

How are they different?

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CITY OF TUKWILA FUTURE OF FIRE/EMS COMMUNITY ADVISORY COMMITTEE

# Options 6 & 7 involve contracting for service with another Fire Service provider

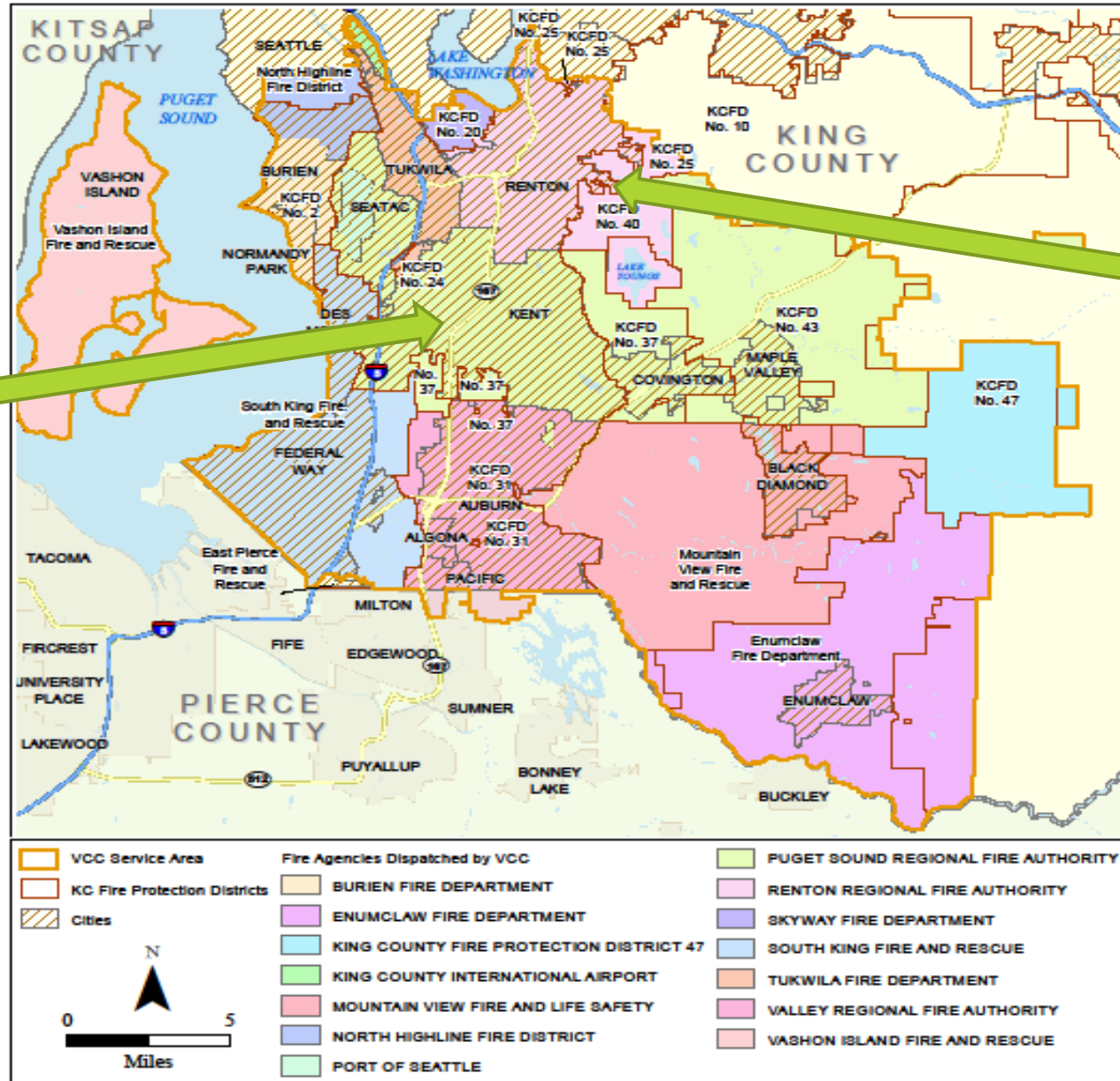
- ▶ Option 6: Renton Regional Fire Authority
- ▶ Option 7: Puget Sound Regional Fire Authority

Note: RFA bids discussed here are estimates. The estimates were received Tuesday and one was adjusted further on Wednesday; staff have not completed their review to ensure these are “apples-to-apples”, particularly as to offsetting revenue that Tukwila activity will generate. The team expects there will be some adjustment and will present their work at the March 22 meeting. Information in the bids also should allow the City to refine the enhanced services cost in Option 2.

# Valley Communications Center Fire Agencies

**Puget Sound RFA**  
(yellow)  
Kent  
FD 37 (Covington)  
Contracts with  
FD43 (serving  
Maple Valley)  
and SeaTac

**Renton RFA**  
(pink)  
Renton,  
FD 25  
Contracts  
with FD 40



# How are these options the same?

## LABOR IMPACTS

- ▶ Labor force would become employees of the selected RFA and would have a new shift pattern the Tukwila Local prefers.

## COSTS

- ▶ Both are more than **status quo (current service levels/staffing)**, but slightly less than **status quo + enhancements**

## SERVICE LEVELS

- ▶ Response times will not change.
- ▶ The City would contract to operate all 4 stations (explore other options in future)

## ENHANCED SERVICES

- ▶ Both RFAs offer the Enhanced Services for substantially less cost than the City's Option 2 estimate.
  - ▶ Both anticipate being able to staff expanded FMO services for Tukwila with just 4 FTE. (Tukwila currently has 5 FTE; proposal for up to 4 additional FTE from Fire Dept.)
  - ▶ Both quote substantially less for shared use of CARES unit than the City initial estimated in Option 2.

# How are these options the same?

## **CITY ASSETS AND OBLIGATIONS**

- ▶ Fire Apparatus and Equipment would move to new agency (“as is,” in exchange for the RFA picking up other costs)
- ▶ City would retain title to fire stations and capital improvement obligations for those stations.
- ▶ City would retain LEOFF retiree payment obligations.
- ▶ Question of how the City will fund the contract remains unaddressed.
- ▶ Biggest risk: reduced City control over costs and implications for impacts on other city services to fund the contract.

## **GOVERNANCE BOARD REPRESENTATION**

- ▶ Both agencies would offer Tukwila a nonvoting seat on their Board of Commissioners.

# How are these options different?

## COST

- ▶ Offers are slightly different.

The RFA costs show the estimate from the RFAs of costs to Tukwila if a contract were in place in 2022.

2022 Estimated Options Costs – Excluding City Retained Costs			
Option 1 Status Quo	Option 6 RRFA	Option 7 PSRFA	Option 2 Status Quo + Enhancements
\$14.2M	\$14.6M	\$14.9M	\$15.1M

- ▶ Based on the information in the RFA quotes, the City's enhanced services option cost estimate could likely be reduced considerably.
- ▶ Renton is entering labor negotiations this year; expect cost increase to bring their salaries more in line with PSRFA beginning 2023, potentially as much as +/- 8 -10% given inflation.
- ▶ PSRFA and Tukwila are entering labor negotiations in 2023; expect cost increases beginning 2024. PSRFA has a 5% cost cap in place; Tukwila is at CPI.

Note: The RFA quotes are being reviewed to confirm all revenues attributable to Tukwila are deducted from the cost estimates.

# How are these options different?

## ▶ LABOR IMPACTS

- ▶ PSRFA pays more at all levels than RRFA, except most senior staff
- ▶ PSRFA also pays more at all levels than Tukwila.
- ▶ Renton's CBA would require more adjustment to bring it in sync with Tukwila's CBA in order to ensure labor's conditions are met. The CBA terms would need to be negotiated before a service contract could be signed.
  - ▶ It is possible that this negotiation will not be successful or could lengthen the implementation schedule.
- ▶ Puget Sound and Tukwila Labor Locals already have an agreement in place to facilitate contracting & sending Tukwila employees to PSRFA.
- ▶ Tukwila Local prefers PSRFA contract

# How are these options different?

## **CONTRACT TERMS**

- ▶ PSRFA shifts more management risk to the City via an annual “true-up” than does RRFA
  - ▶ If actual labor costs exceed or are less than budgeted costs, the difference is calculated and included in the PSRFA contract cost the following year.

## **SERVICES OFFERED**

- ▶ RRFA staffs its Fire Marshal Office with civilians rather than a mix of civilian and firefighters.

## **ANNEXATION**

- ▶ PSRFA is more open to an annexation discussion, and having that discussion start sooner (year 1) than is RRFA



# Balancing Different Goals

Potential Policy Goals	City-controlled options	RFA Contract Options
Cost Control	More control	Less control
Secure least cost option	Option 1	More expensive than Option 1
Ability of <b>City</b> to raise new money for fire costs	More ability	Less ability
Secure enhanced services	Initial estimates more expensive	Less expensive
Eliminating management responsibility for Fire Dept. (pro or con?)	Management responsibility remains	Management responsibility shifted
Likelihood of Annexation	Less likely – contract is seen as a necessary precedent by both RFAs.	? PSRFA more interested in talking
Responding to Labor's preferences		Labor prefers PSRFA; RRFA also preferred to staying at City

Questions? Comments?

## Option 6: Contract for Service with Renton Regional Fire Authority

(v.3.21.22)

**Service Provider:** Renton Regional Fire Authority (RRFA), a separate municipal corporation and taxing authority under state law.

**Brief description of option:** The City could seek to contract for fire services from the Renton Regional Fire Authority. The RRFA boundaries include the city of Renton and Fire District 25. In addition, RRFA serves Fire District 40 by contract. The RRFA was created by a vote of the residents of Renton and Fire District 25 in 2016. The RRFA has imposed a fire benefit charge (FBC) since its inception, and thus has a maximum fire levy rate of 1.00/\$1,000 A.V.

Potential service contract terms have been discussed with RRFA. RRFA staff have expressed interest in entering a service contract with the City. Estimated cost of contracting in 2022 are presented in **Attachment A**. The contract fee would be paid by the City, supported by City taxes and other general fund revenues.

The RRFA contract price in **Attachment A** is based on all Tukwila employees moving over to RRFA and working under the Renton Collective Bargaining Agreement. There are some differences in wages and working conditions that would need to be resolved prior to joining the RRFA. The cost estimate does not include cost of ensuring no hourly wage losses to Tukwila Firefighters – but RRFA are going into union negotiations this year and costs will be substantially different next year (this is a significant unknown for this contract offer). All parties agree that a mutually acceptable agreement can be reached in the event this option is selected. We

The contract discussed and priced would continue operations at current staffing levels out of all four City fire stations. As a result, response times would not change from the status quo.

The City would likely retain title to all four fire stations if it contracted with RRFA. The RRFA would assume basic maintenance responsibilities for the stations.

In terms of enhanced services:

- RRFA has a public education program and a price to extend that to Tukwila is included in the contract
- RRFA and PSRFA share a CARES program with each RFA having a unit in their respective areas. The CARES unit would cover Tukwila under this agreement.
- RRFA offers fire marshal services; the staffing is provided with civilians, rather than firefighters and is thus considerably less expensive. The Tukwila FMO staff would all transfer over to the RRFA but would transfer back to fire operations. The FMO work would be carried out by RRFA adding four additional civilian staff FTEs.

RRFA prefers to have a service contract as a precedent to Tukwila annexing. The service contract could include a time at which the parties would begin to discuss annexation. Annexation into RRFA will be described in **Option 8**.

**Overview of service provider (services, governance, finances (tax rates, % of budget received from FBC, other fees, taxes))**

RRFA was created by voters in 2016; its original (and current) member agencies are Renton and Fire District 25. Fire District 40 (serving unincorporated areas to the east of Renton) is served by contract.

RRFA serves an area of about 43 square miles with a population of nearly 131,000 residents. RRFA operates out of 7 fire stations.

RFA's governing board is composed three Renton City Council members and three Fire District 25 Commissioners, plus one non-voting Board Member from Fire District 40.

The RRFA fire levy has a fire benefit charge (FBC) that was renewed by voters in 2021 for an additional 10 years. The RRFA raises 38.2% of its annual revenue needs from the FBC (excluding costs to serve FD 40).

The RRFA maximum fire levy rate is \$1.00/\$1,000 A.V.; RRFA has not asked voters to lift the fire levy rate since the RFA was created in 2016; it is currently at \$0.73/\$1,000 A.V.

**Timeframe: Earliest date on which this option could be implemented**

This option could be implemented relatively quickly, with a start date as soon as January 1, 2023. Both parties agree the transition process would ideally take six months. The main variable is how quickly the parties can reach agreement on CBA terms and contract terms. If the City wishes to hold an advisory vote before proceeding, it would extend the timeline.

**Major implementation steps (negotiation, council action, service provider actions, voter approval, etc.)**

The parties would need to complete negotiation of a service contract, and a new CBA would need to be in place that had approval of both labor unions. Both legislative bodies would need to approve the contract. No voter approval is required however, the City Council/Mayor may choose to have an advisory vote before moving forward with the option.

**Current service metrics for service provider (response time)**

Response times would remain unchanged under this option as compared to the status quo, because all 4 Tukwila stations would be operating with equivalent numbers of staff, and to the extent responses today involve multiple agencies, that would continue.

**Enhanced Services Options: Staffing/Cost**

As noted above:

- RRFA has a public education program and a price to extend that to Tukwila is included in the contract
- RRFA has a CARES program that would include Tukwila under this agreement.
- RRFA offers full fire marshal services and would staff an additional four (4) FTEs to meet the needs of Tukwila. The City's FMO FTEs (4) would be transferred to RRFA and shift to firefighter positions.

**Operational Model Options: Considering a model with fewer than 4 stations in Tukwila? Cost and service implications, implementation issues:**

The price quote from RRFA includes operation of all 4 Tukwila stations. The City could choose now, or at a later time, to contract for the operation of 3, rather than 4 Tukwila stations. This would likely first require an investment to expand a neighboring PSRFA facility but could then be implemented with minor response time impacts. If a service contract is in place, the Labor Union is in favor of exploring options that would look at more efficient response models that include reducing the number of fire stations in Tukwila, so long as there is not reduction in the number of uniformed personnel employed.

The City could seek a commitment from RRFA to explore the feasibility, cost and service impact of shifting to a three-station model at a later date.

**Summary of estimated cost components / estimated annual cost to City and/or taxpayers**

See **Attachment A**.

**Staffing implications**

All existing Fire Department employees except the Fire Chief, and possibly the Deputy Fire Chief, would transfer over to RRFA with seniority and accrued benefits retained.

There are some differences in the wage and benefit packages between RRFA and Tukwila that would need to be resolved before a contract with RRFA could proceed. Renton overall pays slightly less than Tukwila or PSRFA but is going into union negotiations this year.

**Facilities & Equipment –disposition, future costs, debt, any new/different facilities to be deployed?**

The City would retain ownership of all fire stations under this model and have a nominally priced lease with RRFA in which the city retained responsibility for major maintenance and capital improvements and the RFA assumed responsibility for utilities and basic maintenance.

Equipment (fire trucks, etc.) would likely be transferred to RRFA, in exchange for RRRFA assuming liability for accrued benefits of the staff transferring over to the RFA.

**Oversight/Control – how will Tukwila Council/Mayor be involved in service and cost decisions affecting Tukwila going forward?**

As a recipient of contract services, the Mayor and Council will have a very limited role in cost decisions, but they will be able to determine the level of service that the City wishes to purchase – they can define the number of staff to be in place at each station. The manner in which the service is provided will be determined by the provider within the contract terms.

The City would have a nonvoting seat on the RRFA governing board.

**Summary of implications of this option**

**Cost:** Estimated by RRFA at \$14.56M (contract fee) if the contract were in place in 2022; the City would continue to have retained costs of approximately \$2.1M (for debt service and LEOFF 1); after deducting offsetting revenues, the net cost in 2022 is estimated at \$16.43M.

**Service Levels:** For the most part, services will be provided from the existing Tukwila fire stations, by the same staff and equipment currently providing the service. With equivalent staffing and the same

four stations in operation as a contract requirement, response times should be maintained; in addition, the City would have access to enhanced services (included in the cost quote).

**Oversight/Management Control:** RRFA's board would control the annual budget and operations of the RFA, including operations in Tukwila subject to contract requirements. The City would be assuming the cost risk of the fire operation that it did not control— the RRFA would inform the City each year of its anticipated contract costs for the following year; unlike PSRFA, the contract that RRFA has with District 40 does not include a “true up” provision: the budgeted costs are what Tukwila would pay.

The City would retain responsibility and control over the condition of the fire stations.

The City would have a nonvoting seat on the RRFA governing board.

**Other:** RRFA is currently pursuing accreditation.

It is possible that the parties could reach agreement over time on a three-station model that would be less costly to the City with minimal response time impact.

RRFA has a stable/sustainable/scalable set of revenues for its operations, including a fire benefit charge (voter reauthorization required in 10 years).

RRFA is much larger than Tukwila and is arguably in a better position to secure economies of scale for a larger operation than the City.

**Risks/Major Unknowns:** Cost risk from year to year is the major risk under this option, and the City's financial challenges would remain unaddressed. A levy lid lift to support a fire contract may be seen as less attractive to City voters than a lid lift to support City-controlled fire services. once the City pursues this option, it would be very difficult to change course, and re-start the City's own fire department or pursue other options (for example, a PSRFA contract or annexation into RRFA) because the City would have no staff or vehicles to bring to the table.

If the City wished to annex to RRFA in the future—to get the cost off the City's books and secure a voting seat or seats at the governing board – this would be subject to concurrence of RRFA (and the City's voters).

## Option 7: Contract for Service with Puget Sound Regional Fire Authority

(v. 3.21.22)

**Service Provider:** Puget Sound Regional Fire Authority (PSRFA), a separate municipal corporation and taxing authority under state law.

**Brief description of option:** The City could seek to contract for fire services from the Puget Sound Regional Fire Authority. The PSRFA boundaries include the cities of Kent and Covington, and Fire District 37. In addition, PSRFA serves the City SeaTac and Fire District 43 (Maple Valley) by contract. The PSRFA was created by a vote of the residents of Kent, Covington, and FD 37 in 2010. The PSRFA has imposed a fire benefit charge (FBC) since its inception, and thus has a maximum fire levy rate of 1.00/\$1,000 A.V.

Potential service contract terms have been discussed with PSRFA. PSRFA staff have expressed strong interest in entering a service contract with the City. Estimated cost of contracting in 2022 are presented in **Attachment A**. The contract fee would be paid by the City, supported by City taxes and other general fund revenues.

All fire department employees, excepting the Chief and possibly the Deputy Chief, would be hired by the PSRFA, retaining their seniority and accrued benefits. The two IAFF units have an agreement in place to facilitate this transfer.

The contract discussed and priced would continue operations at current staffing levels out of all four city fire stations.

The City would likely retain title to all four fire stations if it contracted with PSRFA. The PSRFA would assume basic maintenance responsibilities for the stations.

In terms of enhanced services:

- PSRFA has a public education program and a price to extend that to Tukwila is included in the contract
- PSRFA and RRFA share a CARES program with each RFA having a unit in their respective areas. The CARES unit would cover Tukwila under this agreement. PSRFA offers fire marshal services. All the current Tukwila FMO staff would transfer to PSRFA. PSRFA would add four (4) FTEs to the FMO to provide FMO service to Tukwila.

PSRFA prefers to have a service contract as a precedent to Tukwila annexing. The service contract could include a time at which the parties would begin to discuss annexation; PSRFA's chief has indicated he would be willing to engage on annexation with Tukwila immediately, to be implemented (if voters approved) as soon as three years from the start of a contract. Annexation into PSRFA is described in **Option 9**. The PSRFA contract with SeaTac has a minimum term of 5 years.

### **Overview of service provider (services, governance, finances (tax rates, % of budget received from FBC, other fees, taxes))**

PSRFA was created by voters in 2010; its original (and current) member agencies are Kent and Fire District 37. The City of Covington is within District 37's service territory. PSRFA serves the City of SeaTac and Fire District 43 (serving the City of Maple Valley and surrounding area) by contract.

Puget Sound Fire serves an area of about 108 square miles with a population of nearly 227,000 residents. PSRFA operates out of 13 fire stations.

PSRFA operates the South King County Fire Training Consortium, a joint CARES program with Renton RFA, and a subregional fleet services garage serving fire agencies in south King County, including Renton RFA.

PSRFA is an accredited organization, which means it offers and maintains a range of high-quality program offerings, services and staffing. Puget Sound Fire employs approximately 350 people, with 271 of those being uniformed personnel. As with Tukwila, Advanced Life Support (Paramedic) services are provided through the King County Medic One program.

The PSRFA board is composed of three Kent City Council members, three Fire District 37 Commissioners, three non-voting Advisory Board Members, one from the City of Covington, the City of SeaTac, and King County Fire District #43 Board of Commissioners.

The PSRFA fire levy was restored to the \$1.00 maximum rate by voters in 2019. The 2022 PSRFA Fire Levy rate is \$0.93/\$1,000 A.V. Voters approved permanent Fire Benefit Charge authority in November 2020. PSRFA raises about 40% of its annual revenue needs from the FBC (excluding contract city service costs), with the balance from its fire levy and other revenues.

**Timeframe: Earliest date on which this option could be implemented**

This option could be implemented relatively quickly, with a start date as soon as January 1, 2023, is a reasonable start date. Both parties agree the transition process would ideally take six months. The main variable is how quickly the parties can reach agreement on contract terms. If the City determines to hold an advisory vote before proceeding, the timeline would be extended

**Major implementation steps (negotiation, council action, service provider actions, voter approval, etc.)**

The parties would need to complete negotiation of a service contract, and it would need to be approved by both legislative bodies. No voter approval is required, however, the City Council/Mayor may choose to have an advisory vote before moving forward with the option (not required by law).

**Current service metrics for service provider (response time)**

Response times would remain unchanged under this option as compared to the status quo, because all 4 Tukwila stations would be operating with equivalent numbers of staff, and responses requiring multiple agency response would continue to have access to those units.

**Enhanced Services Options: Staffing/Cost**

As noted above:

- PSRFA has a public education program and a price to extend that to Tukwila is included in the contract
- PSRFA has a CARES program that would include Tukwila under this agreement.
- PSRFA offers full fire marshal services and would staff an additional four (4) FTEs to meet the needs of Tukwila.



**Operational Model Options: Considering a model with fewer than 4 stations in Tukwila? Cost n service implications, implementation issues**

The price quote from PSRFA includes operation of all 4 Tukwila stations. The City could choose now, or at a later time, to contract for the operation of 3, rather than 4 Tukwila stations. This would likely require expansion of a neighboring facility now used by PSRFA but could then be implemented with minor response time impacts. If a service contract is in place, the Labor Union is in favor of exploring options that would look at more efficient response models that include reducing the number of fire stations in Tukwila, so long as there is no reduction in the number of uniformed personnel employed.

The City seek could a commitment by PSRFA to explore the feasibility, cost and service impact of shifting to a three-station model at a later date.

**Summary of estimated cost components / estimated annual cost to City and/or taxpayers**

See Attachment A.

**Staffing implications**

All existing Fire Department employees except the Fire Chief, and possibly the Deputy Fire Chief, would transfer over to PSRFA with seniority and accrued benefits retained.

Salaries for all positions are slightly higher at PSRFA than Tukwila, and there are some minor differences in the benefits packages. The Locals have an agreement in place supporting transfer of Tukwila employees over to PSRFA; no new CBA would be needed.

**Facilities & Equipment –disposition, future costs, debt, any new/different facilities to be deployed?**

The City would likely retain ownership of all fire stations under this model and have a nominally priced lease with PSRFA in which the city retained responsibility for major maintenance and capital improvements and the RFA assumed responsibility for utilities and basic maintenance.

Equipment (fire trucks, etc.) would likely be transferred to PSRFA, in exchange for PSRFA assuming liability for accrued benefits of the staff transferring over to the RFA.

**Oversight/Control – how will Tukwila Council/Mayor be involved in service and cost decisions affecting Tukwila going forward?**

As a recipient of contract services, the Mayor and Council will have a very limited role in cost decisions, but they will be able to determine the level of service that the City wishes to purchase – they can define the number of staff to be in place at each station. The manner in which the service is provided will be determined by the provider within the contract terms.

The City would have a nonvoting seat on the PSRFA governing board.

**Summary of implications of this option**

**Cost:** Estimated by PSRFA at \$14.9M (contract fee), assuming the contract were in place in 2022. The City would continue to have retained costs of approximately \$2.1M (for debt service and LEOFF 1); after deducting offsetting revenues, the net cost in 2022 is estimated at \$16.77M.

**Service Levels:** For the most part, services will be provided from the existing Tukwila fire stations, by the same staff and equipment currently providing the service. With equivalent staffing and the same four stations in operation as a contract requirement, response times should be maintained; in addition, the City would have access to enhanced services (included in the cost quote).

**Oversight/Management Control:** PSRFA's board would control the annual budget and operations of the RFA, including operations in Tukwila subject to contract requirements. The City would be assuming the cost risk of the fire operation that it did not control— the PSRFA would inform the City each year of its anticipated contract costs for the following year; the contract provides a “true up” in the event the actual costs experienced by PSRFA are higher or lower than anticipated.

The City would retain responsibility and control over the condition of the fire stations.

The City would have a nonvoting seat on the PSRFA governing board.

**Other:** PSRFA is a fully accredited fire organization (CFAI) under the Center for Public Safety Excellence. This is one of the recommendations, for Tukwila, made in the CPSM report.

It is possible that the parties could reach agreement over time on a three-station model that would be less costly to the City with minimal response time impact.

PSRFA has a stable/sustainable/scalable set of revenues for its operations, including a permanent authorization for a fire benefit charge.

RRFA is much larger than Tukwila and is arguably in a better position to secure economies of scale for a larger operation than the City.

**Risks/Major Unknowns:** Cost risk from year to year is the major risk under this option, and the City's financial challenges would remain unaddressed. A levy lid lift to support a fire contract may be seen as less attractive to City voters than a lid lift to support City-controlled fire services.

Once the City pursues this option, it would be very difficult to change course and re-start the City's own fire department or pursue other options (for example, a RRFA contract or annexation into RRFA) because the City would have no staff or vehicles to bring to the table.

If the City wished to annex to PSRFA in the future—to get the cost off the City's books and secure a voting seat or seats at the governing board – this would be subject to concurrence of PSRFA (and the City's voters).

All Figures for Year 2022 and all are ESTIMATES

## Comparing Options 1 - 7

Comparable Expenses	Option 1 Status Quo	Option 2 Status Quo Plus Enhancements	Option 3 Tukwila Fire District w/Property Taxes	Option 4 Tukwila Fire District w/Property Taxes & FBC	Option 5 Partner w/another Fire Provider to Create Tukwila RFA w/FBC	Option 6 Contract for Service w/Renton Regional Fire Authority (RRFA)	Option 7 Contract for Service w/Puget Sound Regional Fire Authority (PSRFA)
FTE Count <sup>1</sup>	65	68	69	69	69	52	52
Wages & Benefits <sup>2</sup>	\$12,474,164	\$12,999,008	\$13,474,164	\$13,474,164	\$13,474,164	\$9,462,749	\$10,474,671
Admin Overhead	\$67,103	\$67,103	\$817,103	\$817,103	\$817,103	\$4,249,099	\$2,886,778
Facilities/Capital Reserves/Overhead <sup>3</sup>	\$113,077	\$113,077	\$113,077	\$113,077	\$113,077	\$850,409	\$621,468
Other O&M	\$1,563,820	\$1,936,061	\$1,563,820	\$1,563,820	\$1,563,820	\$0	\$265,980
Other Reserves	\$0	\$0	\$0	\$0	\$0	\$0	\$650,000
<b>SUBTOTAL</b>	<b>\$14,218,164</b>	<b>\$15,115,249</b>	<b>\$15,968,164</b>	<b>\$15,968,164</b>	<b>\$15,968,164</b>	<b>\$14,562,257</b>	<b>\$14,898,896</b>
Retained Costs (Items City will Continue to be Responsible for)							
Debt Service on FS 51,52	\$1,870,128	\$1,870,128	\$1,870,128	\$1,870,128	\$1,870,128	\$1,870,128	\$1,870,128
Debt Service on FS 53,54 <sup>4</sup>	\$0	\$0	\$0	\$0	\$0	\$0	\$0
LEOFF 1	\$261,000	\$261,000	\$261,000	\$261,000	\$261,000	\$261,000	\$261,000
<b>TOTAL City-Retained Costs</b>	<b>\$2,131,128</b>	<b>\$2,131,128</b>	<b>\$2,131,128</b>	<b>\$2,131,128</b>	<b>\$2,131,128</b>	<b>\$2,131,128</b>	<b>\$2,131,128</b>
<b>Estimated Cost of Fire Dept</b>	<b>\$16,088,292</b>	<b>\$16,985,377</b>	<b>\$17,838,292</b>	<b>\$17,838,292</b>	<b>\$17,838,292</b>	<b>\$16,432,385</b>	<b>\$16,769,024</b>
<i>Est Cost w/Enhanced Services</i>	<i>N/A</i>	<i>\$16,985,377</i>	<i>\$18,735,377</i>	<i>\$18,735,377</i>	<i>\$18,735,377</i>	<i>Included</i>	<i>Included</i>
Comparable Revenues							
General Fund							
Revenue/Property Tax							
Equivalent	\$13,390,964	\$13,884,705	\$12,047,859	\$8,031,906	\$8,031,906	\$13,634,257	\$13,970,896
Debt Service on FS51/52	\$1,870,128	\$1,870,128	\$1,870,128	\$1,870,128	\$1,870,128	\$1,870,128	\$1,870,128
Fire Benefit Charge	\$0	\$0	\$0	\$7,109,058	\$7,109,058	\$0	\$0
Supplemental Revenue							
Options to Support Services (Dedicated Voter-Approved Property Tax)							
	\$0	\$0	\$3,093,105	\$0	\$0	\$0	\$0
Fees for Service/Ambulance							
Fee Policy	\$24,000	\$24,000	\$24,000	\$24,000	\$24,000	\$24,000	\$24,000
Other Offsetting Revenue	\$803,200	\$1,206,544	\$803,200	\$803,200	\$803,200	\$904,000	\$904,000
<b>Estimated Revenues</b>	<b>\$16,088,292</b>	<b>\$16,985,377</b>	<b>\$17,838,292</b>	<b>\$17,838,292</b>	<b>\$17,838,292</b>	<b>\$16,432,385</b>	<b>\$16,769,024</b>

## Notes:

- (1) Option 2 assumes 2 FTE added for the Fire Marshal Office. The .33 FTE for the CARES unit is assumed to be provided by a partner agency. Also includes 1 FTE for Public Education
- (2) Option 2 data includes wages and benefits for enhanced services FTEs, Employee costs are updated from the financial plan to assume Fire Marshal office staff are uniformed position, rather than civilian
- (3) Reserves/Overhead: Reserves shown are only those funded in the current city budget, not all the reserves in the financial plan.
- (4) Retained Costs: No cost is included for remodeling of Stations 53 and 54. There is a plan to seek voter approval for this project in 2026.
- (5) Estimated Total Costs and Total Revenues do not include one time start-up costs of approximately \$1mm.
- (6) Figures provided represent the mid-point of the estimated ranges of city-provided admin services vs Fire District FTEs (4 FTEs + \$750k for Admin)
- (7) FTE Count for Options 6&7: 52 FTEs will transfer directly over to the RFA as Operations while the remaining Tukwila Fire Staff will be absorbed into the RFA as employees to fill existing vacancies. The Wages/Benefits shown represent these 52 employees while the remaining transferred FTEs are shown in other categories (overhead, etc).

All Figures for Year 2022 and all are ESTIMATES

## Detail on Incremental Costs &amp; Revenue

Incremental Recurring Expenses	Option 1 Status Quo	Option 2 Status Quo Plus Enhancements	Option 3 Create a Tukwila Fire District	Option 4 Tukwila Fire District w/Property Taxes & FBC	Option 5 Partner w/another Fire Provider to Create Tukwila RFA w/FBC	Option 6 <sup>7</sup> Contract for Service w/Renton Regional Fire Authority (RRFA)	Option 7 <sup>7</sup> Contract for Service w/Puget Sound Regional Fire Authority (PSRFA)
FTE Count <sup>6</sup>	0	3	4	4	4	-13	-13
Wages & Benefits	\$0	\$524,844	\$1,000,000	\$1,000,000	\$1,000,000	-\$3,011,415	-\$1,999,493
Admin Overhead	\$0	\$0	\$750,000	\$750,000	\$750,000	\$4,181,996	\$2,819,675
Facilities/Capital							
Reserves/Overhead	\$0	\$0	\$0	\$0	\$0	\$737,332	\$508,391
Other O&M	\$0	\$372,241	\$0	\$0	\$0	-\$1,563,820	-\$1,297,840
Other Reserves	\$0	\$0	\$0	\$0	\$0	\$0	\$650,000
Estimated Inc. Costs	\$0	\$897,085	\$1,750,000	\$1,750,000	\$1,750,000	\$344,093	\$680,732
Incremental Offsetting Revenue							
CARES	\$0	\$100,800	\$0	\$0	\$0	\$100,800	\$100,800
Fire Marshal (enhanced)	\$0	\$30,000	\$0	\$0	\$0	\$0	\$0
Est. Incr. Revenue	\$0	\$130,800	\$0	\$0	\$0	\$100,800	\$100,800
One Time Startup Costs <sup>5</sup>	\$0	\$0	\$1,000,000	\$1,000,000	\$1,000,000	\$0	\$0

# Comparing Tukwila Fire Dept., Puget Sound RFA and Renton RFA

Prepared For:

City of Tukwila Future of Fire/EMS Community Advisory Committee

Meeting 7

March 22, 2022

# Population, Service area, Stations, Calls for Service, Annual Budget, Staffing

	Tukwila Fire	Puget Sound RFA	Renton RFA
<b>Population Served</b>	19,765	225,693	130,359
<b>Included Jurisdictions</b>	Tukwila	Kent, FD 37, City of Covington, Maple Valley, SeaTac by contract	Renton, FD 25 FD 40 by contract
<b>Headquarters</b>	Tukwila	Kent	Renton
<b>Year Established</b>	1943	2010	2016
<b>Square Miles</b>	9.6	108	33.29
<b>2022 Operating Budget</b>	\$14.3M	\$68.3M	\$43.4M
<b>Annual Calls for service (2021)</b>	6,869	29,438	21,954
<b>Number of Fire Stations</b>	4	13	7
<b>Total Suppression Staffing</b>	54	228	128
<b>Staff per shift</b>	18	59	32

# Population per firefighter, Firefighters per square mile, Average service territory in square miles for each station

	Tukwila Fire	Puget Sound RFA	Renton RFA
Population per FF	366	990	1018
Fire Fighter per Sq Mile	0.18	0.48	0.26
Average service territory in square miles for 1 station	2.4	8.4	4.8

- Tukwila's 4 stations in a small geographic area result in more firefighters per person, per square mile, smaller service territory for each station.
- PSRFA has a significant amount of rural/low density development
- Outside of downtown Renton, RRFA's service territory is primarily single family and multifamily neighborhoods
- Tukwila has the most urban/developed land use pattern, but all three agencies currently serve some highly urbanized territory

# Finances

	Tukwila	Puget Sound RFA	Renton RFA
<b>2022 Operating Budget</b>	\$14.3M	\$68.3M	\$43.4M
<b>Funding Model + capital bond</b>	Operations: General Fund Capital: voter approved bond	Fire Levy + Fire Benefit Charge (both voter approved)	Fire Levy + Fire Benefit Charge (both voter approved)
<b>Maximum Fire Levy Rate</b>	N/A	\$1.00/\$1,000 AV	\$1.00/\$1,000 AV
<b>2022 Fire Levy Rate</b>	N/A	\$0.96	\$0.73
<b>% of Operating Budget secured from FBC</b>	N/A	About 40% (38% in 2022)	About 40% (38.2% in 2022)
<b>Other agencies contracting for service</b>	N/A	City of SeaTac FD 43 (includes City of Maple Valley)	Fire District 40
<b>Capital bonds for facilities</b>	Yes (voter approved)	No (could do this, haven't)	No (could do this, haven't)
<b>Admin support</b>	Shared across city	Single-purpose agency	Single purpose agency



# Response Times

- Each agency has different first unit on scene response times.
- Tukwila has the fastest time for the **first unit on scene**—because we have 4 fire stations in a very small geographic area.
- It requires multiple units on scene to initiate most incident responses. The time it takes for those units to all arrive is called “**effective firefighting force**”
- Multiple units means some units from agencies outside of Tukwila are almost always helping us. This won't change if we contract for service or annex—or stay as we are.
- So long as we have 4 stations staffed, under any service provider our initial unit on scene response time, and our effective response time will be the same.

# Service Levels, Program Offerings, Enhanced Services

	Tukwila	Puget Sound RFA	Renton RFA
ISO (WSRB) Rating (Lower is better)	3	3	2
Accreditation	No	Yes	No (in process)
CARES Unit	No*	Joint Program with RRFA One CARES Unit	Joint Program with PSRFA One CARES Unit
Public Education Program	No*	Yes	Yes
Fire Marshal's Office	Uniform/Civilian	Uniform/Civilian	Civilian
Dedicated Fire Marshal	Battalion Chief rotate into this position every 3-4 years	Yes	Yes
Fire Inspection Program	No*	Yes	Yes
Development Review/Inspection	Yes	Yes	Yes
*could be added with additional city funds.			

# Services & Programs, Continued

	Tukwila	Puget Sound RFA	Renton RFA
<p>Patient Transport</p> <p><i>Definitions:</i>  <i>BLS—Basic Life Support</i>  <i>ALS—Advanced Life Support</i></p>	<p>Tukwila does not transport patients, except in rare cases when all other transport unites are engaged.</p> <p>Nearly all BLS transports are made by private ambulance companies.</p> <p>ALS transports are done by <b>Medic 1</b> units.</p>	<p>PSRFA does not transport patients, except in rare cases when all other transport unites are engaged.</p> <p>Nearly all BLS transports are made by private ambulance companies.</p> <p>ALS transports are done by <b>Medic 1</b> units.</p>	<p>Renton transports some BLS patients and relies on private ambulance companies for some transports.</p> <p>ALS transports are done by <b>Medic 1</b> units.</p>

Medic 1 program is funded by the King County EMS Levy

# Zone 3 Joint Programs/Resources

*Same regardless of Service Provider– PSRFA, RRFA or Tukwila*

- Hazardous materials response team
- Technical Rescue
  - Water - Rescue Boat, Rescue Swimmer, Dive Rescue, Swift Water Rescue
  - Rope Rescue, Elevator Rescue, Trench Rescue, Extrication
- South King County Fire Training Consortium (All of Zone 3)
  - Fire Academy (New Hire Training)
  - Joint Apprenticeship Training
  - On-going Training (Fire, Medical, Technical)
- Fire Garage (Fleet Services) – Both PSRFA and RRFA are members; (Tukwila has its own citywide fleet operation)
- Public Information Officer – 24/7 program shared by all Zone 3

# RFA Labor Cost / Collective Bargaining Agreement (CBA) Comparison

## **Puget Sound RFA**

- CBA set through end of 2023
- Higher wages than either Tukwila or Renton(except at most senior staff positions)
- Specialty Pay Opportunities
- Post Retirement Medical Benefit
- More Flexible Scheduling

## **Renton RFA**

- CBA in negotiations for 2023
- Higher Longevity & Chief Officer Compensation
- Education Pay for Degrees (required for promotions)
- Lieutenant & Captain Positions
- Generous Deferred Comp Contribution

Renegotiation of CBAs will increase labor costs.  
Tukwila's CBA is up to be renegotiated in 2023.

# Other Labor Factors

	Tukwila	PSFRA	RRFA
Health Insurance with Retiree Program *	No.	Yes	Yes
Post Retirement Medical	Yes. City insurance has COBRA option for 18 months.	Yes	No
Four Platoon Staffing Model	No	Yes	Yes

\*Very important to the firefighters

- Staff prefer the 4-platoon model because it involves fewer work hours per year.

# RFA Schedule (4-Platoon)

The 4-Platoon schedule is supported by the Union and Administration, but Tukwila is not large enough to deploy this.

*From President James Booth: This schedule provides benefits to the Firefighters by creating more promotional opportunities, less hours worked throughout the year, and only being on duty 24 hours versus 48 hours currently. In the event of a busy shift, the Firefighter has the next day off for recovery which has long term health benefits. Continuity of staffing and station assignment are also benefits created by 4 Platoon. Crews average more shifts working with their assigned crew which increases safety, training, and communication.*

The four platoon has scalability and requires less FTEs as the organization grows. It takes a critical mass of about 60 FTEs for this system to be effective.

# Labor Support for Contracting for Services

- All three involved labor unions have jointly worked to confirm the feasibility of these RFA contracting options. Tukwila would work under the Contracting Organization's CBA.
- It is required that no staff will lose their job, compensation, or rank.
- There would be some concessions for the Local to move to Renton.
  - Some Captains would re-classify to Lieutenant (same hourly pay)
  - Same hourly pay but lower annual salary as Renton FF work 154 hours less per year than Tukwila. Overtime available (if desired).
- The Local prefers the PSRFA option because PSRFA offers Firefighters more opportunity to work in a variety of environments, better compensation and hosts many regional programs (CARES, Fire Garage, Training Coalition) and has economies of scale from a larger organization.



# 3-Fire Station Model

## Feasibility with Contract for Service

- A Contract for Service would continue the current four (4) Station model.
- Regionalization (by contract or annexation) would offer the ability to look at strategic deployment of resources to better position fire stations. Tukwila would benefit financially from the elimination of a fire station, and the re-deployment of resources to a **joint fire station** covering a larger area with minimal impact on response times for the initial unit on scene, likely no negative impact for full deployment to an incident.
- The deployment of resources would be considered at the “zone” level.
  - PSRFRA and RRFA both see opportunity to provide joint station serving West Hill of Tukwila, SeaTac, and KCFD#2
- Tukwila would be a key player in any of these decisions. More analysis needed to determine benefits and costs. The City Team knows the current service model can be improved.
- Labor will support a move to reduce stations *provided no uniformed staff lose jobs.*

Questions? Comments?

## COMPARING OPTIONS 1- 5

	Option 1	Option 2	Option 3	Option 4	Option 5
	Status Quo	Status Quo + Enhanced Services	Tukwila Fire District—prop. taxes only, Council as governing board	Tukwila Fire District—prop. Taxes & FBC Council as governing board	Tukwila RFA – prop. taxes & FBC; Shared board, City majority
2022 Est. Costs (including retained costs)	\$16.09M	\$16.99M	\$17.84M*	\$17.84M*	\$17.84M*
Financial Sustainability	Impacts to other depts. unless new revenue added	Impacts to other depts. unless new revenue added	Relies on strong ongoing voter support for prop. tax "lid lifts," excess levies	More stable than current, ongoing voter support needed for lid lifts and FBC renewal	More stable than current, ongoing voter support needed for lid lifts, FBC renewal
Oversight Control, accountability	City controls	City Controls	City controls	City controls	Shared control
Service Levels	Current	Current + Enhanced Services (ES)	Higher risk of service cuts due to property tax reliance	Current levels funded, more stable.	Current levels funded, more stable with FBC included.
Impact on Labor	Essentially same in all options; labor supports providing the enhanced services;				
Ability of provider to meet needs of diverse community/ large business community	Option 1 doesn't include enhanced services.	Same for all options, if enhanced services are funded.			
Total costs, considering both costs to residents and businesses	Mix of city revenues used to fund the Fire Department		Costs allocated based solely on property values	Costs will be funded primarily through property tax but some costs will be shifted to larger, riskier structures through the FBC	

\*Excludes cost of enhanced services; these could be funded under Options 3-5 (est. 2022 cost of \$900K—under review by staff based on recent info from the RFAs)