



ADAM A. HOUSE
Fire Chief

Grant Goold
Board President
Division 2

Ted Wood
Board Vice President
Division 4

Jennifer Sheetz
Board Secretary
Division 5

Cynthia Saylor
Board Member
Division 1

Robert Webber
Board Member
Division 3

D'Elman Clark
Board Member
Division 6

Brian Rice
Board Member
Division 7

Gay Jones
Board Member
Division 8

John Costa
Board Member
Division 9

Sacramento Metropolitan Fire District

10545 Armstrong Ave., Suite 200 · Mather, California 95655 · Phone (916) 859-4300 · Fax (916) 859-3700

BOARD OF DIRECTORS - REGULAR MEETING AGENDA

Thursday, February 22, 2024 – 6:00 PM

Sacramento Metropolitan Fire District

10545 Armstrong Avenue

Board Room – Second Floor

Mather, California

&

Remotely Via Zoom

Webinar ID: 827 3461 0232 #

Passcode: metro2101

Phone: 1 (669) 444-9171 or 1 (669) 900 6833

 Passcode: 838771796 #

<https://us06web.zoom.us/j/82734610232?pwd=SFILQ1Znd25RSmlhdXZVQVh4d1VWZz09>

The mission of the Sacramento Metropolitan Fire District is to provide professional and compassionate protection, education and service to our community.

The Public's health and well-being are the top priority for the Board of Directors of the Sacramento Metropolitan Fire District and you are urged to take all appropriate health safety precautions. **To view the meeting via the Zoom Application, please click on the link above.**

Members of the public seeking to attend and to address the Board who require reasonable accommodations to access the meeting, based on disability or other reasons, should contact the following person at least forty-eight (48) hours in advance of a Regular meeting to make arrangements for such reasonable accommodations:

Marni Rittburg

Board Clerk

(916) 859-4305

rittburg.marni@metrofire.ca.gov

The Board will convene in open session at 6:00 p.m.



Sacramento Metropolitan Fire District

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REGULAR BOARD MEETING

THURSDAY, FEBRUARY 22, 2024

- CALL TO ORDER
- ROLL CALL
- PLEDGE TO FLAG

METRO CABLE ANNOUNCEMENT:

This meeting of the Sacramento Metropolitan Fire District will be cablecast on Metro Cable 14, the local government affairs channel on Comcast, Consolidated Communications and AT&T U-Verse cable systems. This meeting is also webcast at metro14live.saccounty.gov. Today's meeting replays at 2:00 p.m. on Sunday, February 25, 2024 and again at 6:00 p.m. on Monday, February 26, 2024, on Channel 14. This meeting can also be viewed at youtube.com/metrocable14.

PUBLIC OPPORTUNITY TO DISCUSS MATTERS OF PUBLIC INTEREST WITHIN DISTRICT JURISDICTION INCLUDING ITEMS ON OR NOT ON AGENDA:

*The Board of Directors of the Sacramento Metropolitan Fire District appreciates and encourages public interest and welcomes questions and opinions at its meetings. Public members wishing to address the Board are requested to first be recognized by the presiding officer and identify themselves for the record. The presiding officer may, in the interest of time and good order, limit the number of public member presentations. Speakers' comments will be limited to **three (3) minutes** (Per Section 31 of the Board of Directors Policies and Procedures).*

In accordance with Section 31 of the Board of Directors Policies and Procedures, members of the Public requesting their written comments be read into the meeting record must be present or have a representative present to read their comments during the time allotted.

CONSENT ITEMS:

Matters of routine approval including but not limited to action summary minutes, referral of issues to committee, committee referrals to the full Board, items that require yearly approval, declaration of surplus equipment, and other consent matters. The Consent Agenda is acted upon as one unit unless a Board member requests separate discussion and/or action.

CONSENT ITEMS

Page No.

1. **Action Summary Minutes** 7
Recommendation: Approve the Action Summary Minutes for the Regular Board Meeting of January 25, 2024.
2. **Adopt Resolutions – 2021 Retirement Commendations** **
Recommendation: Adopt Resolutions commending the following individuals upon their retirement and for their years of skilled performance and deep commitment to the fire service.



Sacramento Metropolitan Fire District

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REGULAR BOARD MEETING

THURSDAY, FEBRUARY 22, 2024

1. Brent w. Barsdale	Engineer
2. James L. Beil	Engineer
3. David W. Burnet III	Captain
4. John Carr	Firefighter
5. Gregory G. Casentini	Deputy Chief
6. Shawn L. Condit	Captain
7. Jeffrey D. Conzatti	Engineer
8. Peter J. Danielski	Captain
9. Douglas R. Dolezal	Engineer
10. Matthew C. Ellinwood	Engineer
11. Michael A. Hambrick	Supervising Fire Inspector
12. Phillip J. Hart	Firefighter
13. Roger D. Hart Jr.	Firefighter
14. Todd F. Lanigan	Engineer
15. Robert W. Matheson	Captain
16. Phillip Morell	Mechanic
17. Thomas J. Murphy	Engineer
18. Troy J. Nogosek	Engineer
19. John S. Reeves	Firefighter
20. Roy E. Rud	Engineer
21. Adam S. Russell	Firefighter
22. Troy R. Simonick	Captain
23. Jeff G. Sjolin	Engineer
24. Kevin W. Summers	Engineer
25. Craig M. Sweeney	Firefighter/Paramedic

3. Adopt Resolutions – 2022 Retirement Commendations

**

Recommendation: Adopt Resolutions commending the following individuals upon their retirement and for their years of skilled performance and deep commitment to the fire service.

1. Timothy D. Barnes	Engineer
2. Lisa C. Barsdale	Fire Marshal
3. Jack Doug Boan	Engineer
4. David A. Carrillo	Engineer
5. Scott A. Courtney	Fire Mechanic
6. Brian L. Currie	Captain
7. John A. Grazis	Captain
8. Kenneth J. Harrington	Engineer
9. Kevin R. Henson	Engineer
10. Greg A. Markel	Captain
11. Sherri A. Martucci	Business Applications Analyst
12. Marcy L. Mateo	EMS Systems Technician



Sacramento Metropolitan Fire District

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REGULAR BOARD MEETING

THURSDAY, FEBRUARY 22, 2024

- | | | |
|-----|--------------------|-------------|
| 13. | Michael McGoldrick | Captain |
| 14. | Joseph M. Reyes | Firefighter |
| 15. | Troy N. Thompson | Firefighter |
| 16. | Richard Turner | Firefighter |
| 17. | Jason D. Wenner | Captain |

4. Adopt Resolutions – 2023 Retirement Commendations **

Recommendation: Adopt Resolutions commending the following individuals upon their retirement and for their years of skilled performance and deep commitment to the fire service.

- | | | |
|-----|-----------------------|-------------------------|
| 1. | Anthony Benelisha | Firefighter |
| 2. | Steven G. Caldwell | Engineer |
| 3. | Charles H. Jenkins | Assistant Chief |
| 4. | Natividad Manalo | Accounting Specialist |
| 5. | Christopher L. Nelson | Engineer |
| 6. | Robert F. Raddigan | Captain |
| 7. | John N. Raeside | Facilities Manager |
| 8. | William Brad Reynolds | Captain |
| 9. | Carl L. Simmons | Assistant Chief |
| 10. | Timothy E. Swank | Assistant Fleet Manager |
| 11. | Colin R. Swarthout | Captain |
| 12. | Jeffrey B. Taylor | Captain |
| 13. | Montie Vanlandingham | Chief Pilot |
| 14. | Joseph M. Reyes | Firefighter |
| 15. | Holly Wagner | Firefighter |

PRESENTATION ITEMS:

- | | | |
|----|--|--|
| 1. | Service Delivery Update **
<i>(DC Adam Mitchell & Chief Development Officer Jeff Frye)</i>
Recommendation: Receive presentation. | |
| 2. | FY 2022/23 Annual Comprehensive Financial Report (ACFR) and Audit Report 14
<i>(CFO Dave O'Toole & Ahmed Badawi, CPA)</i>
Recommendation: Receive presentation and accept the auditor's report. | |

ACTION ITEMS:

- | | | |
|----|--|--|
| 1. | Adopt Resolutions – Non-Safety Senior Management, Management and Unrepresented Confidential Employees and Senior Safety Management 152 | |
|----|--|--|



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REGULAR BOARD MEETING

THURSDAY, FEBRUARY 22, 2024

Employees

(HR Manager Melisa Maddux)

Recommendation: Adopt revised Resolutions with the proposed revisions affecting Non-Safety Senior Management, Management and Unrepresented Confidential Employees and Senior Safety Management and Safety Management Employees.

2. **Adopt Resolution – Side Letter for Administrative Support Personnel 186
Unrepresented Confidential Employees and Senior Safety Management
Employees**

(HR Manager Melisa Maddux)

Recommendation: Adopt Resolution approving the Side Letter between Sacramento Metropolitan Fire District and The Administrative Support Personnel, an Affiliate of Local 522.

REPORTS:

1. **PRESIDENT'S REPORT —** *(President Goold)*

2. **FIRE CHIEF'S REPORT —** *(Chief House)*

OPERATIONS REPORT – *(Deputy Chief Mitchell)*

ADMINISTRATIVE REPORT – *(Deputy Chief Bailey)*

SUPPORT SERVICES REPORT – *(Deputy Chief Wagaman)*

3. **SMFD – FIREFIGHTERS LOCAL 522 REPORT –** *(Captain Sean Scollard, Local 522 Vice President)*

4. **COMMITTEE AND DELEGATE REPORTS**

All Committee Meetings will be held at the Sacramento Metropolitan Fire District Board Room, 10545 Armstrong Avenue, Mather, California unless otherwise specified.

A. **Executive Committee –** *(President Goold)*
Next Meeting: TBD

B. **Communications Center JPA –** *(AC Greene)*
Next Meeting: February 27, 2024 at 9:00 AM

C. **Finance and Audit Committee –** *(Director Jones)*
Next Meeting: February 22, 2024

D. **Policy Committee –** *(Director Costa)*
Next Meeting: March 14, 2024 at 5:30 PM



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REGULAR BOARD MEETING

THURSDAY, FEBRUARY 22, 2024

BOARD MEMBER QUESTIONS AND COMMENTS

CLOSED SESSION:

The Board will convene in closed session to meet on the following matters:

1. **PURSUANT TO CALIFORNIA GOVERNMENT CODE SECTION § 54956.9 (a) – ONE (1) MATTER OF WORKERS COMPENSATION SETTLEMENT AUTHORITY:**

1. Carl Powell and the Sacramento Metropolitan Fire District
Claim # 4A2303DT6SL-0001 – Workers Compensation Settlement Authority –of
Attorney Colin Connor of Lenahan, Slater, Pearse & Majernik, LLP

2. **CONFERENCE WITH LEGAL COUNSEL – PENDING LITIGATION – California Government Code Section 54956.9 (a): One case**

Arbitration of Yuri Torres and Sacramento Metropolitan Fire District
General Counsel John Lavra

CLOSED SESSION REPORT OUT

ADJOURNMENT

NEXT BOARD MEETING(S):


Unless specified differently, all meetings of the Board are held at Sacramento Metropolitan Fire District at 10545 Armstrong Avenue, Mather, CA

- Regular Board Meeting – March 14, 2024 at 6:00 PM

Posted on February 15, 2024, by 4:30 p.m.

Marni Rittburg, CMC, CPMC
Clerk of the Board

** No written report

**  Separate Attachment

DISABILITY INFORMATION:

In compliance with the Americans with Disabilities Act, if you need special assistance to participate in this meeting, please contact the Clerk of the Board at (916) 859-4305. Notification at least 48 hours prior to the meeting will enable the District to make reasonable arrangements to ensure accessibility to this meeting.



ADAM A. HOUSE
Fire Chief

Sacramento Metropolitan Fire District

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ACTION SUMMARY MINUTES – REGULAR MEETING

BOARD OF DIRECTORS SACRAMENTO METROPOLITAN FIRE DISTRICT

Thursday, January 25, 2024

Held at the following locations:

10545 Armstrong Avenue – Board Room

Mather, California

&

Remotely Via Zoom

CALL TO ORDER

The meeting was called to order at 6:02 pm by President Goold. Board members present: Clark, Costa, Goold, Sheetz, Webber and Wood. Board members absent: Jones, Rice, and Saylor. Staff present: Chief House and Board Clerk Rittburg.

PUBLIC COMMENTS

Public comments were not received.

CONSENT ITEMS

Moved by Director Wood, seconded by Clark, and carried unanimously by members present to adopt the consent calendar as amended:

- 1. Action Summary Minutes**
Recommendation: Approve the Action Summary Minutes for the Regular Board Meeting of December 14, 2023.
Action: Adopted Minutes.
- 2. Parking Lot Lease – 7629 Greenback Lane**
Recommendation: Authorize the Fire Chief or his designee to execute the attached lease agreement.
Action: Approved the execution of the lease agreement.

PRESENTATION ITEMS

- 1. Government Affairs Winter Update**
(Director of Government Affairs Kyle Macdonald)
Recommendation: Receive Presentation
Action: Presentation received; no action required.

ACTION ITEMS

1. **Adopt Resolution - California Senate Bill 1205 Mandatory Inspections & Compliance Reporting**

(AC Barbie Law & Deputy Fire Marshall Amy Nygren)

Recommendation: Adopt the Resolution acknowledging receipt of the annual report regarding the inspection of public and private schools and certain residential occupancies for the calendar year 2023.

Action: Moved by Director Clark, seconded by Wood, and carried unanimously by members present to adopt **Resolution 2024-03** acknowledging receipt of a report made by the Fire Marshal of the Sacramento Metropolitan Fire District regarding the inspection of certain occupancies required to perform annual inspections in such occupancies pursuant to section 13146.2 and 13146.3 of the California Health And Safety Code.

2. **Revision of Board Policy 01.013.01 – Travel & Conference Expenses**

(CFO Dave O'Toole)

Recommendation: Approve the Travel & Conference Expenses Policy changes.

Action: Moved by Director Wood seconded by Webber, and carried unanimously by members present to adopt the Travel & Conference Expenses Policy changes.

REPORTS

1. **PRESIDENT'S REPORT - *(President Goold)***

None

2. **FIRE CHIEF'S REPORT — *(Chief House)***

President Goold, Directors, Colleagues members of the public, good evening.

1. **Recruitment(s)**

- 2024 Fire Engineer Promotion Examination – the district is accepting letters of interest for the Engineer Promotion Examination until Friday, March 29th.
- The District is currently accepting applications for Firefighter/Paramedic position for 24-2 tentatively scheduled for Fall of 2024. Applications are due by 4 PM on February 16.
- The District is accepting applications for the position of EMS System Technician with a final filing date of February 9, by 4:00 PM.

2. **Miscellaneous**

- On Saturday, January 13th Station 116 hosted a surprise celebration for Terry Barnes to celebrate his 47 years of service. I was honored to attend, and the

event was well-attended, with over 100 people in attendance. A special thank you to Director Saylor and Supervisor Frost for spearheading this important event.

- Guns and Hoses' 50th Annual Charity Football Game is this Saturday, January 27th, at Hughes Stadium. Kids Safety Fair at 11 am, pre-game at 12:30 pm, kick-off at 1 pm.
- Fill the Boot Drive will take place at the Sunrise Market Place February 8-11, with the Chief's challenge on Saturday, February 10th. Information on ways to donate has been emailed to All Members.
- Congratulations to the following individuals who were selected for Member of the Year 2023 in their respective categories:
 - Captain Tyler Block - Suppression
 - Purchasing Agent Courtney Moore - Professional Staff
 - Captain Matt Sammons - Special Operations
 - Paramedic Diana Borshch - EMS
 - CERT Coordinator Linda Ford - Volunteer

Please join me in honoring these members and the other members who are receiving awards for peer recognition, commendation of valor, and company commendation at our Awards Gala on Friday, February 23. RSVPs are due by February 13th.

- On February 21st at 10am the District will be holding a LODD Station Dedication for Firefighter Dean Baker and Firefighter Kevin Printz. Station 62 will be dedicated in their honor as recognition for their sacrifice. Please join me for this important event.
- Attended the reception today with Vice President Kamala Harris at the Stanford Mission in Sacramento.

OPERATIONS REPORT – (Deputy Chief Mitchell)

1. Award Recognition

- Captain Daniel Hoy has been selected as one of five recipients for the 2023 Yvorra Leadership Development Foundation Scholarship.
- Award for each recipient is four thousand dollars.
- This is a significant achievement for Captain Hoy as the leader of SMFD's HMRT.
- Please welcome Captain Hoy who will share the background on the award and the great exposure for our district.

2. Shift Commander Spotlight

- AC Keeley introduced the following crew members from B-shift.
 - Captain Mike Bonham
 - Engineer Ryan Wolfe
 - Firefighter Peter Jacquez

They spoke about their experience today as a part of the Vice-Presidential motorcade.

ADMINISTRATIVE REPORT – (Deputy Chief Bailey)

COMMUNITY RELATIONS DIVISION

- The Metro Fire Scene newsletter came out several weeks ago. If you have things that you want included contact Brenda Briggs or April West.
- Yearbook 2023 went to the publisher for layout and design. We are now awaiting a draft for our review. We hope to have this project completed in 4-6 weeks.
- The next station dedication is scheduled for Wednesday, February 21 beginning at 10:00 am at Station 62. We will be dedicating this station to Firefighter Dean Baker who passed away on June 21, 1998, and Firefighter Kevin Printz who passed away on April 30, 1998.

FINANCE

- Finance was pleased to learn that two staff will receive recognition at the annual awards gala. Zelma Houston received a peer recognition award and Procurement Officer Courtney Moore was honored with the Professional Staff Member of the Year.
- Finance Division has begun working on the Midyear Budget and anticipates bringing it to the Finance and Audit Committee on February 22 and the Board of Directors on March 14.
- Earlier this month CFO O'Toole was appointed the new chair of the Sacramento Valley Chapter of the Society of Municipal Finance Officers, the membership organization for local agency public finance professionals and their industry partners.

PLANNING & DEVELOPMENT

- No Updates

RECRUITMENT & OUTREACH

- Explorer season starts soon. Interviews were last week for station placement.

HUMAN RESOURCES

- Operations Data Analyst – Interviews concluded and the final decision will be made soon.

- EMS Systems Technician Recruitment – Closes 2/9/24
- Firefighter/Paramedic Recruitment – Closes 2/16/24
- Fire Engineer Promotional Opportunity – Closes 3/29/24

BACKGROUNDS

- 2 Office Technician – estimated background completion Feb 2024
- Fire Mechanic – estimated background completion Feb 2024
- 24-1 Fire Academy Background:
 - 7 external Firefighters
 - 8 Internal Paramedics
- 24-1 MMP Background:
 - 2 Paramedics
 - 47 EMTs
 - 2 Paramedics deferred from MMP 23-2

SUPPORT SERVICES REPORT – (Deputy Chief Wagaman)

Logistics:

- No Report

Facilities:

- 1/21 Sunday evening at 1700 Facilities received a call from Battalion five for water intrusion into the captain's dorm and public room at Station 25. Facilities responded within the hour was able to divert the water and sandbag the exterior of the building, preventing more water from entering the station. Facilities vacuumed the water the interior the station and set up fans and ventilation to help dry the station.
- Replaced station 114 apparatus Bay lighting with new LED high bay lighting
- Received a call from IT regarding a high temperature alert for the logistics server room. Facilities responded to the call and found that the mini split unit fan coil had went out. Facilities was able to source one locally and replaced the fan coil returning the server room HVAC unit to full operation the following day.
- In-house roof repairs- Station 116 apparatus Bay, logistics, Station 109
- Had all of the carpet in arson investigator building commercially cleaned.
- Replaced Station 54 kitchen lighting with new more efficient LED light fixtures.

Fleet:

- Fleet will do the final inspection for four (4) Type V vehicles from FY21/22 at the end of the month

IT:

- No Report

Communications:

- No Report

CRRD:

- On Saturday, January 20, 2024, crews were dispatched to an apartment fire on Marconi Ave. Crews arrived to heavy fire affecting several first-floor units, extending up to the second-floor. Two victims were treated and one was transported. In a proactive approach, members of the CRRD team conducted a smoke alarm blitz last year at this complex on Feb. 8, 2023 in conjunction with a joint task force inspection due to ongoing issues related to vacant/boarded up units. The team installed a total of 38 smoke alarms in 20 units. Two alarms were installed in the transported victim's unit, and two were installed in the main fire unit. The transported victim was alerted to the fire by a smoke alarm. This canvas potentially saved a number lives by providing early evacuation warnings.
- CRRD continues to play an active role in the Fireworks Taskforce. Last week Chief Law attended a meeting focused on proposed changes to the county's ordinance.
- CRRD is in the process of scheduling meetings with each of the Superintendents of the public schools in our jurisdiction regarding the implementation of our new fee schedule as well as to discuss fire and life safety education needs, particularly teen vaping and false alarms.

3. SMFD – FIREFIGHTERS LOCAL 522 REPORT (*Pete Votava for Vice President Sean Scollard*)

Pete Votava announced that last Wednesday Sean Scollard was officially sworn in as Vice President and Michael Gildone was voted in to take the Director role. Mr. Votava stated that they are currently discussing a Health & Wellness center and they will be visiting the Health & Wellness Center in Phoenix, Arizona in February.

4. COMMITTEE AND DELEGATE REPORTS

All Committee Meetings will be held at the Sacramento Metropolitan Fire District Board Room, 10545 Armstrong Avenue, Mather, California unless otherwise specified.

A. Executive Committee – (President Goid)
No Report

B. Communications Center JPA – (AC Greene)
No Report

C. Finance and Audit Committee – (Director Clark)
Next Meeting: January 25, 2024 at 5:15 PM

Met tonight and had an election of officers, Director Jones was elected as Chair and Director Webber was elected as Vice Chair.

D. Policy Committee – (Director Costa)
Next Meeting: February 8, 2024 at 5:30 PM
No Report

BOARD MEMBER QUESTIONS AND COMMENTS

Director Sheetz congratulated Captain Daniel Hoy on being awarded the 2023 Yvorra Leadership Development Foundation Scholarship and thanked him for highlighted our HAZMAT team.

Director Clark stated he attended the event today with Vice President Kamala Harris and thanked the crews who worked the great event.

Director Wood reminded everyone that the Firefighters Burn Institute Fill the Boot Drive will take place February 9 – 11, 2024 and civilian and Firefighter volunteers are needed.

President Goold thanked staff for the great presentations and it's wonderful getting to know the men and women of Metro Fire.

To view the video of the meeting, please visit the Metro Fire Website or our YouTube channel:

<https://metrofire.ca.gov/2024-01-25-board-meeting>

https://www.youtube.com/channel/UC9t-uKlc_oOUGNrmogdQ_QA

ADJOURNMENT

The meeting was adjourned at 7:12 p.m.

Grant Goold, President

Jennifer Sheetz, Secretary

Marni Rittburg, CMC, Board Clerk



ADAM A. HOUSE
Fire Chief

Sacramento Metropolitan Fire District

10545 Armstrong Ave., Suite 200 • Mather, CA 95655 • Phone (916) 859-4300 • Fax (916) 859-3702

DATE: February 22, 2024
TO: Board of Directors
SUBJECT: FY 2022/23 Annual Comprehensive Financial Report (ACFR) and Accompanying Audit Report

SUMMARY

The Annual Comprehensive Financial Report (ACFR) for the fiscal year ended June 30, 2023 has been completed and is now ready for presentation to the Board for review and acceptance.

DISCUSSION

The Finance Division, with the assistance of other Divisions, annually prepares Metro Fire's ACFR which is a thorough and detailed presentation of Metro Fire's financial condition. This year's ACFR will again be submitted to the Government Finance Officers Association (GFOA) for consideration in its *Certificate of Achievement for Excellence in Financial Reporting* award program, and staff is confident that Metro Fire will be awarded the certificate for the tenth consecutive time.

The ACFR has been audited by Metro Fire's independent auditors, Badawi & Associates, and has received a clean opinion. Along with the financial audit, the auditors performed an audit of Metro Fire's compliance with grant laws and regulations and determined we have complied in all material respects. The auditors did not identify any material weakness in the District's internal controls.

The ACFR is included in today's Board packet, with the auditor's opinion included in page 1 of the report.

The following reports usually accompany the ACFR but were not finalized before the agenda submission deadline. These reports will be finalized and submitted in the Board of Director's agenda for the March 14 meeting.

- Compliance Report
 - Report on Internal Control over Financial Reporting
 - Single Audit Report
- Report on Appropriations Limit Testing
- Governance Letter

FISCAL IMPACT

There is no direct fiscal impact associated with accepting the auditor's report.

RECOMMENDATION

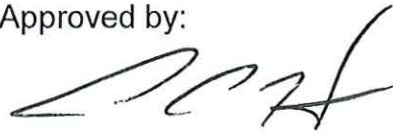
Staff recommends that the Board accept the auditor's report.

Submitted by:



Dave O' Toole
Chief Financial Officer

Approved by:



Adam House
Fire Chief



ANNUAL COMPREHENSIVE FINANCIAL REPORT

2022/23

For the Fiscal Year Ended
June 30, 2023

Sacramento Metropolitan
Fire District

CALIFORNIA

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SACRAMENTO METROPOLITAN FIRE DISTRICT
Serving Sacramento and Placer Counties, California
since December 2000

**ANNUAL
COMPREHENSIVE
FINANCIAL
REPORT**

For the Fiscal Year Ended
June 30, 2023

PREPARED BY THE
FINANCE DIVISION



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Introductory Section





Sacramento Metropolitan Fire District

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ADAM A. HOUSE
Fire Chief

January 25, 2024

To the Citizens and Board of Directors of the
Sacramento Metropolitan Fire District

The Sacramento Metropolitan Fire District (“Metro Fire”) is pleased to present the Annual Comprehensive Financial Report (ACFR) for the fiscal year ended June 30, 2023. This report has been prepared by the Finance Division following the guidelines recommended by the Government Finance Officers Association (GFOA) and is in conformance with generally accepted accounting principles (GAAP) for local government entities established by the Governmental Accounting Standards Board (GASB). Management assumes full responsibility for the completeness and reliability of the information contained in this report, based upon a comprehensive framework of internal control that management has established for this purpose. Because the cost of internal control should not exceed anticipated benefits, the objective of this report is to provide reasonable, rather than absolute, assurance that the financial statements are free of any material misstatements.

Badawi & Associates, Certified Public Accountants, have issued an unmodified (“clean”) opinion on Metro Fire’s financial statements for the year ended June 30, 2023. The independent auditor’s report is located at the front of the financial section of this report. Management’s discussion and analysis (MD&A) immediately follows the independent auditor’s report and provides a narrative introduction, overview, and analysis of the basic financial statements. The MD&A complements this letter of transmittal and should be read in conjunction with it.

PROFILE OF SACRAMENTO METROPOLITAN FIRE DISTRICT

REPORTING ENTITY

Metro Fire is an autonomous special district established under California Health and Safety Code Section 13800 on December 1, 2000. Metro Fire is the result of the reorganization of the American River and Sacramento County Fire Protection Districts, which brought together 16 predecessor fire districts including Arcade, Arden, Carmichael, Citrus Heights, Elverta, Fair Oaks, Florin, Mather Field, McClellan Field, Michigan Bar, Mills, North Highlands, Orangevale, Rancho Cordova, Rio Linda, and Sloughhouse. Metro Fire provides fire suppression and emergency medical services (EMS), along with various other public safety and hazard mitigation community services.

As a special district, Metro Fire is governed by a Board of Directors; each member is elected by the voters within a geographical area, or division, of Metro Fire’s operational area. The Fire Chief oversees the general operations of Metro Fire in accordance with the policy direction prescribed by the Board of Directors. The Fire Chief is supported by his executive staff consisting of the Senior Staff Coordinator, Board Clerk, Chief Financial Officer, Chief Development Officer, Human Resources Manager, and three Deputy Chiefs that manage the Operations, Administration, and Support Services Branches of Metro Fire.

The Board of Directors is required to adopt a preliminary budget no later than June 30 preceding the beginning of the fiscal year on July 1 and a final budget no later than October 1 of each year. The budget is prepared by fund, division, and object level. Division heads may transfer resources within object levels. However, transfers between funds or object levels require special approval from the Board.

SERVICE AREA AND SERVICES

Metro Fire serves a population of about 770,000 in a service area encompassing 359 square miles that include most of unincorporated Sacramento County, the cities of Citrus Heights and Rancho Cordova, and a portion of Placer County. Within the boundaries of Metro Fire are wildland areas, residential units, commercial and light industrial occupancies, hotels, regional hospitals, institutional buildings, local airfields, numerous assisted living facilities, equestrian areas, and open space areas including hiking trails. Several major interstate highways also traverse Metro Fire's jurisdiction, along with the American River, a major recreation resource for area residents.

Metro Fire provides all-hazard emergency services to the communities it serves. Additionally, mutual aid agreements to provide fire and emergency medical assistance between Metro Fire and other public safety agencies are established and honored by Metro Fire. Metro Fire staff are also routinely deployed to local, state, and federal emergencies around the country.

Metro Fire's philosophy with regard to emergencies is one of a rapid and effective deployment of appropriate resources to mitigate any emergency. Its response goal as approved by the Board of Directors is for a 4-minute travel time to at least 90 percent of all major emergencies (in addition to a 1-minute dispatch and 1-minute turnout time).

OPERATIONS

The all-hazard nature of Metro Fire is exemplified by the Operations Branch, which consists of Suppression, EMS, Special Operations, Training, Safety, Health & Fitness, and Emergency Planning.

- Suppression encompasses all aspects of Metro Fire's all-hazard emergency services delivered from 41 stations with daily shift staffing of 194 personnel. Suppression resources answered nearly 110,000 calls for service in 2022-23.
- The EMS Division is responsible for the management of the emergency medical system, ensuring that emergency medical technician (EMT) and paramedic personnel are trained and equipped to serve the public at the highest levels. EMTs are certified health care professionals trained to provide basic life support in accordance with the State of California Scope of Practice for EMTs, while paramedics are licensed by the State of California to provide advanced life support (ALS). The provision of ALS services is accomplished through the strategic deployment of dual-role fire department medic (FDM) units and the Metro Medic Program (MMP). By the end of fiscal year, Metro Fire employed 486 paramedics and 80 EMTs who are assigned on engines, trucks, ambulances, helicopters, aircraft rescue and firefighting (ARFF) units, boats, bicycles. On a daily basis, all ambulances and suppression apparatus are staffed with at least one paramedic.

As of June 30, 2023, Metro Fire deployed fifteen 24-hour medic units that are staffed by Firefighter/Paramedics and Firefighter/EMTs, along with three reserve ambulances that are available if needed to be staffed and placed in service. The additional ambulances are cross-staffed by firefighters and provide surge protection during periods of high call volume. There are 36 ALS engine companies and seven ALS truck companies in service on a 24-hour basis. These apparatuses responded to calls for emergency medical service with paramedics who assist with critically ill or injured patients if needed.

In addition, MMP enhances emergency medical services within the community by providing up to five additional 24-hour ALS ambulances. Also deployed are eight peak-time ambulances from a contracted private ambulance firm to augment the EMS system during times of high demand. The MMP units are staffed with non-firefighter EMT and paramedic personnel.

- Metro Fire has several Special Operations programs that are managed under the Operations Division. These programs include Hazardous Materials (HAZMAT), Technical Rescue, Urban Search and Rescue (US&R), Swift Water Rescue, Tactical Emergency Medical Services (TEMS), Aviation, and Dozer. Metro Fire's HAZMAT and Technical Rescue programs are certified by the California Office of Emergency Services for Type I statewide response. The US&R program is a member of California Urban Search and Rescue Task Force 7 (CA TF-7), one of 28 US&R task forces in the nation, and one of eight in California. Metro Fire's aviation and dozer programs are the only ones of their kind regionally, and provide critical response capabilities to the region. Metro Fire's TEMS program, also the only one of its kind regionally, provides tactical medical support to the Sacramento County Sheriff's Department, Citrus Heights Police Department, and FBI SWAT Teams. Additionally, Metro Fire is a member of the FBI Joint Terrorism Task Force, Regional Fusion Center and Urban Area Security Initiative's Urban Area Working Group.
- The Training Division's mission is to improve service delivery to the community by providing realistic, ongoing, and verifiable training to Metro Fire personnel and assisting them to develop and strengthen essential job skills. Training strives to ensure all-hazard operational readiness and enhance the ability of Metro Fire to provide quality public service.

SUPPORT SERVICES

The Support Services branch of Metro Fire comprises six divisions: Fleet, Facilities, Logistics, Community Risk Reduction, Information Technology, and Communications.

- The Fleet Maintenance Division maintains a fleet of about 350 emergency and support vehicles in a modern facility that contains 30 functional working bays. The majority of the fleet services and repairs are performed at this facility and range from routine service and maintenance to full engine in-frame and pump overhauls. A mobile repair program provides limited field repairs in an effort to reduce inconvenience and downtime to emergency apparatus.
- The Facilities Division has the responsibility of providing repairs, improvements and maintenance for all of Metro Fire's existing fire stations, support and administrative facilities.
- Logistics is responsible for ordering, receiving and storing fire suppression equipment, emergency medical equipment and other essential supplies that are used on a daily basis.
- Under the direction of the Fire Marshal, the Community Risk Reduction Division (CRRD) works with developers and citizens to make the community safe through activities such as plan review, fire inspections, code enforcement, fire investigation and exterior fire hazard mitigation.
- The Information Technology Division is responsible for providing data, voice, and video communications to 41 fire stations, four administrative buildings, and over 350 vehicles.
- Communications oversees radio communications throughout Metro Fire's fire stations, administrative buildings, and vehicles.

ADMINISTRATION

The Administration Branch comprises three divisions: Human Resources, Economic Development, and Finance.

- The Human Resources Division seeks to recruit and maintain a diverse workforce that reflects the community it serves. Through benefits and labor management, training, and hiring, the HR Division strives to support Metro Fire's mission of providing professional and compassionate protection, education, and service to the community.

- The Economic Development Division works with regional stakeholders to plan for the long-term growth of Metro Fire, including the construction of stations in new development areas and infill communities. Economic Development also oversees grant applications and legislative coordination and outreach with regional, state, and federal officials.
- The Finance Division oversees all financial aspects of Metro Fire’s multi-million dollar operation: tracking all District assets, monitoring spending, procuring goods and services, overseeing contracts, paying employees, collecting revenue and cost reimbursements, ensuring grant compliance, and producing clear and comprehensive reporting of all transactions. Finance also guides the budget process to ensure resources are transparently and properly allocated for the best possible public service.

APPARATUS

Metro Fire has in place a 20-year rolling vehicle/apparatus replacement plan which measures the proper utilization period for each piece of apparatus and identifies when replacements should occur. Metro Fire’s fleet is made up of emergency vehicles and apparatus which must be kept in a constant state of readiness.

<u>Apparatus Type</u>	<u>No. In Service</u>	<u>Apparatus Type</u>	<u>No. in Service</u>
Engine	57	Aircraft Rescue Firefighting Unit	3
Wildland Engine	37	Ambulance	44
Ladder Truck	7	Dozer	2
Hazmat Truck	2	Rescue Boat	4
Rescue Truck	2	Helicopter	2
Water Tender	6	Support/Other Vehicles	181
Decontamination Unit	1		

Metro Fire’s fire suppression apparatus have been equipped at the highest industry standards for fighting and extinguishing structural type fires and rendering assistance to patients on medical emergency incidents. Metro Fire’s fire engines are capable of delivering water at rates up to 1,500 gallons per minute. Metro Fire’s philosophy related to wildland fires revolves around strategically-located, specialized "off-road" wildland apparatus specifically designed to combat these difficult fires. Because of the potential for major wildland fires, Metro Fire deploys water tender units capable of supplying smaller attack vehicles during large incidents. These units are strategically placed within Metro Fire’s service area for maximum effectiveness.

Metro Fire operates special assets that are critical to regional fire response. Metro Fire is the only fire agency in the region with aircraft and dozer response programs. Other support vehicles include mobile air units, fuel trucks, helicopter tender, an aircraft tow vehicle, battalion chief and staff vehicles, a self-contained breathing apparatus (SCBA) repair unit, trailers, flatbeds, forklifts, a pallet jack, a scissor lift, tractors, and tow vehicles.

ECONOMIC OUTLOOK

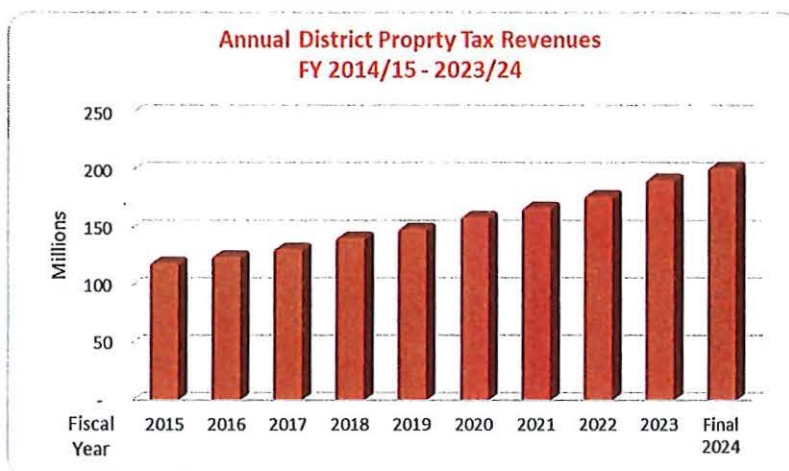
LOCAL ECONOMY

Metro Fire’s primary funding source is property tax revenue and, consequently, the level of resources available to support operations are heavily influenced by assessed property values, with residential property accounting for more than three quarters of the net taxable value within Metro Fire’s jurisdiction. Metro Fire has now enjoyed ten straight years of property tax growth since the Great Recession and, while continued growth is expected, the rate of growth is anticipated to slow.

The single biggest factor affecting property tax revenue are home sales. Portions of the District have seen rapid growth in new homes, while demand for homes (resale and new) has stayed strong throughout the pandemic. While Proposition 13 limits growth in assessed value to 2.0 percent per year unless the property is reassessed, the most recent Sacramento County Assessor’s report documented a surge in reassessed values that will lead to 7.24 percent overall growth in property taxes across the County, with approximately 6.74 percent growth for Metro Fire’s service area in FY 2023/24.

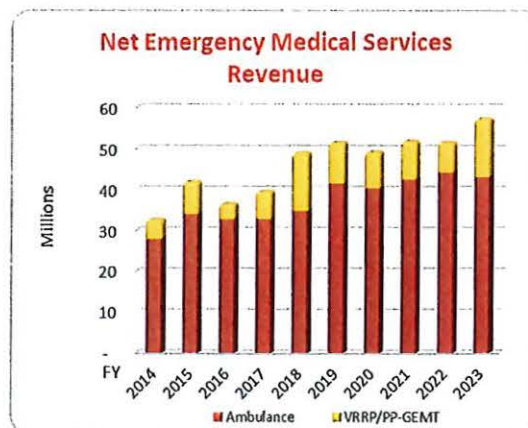
According to the California Association of Realtors, the median home price in Sacramento County is now \$547,000—among the highest prices in the country. Housing affordability has declined to where now less than 23 percent of households could afford the average-priced single-family home in Sacramento. The Federal Reserve’s continuing interest rate hikes have slowed sales due to higher borrowing costs, which is expected to lead to a decline in supplemental reassessment property tax revenues. Home prices are not expected to decline in FY 2023/24.

The following table documents property tax growth in since FY 2015/16.



The second-most consequential economic driver for Metro Fire revenues is Emergency Medical Services charges. During late FY 2019/20 and the first half of FY 2020/21, Metro Fire experienced a sizeable reduction in Emergency Medical Services (EMS) revenues due to the Covid-19 pandemic. Those impacts diminished during the second half of FY 2021/22 and EMS revenues are expected to return to modest annual growth during FY 2023-24, with \$47 million in revenues anticipated.

Metro Fire led a statewide effort, enacted into State law in 2011, to increase the cost recovery associated with emergency medical transport services by sponsoring state legislation allowing ground emergency medical transporters (GEMT) in California to seek additional reimbursement from the federal government related to fee-for-service Medi-Cal patients. In addition, under the Ground Emergency Medical Transport Quality Assurance Fee (GEMT QAF) implemented in FY 2018/19, Metro Fire was required to pay a current QAF rate of \$32.30 for every ambulance transport and received a reimbursement rate add-on of \$220.80 for every Medi-Cal transport, resulting in additional net revenue to Metro Fire.



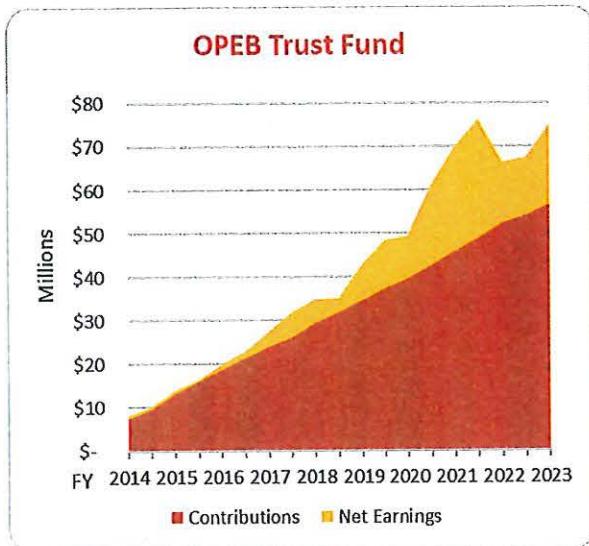
Finally, Metro Fire has participated in an Inter-Governmental Transfer (IGT) program, called the Voluntary Rate Range Program, that allows Metro Fire to receive federal matching funds for medical transports related to Medi-Cal Managed Care beneficiaries. For FY 2022/23, net revenue from VRRP was \$9.8 million.

The GEMT and the GEMT QAF programs were replaced on January 1, 2023 with the Public Provider Ground Emergency Medical Transport (PPGEMT), a separate IGT program. This new program provides increased federal reimbursement by application of an add-on fee increase for emergency medical transports provided by eligible public GEMT providers such as Metro Fire.

LONG-TERM FINANCIAL PLANNING AND SUSTAINABILITY

The District’s Board of Directors, command staff and employees have a track record of working together to establish and maintain policies and practices to ensure Metro Fire’s long-term financial sustainability. Metro Fire’s long-term financial planning efforts have identified key issues that, if left unaddressed, would create fiscal uncertainty and likely result in a disruption in future service delivery. Two of these critical issues are the liabilities associated with retiree

medical benefits and retiree pensions, including the retirement of the remaining \$30 million of pension obligation bonds originally issued in 2004.



Accounting standards require the reporting of the net liability relating to retiree medical or other post-employment benefits (OPEB). Metro Fire’s OPEB funding plan involves a combination of contributions to a trust and cost-saving measures agreed to by Metro Fire employees that both lower the long-term cost of OPEB and provides for funding the actuarially determined contribution associated with the explicit rate subsidy for retiree medical premiums. To help finance future costs with investment earnings, Metro Fire makes contributions to California Employers’ Benefit Trust (CERBT) Fund managed by California Public Employees’ Retirement System (CalPERS).

Metro Fire continues to make the required pension contributions to CalPERS each year to fund both the normal cost and amortization of the unfunded liability for its miscellaneous and safety plans. While required pension contributions continue to increase each year, these contributions are expected to result in improvement to the funded ratio, which was 62 percent for Metro Fire’s safety plan as of June 30, 2023.

Finally, Metro Fire has a longstanding policy to set aside funds each year, in addition to the annual debt service required by the bond documents, to retire its pension bonds early. Metro Fire retired one of the bond series in November 2018 for \$25.5 million and intends to retire another series early in 2025. Combined with scheduled principal and interest payments on a third series of pension bonds, also issued in 2004, Metro Fire’s pension bond debt is expected to be fully retired in 2025.

Another key component of Metro Fire’s long-term financial sustainability is planning for the needs of future community development. Using information provided by regional planning departments about current and future development plans, Metro Fire is actively planning for the facility and service needs of those future developments. The cost of future capital needs will be funded with revenue generated from a Capital Facilities Fee that was implemented in FY 2014/15, specifically to address the impacts of new development. To date, nearly \$15.4 million in fees has been generated. About \$9 million of the funding was used in the construction of the new fire station 68 that now serves the Anatolia Community in the City of Rancho Cordova. An additional fire station is currently in the planning phase.

To the extent that property tax revenues expected to be generated by new development would not be sufficient to fund the expected operating cost to provide service, Metro Fire will explore alternative funding mechanisms to ensure that adequate service is provided and to avoid any degradation of service to existing communities.

The focus of Metro Fire’s approach to financial sustainability is to ensure maximum cost recovery for fee-based services provided and to identify and sustainably fund long-term liabilities, aligning revenues and expenditures so that reserves are sufficient to cover future contingencies.

AWARDS AND ACKNOWLEDGEMENTS

The Government Finance Officers Association of the United States and Canada (GFOA) awarded a Certificate of Achievement for Excellence in Financial Reporting to Metro Fire for its annual comprehensive financial report (ACFR) for the fiscal year ended June 30, 2022. This is the ninth consecutive year that Metro Fire has achieved this prestigious award. In order to be awarded a Certificate of Achievement, Metro Fire had to publish an easily readable and efficiently organized ACFR that satisfied both generally accepted accounting principles and specified program requirements. A Certificate of Achievement for Excellence in Financial Reporting is valid for a period of one year only. However, Metro Fire believes that the current ACFR continues to meet the Certificate of Achievement for Excellence in Financial Reporting Program’s requirements, and will submit it to the GFOA to determine its eligibility for another certificate.

Metro Fire also received its fifth consecutive Award for Outstanding Achievement in Popular Financial Reporting from the GFOA for its *Community Annual Report* for the fiscal year ended June 30, 2022. This prestigious national award recognizes conformance with the highest standards for the preparation of creative popular annual financial reports specifically designed to be easily understandable to the general public. In addition, Metro Fire also received the California Society of Municipal Finance Officers’ (CSMFO) Meritorious Award for its 2021-22 operating budget. The award recognizes high quality budget documents that reflect CSMFO’s recommended practices on budgeting.

The preparation of the annual reports reflects the combined and dedicated effort of Metro Fire staff. We especially recognize the Finance Division staff and Metro Fire’s independent auditors, Badawi and Associates, for their contributions to provide complete, reliable, open and transparent financial information, and for fostering the exceptional stewardship of public funds. We would also like to take this opportunity to express our thanks and sincere appreciation to the Board of Directors for their continued support, trust, and guidance. Together, we bring the skills, experience and dedication to carry out Metro Fire’s mission:

***“TO PROVIDE PROFESSIONAL AND COMPASSIONATE
PROTECTION, EDUCATION AND SERVICE TO OUR COMMUNITY.”***

Respectfully submitted,



Adam A. House
Fire Chief



Dave O’Toole
Chief Financial Officer

Board of Directors

As of June 30, 2023



CINTHIA SAYLORS
Division 1



GRANT GOLD
Division 2



ROBERT WEBBER
Division 3



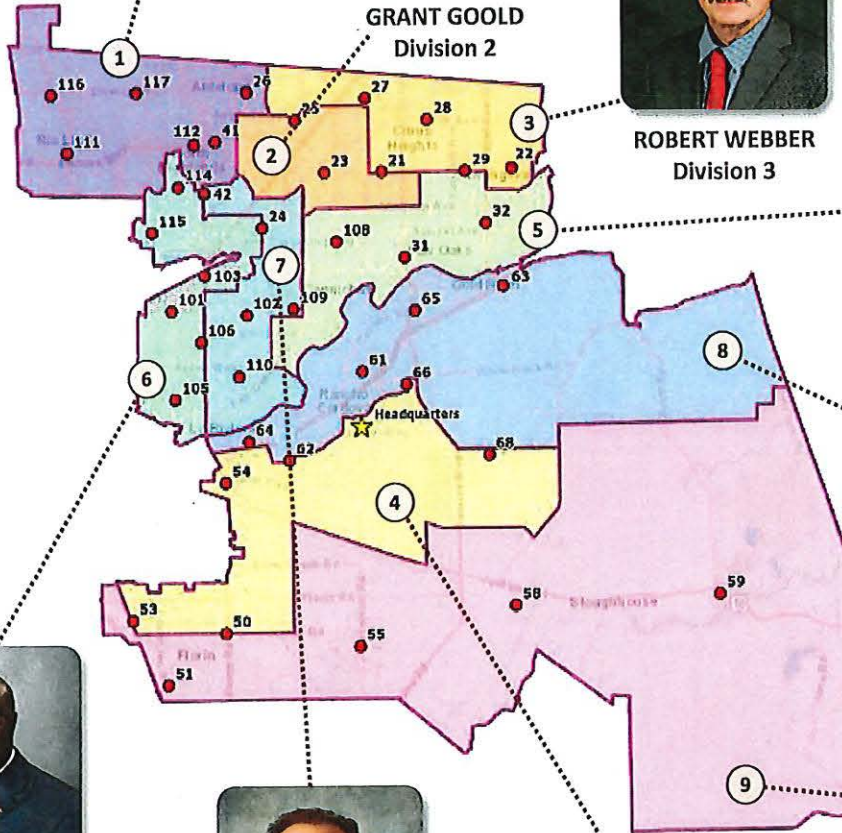
JENNIFER SHEETZ
Division 5



GAY JONES
Division 8



JOHN COSTA
Division 9



D'ELMAN CLARK
Division 6



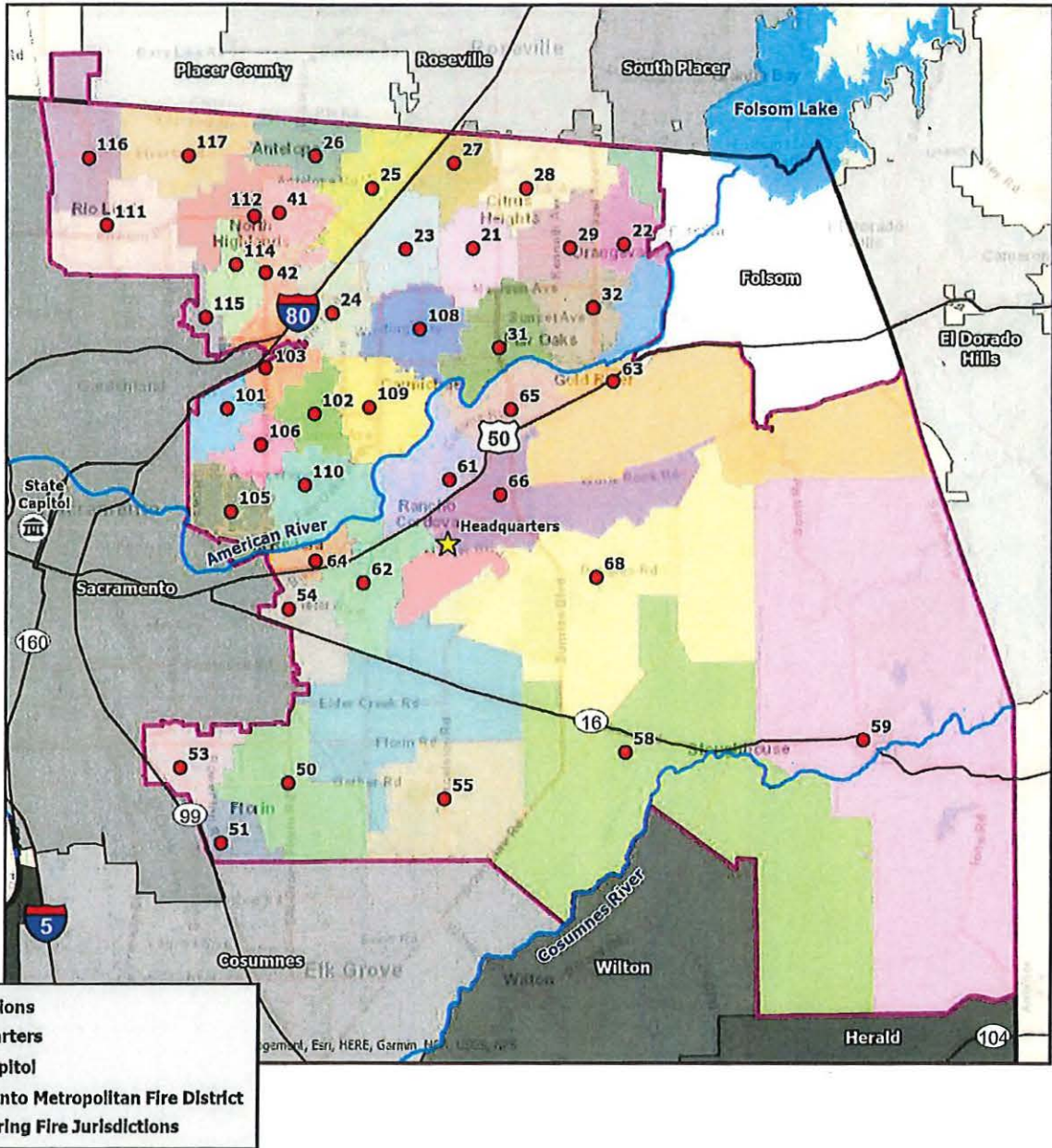
BRIAN RICE
Division 7



TED WOOD
Division 4

District Map

Metro Fire operates 41 stations with a daily shift staffing of approximately 190 personnel, delivering emergency services throughout the Sacramento County and answering over 100,000 calls annually. Each color on the map represents each station's "first due" area, meaning if they are available, that station would respond first.



Executive Team

As of June 30, 2023

DAN HAVERTY



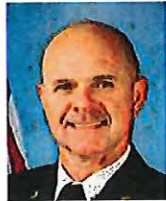
Jan. 4 – Aug. 9, 2023

ADAM A. HOUSE



As of Aug. 10, 2023

**DEPUTY CHIEF
ADMINISTRATION**
Ty Bailey



**DEPUTY CHIEF
OPERATIONS**
Adam Mitchell



**DEPUTY CHIEF
SUPPORT SERVICES**
Tyler Wagaman



**CHIEF DEVELOPMENT
OFFICER**
Jeff Frye



**CHIEF FINANCIAL
OFFICER**
Dave O'Toole



**HUMAN RESOURCES
MANAGER**
Melisa Maddux



Assistant Chiefs

A SHIFT
Joe Fiorica

B SHIFT
Carl Simmons

C SHIFT
Charles Jenkins

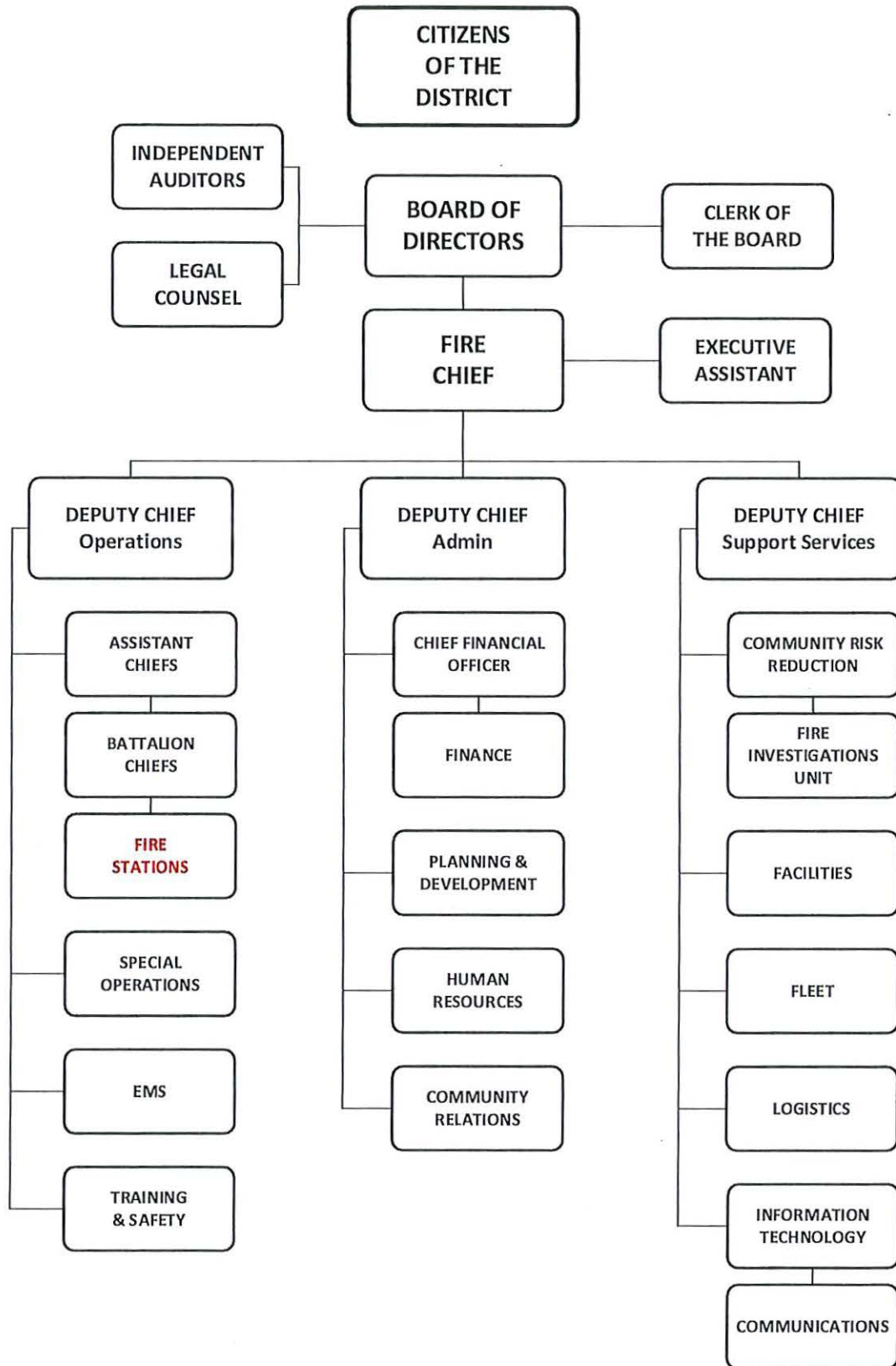
EMS
Jon Rudnicki

FIRE MARSHAL
Barbara Law

OPERATIONS
Chris Greene

TRAINING
Michael Lozano

Organizational Chart

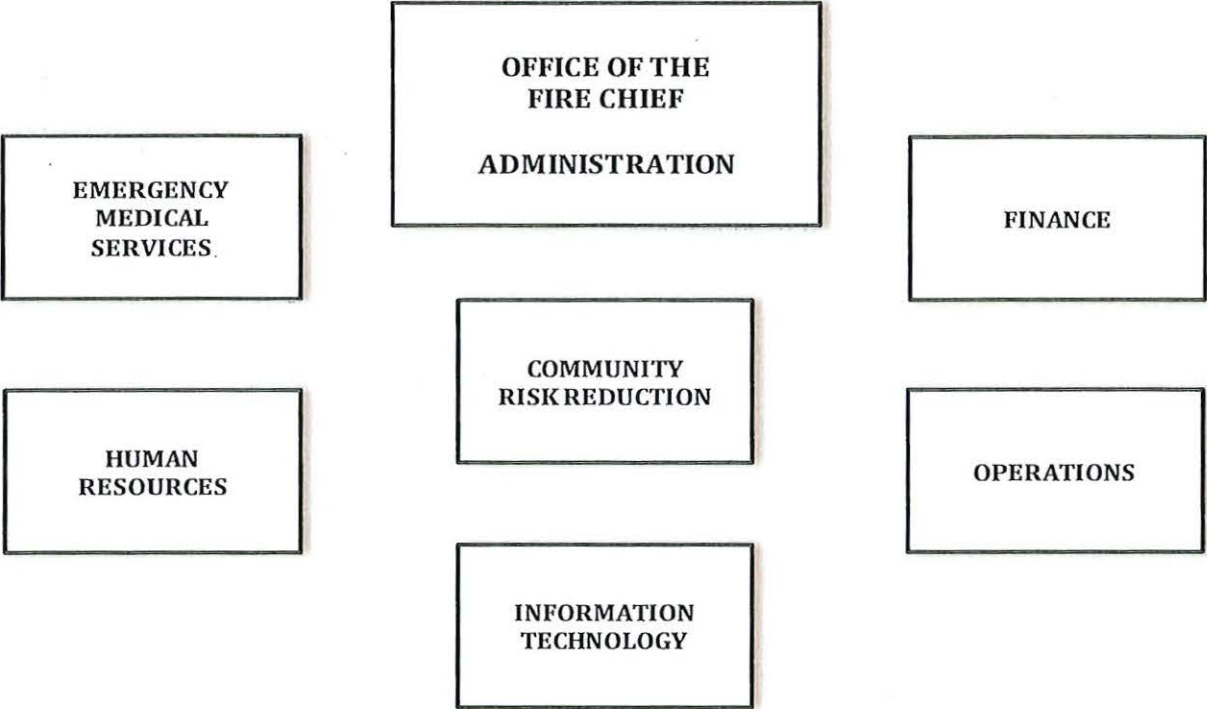




HEADQUARTERS

**10545 Armstrong Avenue, Suite #200
Mather, California 95655**

HEADQUARTERS DIVISIONS



COMMUNICATIONS/FACILITIES/FLEET
4425 Dudley Blvd.
McClellan



LOGISTICS/TRAINING/SAFETY
3012 Gold Canal Drive
Rancho Cordova



STATION #21
7641 Greenback Lane
Citrus Heights



STATION #22
6248 Chestnut Avenue
Orangevale



STATION #23
6421 Greenback Lane
Citrus Heights



STATION #24
4942 College Oak Drive
Sacramento



STATION #25
7352 Roseville Road
Sacramento



STATION #26
8000 Palmerson Drive
Antelope



STATION #27
7474 Grand Oaks Blvd.
Citrus Heights



STATION #28
8189 Oak Avenue
Citrus Heights



STATION #29
8681 Greenback Lane
Orangevale



STATION #31
7950 California Avenue
Fair Oaks



STATION #32
8890 Roediger Lane
Fair Oaks



STATION #41
6900 Thomas Drive
North Highlands



STATION #42
5608 North Haven
North Highlands



STATION #50
8880 Gerber Road
Sacramento



STATION #51
8210 Meadowhaven Drive
Sacramento



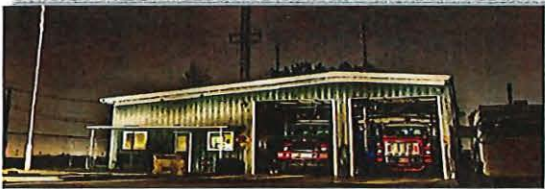
STATION #53
6722 Fleming Avenue
Sacramento



STATION #54
8900 Fredic Avenue
Sacramento



STATION #55
7776 Excelsior Road
Sacramento



STATION #58
7250 Sloughouse Road
Elk Grove



STATION #59
7210 Murieta Drive
Rancho Murieta



STATION #61
10595 Folsom Blvd.
Rancho Cordova



STATION #62
3646 Bradshaw Road
Sacramento



STATION #63
12395 Folsom Blvd.
Rancho Cordova



STATION #64
9116 Vancouver Drive
Sacramento



STATION #65
11201 Coloma Road
Rancho Cordova



STATION #66
3180 Kilgore Road
Rancho Cordova



STATION #68
12065 Cobble Brook Drive
Rancho Cordova



STATION #101
3000 Fulton Avenue
Sacramento



STATION #102
4501 Marconi Avenue
Sacramento



STATION #103
3824 Watt Avenue
Sacramento



STATION #105
2691 Northrop Avenue
Sacramento



STATION #106
2200 Park Towne Circle
Sacramento



STATION #108
6701 Winding Way
Fair Oaks



STATION #109
5634 Robertson Avenue
Carmichael



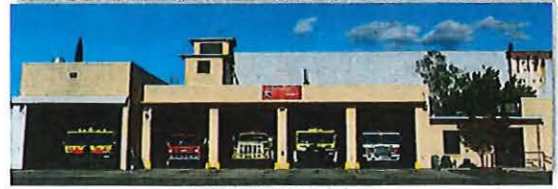
STATION #110
1432 Eastern Avenue
Sacramento



STATION #111
6609 Rio Linda Blvd.
Rio Linda



STATION #112
6801 34th Street
North Highlands



STATION #114
5824 Kelly Way
McClellan



STATION #115
4727 Kilzer Avenue
McClellan



STATION #116
7995 Elwyn Avenue
Elverta



STATION #117
7961 Cherry Brook Drive
Elverta

District History

1918- Mather Air Force Base Fire Department was established in 1918, named after a WWI test pilot, Carl Mather.

1922- Established in June 1922, the Mills Fire Department covered approximately 55 square miles. Its original budget was in the \$3,000 range.

1923- In May 1923, the first meeting was held to form the Rio Linda Outpost of Fire Protection which had a roster of 13 volunteers and a newly purchased soda and acid type fire engine, affectionately known as "Old Betsy".

1925- The Elverta Fire District was formed in October 1925. A Graham Dodge truck was later purchased and modified to serve as its first fire truck. On its main fire station, a siren was installed

with a button on the outside of the building – the first person to hear of a fire would run to the station to push it and activate the siren.

1933- The Orangevale Volunteer Fire Dept. was formed in 1933 with a single fire station located on Hazel Avenue and Greenback Lane. Its first fire engine was a converted 1917 REO touring car purchased for \$650 by volunteers.



1935- While onlookers stood by helplessly as a barn burned to the ground on December 31, 1933, talk began on the need for fire protection. In 1935, the non-profit corporation called the Citrus Heights Fire District was formed. Amidst the depression and lack of funds, everything pertaining to the District was purchased with funds from the local residents rather than county taxes. This was the only source of income until 1941.

1938- In late December 1938, the first piece of firefighting equipment was put into service at the Sacramento Air Depot and staffed by temporary firefighters. In 1939, staff was replaced with an all-civilian fire department and the base and was ultimately renamed to McClellan Air Force Base. McClellan AFB Fire Department grew to a maximum of six fire stations with personnel in excess of 30. It was augmented early on by over 125 airmen.

1942- In January 1942, a temporary Board of Commissioners was elected and in July of that same year, a groundbreaking ceremony was held for Station 1 of the newly formed Arcade Fire Protection District. The construction of the station began with volunteer labor and donated materials. In the summer of 1952, Station 2 was built, Station 3 was purchased from the San Juan School District in 1957, and Station 4 was converted from a portion of a warehouse in 1973.

1942- In 1935, several concerned citizens conceived the idea of fire protection and received eight donated Indian back pumps. In 1938, the community appropriated \$250 for the purchase of a 1932 Model "B" Ford pickup with a small water tank, pump and hose. In 1942, the Fair Oaks Fire District was legally formed. Ten volunteer firemen served the area and in 1947 the first voluntary Fire Chief was appointed.

1942- Local merchants and citizens, seeing the need for fire protection, purchased a hand drawn chemical cart for \$950 in 1918. In the 1930s, the cart was no longer serviceable and the area was without any organized fire protection. On July 26, 1942, the Florin Fire District was formally organized and the first official act of the Board of Directors was to appoint a Fire Chief.

1942- Mr. Daniel W. Carmichael developed the Carmichael Colony in 1909 with the purchase of 2,000 acres of land north and west of the American River. Two years later, he acquired an additional 1,000 acres. Fire prevention at that time was a community endeavor. In 1927 a local businessman instituted a more formal volunteer firefighting force, purchasing a Model T fire engine which held 30 gallons of water, 100 feet of hose and other tools and equipment. In 1942, the **Carmichael Fire District** was officially organized and the area that was known as Donovan's Corners became Fire Station 1.

1943- County maps refer to Arden as "Rancho del Paso." It is a community of approximately 2,000 people which included two stores, two service stations, three large hop ranches, and one school in a nine-square mile agricultural area. On January 4, 1943, from the efforts of a close-knit group of citizens, a petition for formation of a fire district was submitted and approved by the Sacramento County Board of Supervisors and the **Arden Fire District** was born.

1945- The **Citrus Heights Fire Protection District** became a legal governmental entity in 1945 with the merger of the Citrus Heights Fire District and the Orangevale Volunteer Fire Department.

1947- The **Sloughhouse Fire Protection District** was formed in 1947 with volunteers and donated equipment. Without a formal fire station, the pumper and other apparatus were housed at Riella Ranch and the Sloughhouse Grocery Store until 1965 when volunteers built a station on Sloughhouse Road.

1951- The first firehouse for the **North Highlands Village Fire District**, which was formed in September 1951, was located next to the Flying A gasoline station on North Haven Drive. Daytime alarms were received by telephone at the Flying A gasoline station and night calls were answered at an apartment across the street. This District remained an all-volunteer district until July, 1957 when three firefighters were hired at \$340 per month.

1958- The Rancho Cordova community was protected by the Mills Fire Dept. In 1958, the name of the department was changed to the **Rancho Cordova Fire Protection District**.

1983- The **American River Fire Protection District** was formed on August 1, 1983 by the consolidation of the Arden and Carmichael Fire Districts. At conception, the District had six fire stations and served 26 square miles. It responded to 3,715 alarms during the inaugural year.

1984- In 1983 the Board of Directors voted to merge the Citrus Heights and North Highlands Fire Districts. It was approved and on February 4, 1984, the North Highlands Village Fire District became part of the Citrus Heights Fire Protection District.

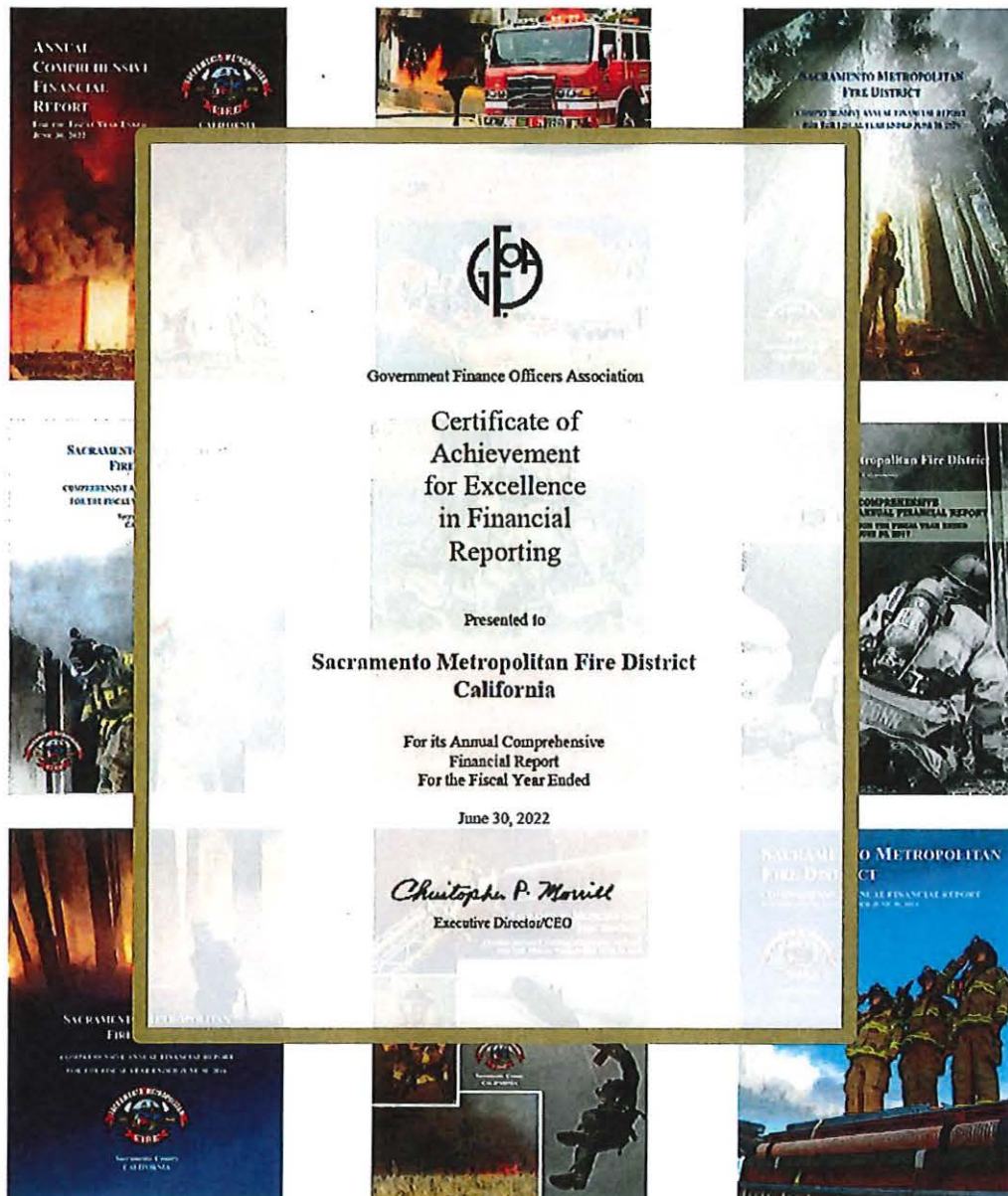
1989- The **Sacramento County Fire Protection District** was organized with the consolidation of the Rancho Cordova Fire Protection District, Fair Oaks Fire District and the Citrus Heights Fire Protection District in July of 1989. Emergency services were provided to the community through 20 fire stations.

2000- On December 1, 2000, the **Sacramento Metropolitan Fire District** was formed from the consolidation of 16 historic fire districts. Now commonly known as Metro Fire, it is the seventh largest local fire district in the State of California and the largest in Sacramento County. For more detail on the merge, please see the Letter of Transmittal in this report.



Excellence

Metro Fire has been awarded the Certificate of Achievement for Excellence in Financial Reporting by the GFOA for the 9th straight year for its **Annual Comprehensive Financial Report (ACFR)**.



Financial Section





INDEPENDENT AUDITOR'S REPORT

To the Board of Directors
Sacramento Metropolitan Fire District
Sacramento, California

Report on the Audit of the Financial Statements

Opinions

We have audited the accompanying financial statements of the governmental activities, each major fund, and the aggregate remaining fund information of Sacramento Metropolitan Fire District (Metro Fire), as of and for the year ended June 30, 2023, and the related notes to the financial statements, which collectively comprise Metro Fire's basic financial statements as listed in the table of contents.

In our opinion, the financial statements referred to above present fairly, in all material respects, the respective financial position of the governmental activities, each major fund, and the aggregate remaining fund information of Metro Fire, as of June 30, 2023, the respective changes in financial position, and the respective budgetary comparison for the General Fund and Grant Fund for the year then ended in accordance with accounting principles generally accepted in the United States of America.

Basis for Opinions

We conducted our audit in accordance with auditing standards generally accepted in the United States of America and the standards applicable to financial audits contained in *Government Auditing Standards*, issued by the Comptroller General of the United States. Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Statements section of our report. We are required to be independent of Metro Fire and to meet our other ethical responsibilities, in accordance with the relevant ethical requirements relating to our audit. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinions.

Responsibilities of Management for the Financial Statements

Management is responsible for the preparation and fair presentation of the financial statements in accordance with accounting principles generally accepted in the United States of America, and for the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, management is required to evaluate whether there are conditions or events, considered in the aggregate, that raise substantial doubt about Metro Fire's ability to continue as a going concern for twelve months beyond the financial statement date, including any currently known information that may raise substantial doubt shortly thereafter.

Auditor's Responsibilities for the Audit of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinions. Reasonable assurance is a high level of assurance but is not absolute assurance and therefore is not a guarantee that an audit conducted in accordance with generally accepted auditing standards and *Government Auditing Standards* will always detect a material misstatement when it exists. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control. Misstatements are considered material if there is a substantial likelihood that, individually or in the aggregate, they would influence the judgment made by a reasonable user based on the financial statements.

In performing an audit in accordance with generally accepted auditing standards and *Government Auditing Standards*, we:

- Exercise professional judgment and maintain professional skepticism throughout the audit.
- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, and design and perform audit procedures responsive to those risks. Such procedures include examining, on a test basis, evidence regarding the amounts and disclosures in the financial statements.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of Metro Fire's internal control. Accordingly, no such opinion is expressed.
- Evaluate the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluate the overall presentation of the financial statements.
- Conclude whether, in our judgment, there are conditions or events, considered in the aggregate, that raise substantial doubt about Metro Fire's ability to continue as a going concern for a reasonable period of time.

We are required to communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit, significant audit findings, and certain internal control-related matters that we identified during the audit.

Required Supplementary Information

Accounting principles generally accepted in the United States of America require that the management's discussion and analysis and Schedule of Changes in Net Pension Liability – CalPERS Safety Plan, Schedule of Plan's Proportionate Share of Net Pension Liability – CalPERS Miscellaneous Plans and SCERS Plan, Schedule of Employer Contributions to the Pension Plan, Schedule of Changes in Net OPEB Liability and Schedule of Employer Contributions to the OPEB Plan be presented to supplement the basic financial statements. Such information is the responsibility of management and, although not a part of the basic financial statements, is required by the Governmental Accounting Standards Board who considers it to be an essential part of financial reporting for placing the basic financial statements in an appropriate operational, economic, or historical context. We have applied certain limited procedures to the required supplementary information in accordance with auditing standards generally accepted in the United States of America, which consisted of inquiries of management about the methods of preparing the information and comparing the information for consistency with management's responses to our inquiries, the basic financial statements, and other knowledge we obtained during our audit of the basic financial statements. We do not express an opinion or provide any assurance on the information because the limited procedures do not provide us with sufficient evidence to express an opinion or provide any assurance.

Supplementary Information

Our audit was conducted for the purpose of forming opinions on the financial statements that collectively comprise Metro Fire’s basic financial statements. The accompanying combining and individual nonmajor fund financial statements, and the budgetary comparison schedules for the capital projects funds are presented for purposes of additional analysis and are not a required part of the basic financial statements. Such information is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the basic financial statements. The information has been subjected to the auditing procedures applied in the audit of the basic financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the basic financial statements or to the basic financial statements themselves, and other additional procedures in accordance with auditing standards generally accepted in the United States of America. In our opinion, the combining and individual nonmajor fund financial statements, and the budgetary comparison schedules for the capital projects funds are fairly stated, in all material respects, in relation to the basic financial statements as a whole.

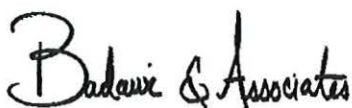
Other Information

Management is responsible for the other information included in the annual report. The other information comprises the introductory and statistical sections but does not include the basic financial statements and our auditor’s report thereon. Our opinions on the basic financial statements do not cover the other information, and we do not express an opinion or any form of assurance thereon.

In connection with our audit of the basic financial statements, our responsibility is to read the other information and consider whether a material inconsistency exists between the other information and the basic financial statements, or the other information otherwise appears to be materially misstated. If, based on the work performed, we conclude that an uncorrected material misstatement of the other information exists, we are required to describe it in our report.

Other Reporting Required by Government Auditing Standards

In accordance with *Government Auditing Standards*, we have also issued our report dated January 25, 2024, on our consideration of Metro Fire’s internal control over financial reporting and on our tests of its compliance with certain provisions of laws, regulations, contracts, and grant agreements and other matters. The purpose of that report is solely to describe the scope of our testing of internal control over financial reporting and compliance and the results of that testing, and not to provide an opinion on the effectiveness of Metro Fire’s internal control over financial reporting or on compliance. That report is an integral part of an audit performed in accordance with *Government Auditing Standards* in considering Metro Fire’s internal control over financial reporting and compliance.



Badawi & associates, CPAs
Berkeley, California
January 25, 2024



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Management's Discussion and Analysis

MANAGEMENT'S DISCUSSION AND ANALYSIS

This discussion and analysis of the Sacramento Metropolitan Fire District (Metro Fire) provides the reader with a narrative overview of Metro Fire's financial position and performance for the fiscal year ended June 30, 2023. Readers are encouraged to consider the information presented here in conjunction with additional information furnished in the letter of transmittal, which can be found on pages i-vii of this report.

FINANCIAL HIGHLIGHTS

Government-wide:

- During the fiscal year, Metro Fire recognized \$298 million in taxes and other revenues from governmental activities while incurring \$272 million in expenses. As a result, overall financial position has improved by about \$26 million compared to the prior year.
- Metro Fire's net position as of the end of the fiscal year is a net *deficit* of \$518 million mainly due to unfunded pension and other post-employment benefits obligations. Included in this amount is net investments in capital assets of \$87 million.
- Overall outstanding long-term liabilities increased by \$203 million during the year. This was mainly due to increases in net pension liability, which resulted from the recent poor market investment performance of the pension plans.

Fund level:

- Metro Fire's governmental funds reported combined fund balances of \$90 million, an increase of \$23 million in comparison with the prior year, largely due to the \$13 million in revenues received from the State of California for the construction of a new training site. The rest of the increase came from higher medic transport reimbursements as a result of the new Public Provider Ground Emergency Medical Transport (PP-GEMT) program.
- Unassigned fund balance for the General Fund was \$61 million or 15.7% of total General Fund expenditures. This amount is available for spending at Metro Fire's discretion.

ANNUAL REPORT OVERVIEW

The discussion and analysis provided herein is intended to serve as an introduction to Metro Fire's basic financial statements. The basic financial statements consist of three components:

- Government-wide financial statements
- Governmental fund financial statements, including budgetary comparison statements
- Notes to financial statements

GOVERNMENT-WIDE FINANCIAL STATEMENTS

The *government-wide financial statements* comprise the *Statement of Net Position* and the *Statement of Activities* that provide broad financial information and a long-term presentation of Metro Fire's finances. These statements are reported using the accrual basis of accounting, which is similar to the accounting used by most private sector companies. The government-wide financial statements can be found on pages 20-21 of this report.

The *Statement of Net Position* presents information on all of Metro Fire's assets and deferred outflows, and liabilities and deferred inflows, with the difference between them reported as net position. Over time, increases or decreases in net position may serve as a useful indicator of whether the financial health of Metro Fire is improving or deteriorating.

MANAGEMENT'S DISCUSSION AND ANALYSIS

The *Statement of Activities* presents information showing how Metro Fire's net position changed during the most recent fiscal year. All changes in net position are reported as soon as the underlying event giving rise to the change occurs, regardless of the timing of related cash flows. Consequently, revenues and expenses are reported for some items that will only result in cash flows in future fiscal periods (e.g., uncollected taxes and earned but unused vacation leave).

GOVERNMENTAL FUND FINANCIAL STATEMENTS

A fund is a grouping of related accounts used to maintain control over resources segregated for specific activities or objectives. Metro Fire uses fund accounting to ensure and demonstrate compliance with finance-related legal requirements.

Governmental funds are used to account for essentially the same functions reported as *governmental activities* in the government-wide financial statements. However, unlike the government-wide financial statements, governmental fund financial statements focus on *near-term inflows and outflows of spendable resources*, as well as on *balances of spendable resources* available at the end of the fiscal year. Such information may be useful in assessing a government's near-term financing requirements. Because the focus of governmental funds is narrower than that of the government-wide financial statements, it is useful to compare the information presented for *governmental funds* with similar information presented for *governmental activities* in the government-wide financial statements. By doing so, readers may better understand the long-term impact of the government's near-term financing decisions.

The governmental fund financial statements comprise the *Balance Sheet* and the *Statement of Revenues, Expenditures, and Changes in Fund Balances* both of which provide a reconciliation to facilitate this comparison between *governmental funds* and *governmental activities*. The modified accrual basis of accounting is used to measure cash and all other financial assets that can readily be converted into cash. It helps determine the availability of financial resources that can be spent in the near future to finance programs. The governmental fund financial statements can be found on pages 22-28 of this report.

NOTES TO THE FINANCIAL STATEMENTS

Financial statement notes are an important part of the basic financial statements and provide additional information that is essential to a full understanding of the data provided in the government-wide and fund financial statements. The notes to the basic financial statements can be found on pages 29-59 of this report.

In addition to the Basic Financial Statements and accompanying notes, this report also includes supplementary information intended to furnish additional detail to support the basic financial statements. A Statistical Section is also included which provides various financial schedules as well as historical trend data.

FINANCIAL ACTIVITIES OF METRO FIRE AS A WHOLE

This analysis focuses on the net position and changes in net position of Metro Fire's Governmental Activities presented in the Government-Wide Statement of Net Position and Statement of Activities reported using the accrual basis of accounting.

GENERAL AND PROGRAM REVENUES

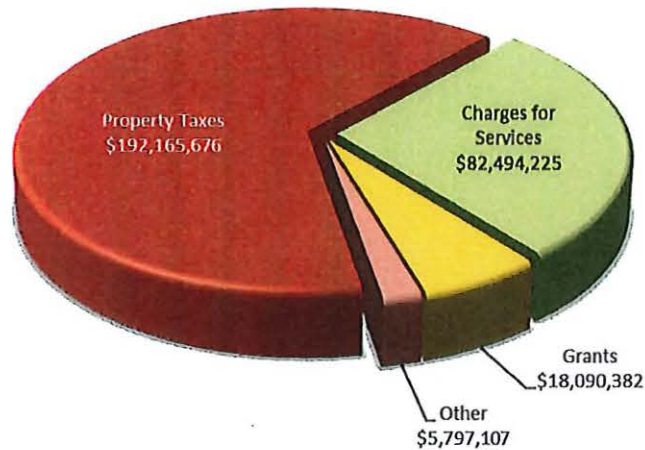
The primary source of funding for the services provided by Metro Fire comes from property taxes and tax-related revenues, which comprised about 66% of total revenues for the year. A summary of revenue sources for the fiscal years ended June 30, 2023 and 2022 is presented on the next page.

MANAGEMENT'S DISCUSSION AND ANALYSIS

Table 1
Condensed Schedule of Revenues
(in thousands)

	2023	2022	\$ Change	% Change
General revenues				
Property taxes	\$ 192,166	\$ 177,825	\$ 14,341	8.1%
Tax-related revenues	4,795	4,005	790	19.7%
Investment earnings	858	(907)	1,765	(194.6%)
Miscellaneous	144	1,490	(1,346)	(90.3%)
Total general revenues	<u>197,963</u>	<u>182,413</u>	<u>15,550</u>	<u>8.5%</u>
Program revenues				
Charges for services	82,494	69,702	12,792	18.4%
Operating grants and contributions	4,937	3,009	1,928	64.1%
Capital grants and contributions	13,153	3,251	9,902	304.6%
Total program revenues	<u>100,584</u>	<u>75,962</u>	<u>24,622</u>	<u>32.4%</u>
Total revenues	<u>\$ 298,547</u>	<u>\$ 258,375</u>	<u>\$ 40,172</u>	<u>15.5%</u>

Revenue Sources



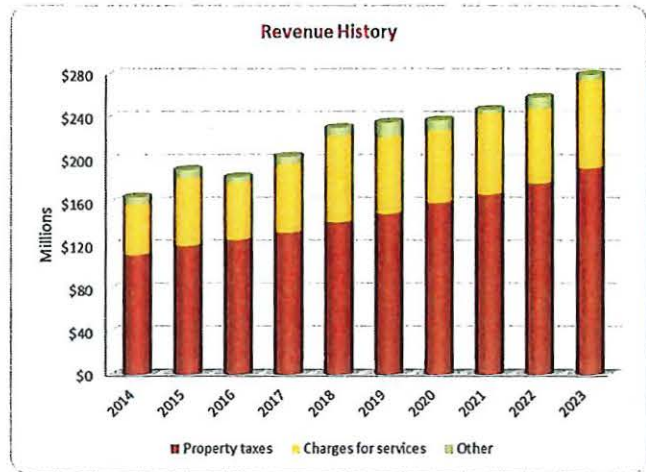
General Revenues

Metro Fire monitors property valuation trends closely using a property tax consultant to identify revenues and develop forecasts. In fiscal year (FY) 2008/09, assessed property values in Metro Fire's service area reached \$57.8 billion, however, in the recession that followed, assessed property values within Metro Fire's boundaries steadily declined to \$49.5 billion in FY 2012/13; a reduction of \$8.3 billion, or 14%. Since then, Metro Fire experienced 10 straight years of growth in assessed property values, increasing by \$6 billion in the most recent fiscal year to a total of \$83.8 billion resulting to an increase in property tax revenue in FY 2022/23 of \$14.3 million.

MANAGEMENT'S DISCUSSION AND ANALYSIS

While Metro Fire expects to see modest growth in future property taxes, it continues to find ways to diversify its revenue base. The chart below presents Metro Fire's revenue history for the past 10 fiscal years.

As reflected in the chart to the right, non-property tax related revenue grew at a steady pace to \$106 million in FY 2022/23. The introduction of the Metro Medic Program (MPP), supplemental medical transport cost reimbursements (PP-GEMT and IGT) as discussed below, and other changes relative to delivery of emergency medical transport services have resulted in a substantial increase in cost recovery for emergency medical services. As a result of the efforts mentioned above, charges for services now comprise 28% of total revenues.



Program Revenues

Charges for services in the current year amounted to \$82.5 million, an increase of \$12.8 million over the prior year. The increase is mainly attributable to the following items:

- For the past eight fiscal years, Metro Fire was able to receive additional federal funds for the rest of its Medi-Cal patients consisting of managed care beneficiaries through a mechanism called Voluntary Rate Range Program (VRRP) Intergovernmental Transfer (IGT). The program provided gross reimbursement of about \$16.5 million before related fees, or \$9.8 million net of related fees.
- Starting in FY 2013/14, Metro Fire participated in the Ground Emergency Medical Transport Certified Public Expenditure (GEMT CPE) supplemental reimbursement program that allows qualified public entities to collect federal matching funds for services provided to Medi-Cal fee-for-service (FFS) beneficiaries. Metro Fire also participated in the GEMT Quality Assurance Fee (GEMT QAF) program implemented by the State in FY 2018/19. Under this program, Metro Fire received an additional \$220.80 per Medi-Cal transport and paid a QAF rate of \$34.02 for every ambulance transport.
- Starting in January 2023, Metro Fire began participating in PP-GEMT IGT program which provided an additional \$946.92 reimbursement per eligible FFS emergency medical transport on top of the \$118.20 base rate. This program replaced both the GEMT CPE and GEMT QAF. The program generated about \$7.8 million before related fees, or \$4 million net of related fees.

Metro Fire was awarded several grants during the fiscal year resulting in a \$12 million increase in revenues. The largest of this was a \$13 million capital grant award from the State of California for the construction of a regional fire training facility. In addition, an \$11 million operating grant was also awarded by the federal government from its Staffing for Adequate Fire and Emergency Response (SAFER) Grant, which funded 21 firefighters over a three-year period, with \$4.2 million recognized in the current fiscal year.

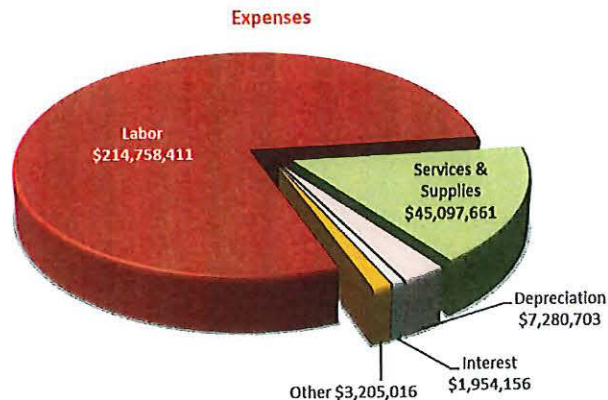
MANAGEMENT'S DISCUSSION AND ANALYSIS

EXPENSES

As a public safety provider, the majority of Metro Fire's operating expense relates to labor costs, which comprise about 79% of total expenses. A summary of Metro Fire's expenses is presented below:

Table 2
Condensed Schedule of Expenses
(in thousands)

	2023	2022	\$ Change	% Change
Public protection				
Salaries and benefits	\$ 214,758	\$ 173,911	\$ 40,847	23%
Services and supplies	45,098	37,875	7,223	19%
Other	3,149	4,291	(1,142)	(27%)
Subtotal	<u>263,005</u>	<u>216,077</u>	<u>46,928</u>	<u>22%</u>
Interest	1,954	2,174	(220)	(10%)
Loss on disposal of capital assets	56	81	(25)	-
Depreciation	<u>7,281</u>	<u>6,406</u>	<u>875</u>	<u>14%</u>
TOTAL EXPENSES	<u>\$ 272,296</u>	<u>\$ 224,738</u>	<u>\$ 47,558</u>	<u>21%</u>



Public protection expenses for the year were \$263 million, or 22% higher than the prior year, which is due to salaries and benefits increasing by about \$40.8 million compared to prior year. This is the result of the increase in net pension liability and the related deferred outflows and inflows translating to higher pension expense.

The pension expense used for financial reporting is usually larger than the required employer contributions and will likely be more volatile from year-to-year as both favorable and unfavorable results flow through the statements on an accelerated basis. The pension liability reported on June 30, 2022 was measured as of June 30, 2021 which is close to the peak of a robust bull market. In contrast, the pension liability reported on June 30, 2023 was measured as of June 30, 2022 which is in the middle of a long bear market. This poor investment performance combined with a lower discount rate drove the pension liability higher and accounted for most of the increase in salaries and benefits.

The increase in services and supplies of \$7 million was due in large part to the increase in VRRP and PP-GEMT IGT revenues previously discussed that increased the related IGT fees.

MANAGEMENT'S DISCUSSION AND ANALYSIS

ANALYSIS OF NET POSITION

This analysis focuses on the net position and changes in net position of Metro Fire's Governmental Activities, as presented below in the government-wide Statement of Net Position and Statement of Activities.

Table 3
Condensed Schedule of Net Position
(in thousands)

	2023	2022	\$ Change	% Change
Assets:				
Cash and investments	\$ 76,777	\$ 59,185	\$ 17,592	30%
Current and other assets	37,180	31,878	5,302	17%
Capital assets	101,911	104,345	(2,434)	(2%)
Total Assets	215,868	195,408	20,460	10%
Deferred outflows of resources	204,807	128,970	75,837	59%
Liabilities:				
Current and other liabilities	11,637	11,554	83	1%
Long-Term liabilities	861,254	659,148	202,106	31%
Total Liabilities	872,891	670,702	202,189	30%
Deferred inflows of resources	65,935	198,078	(132,143)	(67%)
Net position:				
Net investment in capital assets	87,197	87,893	(696)	(1%)
Restricted	19,753	8,491	11,262	133%
Unrestricted	(625,101)	(640,786)	15,685	2%
Total net position	\$ (518,151)	\$ (544,402)	\$ 26,251	5%

Table 4
Schedule of Changes in Net Position
(in thousands)

	2023	2022	\$ Change	% Change
Total revenues	\$ 298,547	\$ 258,375	\$ 40,172	16%
Total expenses	(272,296)	(224,738)	(47,558)	(21%)
Excess (Deficiency)	26,251	33,637	(7,386)	(22%)
Beginning net position	(544,402)	(578,039)	33,637	6%
Ending net position	\$ (518,151)	\$ (544,402)	\$ 26,251	5%

Metro Fire's net position improved by \$26 million during the year. Half of that improvement came from a capital grant from the State of California not yet spent at the end of the 2022/23 fiscal year. The rest of the improvement came from the total operating revenues exceeding various expenditures which had budgets savings during the fiscal year.

MANAGEMENT'S DISCUSSION AND ANALYSIS

Net Investment in Capital Assets

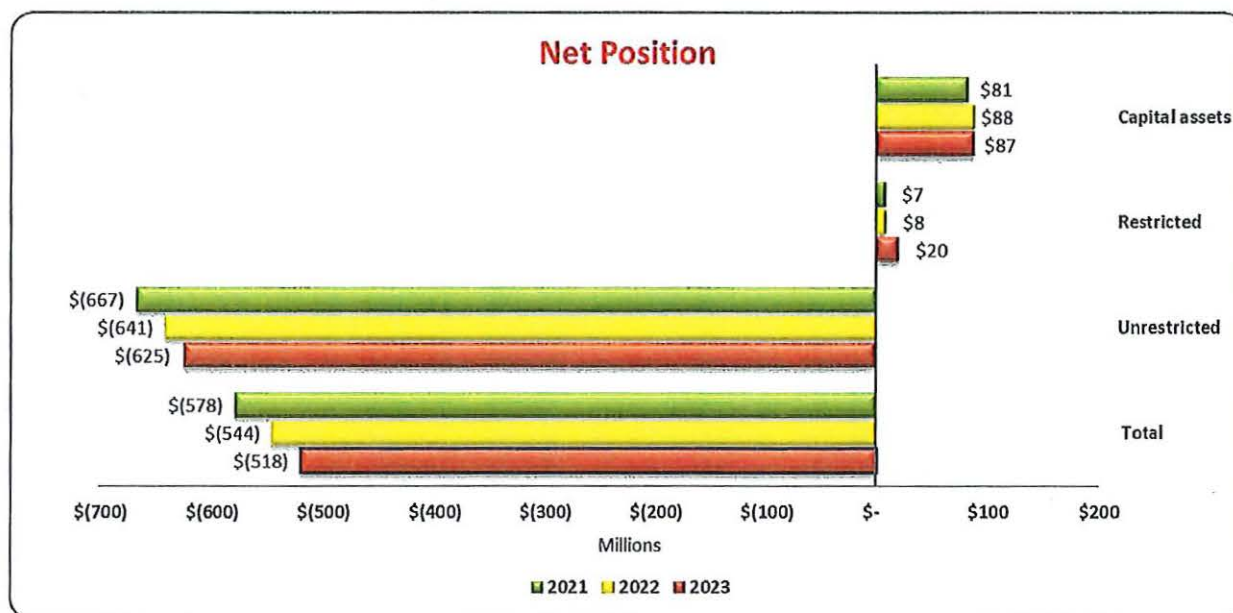
Metro Fire uses capital assets to deliver firefighting and medical services to the citizens and as such these are not available for future spending. Metro Fire's investment in capital assets of \$87 million is shown net of related debt of \$15 million. Although reported net of related debt, it should be noted that the resources used to repay this debt must be provided from other sources since the capital assets themselves cannot be used to repay this debt.

Restricted Net Position

Restricted net position of \$19.7 million represents resources that are subject to external restrictions on their use. These resources can be used mainly for capital acquisition and grant-approved expenditures. The increase is mainly due the capital grant from the state previously discussed.

Unrestricted Net Position

Unrestricted net position, which can be used to finance day-to-day operations without constraints, is a negative \$625 million, an increase of \$16 million from the prior year. Slightly higher than expected property revenues combined with budget savings in various expenditures contributed to this increase. Metro Fire's net position for the past ten years is shown on page 78.



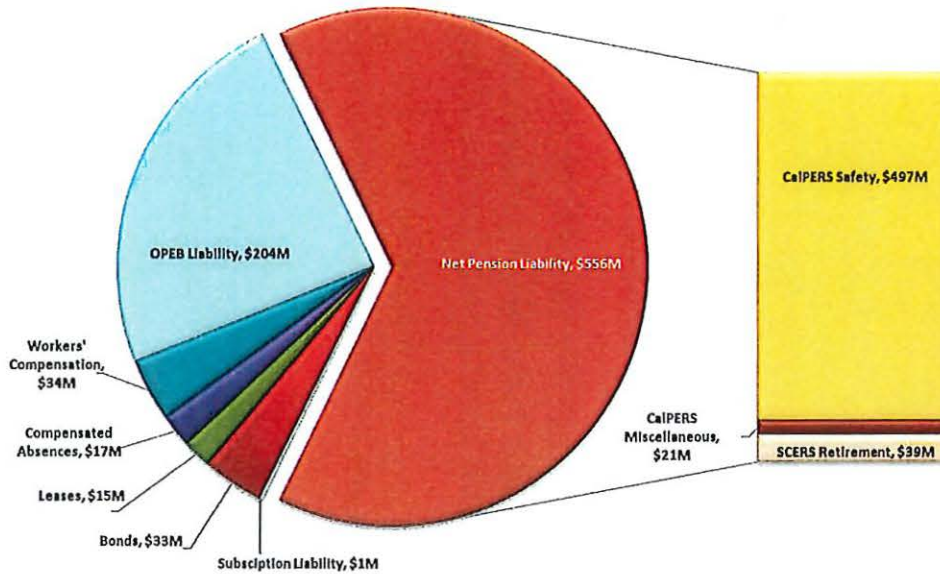
ASSETS AND LIABILITIES

As shown in Table 3, Cash and Investments increased by \$17.5 million while Other Current Assets increased by \$5.3 million largely due to the receipt of the \$13 million capital grant as well as the timing receipts and disbursements. In the current fiscal year, Metro Fire's total assets increased by about 11%.

Total liabilities increased by \$202 million, mainly due to increases in long-term liabilities. These liabilities include leases, bonds, compensated absences, workers' compensation liability, net OPEB liability, net pension liability, and subscription liability.

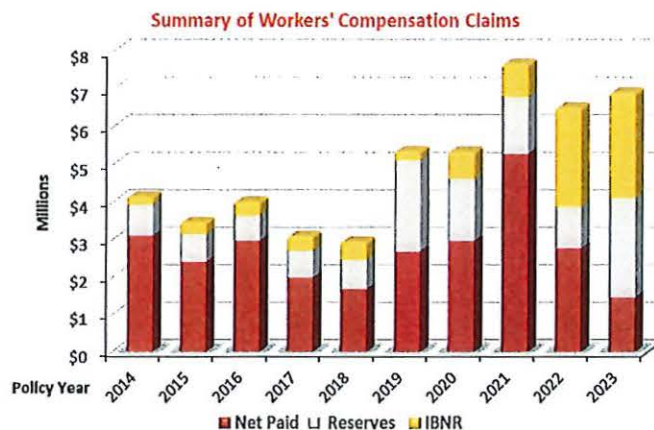
MANAGEMENT'S DISCUSSION AND ANALYSIS

Below is a breakdown of Metro Fire's liabilities:



Unfunded liabilities from pension and OPEB account for 88% of Metro Fire's total liabilities. These liabilities increased by almost \$200 million mainly due to investment losses.

Metro Fire is self-insured for workers' compensation claims and the liability is actuarially determined. Claim liabilities and related expenditures are reported when it is probable that a loss has occurred and the loss amount can be reasonably estimated. The liability for workers' compensation claims at year end was \$33.6 million which increased by \$2.8 million from the prior year. Below is a chart depicting Metro Fire's claim losses by policy year for the last ten years, which also reflects how much remains outstanding for each year (i.e., reserves and incurred but not reported [IBNR]).



Metro Fire's personnel continued to work during the COVID-19 pandemic, resulting in additional exposure that increased ultimate losses from worker's compensation claims. In addition, there were large claims during the fiscal year that drove the liability higher.

Leases and bonds are discussed in Note 5.

DEFERRED OUTFLOWS & INFLOWS OF RESOURCES

Deferred outflows are not available to pay liabilities in the way assets are available. In the same vein, deferred inflows of resources are not technically liabilities. When all the recognition criteria are met, the deferred outflow of resources will become an expense while the deferred inflow of resources will become revenues. These deferrals relate to the implementation of the accounting standards on pension and OPEB liability reporting. The majority of the deferred outflows reported resulted from current year pension and OPEB contributions. Deferred inflows arose from changes in assumptions, actual investment gains in excess of the amount assumed, and other deferred items.

GOVERNMENTAL FUND BALANCE AND BUDGETARY HIGHLIGHTS

This analysis focuses on fund balances and changes in fund balance presented in the Governmental Funds Balance Sheet and Statement of Revenues, Expenditures, and Changes in Fund Balances reported using the modified accrual basis. The focus of the District's governmental funds is to provide information on short-term inflows, outflows, and balances of spendable resources. Such information is useful in assessing the District's financing requirements.

GENERAL FUND

The General Fund is the operating fund of Metro Fire and is generally used to account for all financial resources relative to operations. The major source of revenue for the General Fund is property taxes (\$192 million), which accounts for 64% of Metro Fire's operating revenues. Charges for ambulance transport services, deployments, and other services (\$80 million) account for 27% of operating revenues.

General Fund revenues increased by \$29 million or 12% when compared to the prior year. Higher assessed property values resulted to an increase in property taxes of \$14 million which accounted for half of the increase in General Fund revenues. The other half came from an overall increase in emergency medical services revenue as a result of program changes in VRRP and PP-GEMT as previously discussed.

General Fund expenditures increased by \$14.6 million or 5.8% compared to the prior year. About \$9 million of this increase is from salaries and benefits as a result of a combination of wage growth (\$5.6 million) and increases in pension and other related benefits (\$3.4 million). The rest of the increase came from services and supplies as a result of higher fees related to the VRRP and PP-GEMT programs.

GENERAL FUND BUDGETARY HIGHLIGHTS

Budgetary fund variances are monitored by the Board of Directors during regular Finance and Audit Committee meetings. As necessary, the Board revises the budget when significant changes to the budget are anticipated. For budgeting purposes, Metro Fire accounts for the activities of its leased properties and IGT separately from its other general fund activities. For purposes of this report, those activities have been combined.

The combined General Fund final adopted budget for FY 2022/23 forecasted a \$1.3 million surplus. Actual results show a higher surplus of \$8.9 million. Table 5 on the next page presents a summary of final budget and actual results for the General Fund as of the fiscal year end.

MANAGEMENT'S DISCUSSION AND ANALYSIS

Table 5
Condensed Schedule of Revenues and Expenditures
Budget to Actual - General Fund
(in thousands)

	2022-23 Final Budget	2022-23 Actual	Variance
Total Revenues	\$ 282,714	\$ 278,638	\$ (4,076)
Total Expenditures	(277,217)	(265,701)	11,516
Financing Sources (Uses)	(4,231)	(4,027)	204
Net Change in Fund Balance	<u>\$ 1,266</u>	<u>\$ 8,910</u>	<u>\$ 7,644</u>

Overall revenues were short of the projected amount by \$4 million. Property taxes came in higher by \$2.7 million as a result of higher-than-expected supplemental taxes from sales of residential property occurring within Metro Fire's jurisdiction. This was offset by about \$6.7 million lower PP-GEMT program revenues than projected. The program started in January 2023 but was slow getting off the ground with payment delays from insurers which hadn't implemented the new billing rates. All eligible transport funding will eventually be paid, with interest.

Actual expenditures were \$11.5 million lower than budget due to the following:

- \$2.8 million from savings in salaries and related benefits.
- \$2.6 million was set aside in anticipation of pension bond retirements. This amount was treated as a budgeted expenditure resulting in a transfer of unassigned fund balance to committed fund balance. In the fund financial statements, it is treated as a transfer from cash to investments, rather than an expenditure.
- The rest of the budget savings resulted from lower PP-GEMT IGT-related fees and reduced services and supplies spending.

OTHER GOVERNMENTAL FUNDS

The Capital Facilities Fund is used to account for lease proceeds and general operating transfers to fund capital purchases. The final budget projected a deficit of \$8 million while actual results ended with a more favorable \$754 thousand surplus due mainly to the deferral of certain capital outlays into the next fiscal year as a result of supply chain issues.

The Impact Fee Fund accounts for the proceeds from development impact fees. The final budget projected an essentially balanced budget; however, the actual results showed a surplus of \$2.3 million, mainly due to higher than anticipated development fees as a result of increased residential construction in the County. The fund balance is restricted for use on capital outlay relating to construction of future fire stations and acquisition of apparatus to serve new developments.

The Grant Fund is used to account for various types of grants awarded to Metro Fire. As discussed, previously, Metro Fire is in the second year of the SAFER Grant which recognized \$4.2 million in current expenditures. However, due to the delays in the grant reimbursement process, there were not enough available revenues resulting to a \$1.5 million deficit in the fund.

The Special Projects Fund is used to account for a \$13 million capital grant from the State of California for the construction of a fire training site. Most of the revenues remain unspent at the end of the fiscal year.

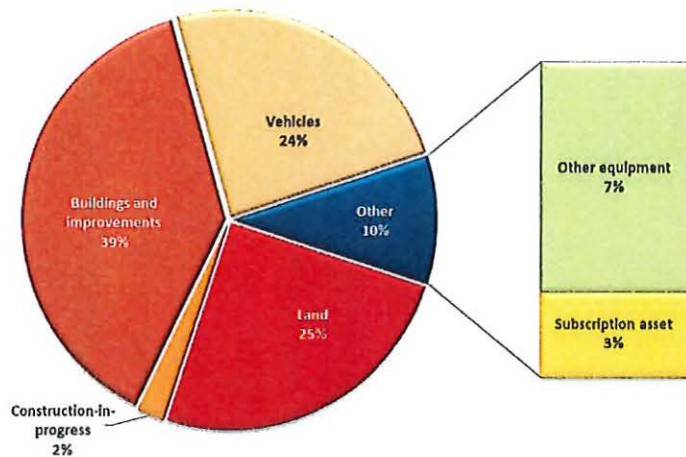
CAPITAL ASSET AND DEBT ADMINISTRATION

CAPITAL ASSETS

Metro Fire owns 42 fire stations, 41 of which are currently providing fire suppression/EMS responses. Metro Fire also owns its headquarters building, a logistics warehouse building, a training facility, a fleet maintenance building, a radio shop building, and two surplus office buildings. Resources include hundreds of vehicles and equipment consisting of fire engines, fire trucks, ambulances, a hazardous materials unit, heavy rescue units, two firefighting rescue helicopters, two bulldozers, rescue boats, a decontamination unit, and multiple support staff vehicles.

Table 6
Capital Assets at Year-End
Net of Depreciation
(in thousands)

	2023	2022	\$ Change	% Change
Land	\$ 25,495	\$ 25,492	\$ 3	0%
Construction-in-progress	2,223	2,491	(268)	(11%)
Buildings and improvements	39,254	40,568	(1,314)	(3%)
Equipment	32,191	32,925	(734)	(2%)
Subscription asset	2,748	2,869	(121)	(4%)
Totals	\$ 101,911	\$ 104,345	\$ (2,434)	(2%)



Funding for infrastructure has historically come from development fees and property tax revenue. Since the recession, infrastructure and fire service apparatus needs have been funded through a combination of lease revenue bond issues and lease financing.

At the end of the current fiscal year, Metro Fire had over \$102 million invested in a broad range of capital assets, including buildings, fire stations, and various pieces of equipment. During the current year, Metro Fire invested about \$4.1 million in capital assets in accordance with its capital replacement plan. This increase was offset mainly by depreciation of \$6.6 million. Additional detail regarding capital assets can be found in Note 3 of the financial statements.

MANAGEMENT'S DISCUSSION AND ANALYSIS

DEBT ADMINISTRATION

The following table summarizes the long-term debt for the last two years:

Table 7
Outstanding Debt at Year-End
(in thousands)

	2023	2022	\$ Change	% Change
Pension bonds payable	\$ 25,455	\$ 27,530	\$ (2,075)	(8%)
Lease revenue bonds payable	7,643	8,030	(387)	(5%)
Leases payable	15,400	15,120	280	2%
Totals	\$ 48,498	\$ 50,680	\$ (2,182)	(4%)

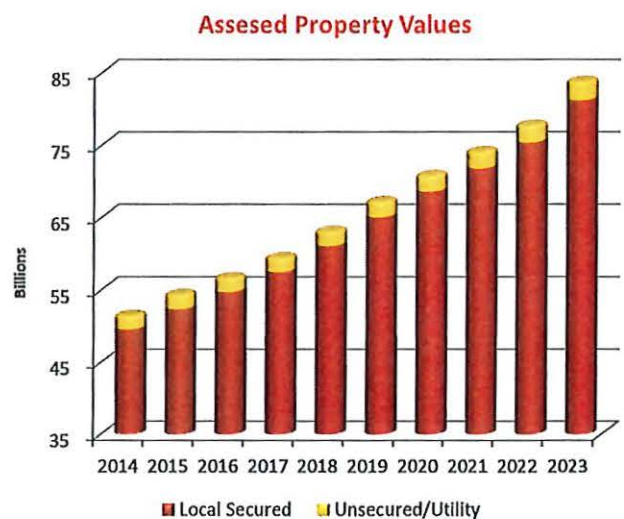
Metro Fire's budget includes bi-annual principal and interest payments. In addition, Metro Fire has a policy that requires setting aside of an annual deposit payment for the eventual extinguishment of the Pension Bond Series B in 2025. In conjunction with the pension bond debt, S&P Global Ratings rated Metro Fire's credit with a rating of AA. This rating means that Metro Fire's capacity to meet its financial commitments on its debt is very strong.

During the year, Metro Fire secured lease financing of \$4.9 million to defray the costs of capital equipment purchases for the year. Additional detail regarding long-term debt is located in Note 5 of the financial statements.

ECONOMIC FACTORS AND NEXT YEAR'S BUDGET

Since the recession, Board of Directors, management and employees have worked closely together to address immediate and long-term fiscal challenges while preserving service levels. While fiscal challenges remain, steps have been taken that place Metro Fire on a more predictable and fiscally sustainable path moving forward. As discussed previously, Metro Fire utilizes long-term financial planning tools to help identify fiscal challenges and guide current decision making. These financial planning efforts reflect a shared commitment on the part of the Board, management and employees to provide an exceptionally high level of service within a framework that promotes long-term financial sustainability.

The chart to the right provides a history of the assessed value of properties within Metro Fire's jurisdiction in the last 10 fiscal years. Property values have now increased for 10 consecutive years and are projected to grow by 6.74% next fiscal year. The assessed value increase between fiscal years 2022/23 and 2023/24 is estimated at \$5.6 billion, with the largest share of that amount (approximately \$2.9 billion) resulting from increases in assessed value due to transfers of ownership.



MANAGEMENT'S DISCUSSION AND ANALYSIS

The final budget for FY 2023/24 projects a General Fund surplus (including leased property and IGT activities) of \$5.6 million, which will increase the General Fund reserve balance. While residential property values within Metro Fire continue to grow since a late pandemic-era dip, slowing property value growth and persistently-high inflation remain a threat to District finances.

The FY 2023/24 final budget includes increased ongoing spending requirements resulting from labor cost escalation, including salary increases, incentive pays, and higher pension cost contributions, and additional debt service payments resulting from new capital expenditures, including fire stations and apparatus.

The final budget for FY 2023/24 keeps Metro Fire on track with respect to addressing the long-term financial obligations associated with the commitment to current employees and retirees to pay medical benefits after retirement by funding the OPEB funding policy contribution as well as maintaining the funding plan for the outstanding pension obligation bonds.

Management regularly reviews financial projections and makes adjustments based on trends in real property values, capital needs and financing costs, and changes adopted by the retirement and healthcare systems through which Metro Fire provides those benefits. District spending choices are prioritized to reflect public values, with service levels balanced with adequate funding to maintain facilities, apparatus, and equipment, while providing a sustainable level of fair and reasonable employee compensation. These efforts are undertaken with a commitment to sustaining the high level of service Metro Fire currently provides to the community and maintaining its long-term fiscal stability.

OBTAINING ADDITIONAL INFORMATION

These financial reports are intended to provide Metro Fire's elected officials, citizens, investors, and creditors with a general overview of Metro Fire's financial condition and an accounting of the public's money. If you have questions about this report or need more financial information, contact Metro Fire's Chief Financial Officer, Dave O'Toole, at O'Toole.Dave@metrofire.ca.gov or call 916-859-4520. More information on Metro Fire's operations can also be found at www.metrofire.ca.gov.

Basic Financial Statements

Sacramento Metropolitan Fire District
Statement of Net Position
June 30, 2023

ASSETS	
Cash and investments	\$ 53,432,804
Receivables, net	
Medic fees receivable	14,872,278
Leases receivable	2,467,322
Taxes receivable	1,800,000
Other receivables	1,985,030
Due from other governments	4,170,674
Inventory	3,379,684
Prepaid expenses and other assets	8,505,241
Restricted cash and investments	23,344,621
Capital assets:	
Not being depreciated	27,717,894
Being depreciated/amortized, net	74,192,858
Total Assets	<u>215,868,406</u>
DEFERRED OUTFLOWS OF RESOURCES	
Deferred outflows related to pension	160,065,775
Deferred outflows related to OPEB	44,741,302
Total Deferred Outflows of Resources	<u>204,807,077</u>
LIABILITIES	
Accounts payable and accrued expenses	6,205,925
Salaries and benefits payable	5,063,020
Unearned revenue	51,924
Accrued interest payable	316,035
Long-term liabilities:	
Due within one year - others	18,098,287
Due in more than one year - OPEB liability	204,252,104
Due in more than one year - net pension liability	556,056,390
Due in more than one year - others	82,847,493
Total Liabilities	<u>872,891,178</u>
DEFERRED INFLOWS OF RESOURCES	
Deferred inflows related to pension	10,114,763
Deferred inflows related to OPEB	53,507,115
Deferred inflows related to leases	2,313,235
Total Deferred Inflows of Resources	<u>65,935,113</u>
NET POSITION	
Net investment in capital assets	87,197,317
Restricted for:	
Capital acquisition	19,392,154
Other purposes	361,104
Unrestricted	(625,101,383)
Total Net Position	<u>\$ (518,150,808)</u>

The accompanying notes are an integral part of these financial statements.

**Sacramento Metropolitan Fire District
Statement of Activities
For the Fiscal Year Ended June 30, 2023**

EXPENSES

Public protection

Salaries, benefits, services and supplies	\$ 263,005,460
Interest and financing costs	1,954,156
Depreciation/amortization	7,280,703
Loss on disposal of capital assets	55,626
Total Expenses	272,295,945

PROGRAM REVENUES

Charges for services	
Emergency medical services	67,514,669
Reimbursements from other agencies	2,248,608
Development fees and other charges	12,730,948
Operating grants and contributions	4,937,467
Capital grants and contributions	13,152,915
Total Program Revenues	100,584,607

Net Program Expense	(171,711,338)
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GENERAL REVENUES

Property taxes	192,165,676
Tax-related revenues	4,795,620
Unrestricted investment earnings	857,806
Miscellaneous	143,681
Total General Revenues	197,962,783

Change in Net Position	26,251,445
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Net position, Beginning of Year	(544,402,253)
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Net Position, End of Year	\$ (518,150,808)
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The accompanying notes are an integral part of these financial statements.

**Sacramento Metropolitan Fire District
Governmental Funds Balance Sheet
June 30, 2023**

	General Fund	Grant Fund	Special Projects Fund	Nonmajor Funds	Total Governmental Funds
ASSETS					
Cash and investments	\$ 53,432,804	\$ -	\$ -	\$ -	\$ 53,432,804
Receivables, net					
Medic fees receivable	14,872,278	-	-	-	14,872,278
Leases receivable	2,467,322	-	-	-	2,467,322
Taxes receivable	1,800,000	-	-	-	1,800,000
Other receivables	1,836,450	-	-	172,817	2,009,267
Due from other governments	454,732	3,691,705	-	-	4,146,437
Due from other funds	4,002,519	-	-	41,425	4,043,944
Inventory	3,379,684	-	-	-	3,379,684
Prepaid costs and other assets	356,276	427,208	-	7,721,757	8,505,241
Restricted cash and investments	361,104	-	12,913,920	10,069,597	23,344,621
Total Assets	\$ 82,963,169	\$ 4,118,913	\$ 12,913,920	\$ 18,005,596	\$ 118,001,598
LIABILITIES					
Accounts payable and accrued expenditures	\$ 6,159,876	\$ 107,388	\$ -	\$ 271,108	\$ 6,538,372
Salaries and benefits payable	5,062,427	593	-	-	5,063,020
Due to other funds	-	3,457,198	-	586,746	4,043,944
Unearned revenue	-	51,924	-	-	51,924
Total Liabilities	11,222,303	3,617,103	-	857,854	15,697,260
DEFERRED INFLOWS OF RESOURCES					
Unavailable revenue	8,141,466	2,044,867	-	-	10,186,333
Deferred inflows related to leases	2,313,235	-	-	-	2,313,235
Total Deferred Inflows of Resources	10,454,701	2,044,867	-	-	12,499,568
FUND BALANCES					
Nonspendable	3,736,460	427,208	-	7,721,757	11,885,425
Restricted	361,104	-	12,913,920	8,518,680	21,793,704
Committed	15,579,327	-	-	907,305	16,486,632
Unassigned	41,609,274	(1,970,265)	-	-	39,639,009
Total Fund Balances	61,286,165	(1,543,057)	12,913,920	17,147,742	89,804,770
Total Liabilities, Deferred Inflows of Resources and Fund Balances	\$ 82,963,169	\$ 4,118,913	\$ 12,913,920	\$ 18,005,596	\$ 118,001,598

The accompanying notes are an integral part of these financial statements.

Sacramento Metropolitan Fire District
Reconciliation of the Governmental Funds Balance Sheet
to the Statement of Net Position
June 30, 2023

Total fund balances reported on the governmental funds balance sheet	\$	89,804,770
<u>Capital Assets</u>		
Cost of capital assets used in governmental activities are reported as expenditures in governmental funds. However, the statement of net position includes these as capital assets.		101,910,752
<u>Deferred Outflows of Resources</u>		
Deferred outflows applicable to future periods and, therefore, are not reported in the governmental funds, related to the following:		
Pensions		160,065,775
Other Postemployment Benefits		44,741,302
<u>Long-term Liabilities</u>		
Long-term liabilities applicable to Metro Fire's governmental activities are not due and payable in the current period and accordingly are not reported as fund liabilities. All liabilities, both current and long-term, are reported in the statement of net position.		
Accrued interest payable on long-term debt		(316,035)
Bonds payable		(33,098,000)
Lease obligations		(15,400,024)
Information technology subscription liability		(1,346,923)
Compensated absences		(17,487,976)
Workers' compensation liability		(33,280,410)
Liability for other post-employment benefits		(204,252,104)
Net pension liability		(556,056,390)
<u>Deferred Inflows of Resources</u>		
Certain receivables are not available to pay current period expenditures and therefore are unavailable in the governmental funds.		10,186,333
Deferred inflows applicable to future periods and, therefore, are not reported in the funds, related to the following:		
Pensions		(10,114,763)
Other Postemployment Benefits		(53,507,115)
		(43,320,778)
 Net Position of Governmental Activities	 \$	 <u>(518,150,808)</u>

The accompanying notes are an integral part of these financial statements.

Sacramento Metropolitan Fire District
Statement of Revenues, Expenditures, and Changes in Fund Balances
Governmental Funds
For the Fiscal Year Ended June 30, 2023

	General Fund	Grant Fund	Special Projects Fund	Nonmajor Funds	Total Governmental Funds
REVENUES					
Property taxes	\$ 191,765,676	\$ -	\$ -	\$ -	\$ 191,765,676
Charges for services	80,134,663	-	-	-	80,134,663
Intergovernmental	4,795,620	2,699,479	13,000,000	-	20,495,099
Development fees	-	-	-	2,613,702	2,613,702
Use of money and property	1,667,538	32,032	(50,561)	332,382	1,981,391
Miscellaneous	274,940	596,136	-	-	871,076
Total Revenues	<u>278,638,437</u>	<u>3,327,647</u>	<u>12,949,439</u>	<u>2,946,084</u>	<u>297,861,607</u>
EXPENDITURES					
Current:					
Public protection	261,112,382	5,061,834	35,519	80,790	266,290,525
Capital outlay	-	184,126	-	4,815,754	4,999,880
Debt service:					
Principal	2,955,682	-	-	4,680,407	7,636,089
Interest and financing costs	1,632,841	-	-	286,037	1,918,878
Total Expenditures	<u>265,700,905</u>	<u>5,245,960</u>	<u>35,519</u>	<u>9,862,988</u>	<u>280,845,372</u>
Excess (Deficiency) of Revenues Over (Under) Expenditures	<u>12,937,532</u>	<u>(1,918,313)</u>	<u>12,913,920</u>	<u>(6,916,904)</u>	<u>17,016,235</u>
OTHER FINANCING SOURCES (USES):					
Issuance of finance leases	-	-	-	4,924,128	4,924,128
Information technology subscriptions	-	-	-	894,648	894,648
Sale of capital assets	-	-	-	97,785	97,785
Transfers in	11,875	17,237	-	4,062,843	4,091,955
Transfers out	(4,038,655)	(53,300)	-	-	(4,091,955)
Total Other Financing Sources (Uses)	<u>(4,026,780)</u>	<u>(36,063)</u>	<u>-</u>	<u>9,979,404</u>	<u>5,916,561</u>
Net Change in Fund Balances	8,910,752	(1,954,376)	12,913,920	3,062,500	22,932,796
Fund Balance, Beginning of Year	52,375,413	411,319	-	14,085,242	66,871,974
Fund Balance, End of Year	<u>\$ 61,286,165</u>	<u>\$ (1,543,057)</u>	<u>\$ 12,913,920</u>	<u>\$ 17,147,742</u>	<u>\$ 89,804,770</u>

The accompanying notes are an integral part of these financial statements.

**Sacramento Metropolitan Fire District
Reconciliation of the Statement of Revenues, Expenditures,
and Changes in Fund Balances of Governmental Funds
to the Statement of Activities
For the Fiscal Year Ended June 30, 2023**

Net Change in Fund Balance - Total Governmental Funds \$ 22,932,796

Capital Asset Transactions

Governmental funds report capital outlay as expenditures. However, in the Government-Wide Statement of Activities the cost of those assets when completed is allocated over their estimated useful lives as depreciation expense.

Cost of assets capitalized	4,999,880
Depreciation/Amortization expense	(7,280,703)

Governmental funds report proceeds from disposal of capital assets as revenues.

However, in the government-wide statement of activities only the gain or (loss) on the sale of capital assets is reported. This is the difference between the gain or (loss) and proceeds.

(153,411)

Long-Term Debt

Debt proceeds provide current financial resources to governmental funds, but issuing debt increases long-term liabilities and has no effect on net position.

(4,924,128)

Repayment of principal is an expenditure in the governmental funds, but the repayment reduces long-term liabilities and has no effect on net position.

7,636,089

Other debt-related items that do not require the use of current financial resources but affects net position.

Inception of new information technology subscriptions	(894,648)
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Measurement Focus

The amounts below included in the Statement of Activities do not provide (or require) the use of current financial resources and therefore are not reported as revenue or expenditures in governmental funds (net change):

Change in accrued interest payable	(35,278)
Change in compensated absences	(1,642,420)
Change in workers' compensation	(2,764,446)
Change in net pension liability	(192,792,230)
Change in net deferrals relating to pension	186,721,956
Change in OPEB liability	(6,702,859)
Change in net deferrals relating to OPEB	20,465,062

Some receivables are unavailable in the Governmental Funds because the amounts do not represent current financial resources that are recognized under the accrual basis in the Statement of Activities.

685,785

Change in Net Position of Governmental Activities

\$ 26,251,445

The accompanying notes are an integral part of these financial statements.

**Sacramento Metropolitan Fire District
Statement of Revenues, Expenditures,
and Changes in Fund Balance - Budget and Actual
General Fund
For the Fiscal Year Ended June 30, 2023**

	Original Budget	Final Budget	Actual	Variance with Final Budget
REVENUES				
Property taxes	\$ 187,267,951	\$ 189,039,933	\$191,765,676	\$ 2,725,743
Charges for services	76,499,046	86,926,718	80,134,663	(6,792,055)
Intergovernmental	4,300,000	4,198,856	4,795,620	596,764
Use of money and property	1,116,817	1,116,817	1,667,538	550,721
Miscellaneous	943,875	1,431,406	274,940	(1,156,466)
Total Revenues	<u>270,127,689</u>	<u>282,713,730</u>	<u>278,638,437</u>	<u>(4,075,293)</u>
EXPENDITURES				
Current:				
Public protection				
Salaries and benefits	208,483,095	216,679,335	213,423,780	3,255,555
Services and supplies	43,074,263	50,500,989	44,539,212	5,961,777
Other	4,317,145	3,365,426	3,149,390	216,036
Debt service:				
Principal	5,029,393	5,029,393	2,955,682	2,073,711
Interest and financing costs	1,632,249	1,641,579	1,632,841	8,738
Total Expenditures	<u>262,536,145</u>	<u>277,216,722</u>	<u>265,700,905</u>	<u>11,515,817</u>
Excess (Deficiency) of Revenues Over (Under) Expenditures	<u>7,591,544</u>	<u>5,497,008</u>	<u>12,937,532</u>	<u>7,440,524</u>
OTHER FINANCING SOURCES (USES)				
Transfers in	-	48,843	11,875	(36,968)
Transfers out	(4,991,105)	(4,280,003)	(4,038,655)	241,348
Net Change in Fund Balance	<u>\$ 2,600,439</u>	<u>\$ 1,265,848</u>	<u>\$ 8,910,752</u>	<u>\$ 7,644,904</u>

The accompanying notes are an integral part of these financial statements.

**Sacramento Metropolitan Fire District
Statement of Revenues, Expenditures,
and Changes in Fund Balance - Budget and Actual
Grant Fund
For the Fiscal Year Ended June 30, 2023**

	Original Budget	Final Budget	Actual	Variance with Final Budget
REVENUES				
Intergovernmental	\$ 4,514,100	\$ 4,684,330	\$ 2,699,479	\$ (1,984,851)
Use of money and property	6,000	6,000	32,032	26,032
Miscellaneous	660,406	660,406	596,136	(64,270)
Total Revenues	<u>5,180,506</u>	<u>5,350,736</u>	<u>3,327,647</u>	<u>(2,023,089)</u>
EXPENDITURES				
Current:				
Public protection				
Salaries and benefits	4,740,187	4,725,187	4,619,694	105,493
Services and supplies	296,146	568,700	442,140	126,560
Capital outlay	232,592	220,188	184,126	36,062
Total Expenditures	<u>5,268,925</u>	<u>5,514,075</u>	<u>5,245,960</u>	<u>268,115</u>
Excess (Deficiency) of Revenues Over (Under) Expenditures	<u>(88,419)</u>	<u>(163,339)</u>	<u>(1,918,313)</u>	<u>(1,754,974)</u>
OTHER FINANCING SOURCES (USES)				
Transfers in	3,425	44,072	17,237	(26,835)
Transfers out	-	(90,267)	(53,300)	36,967
Total Other Financing Sources (Uses)	<u>3,425</u>	<u>(46,195)</u>	<u>(36,063)</u>	<u>10,132</u>
Net Change in Fund Balance	<u>\$ (84,994)</u>	<u>\$ (209,534)</u>	<u>\$ (1,954,376)</u>	<u>\$ (1,744,842)</u>

The accompanying notes are an integral part of these financial statements.

**Sacramento Metropolitan Fire District
Statement of Revenues, Expenditures,
and Changes in Fund Balance - Budget and Actual
Special Projects Fund
For the Fiscal Year Ended June 30, 2023**

	Original Budget	Final Budget	Actual	Variance with Final Budget
REVENUES				
Intergovernmental	\$ -	\$ 200,000	\$ 13,000,000	\$ 12,800,000
Use of money and property	-	-	(50,561)	(50,561)
Total Revenues	-	200,000	12,949,439	12,749,439
EXPENDITURES				
Current:				
Public protection				
Services and supplies	-	200,000	35,519	164,481
Total Expenditures	-	200,000	35,519	164,481
Excess (Deficiency) of Revenues Over (Under) Expenditures	-	-	12,913,920	12,913,920
Net Change in Fund Balance	\$ -	\$ -	\$ 12,913,920	\$ 12,913,920

The accompanying notes are an integral part of these financial statements.

NOTE 1 – SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

The basic financial statements of the Sacramento Metropolitan Fire District (“Metro Fire”) have been prepared in conformity with accounting principles generally accepted in the United States of America as applied to government units. The Governmental Accounting Standards Board (GASB) is the standard-setting body for establishing governmental accounting and financial reporting principles. Metro Fire’s significant accounting policies are described below.

A. SCOPE OF FINANCIAL REPORTING ENTITY

Metro Fire was established under Health & Safety Code Section 13800 on December 1, 2000, as a result of the merger between the American River and Sacramento County Fire Protection Districts. It is governed by a nine-member Board of Directors elected within geographic districts. Metro Fire’s boundaries cover approximately 359 square miles that includes portions of Sacramento and Placer counties with an estimated population of about 770,000 residents. Metro Fire provides fire protection services, including fire suppression, fire prevention, inspection, plan checking, and public education programs. It also provides emergency medical services, including advanced life support; hazardous materials response; and rescue services. Metro Fire employs approximately 700 personnel and operates 41 fire stations, an administration building, a supply warehouse, a training facility, a fleet shop, and several other support buildings.

Metro Fire has reviewed criteria to determine whether other entities with activities that benefit Metro Fire should be included within its financial reporting entity. The criteria used is financial accountability which is determined by a combination of factors such as fiscal dependence, board appointment, the existence of a financial benefit or burden relationship, or the ability of Metro Fire to impose its will on the other entity. Metro Fire has determined that no outside entity meets the required criteria, and therefore, no agency has been included as a component unit in Metro Fire’s financial statements. In addition, Metro Fire is not aware of any entity that would exercise such oversight responsibility that would result in Metro Fire being considered a component unit of that entity.

Joint Powers Authorities or Jointly Governed Organizations

Metro Fire participates in two joint ventures under joint powers agreement (JPAs):

- Sacramento Regional Fire/EMS Communications Center (SRFECC) serves as Metro Fire’s fire and Emergency Medical Services (EMS) dispatch center
- Special District Risk Management Authority (SDRMA) provides insurance coverage for general and auto liability, errors and omissions, property, boiler and machinery, and employee dishonesty

The JPAs are governed by boards consisting of representatives from member districts. Each board controls the operations of their JPAs, including selection of management and approval of operating budgets independent of any influence by the member districts beyond their representation on the Board. The relationships between Metro Fire and the JPAs are such that the JPAs are not component units of Metro Fire for financial reporting purposes. In the event of the dissolution of SRFECC, Metro Fire will receive a pro-rata share of the assets and liabilities of these organizations. In the event of the dissolution of SDRMA, Metro Fire is only liable for unpaid insurance premiums and is neither entitled to nor obligated for any assets or liabilities of SDRMA.

During the year, Metro Fire contributed the following amounts: \$4,793,993 to SRFECC and \$3,645,536 to SDRMA.

Effective July 1, 2023, Metro Fire withdrew from SDRMA and joined Fire Agencies Insurance Risk Authority (FAIRA) for property and liability coverage for fiscal year 2023-24.

NOTE 1 – SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (Continued)

Annual audited financial information can be obtained by contacting each JPA's management.

Sacramento Regional Fire/EMS
Communications Center
10230 Systems Parkway
Sacramento, CA 95827
www.srfecc.ca.gov

Special District Risk
Management Authority
1112 I St., #300
Sacramento, CA 95814
www.sdrma.org

B. BASIS OF ACCOUNTING AND PRESENTATION

The accounting and financial reporting treatment is determined by the applicable measurement focus and basis of accounting. Measurement focus indicates the type of resources being measured such as current financial resources or economic resources. The basis of accounting indicates the timing of transactions or events for recognition in the financial statements.

Government-Wide Financial Statements

While separate government-wide and fund financial statements are presented, they are interrelated. The government-wide financial statements (i.e., the statement of net position and the statement of activities) report information on all of the activities of Metro Fire and incorporate data from the governmental funds. Metro Fire has only governmental activities, which are supported primarily by taxes, intergovernmental revenues, and charges for services.

The statement of activities demonstrates the degree to which the direct expenses of a given function or segment is offset by program revenues. Direct expenses are those that are clearly identifiable with a specific function or segment. Program revenues include 1) charges to customers who purchase, use or directly benefit from goods, services, or privileges provided by a given function or segment and 2) grants and contributions that are restricted to meeting the operational or capital requirements of a particular function or segment. Taxes and other items not properly included among program revenues are reported instead as general revenues.

The government-wide financial statements are reported using the *economic resources measurement focus* and the *accrual basis of accounting*. Revenues are recorded when earned and expenses are recorded when a liability is incurred, regardless of the timing of related cash flows. Property taxes are recognized as revenues in the year they are levied. Grants and similar items are recognized as revenue when all eligibility requirements have been met.

Fund Financial Statements

Governmental fund financial statements are reported using the *current financial resources measurement focus* and the *modified accrual basis of accounting*. Revenues are recognized as soon as they are both measurable and available. Revenues are considered to be available when they are collectible within the current period or soon enough thereafter to pay liabilities of the current period. Metro Fire considers all revenues, except property taxes, to be available if they are collected within 90 days of the end of the current fiscal period. Property taxes are recognized if received within 60 days of the end of the current fiscal period.

NOTE 1 – SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (Continued)

Property taxes, charges for services, intergovernmental revenues, rental income, and investment earnings associated with the current fiscal period are all considered to be susceptible to accrual and so have been recognized as revenues of the current fiscal period. Expenditure-driven grants are recognized as revenue when the qualifying expenditures have been incurred and all other eligibility requirements have been met, and the amount is received during the period or within the availability period for this revenue source. All other revenue items are considered to be measurable and available only when cash is received by Metro Fire.

Expenditures generally are recorded when a liability is incurred, as under accrual accounting. However, debt service expenditures, as well as expenditures related to compensated absences and workers compensation claims, are recorded only when payment is due. General capital asset acquisitions, including entering into contracts granting the District the right to use lease assets and information technology software, are reported as expenditures in governmental funds. Issuance of long-term debt and financing through leases and subscription-based information technology arrangements are reported as other financing sources.

The accounts of Metro Fire are organized on the basis of funds. A fund is a separate accounting unit with a self-balancing set of accounts. The operations of each fund are accounted for with a separate set of self-balancing accounts that comprise its assets, liabilities, fund equity, revenues, and expenditures. Metro Fire resources are allocated to and accounted for in individual funds based upon the purpose for which they are to be spent. The emphasis of fund financial statements is on major governmental funds reported as separate columns in the fund financial statements. All remaining governmental funds are aggregated and reported as nonmajor funds.

Metro Fire reports the *General Fund* as a major governmental fund. It is used to account for all financial resources except those required or designated by the Board of Directors to be accounted for in another fund.

Metro Fire reports the following funds as major governmental funds:

The *Grant Fund* is a special revenue fund used to account for the proceeds of federal, state, and private grants that are legally restricted to expenditures for specific purposes.

The *Special Projects Fund* is a special revenue fund used to account for the proceeds of a California capital grant for the construction of a regional fire training facility.

Metro Fire reports the following funds as a nonmajor governmental fund:

The *Capital Facilities Fund* is a capital projects fund used to account for the acquisition and construction of Metro Fire's major capital facilities. It is primarily funded by lease financing and general fund transfers.

The *Impact Fee Fund* is a capital projects fund used to account for all resources received from development impact fees. It is used for the construction or acquisition of future fire stations and acquisition of apparatus to serve new developments.

During the course of operations, Metro Fire has activity between funds for various purposes. Any residual balances outstanding at year end are reported as due from/to other funds and advances to/from other funds. Further, certain activity occurs during the year involving transfers of resources between funds. In fund financial statements these amounts are reported at gross amounts as transfers in/out. While reported in fund financial statements, they are eliminated in the government-wide financial statements.

NOTE 1 – SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (Continued)

C. BUDGETARY PRINCIPLES

Annual budgets are adopted on a basis consistent with generally accepted accounting principles for the General Fund, Grant Fund, Capital Facilities Fund, and Impact Fee Fund. As required by the laws of the State of California, a preliminary and then a final budget are adopted on or before October 1 of each fiscal year. Significant operating changes are addressed by the Board of Directors in their Mid-Year Budget amendment or earlier if necessary. The appropriated budget is prepared by fund, division, and object level.

The legal level of budgetary control is at the fund level and then the object level. Each fund will have its own budget for the following items: 1) salaries and benefits, 2) services and supplies, 3) capital outlay, and 4) debt service and other expenditures. The Board must approve amendments or transfers of appropriations between funds or objects.

A Statements of Revenues, Expenditures and Changes in Fund Balances – Budget and Actual is presented for all funds on pages 26 to 28 and 75 to 76. It is presented at the legal level except for debt service and other expenditures in which debt service is presented separately from other expenditures. Reclassifications were made in the budgeted amounts to be consistent with the presentation of the actual balances.

Appropriations in all budgeted funds lapse at the end of the fiscal year even if they have related encumbrances. Encumbrances are commitments related to unperformed (executory) contracts for goods or services (i.e., purchase orders, contracts, and commitments). Encumbrance accounting is utilized to the extent necessary to assure effective budgetary control and accountability and to facilitate effective cash planning and control. While all appropriations and encumbrances lapse at year end, valid outstanding encumbrances (those for which performance under the executory contract is expected in the next year) are re-appropriated and become part of the subsequent year's budget. For the year ended June 30, 2023, no instances existed in which expenditures exceeded appropriations.

D. ASSETS, LIABILITIES, DEFERRED OUTFLOWS/INFLOWS OF RESOURCES, AND NET POSITION/FUND BALANCE

1. Cash and Investments

Cash and cash equivalents are considered to be cash on hand, demand deposits, and short-term investments with original maturities of three months or less from the date of acquisition, including money market mutual funds. Investments are reported at fair value.

2. Medic Fees Receivable

The medic fees receivable balance arises from billings to insurance companies and patients for medic services. Metro Fire has a receivable balance of \$14,872,278, which is net of allowance for doubtful accounts of \$14,178,957 at year-end. The allowance includes an estimate for future uncollectible debt and insurance write-offs.

3. Deferred Outflows and Inflows of Resources

Pursuant to GASB Statement No. 63, "Financial Reporting of Deferred Outflows of Resources, Deferred Inflows of Resources, and Net Position," Metro Fire recognizes deferred outflows and inflows of resources. In addition to assets, a deferred outflow of resources is reported separately which is defined as a consumption of net assets that applies to future periods. In addition to liabilities, a deferred inflow of resources is also reported separately and is defined as an acquisition of net assets that applies to future periods.

NOTE 1 – SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (Continued)

See Note 6-E and 7-E for information about deferred outflows and inflows relating to Metro Fire’s pension plan and other postemployment benefits. In addition, Metro Fire implemented GASB Statement No. 87, *Leases* during the year ended June 30, 2022, which resulted in the recognition of deferred inflows related to leases; see Note 10 for further information.

4. Inventory and Prepaid Items

Inventories are stated at cost using the weighted average method. Inventories consist of medical and other supplies, vehicle parts, helicopter parts, and fuel. The cost of such inventories is recorded as expenditures/expenses when consumed rather than when purchased.

Certain payments to vendors reflect costs applicable to future accounting periods and are recorded as prepaid costs in both government-wide and fund financial statements. The cost of prepaid items is recorded as expenditures/expenses when consumed rather than when purchased. Prepaid costs of governmental funds offset non-spendable fund balance to indicate they do not constitute resources available for future appropriation.

5. Capital Assets

Capital assets for governmental fund types are not capitalized in the funds used to acquire or construct them. Capital acquisitions are reflected as expenditures in the governmental fund, and the related assets are reported in the government-wide financial statements. Capital assets are defined by Metro Fire as assets with an initial, individual cost of more than \$5,000. Such assets are recorded at historical cost if purchased or constructed. Donated capital assets are recorded at the acquisition value or the price that would be paid to acquire an asset with equivalent service potential in an orderly market transaction at the acquisition date. For certain older assets, including infrastructure, estimated historical costs are used. The costs of normal maintenance and repairs that do not add to the value of the asset or materially extend the asset’s life are not capitalized.

Capital assets are depreciated using the straight-line method over the following useful lives:

Buildings and improvements	25 to 50 years
Equipment	5 to 25 years
Subscription assets – software	2 to 10 years

Costs of assets sold or retired (and related amounts of accumulated depreciation) are eliminated from the accounts in the year of sale or retirement and the resulting gain or loss is included in the operating statement of the related fund. In governmental funds, the sale of general capital assets is included in the statement of revenues, expenditures and changes in fund balances as proceeds from sale.

6. Restricted Assets

Metro Fire’s restricted assets consist of fees collected to defray the cost of constructing facilities to serve new development, unspent financing proceeds for capital acquisitions, amounts held for payment of workers’ compensation claims, and debt service reserves.

NOTE 1 – SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (Continued)

7. Long-term Obligations

In the government-wide financial statements, long-term debt and other long-term obligations are reported as liabilities in the applicable government activities. Issuance costs are expensed as incurred. In the fund financial statements, governmental fund types recognize bond premiums and discounts, as well as issuance costs, during the current period. The face amount of the debt issued is reported as other financing sources. Premiums received on debt issuances are reported as other financing sources while discounts on debt issuances are reported as other financing uses. Issuance costs, even if withheld from the actual net proceeds received, are reported as debt service expenditures.

8. Fund Balance Flow Assumptions

Sometimes Metro Fire will fund outlays for a particular purpose from both restricted and unrestricted resources (the total of committed, assigned, and unassigned fund balance). In order to calculate the amounts to report as restricted, committed, assigned, and unassigned fund balance in the governmental fund financial statements a flow assumption must be made about the order in which the resources are considered to be applied.

It is Metro Fire's policy to consider restricted fund balance to have been depleted before using any of the components of unrestricted fund balance. Further, when the components of unrestricted fund balance can be used for the same purpose, committed fund balance is depleted first, followed by assigned fund balance. Unassigned fund balance is applied last. Committed funds can be established, modified, or rescinded through a resolution by the Board. Assigned funds are temporary in nature and can be established by the Board of Directors or the Fire Chief.

9. Net Position Flow Assumption

Sometimes Metro Fire will fund outlays for a particular purpose from both restricted and unrestricted resources. In order to calculate the amounts to report as restricted net position and unrestricted net position in the government-wide and proprietary fund financial statements, a flow assumption must be made about the order in which the resources are considered to be applied. It is Metro Fire's policy to consider restricted net position to have been depleted before unrestricted net position is applied.

D. REVENUES AND EXPENDITURES/EXPENSES

1. Property Taxes

The County of Sacramento is responsible for the collection and allocation of property taxes. Under California law, property taxes are assessed and collected by the County of Sacramento up to 1% of the full assessed value of taxable property, plus other increases approved by the voters and distributed in accordance with statutory formulas. Metro Fire recognizes property taxes when the individual installments are due provided they are collected within 60 days after year-end.

Secured property taxes are levied on or before the first day of November of each year. They become a lien on real property on January 1 preceding the fiscal year for which taxes are levied. These taxes are paid in two equal installments; the first is due November 1 and delinquent with penalties after December 10; the second is due February 1 and delinquent with penalties after April 10. Secured property taxes, which are delinquent and unpaid as of June 30, are declared to be tax defaulted and are subject to redemption penalties, cost, and interest when paid. If the delinquent taxes are not paid at the end of five years, the property is sold at public auction and the proceeds are used to pay the delinquent amounts due. Any excess is remitted, if claimed, to the taxpayer.

NOTE 1 – SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (Continued)

Additional tax liens are created when there is a change in ownership of property or upon completion of new construction. Tax bills for these new tax liens are issued throughout the fiscal year and contain various payments and delinquent dates, but are generally due within one year. If the new tax liens are lower, the taxpayer receives a tax refund rather than a tax bill. Unsecured personal property taxes are not a lien against real property. These taxes are due on March 1, and become delinquent if unpaid on August 31. The County also uses the alternative method of property tax apportionment known as the “Teeter Plan.” Under this method of property tax apportionment, the County purchases the delinquent secured taxes at June 30 of each fiscal year. These taxes are accrued as intergovernmental receivables; they are recognized as governmental fund revenues only if they are received from the County within 60 days after year-end. For government-wide presentation, they are accrued when earned, regardless of the timing of the related cash flows.

2. Charges for Services

Charges for services represent various cost reimbursements that Metro Fire obtains in the normal course of its operations. A bulk of these charges comes from cost recoveries for its emergency medical transports. In addition, Metro Fire obtains reimbursements from other agencies for costs associated with deploying personnel and equipment to respond to emergencies. These reimbursements are reflected as revenues and the related costs as expenses.

Metro Fire participates in a statewide Intergovernmental Transfer (IGT) by which the federal government provides for federal matching funds related to the medical assessment and transportation of Medi-Cal managed care beneficiaries. There are two IGT programs: Voluntary Rate Range Program (VRRP) and Public Provider Ground Emergency Medical Transport (PP-GEMT). VRRP required Metro Fire to transfer funds to the State of California, which then received matching funds from the federal government. The State then transferred the funds, less its administrative fees to the managed care plans which then paid Metro Fire. PP-GEMT also required Metro Fire to transfer funds to the State in return for add-on increase to reimbursements for eligible emergency medical transports. Metro Fire records the gross amount transferred to the State as expenses and the gross amount received as revenues.

3. Compensated Absences

Regular, full-time Metro Fire employees are granted vacation and sick leave in varying amounts based upon length of service. Any accrued hours not in excess of the maximum allowable and unused during the current period are carried forward to following years. Additionally, certain employees are allowed compensated time-off in lieu of overtime compensation and/or from working on holidays. Metro Fire employees may receive up to 40% of accumulated sick leave in cash upon retirement, with the remainder applied as an additional service credit for the purpose of determining pension benefits under the California Public Employees’ Retirement System (CalPERS).

Compensated absences are accrued in the government-wide financial statements when earned. A liability for compensated absences is reported in governmental funds only if it has matured (e.g., as a result of an employee resignation or retirement) and is currently payable.

4. Pensions

In government-wide financial statements pensions are required to be recognized and disclosed using the accrual basis of accounting (see Note 6 and the required supplementary information [RSI] section immediately following the Notes to Financial Statements). This applies regardless of the amount recognized as pension expenditures on the governmental fund statements, which use the modified accrual basis of accounting.

NOTE 1 – SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (Continued)

The net pension liability is measured as of Metro Fire’s prior fiscal year-end. Changes in the net pension liability are recorded in the period incurred as pension expense or as deferred inflows of resources or deferred outflows of resources, depending on the nature of the change. The changes in net pension liability that are recorded as deferred inflows of resources or deferred outflows of resources (that arise from changes in actuarial assumptions or other inputs and differences between expected or actual experience) are amortized over the weighted average remaining service life of all participants in the respective pension plan and are recorded as a component of pension expense beginning with the period in which they are incurred.

For purposes of measuring the net pension liability and deferred outflows/inflows or resources relating to pensions and pension expense, information about the fiduciary net position of Metro Fire’s pension plans with CalPERS and the Sacramento County Employees’ Retirement System (SCERS), and additions to/deductions from the plan’s fiduciary net position have been determined on the same basis as they are reported by CalPERS and SCERS.

Benefit payments (including refunds of employee contributions) are recognized when due and payable in accordance with the benefits terms. Investments are reported at fair value. Projected earnings on pension investments are recognized as a component of pension expense. Differences between projected and actual investment earnings are reported as deferred inflows of resources or deferred outflows of resources and amortized as a component of pension expense on a closed basis over a five-year period.

5. Other Postemployment Benefits Obligation (OPEB)

For purposes of measuring the net OPEB liability, deferred outflows of resources and deferred inflows of resources related to OPEB, and OPEB expense, information about the fiduciary net position of the Sacramento Metropolitan Fire District Retiree Healthcare Plan (“Plan”) and additions to/deductions from Plan’s fiduciary net position have been determined on the same basis as they are reported by the trustee for the Plan. For this purpose, the Plan recognizes benefit payments when due and payable in accordance with the benefit terms. Investments are reported at fair value.

Gains and losses related to changes in total OPEB liability and fiduciary net position are recognized in OPEB expense systematically over time. Amounts are first recognized in OPEB expense for the year the gain or loss occurs. The remaining amounts are categorized as deferred outflow and deferred inflows of resources related to OPEB and are to be recognized in future OPEB expense. The net difference between projected and actual earnings on investments is spread over 5 years while the expected average remaining service life (EARSL, 7.05 years at June 30, 2023) is used for all other amounts. See Note 7 for additional information.

E. NEW ACCOUNTING PRONOUNCEMENTS

The District implemented GASB No. 96, Subscription-Based Information Technology Arrangements (SBITAs) on July 1, 2022. This statement requires recognition of certain contracts, which convey control of the right to use another party’s information technology, as a subscription asset and a corresponding subscription liability, that previously were classified as operating subscriptions and recognized as outflows of resources based upon the payment provisions of the contract. SBITAs, where the maximum possible subscription term is one year or less, continue to be reported as operating subscriptions.

NOTE 1 – SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (Continued)

The District recognizes subscription liabilities with an initial, individual value of \$100,000 or more. Subscription liabilities are recognized as the net present value of the fixed payments expected to be made during the subscription term, which is the noncancellable period of the agreement. The subscription liability is reduced by principal payments made. The right-to-use subscription asset is measured as the initial amount of the subscription liability, adjusted for payments made at or before the commencement date, plus certain initial direct costs. The right-to-use subscription asset is amortized on a straight-line basis over its useful life.

The District uses the interest rate charged by the vendor as the discount rate to discount the fixed payments to the present value. When the interest charged by the vendor is not provided, the District will generally use its estimated incremental borrowing rate at the inception of the agreement.

F. USE OF ESTIMATES

The preparation of financial statements in conformity with GAAP requires management to make estimates and assumptions that affect the reported amounts of certain assets and liabilities, disclosures of contingent assets and liabilities at the date of the financial statements, and the reported amounts of revenues and expenditures during the reporting period. Actual results could differ from those estimates.

NOTE 2 – CASH AND INVESTMENTS

It is the policy of Metro Fire to invest its funds in a manner which will provide the highest investment return with the maximum security while meeting the daily cash flow demands of Metro Fire, and conforming to all state and local statutes governing the investment of public funds, using the “prudent person” standard for managing the overall portfolio. The primary objective of the policy is safety (preservation of capital), liquidity, and yield.

At June 30, 2023, Metro Fire’s cash and investments comprised of the following:

Cash on hand and in banks	\$ 2,023,358
Investments:	
Money market mutual funds	113,288
Sacramento County Pooled Investment Fund	63,144,813
U.S. government issues	11,495,966
Total Investments	<u>74,754,067</u>
Total Cash and Investments	<u>\$ 76,777,425</u>

Cash and investments are reflected on the basic financials statements as follows:

Cash and investments	\$ 53,432,804
Restricted cash and investments	<u>23,344,621</u>
Total Cash and Investments	<u>\$ 76,777,425</u>

NOTE 2 – CASH AND INVESTMENTS (Continued)

A. DEPOSIT AND INVESTMENT POLICIES

California statutes authorize special districts to invest idle or surplus funds in a variety of credit instruments as provided for in the California Government Code, Section 53600. The following table identifies the investment types that are authorized for Metro Fire by law (or Metro Fire’s investment policy, whichever is more restrictive) that address interest rate risk, credit risk, and concentration of credit risk.

Authorized Investment Type	Maximum Maturity	Maximum %age of Portfolio
U.S. Treasury and Agency Obligations	5 years	None
California Local Agency debt	5 years	80%
Bankers acceptances	180 days	40%
Commercial paper	270 days	40%
Negotiable certificates of deposit	180 days	30%
Medium-term corporate notes	180 days	30%
Collateralized mortgage obligation	180 days	20%
Repurchase agreements	1 year	30%
Reverse repurchase agreements	92 days	20%
Money market mutual funds	N/A	20%

The ultimate maximum maturity of any investment is limited to five years and no more than 80% of the portfolio may be invested in issues other than United States Treasuries and Government Agencies. Metro Fire has complied with the provisions of California Government Code and Metro Fire’s investment policy.

B. INVESTMENT IN POOLED FUNDS

Metro Fire’s investments in the Sacramento County pooled investment fund is managed by the Sacramento County Treasurer and is stated at fair value or amortized cost, which approximates fair value. The total amount invested by all public agencies as of June 30, 2023 was \$7,273,871,863. The investment pool is actively managed with a weighted average maturity of 267 days. Metro Fire’s share of the pool is stated at fair value in its financial statements. Sacramento County does not invest in any derivative financial products directly. The value of pooled shares in Sacramento County that may be withdrawn is determined on an amortized cost basis, which is different than the fair value of Metro Fire’s position in the pool. The Sacramento County Treasury Investment Oversight Committee (Committee) has oversight responsibility for the County’s cash and investment pool.

C. INTEREST RATE RISK

Interest rate risk is the risk that changes in market interest rates will adversely affect the fair value of an investment. Generally, the longer the maturity of an investment, the greater the sensitivity of its fair value to changes in market interest rates. In accordance with its investment policy, Metro Fire manages its exposure to declines in fair values by limiting the maximum maturity length of investments to five years. The following table that shows the distribution of its investments by maturity as of year-end:

Type of Investment	Total	Effective Duration		
		< 1 year	1-2 years	3-5 years
Sacramento county pooled investment fund	\$ 63,144,813	\$ 63,144,813	\$ -	\$ -
Money market mutual funds	113,288	113,288	-	-
U.S. government issues	11,495,966	4,120,456	6,985,530	-
Total	\$ 74,754,067	\$ 67,378,557	\$ 6,985,530	\$ -

NOTE 2 – CASH AND INVESTMENTS (Continued)

D. CREDIT RISK

Generally, credit risk is the risk that an issuer of an investment will not fulfill its obligation to the holder of the instrument. This is measured by the assignment of a rating by a nationally recognized statistical rating organization. Metro Fire is permitted to hold investments of issuers with a minimum short-term rating of A-1 and P-1, and the long-term rating of A and A2, respectively by Standard & Poor's and Moody's rating agencies.

Presented below is the actual rating as of year-end for each investment:

Type of Investment	Total	Ratings as of Year End		
		AAA/Aaa	AA+/Aa1	Unrated
Sacramento county pooled investment fund	\$ 63,144,813	\$ -	\$ -	\$ 63,144,813
Money market mutual funds	113,288	113,288	-	-
U.S. government issues	11,495,966	-	11,495,966	-
Total	\$ 74,754,067	\$ 113,288	\$ 11,495,966	\$ 63,144,813

E. CONCENTRATION OF CREDIT RISK

The concentration of credit risk is the risk of loss that may be caused by Metro Fire's investment in a single issuer. Metro Fire's investment policy limits the amount of the portfolio that can be invested in any one investment vehicle to no more than 10% of the portfolio except for investments in the Sacramento County Pooled Investment Fund and in U.S. Treasury and Agency obligations. At year-end, there were no investments in any one issuer (other than investments in external investment pools) that represented 5% or more of total district-wide investments.

F. CUSTODIAL CREDIT RISK

Custodial risk for *deposits* is the risk that, in the event of a bank failure, a government will not be able to recover its deposits or will not be able to recover collateral securities that are in the possession of an outside party. The custodial credit risk for *investments* is the risk that, in the event of the failure of the counterparty (e.g., broker-dealer) to a transaction, a government will not be able to recover the value of its investment or collateral securities that are in the possession of another party.

The California Government Code requires that a financial institution secures deposits made by state or local governmental units by pledging securities in an undivided collateral pool held by a depository regulated under state law (unless so waived by the governmental unit). The fair value of the pledged securities must be equal to at least 110% of the total amount deposited by the public agencies. California law allows financial institutions to secure deposits by pledging first trust deed mortgage notes having a value of 150% of the secured deposits.

At June 30, 2023, Metro Fire's actual bank balance was \$2,079,253 of which \$500,000 was covered by federal depository insurance while \$1,579,253 was collateralized with securities held by the pledging or financial institution's trust department or agent, but not in Metro Fire's name.

G. FAIR VALUE MEASUREMENTS

All investments are reported in the statement of net position/balance sheet at fair value, except for money market mutual funds which are reported at net asset value. Metro Fire categorizes its fair value measurements within the fair value hierarchy established by generally accepted accounting principles. The hierarchy is based on the valuation inputs used to measure the fair value of the asset.

NOTE 2 – CASH AND INVESTMENTS (Continued)

Metro Fire has the following recurring fair value measurements as of year-end:

	Amount	Fair Value Measurements Using		
		Quoted Prices in Active Markets for Identical assets (Level 1)	Significant Other Observable Inputs (Level 2)	Significant Unobservable Inputs (Level 3)
<u>Investments by fair value level:</u>				
U.S. government issues	\$ 11,495,966	\$ 5,945,718	\$ 5,550,248	\$ -
<u>Investments measured at the net asset value (NAV):</u>				
Money market mutual funds	113,288			
<u>Investments not subject to fair value hierarchy:</u>				
Sacramento County Investment Pool	63,144,813			
Total investments measured at fair value	<u>\$ 74,754,067</u>			

Debt securities classified in Level 1 of the fair value hierarchy are valued using prices quoted in active markets for those securities. All securities classified in Level 2 are valued using pricing models based on market data, such as matrix or model pricing from outside pricing services. These valuation techniques include third party benchmark yields, reported trades, broker/dealer quotes, issuer spreads, two sided markets, benchmark securities, bids, offers and reference data including market research publications.

NOTE 3 – CAPITAL ASSETS

Capital asset activity for the year ended June 30, 2023, was as follows:

	July 1, 2022 ⁽¹⁾	Increases	Decreases	Transfers	June 30, 2023
Capital assets, not being depreciated:					
Land and Land Improvements	\$ 25,491,569	\$ 3,600	\$ -	\$ -	\$ 25,495,169
Construction-in-progress	2,491,063	1,944,551	-	(2,212,889)	2,222,725
Total capital assets, not being depreciated	<u>27,982,632</u>	<u>1,948,151</u>	<u>-</u>	<u>(2,212,889)</u>	<u>27,717,894</u>
Capital assets, being depreciated:					
Buildings and improvements	69,654,097	142,995	-	-	69,797,092
Equipment	76,767,124	2,014,086	(1,369,556)	2,212,889	79,624,543
Subscription assets	3,497,156	894,648	-	-	4,391,804
Total capital assets, being depreciated and amortized	<u>149,918,377</u>	<u>3,051,729</u>	<u>(1,369,556)</u>	<u>2,212,889</u>	<u>153,813,439</u>
Less accumulated depreciation for:					
Buildings and improvements	(29,085,485)	(1,457,828)	-	-	(30,543,313)
Equipment	(43,841,939)	(4,807,520)	1,216,145	-	(47,433,314)
Subscription assets	(628,599)	(1,015,355)	-	-	(1,643,954)
Total accumulated depreciation and amortization	<u>(73,556,023)</u>	<u>(7,280,703)</u>	<u>1,216,145</u>	<u>-</u>	<u>(79,620,581)</u>
Total capital assets being depreciated and amortized, net	<u>76,362,354</u>	<u>(4,228,974)</u>	<u>(153,411)</u>	<u>2,212,889</u>	<u>74,192,858</u>
Total capital assets	<u>\$ 104,344,986</u>	<u>\$ (2,280,823)</u>	<u>\$ (153,411)</u>	<u>\$ -</u>	<u>\$ 101,910,752</u>

(1) Restated for implementation of GASB 96, Subscription-based Information Technology Arrangements

Depreciation/amortization expense of \$7,280,703 was charged to governmental activities during the fiscal year.

NOTE 4 – INTERFUND TRANSACTIONS

Transactions between funds of Metro Fire are recorded as interfund transfers. The unpaid balances at year-end, as a result of such transactions, are shown as due to and due from other funds. Interfund balances and transfers at June 30, 2023 consisted of the following:

Due to	Due from			
	General Fund	Grant Fund	Nonmajor Funds	Total
General Fund	\$ -	\$ 3,415,773	\$ 586,746	\$ 4,002,519
Nonmajor Funds	-	41,425	-	41,425
Total	\$ -	\$ 3,457,198	\$ 586,746	\$ 4,043,944

Transfer to	Transfer from			
	General Fund	Grant Fund	Nonmajor Funds	Total
General Fund	\$ -	\$ 11,875	\$ -	\$ 11,875
Grant Fund	17,237	-	-	17,237
Nonmajor Funds	4,021,418	41,425	-	4,062,843
Total	\$ 4,038,655	\$ 53,300	\$ -	\$ 4,091,955

The balance between the General Fund and the Grant Fund is due to an interfund loan to allow the Grant Fund to pay grant expenses before receiving grant reimbursements and is expected to be paid within the next year. All remaining balances are interfund loans that resulted from processing certain disbursements by Metro Fire's fiscal agent out of funds other than the intended fund and are not expected to be paid within the next year.

The interfund transfer made by the General Fund to the Capital Facilities Fund (nonmajor) was made to pay mainly for debt service and capital spending in the Capital Facilities Fund. The transfer by the General Fund to the Grant Fund were made to fulfill grant matching requirements.

NOTE 5 – LONG-TERM LIABILITIES

The following is a summary of long-term obligation transactions for the fiscal year ended June 30, 2023:

	Balance July 1, 2022 ⁽¹⁾	Additions	Reductions	Balance June 30, 2023	Due Within One Year
Bonds and notes from direct placements and direct borrowings	\$ 50,679,500	\$ 4,924,128	\$ (7,105,604)	\$ 48,498,024	\$ 7,696,998
Compensated absences	15,845,556	3,808,080	(2,165,660)	17,487,976	5,389,000
Net Pension liability (see note 6)	363,264,160	260,998,872	(68,206,642)	556,056,390	-
OPEB liability (see note 7)	197,549,245	27,604,707	(20,901,848)	204,252,104	-
Workers' compensation liability (see note 8)	30,826,668	10,976,881	(8,190,692)	33,612,857	4,486,305
Subscription liability (see note 9)	982,760	894,648	(530,485)	1,346,923	525,984
	\$ 659,147,889	\$ 309,207,316	\$ (107,100,931)	\$ 861,254,274	\$ 18,098,287

(1) Restated for implementation of GASB 96, Subscription-based Information Technology Arrangements

The liability for compensated absences, worker's compensation liability, OPEB liability, net pension liability, and subscription liability are fully liquidated by the General Fund.

NOTE 5 – LONG-TERM LIABILITIES (Continued)

A. PENSION BONDS FROM DIRECT PLACEMENTS

In October 2004, Metro Fire issued taxable pension obligation bonds in three series for the original amount of \$69,998,975. The proceeds were used to reduce the unfunded actuarial liabilities of its pension plans. Series A bonds were issued as fixed rate bonds which require semi-annual payments of interest at a fixed rate of 4.79% with annual principal payments that began on May 15, 2005 until the final maturity date of May 15, 2025. Series B bonds were issued as auction rate securities which initially require semi-annual interest payments at a rate of 5.37% which will reset to auction rates on November 19, 2025 with principal payments beginning on May 15, 2026 until the final maturity date of May 15, 2030.

The bond indentures provide for optional redemption of the Series B bonds by their initial auction dates. By policy, Metro Fire is setting aside funds annually for the purpose of fully retiring the Series B bonds on their initial auction date. The bond indenture contains a provision, that in the event of default, the outstanding principal balance and accrued interest may be declared due and payable immediately. In the following maturity schedule, an interest rate of 5% is assumed at the point in time where the rates change to auction rates.

Fiscal year ending June 30,	Principal	Interest	Total
2024	\$ 2,520,000	\$ 1,364,306	\$ 3,884,306
2025	2,735,000	1,230,242	3,965,242
2026	3,150,000	1,047,370	4,197,370
2027	3,675,000	852,500	4,527,500
2028	13,375,000	1,386,250	14,761,250
	<u>\$ 25,455,000</u>	<u>\$ 5,880,668</u>	<u>\$ 31,335,668</u>

B. LEASE REVENUE BONDS FROM DIRECT PLACEMENTS

On February 24, 2022, Metro Fire issued 2022 Lease Revenue Refunding Bonds with an annual interest rate of 2.53% and par value of \$8,030,000. The proceeds of the bond issuance were used for the early redemption of Metro Fire's 2011 Lease Revenue Bonds with an outstanding par value of \$8,115,000.

The bond indenture contains a provision, that in the event of default, the outstanding principal balance and accrued interest may be declared due and payable immediately. One fire station with a net book value of \$207,906 as of year-end was used as security. Portions of the bonds mature annually until January 1, 2040. The bonds may be optionally redeemed at par on or after July 1, 2031. The bond maturities were as follows:

Fiscal year ending June 30,	Principal	Interest	Total
2024	\$ 366,000	\$ 191,053	\$ 557,053
2025	374,000	181,755	555,755
2026	381,000	172,242	553,242
2027	392,000	162,527	554,527
2028	406,000	152,521	558,521
2029 - 2033	2,179,000	602,709	2,781,709
2034 - 2038	2,468,000	310,912	2,778,912
2039 - 2043	1,077,000	34,231	1,111,231
	<u>\$ 7,643,000</u>	<u>\$ 1,807,951</u>	<u>\$ 9,450,951</u>

NOTE 5 – LONG-TERM LIABILITIES (Continued)

This bond issuance is subject to the arbitrage rebate and yield restriction requirements of the federal tax code. Payment to the internal Revenue Service is required for rebatable arbitrage, if any, 60 days after every five years from the issuance date of the bonds and on final redemption or maturity of the bond issue. The first arbitrage calculation will be due in fiscal year 2026-27.

C. NOTES FROM DIRECT BORROWINGS

Metro Fire has entered into certain financing lease arrangements under which the related asset will become the property of Metro Fire when all terms of the financing agreements are met. In the current year, Metro Fire entered into a 5-year lease agreement as lessee for financing the acquisition of fire equipment for \$4,924,128 with an interest rate of 3.43%. Financing leases still outstanding have lease terms that expire from 2024 through 2028 with interest rates ranging from 0.918% to 3.43%. Future minimum payments under the financing lease arrangement are as follows:

Fiscal year ending June 30,	Principal	Interest	Total
2024	\$ 4,810,998	\$ 337,393	\$ 5,148,391
2025	3,989,658	239,978	4,229,636
2026	3,136,857	159,332	3,296,189
2027	2,409,587	87,275	2,496,862
2028	1,052,924	27,163	1,080,087
	<u>\$ 15,400,024</u>	<u>\$ 851,141</u>	<u>\$ 16,251,165</u>

The following is a schedule of capital assets acquired through financing leases that serve as collateral as of June 30, 2023:

Construction-in-progress	\$ 1,687,685
Equipment	9,715,725
Total Capital assets, gross	11,403,410
Less: Accumulated depreciation	(1,197,301)
Total capital assets, net	<u>\$ 10,206,109</u>

NOTE 6 – RETIREMENT PLANS

A. PLAN DESCRIPTIONS

Metro Fire provides pension benefits to eligible employees through defined benefit pension plans administered by CalPERS and SCERS, which both act as a common investment and administrative agent for its participating member employers. Benefit provisions and all other requirements for CalPERS are established by State statute and benefit provisions and all other requirements for SCERS are established by Section 31584 of the County Employees Retirement Law of 1937. The establishment and amendment of specific benefit provisions of the plans are authorized by resolutions of the Board.

Metro Fire contributes to the following defined benefit pension plans:

- ❖ The Safety Plan of the Sacramento Metropolitan Fire District (the Safety Plan), an agent multiple-employer defined benefit pension plan administered by CalPERS.

NOTE 6 – RETIREMENT PLANS (Continued)

- ❖ The Miscellaneous Plan of the Sacramento Metropolitan Fire District (the Miscellaneous Plan), a cost-sharing multiple-employer defined benefit pension plan administered by CalPERS.
- ❖ The Sacramento County Employees Retirement System Plan (the SCERS Plan), a cost-sharing multiple-employer defined benefit pension plan administered by the County of Sacramento.

Only the plans administered by CalPERS are open for new enrollment. SCERS is only responsible for providing benefits to employees or retirees of Metro Fire who were members of SCERS before January 1, 1997. CalPERS issues publicly available financial reports for its plans. Copies of the CalPERS annual financial report and pertinent past trend information may be obtained at <https://www.calpers.ca.gov>. SCERS issues a publicly available financial report for its plans. Copies of the SCERS annual report may be obtained at <http://www.scers.org>.

B. BENEFITS PROVIDED

Each plan provides retirement and disability benefits, annual cost-of-living adjustments and death benefits to plan members and beneficiaries. The passage of the Public Employees’ Pension Reform Act (“PEPRA”) imposed several restrictions to the pension benefits that may be offered to employees hired on or after January 1, 2013 that were not previously CalPERS members, including increasing minimum retirement ages, increasing the percentage required for member contributions, and excluding certain types of compensation as pensionable. PEPRA has also created limits on pensionable compensation tied to the Social Security taxable wage base. The cumulative effect of these PEPRA changes will ultimately reduce Metro Fire’s retirement costs.

All permanent full-time employees and part-time employees working at least 1,000 hours per year are enrolled in the CalPERS Safety Plan or the Miscellaneous Plan. Safety membership is extended only to those involved in fire suppression, and certain other related classifications, while all other employees are classified as Miscellaneous. Upon retirement, participants are entitled to a monthly retirement benefit, payable for life, in an amount equal to a benefit factor multiplied by their service years and by their highest average monthly salary over 12 consecutive months of employment or, in the case of PEPRA employees, 36 consecutive months of employment.

The Plans’ provisions and benefits in effect at June 30, 2023 are summarized as follows:

	Safety Plan		Miscellaneous Plan	
	Prior to January 1, 2013	On or after January 1, 2013	Prior to January 1, 2013	On or after January 1, 2013
CalPERS membership date				
Benefit formula (at full retirement)	3.0% @ 50	2.7% @ 57	3.0% @ 60	2.0% @ 62
Benefit vesting schedule	5 years service	5 years service	5 years service	5 years service
Benefit payments	monthly for life	monthly for life	monthly for life	monthly for life
Retirement age	50 and up	50 and up	50 and up	52 and up
Monthly benefits, as a % of eligible compensation (based on retirement age)	3.0%	2.0% to 2.7%	2.0% to 3.0%	1.0% to 2.0%

The SCERS Plan provides benefits to employees or retirees of Metro Fire who were members of SCERS before January 1, 1997 (closed to new entrants). It provides retirement and death benefits based on the employee's years of service while an active member, age, and average final compensation. Employees with 5 years of service prior to January 1, 1997 are vested and may receive retirement benefits at age 50.

NOTE 6 – RETIREMENT PLANS (Continued)

C. EMPLOYEES COVERED

The following employees were covered by the benefit terms for the Plans:

	CalPERS		SCERS
	Safety	Miscellaneous	
Inactive or their beneficiaries currently receiving benefits	847	151	144
Inactive entitled to but not yet receiving benefits	160	58	1
Active	606	86	-
Total covered employees	<u>1,613</u>	<u>295</u>	<u>145</u>

The information above was based on the most recent actuarial information available as of June 30, 2022.

D. CONTRIBUTIONS

Section 20814(c) of the California Public Employees' Retirement Law (PERL) requires that the employer contribution rates for all public employers be determined on an annual basis by the actuary and shall be effective on the July 1 following notice of a change in the rate. For each of the CalPERS plans, the contractually required contribution rate for the year ended June 30, 2023, was a specified percent of annual payroll, actuarially determined as an amount that, when combined with employee contributions, is expected to finance the costs of benefits earned by employees during the year; and a fixed dollar amount contribution for any unfunded accrued liability for past service.

Contribution rates for the Safety Plan are individually determined for Metro Fire by CalPERS and do not reflect any cost-sharing provisions. Contribution rates for the Miscellaneous Plan are determined with reference to the risk pool to which they belong. Additionally, CalPERS manages a side fund for the Miscellaneous Plan, that was created at the time Metro Fire joined the plan, to reflect the difference between the funded status of Metro Fire's plan and the funded status of the risk pool. The side fund is invested and is being amortized to reduce the normal required contributions.

Required normal cost contributions were made each pay period based on required contribution rates as shown below. Unfunded liability contributions were made in July 2022 for Miscellaneous Classic and PEPRA separately and for Safety Classic and PEPRA combined. In addition to their employee contributions, classic safety employees contribute 3% of their pay towards employer contributions. Required contributions of active plan members and of Metro Fire for fiscal year ended June 30, 2023 were as follows:

	Safety Plan		Miscellaneous Plan	
	Classic	PEPRA	Classic	PEPRA
Required employer normal cost rates	18.790%	18.790%	16.480%	7.600%
Unfunded Accrued Liability (UAL) contribution	\$ 35,018,879		\$ 1,459,331	\$ 11,619
Required employee contribution rates	9.000%	12.000%	8.000%	7.750%
Actual employer contributions made including UAL	\$ 42,835,363	\$ 6,196,027	\$ 2,275,242	\$ 303,745
Actual employee contributions made	\$ 5,982,527	\$ 3,967,658	\$ 396,607	\$ 298,855

As part of its withdrawal from the SCERS Plan, Metro Fire has contractually agreed to eliminate its net pension liability by July 2037. Metro Fire contributes annually to the Plan to pay down this liability which is recalculated annually by SCERS' actuary. For the fiscal year ended June 30, 2023, Metro Fire paid \$2,800,000.

NOTE 6 – RETIREMENT PLANS (Continued)

E. PENSION LIABILITIES, PENSION EXPENSE, AND DEFERRED OUTFLOWS/INFLOWS OF RESOURCES RELATED TO PENSIONS

Net Pension Liability: The net pension liability (NPL) is measured as of June 30, 2022 based on the results of the actuarial calculation performed as of June 30, 2021 for the CalPERS plans and as of June 30, 2022 for the SCERS plan. Fiduciary net position is based on fair value of investments as of June 30, 2022. As of June 30, 2023, Metro Fire reported the following net pension liabilities:

CalPERS Safety Plan	\$ 496,710,320
CalPERS Miscellaneous Plan	20,586,340
SCERS Plan	38,759,730
Total NPL	<u>\$ 556,056,390</u>

The net pension liability for the CalPERS Safety Plan is measured as the Plan's total pension liability, less the Plan's fiduciary net position. The changes in the NPL recognized over the measurement period is as follows:

	Increase (Decrease)		
	Total Pension Liability	Plan Fiduciary Net Position	Net Pension Liability
CalPERS Safety Plan			
Balances at June 30, 2022			
<i>Measurement date June 30, 2021</i>	\$ 1,307,012,608	\$ 984,785,651	\$ 322,226,957
Changes recognized for the measurement period			
Service cost	21,801,037	-	21,801,037
Interest on the total pension liability	91,194,476	-	91,194,476
Changes in assumptions	46,170,203	-	46,170,203
Differences between actual and expected experience	(6,088,685)	-	(6,088,685)
Contributions from employer		44,692,384	(44,692,384)
Contributions from employee		9,198,133	(9,198,133)
Net investment income		(74,683,386)	74,683,386
Benefit payments	(72,671,164)	(72,671,164)	-
Administrative Expense		(613,463)	613,463
Net changes	<u>80,405,867</u>	<u>(94,077,496)</u>	<u>174,483,363</u>
Balances at June 30, 2022			
<i>Measurement date June 30, 2022</i>	<u>\$ 1,387,418,475</u>	<u>\$ 890,708,155</u>	<u>\$ 496,710,320</u>

The net pension liability for CalPERS Miscellaneous Plan is measured as the proportionate share of the collective net pension liability of the Miscellaneous Risk Pool (risk pool) as a whole. In determining an individual rate plan's proportion of the risk pool's net pension liability, CalPERS first estimates the total pension liability (TPL) and the fiduciary net position (FNP) for the risk pool as a whole as well as the individual rate plans. The allocated net pension liability represents the difference between the plan's proportionate share of the TPL and FNP. Metro Fire's proportionate share of the net pension liability for the Miscellaneous Plan is as follows:

Proportion - June 30, 2022	0.50681%
Proportion - June 30, 2023	0.43995%
Change - Increase (Decrease)	<u>(0.06686%)</u>

As Metro Fire has withdrawn from SCERS, SCERS calculates the net pension liability in a separate account as contractually agreed. Although a separate study is done to determine Metro Fire's TPL and FNP, the study uses assumptions based on the combined experience of the risk pool as a whole (e.g., longevity, salary increases, etc.).

NOTE 6 – RETIREMENT PLANS (Continued)

Pension Expenses and Deferred Outflows/Inflows of Resources: Pension expense represents the change in the net pension liability during the measurement period, adjusted for actual contributions and the deferred recognition of changes in investment gain/loss, actuarial gain/loss, actuarial assumptions or method, and plan benefits. For the year ended June 30, 2023, Metro Fire recognized pension expense as follows:

CalPERS Safety Plan	\$ 59,154,730
CalPERS Miscellaneous Plan	601,541
SCERS Plan	872,112
Total Pension Expense	<u>\$ 60,628,383</u>

Metro Fire reported deferred outflows and inflows of resources related to pensions from the following sources:

	CalPERS Safety	CalPERS Miscellaneous	SCERS	Total
<u>Deferred Outflows</u>				
Differences between actual and expected experience	\$ 16,413,514	\$ 413,414	\$ 1,157,965	\$ 17,984,893
Changes of assumptions	37,117,222	2,109,501	-	39,226,723
Adjustments due to differences in proportions	-	206,215	-	206,215
Pension contributions subsequent to measurement date	49,031,390	2,578,987	2,800,000	54,410,377
Total	<u>\$ 146,955,144</u>	<u>\$ 9,078,988</u>	<u>\$ 4,031,643</u>	<u>\$ 160,065,775</u>
<u>Deferred Inflows</u>				
Differences between actual and expected experience	\$ 5,779,457	\$ 276,887	\$ 1,672,366	\$ 7,728,710
Changes of assumptions	241,531	-	1,146,904	1,388,435
Net differences between projected and actual earnings on plan investments	-	-	-	-
Adjustments due to differences in proportions	-	997,618	-	997,618
Total	<u>\$ 6,020,988</u>	<u>\$ 1,274,505</u>	<u>\$ 2,819,270</u>	<u>\$ 10,114,763</u>

The \$54,410,377 reported as deferred outflows of resources related to contributions subsequent to the measurement date will be recognized as a reduction of the net pension liability in the subsequent fiscal year. Other amounts reported as deferred outflows of resources and deferred inflows of resources related to pensions will be recognized as pension expense (or reduction in pension expense) as follows:

Year ending June 30,	CalPERS Safety	CalPERS Miscellaneous	SCERS	Total
2024	\$ 21,662,150	\$ 1,262,314	\$ (1,085,781)	\$ 21,838,683
2025	20,067,396	1,071,773	(1,275,168)	19,864,001
2026	12,822,123	585,016	(1,163,800)	12,243,339
2027	36,565,184	2,306,393	1,937,122	40,808,699
2028	785,913	-	-	785,913
	<u>\$ 91,902,766</u>	<u>\$ 5,225,496</u>	<u>\$ (1,587,627)</u>	<u>\$ 95,540,635</u>

NOTE 6 – RETIREMENT PLANS (Continued)

F. ACTUARIAL ASSUMPTIONS

The total pension liabilities were determined using the following actuarial methods and assumptions:

	CalPERS Plans	SCERS Plans
Actuarial Cost Method	Entry Age Actuarial Cost Method	Entry Age Actuarial Cost
Amortization Method	Level Percent of Payroll	Level Percent of Payroll
Asset Valuation Method	Fair Value of Assets	Fair Value of Assets
Actuarial Assumptions:		
Investment Rate of Return	6.90%	6.75%
Inflation	2.30%	2.75%
Payroll Growth	Varies by entry age and service	3.00% (includes inflation)
Mortality	Derived using CalPERS' membership data for all funds. The mortality tables include 15 years of projected mortality improvement using 90% of Scale MP-2016 published by the Society of Actuaries.	Pub-2010 Safety Healthy Retiree Amount-Weighted Above-Median Mortality Table (separate tables for males and females) with rates decreased by 5% for males, projected generationally with the two-dimensional mortality improvement scale MP-2019.
Post Retirement Benefit Increase	The lesser of contract COLA or 2.5% until Purchasing Power Protection Allowance floor on purchasing power applies, 2.5% thereafter.	COLA up to 3.0% depending on retiree classification.

Discount Rate: The long-term expected rate of return on pension plan investments was determined using a building-block method in which expected future real rates of return (expected returns, net of pension plan investment expense and inflation) are developed for each major asset class.

In determining the long-term expected rate of return, CalPERS took into account both short-term and long-term market return expectations. Using historical returns of all of the funds' asset classes, expected compound (geometric) returns were calculated over the next 20 years using a building-block approach. The expected rate of return was then adjusted to account for assumed administrative expenses of 10 Basis points. The expected real rates of return by asset class are as follows:

Asset Class	Assumed asset allocation	Real Return
Global Equity - Cap-weighted	30.00 %	4.54 %
Global Equity - Non-cap-weighted	12.00	3.84
Private Equity	13.00	7.28
Treasury	5.00	0.27
Mortgage-backed Securities	5.00	0.50
Investment Grade Corporates	10.00	1.56
High Yield	5.00	2.27
Emerging Market Debt	5.00	2.48
Private Debt	5.00	3.57
Real Assets	15.00	3.21
Leverage	(5.00)	(0.59)

NOTE 6 – RETIREMENT PLANS (Continued)

The long-term expected rate of return on pension plan investments was determined by SCERS in 2020 using a building-block method in which expected future real rates of return (expected returns, net of inflation) are developed for each major asset class. These returns are combined to produce the long-term expected rate of return by weighting the expected future real rates of return by the target asset allocation percentage, adding expected inflation and subtracting expected investment expenses and a risk margin.

The target allocation and projected real rates of return for each major asset class for the SCERS Plan are as follows:

Asset Class	Target	
	Allocation	Real Return
U.S. Equity	20.00 %	5.50 %
International Equity	20.00	6.96
Fixed Income	21.00	0.95
Absolute Return	12.00	2.75
Private Assets	13.00	8.23
Real Assets	14.00	6.81

Sensitivity of the Net Pension Liability to Changes in the Discount Rate: The following presents Metro Fire’s net pension liability for each Plan, calculated using the discount rate for each Plan, as well as what Metro Fire’s proportionate share of the net pension liability would be if it were calculated using a discount rate that is 1-percentage point lower or 1-percentage point higher than the current rate:

Net Pension Liability	Current Discount		
	1% decrease	Rate (6.90%/6.75%)	1% increase
CalPERS Safety (6.90%)	\$ 686,025,612	\$ 496,710,320	\$ 341,614,034
CalPERS Miscellaneous (6.90%)	3,154,136	20,586,340	11,573,262
SCERS Plan (6.75%)	50,967,902	38,759,730	28,547,154

G. PENSION PLAN FIDUCIARY NET POSITION

Detailed information about each pension plan’s fiduciary net position is available in the separately issued CalPERS and SCERS financial reports which can be found online at www.calpers.ca.gov/page/employers/actuarial-services/gasb and www.scers.org/actuarial-information.

H. DEFERRED COMPENSATION PLAN

Metro Fire employees may defer a portion of their compensation under a Metro Fire sponsored Deferred Compensation Plan created in accordance with Internal Revenue Code Section 457. Under this Plan, participants are not taxed on the deferred portion of their compensation until distributed to them; distributions may be made only at termination, retirement, death or in an emergency defined by the Plan. The laws governing deferred compensation plan assets require plan assets to be held by a Trust for the exclusive benefit of plan participants and their beneficiaries. Since the assets held under these plans are not Metro Fire’s assets and are not subject to its control, they have been excluded from these financial statements.

NOTE 7 – OTHER POSTEMPLOYMENT BENEFITS

A. PLAN DESCRIPTION

The Sacramento Metropolitan Fire District Retiree Healthcare Plan (“Plan”) is a single-employer defined benefit healthcare plan administered by Metro Fire. The Plan provides healthcare benefits to eligible retirees and their dependents through CalPERS under the Public Employees’ Medical and Hospital Care Act (PEMHCA). This coverage requires the employee to satisfy the requirements for retirement: (a) attainment of age 50 (age 52, for miscellaneous employees who are new to PERS on or after January 1, 2013) with 5 years of State or public agency service or (b) an approved disability retirement.

B. BENEFITS PROVIDED

Benefit provisions are established and may be amended through agreements and memorandums of understanding among Metro Fire, its non-represented employees, and the unions for represented Metro Fire employees. As a PEMHCA employer, Metro Fire is obligated to contribute toward the cost of retiree medical coverage for the retiree’s lifetime or until coverage is discontinued. Metro Fire has resolutions with CalPERS defining the level of contribution toward active and retiree medical plan premiums. Benefits fall into one of four categories:

1. For employees hired prior to December 1, 2011, the current resolutions provide that:
 - a. While covered by a Basic or Combination plan, Metro Fire will contribute 92% of the medical premium for the retiree and his or her dependents, but not more than 92% of the premium for the 3rd highest Basic or Combination plan rate corresponding to the retiree’s coverage level, and
 - b. When the retiree and all of his or her covered dependents are covered by Medicare plans, Metro Fire will contribute 100% of the medical premium, not to exceed 100% of the 3rd highest Supplemental plan rate corresponding to the retiree’s coverage level.
2. Employees hired on or after December 1, 2011 in general are covered by a “special” PEMHCA vesting resolution, which provides that Metro Fire will pay the benefit described in 1 above, multiplied by a vesting percentage with a minimum service of 5 years starting at 25% increasing by intervals of 5% with full vesting to those having 20 years of service.
3. Retirees who retain SCERS medical coverage receive a subsidy, increasing by 5% per year, based on the retiree’s years of service with Metro Fire. The benefit continues at 50% for surviving spouses of retirees.
4. Metro Fire also reimburses the monthly Medicare Part B premiums for former employees who retired from American River Fire District and their spouses.

All retirees eligible for coverage under the district-sponsored medical plans (except those in 3. above) who opt out of CalPERS medical insurance will receive instead up to \$300 per month toward the cost of outside coverage.

C. EMPLOYEES COVERED

Based on the most recent actuarial information available, the following employees were covered by the benefit terms of the Plan:

Inactive or their beneficiaries currently receiving benefits	747
Inactive entitled to but not yet receiving benefits	14
Active	655
Total covered employees	<u>1,416</u>

NOTE 7 – OTHER POSTEMPLOYMENT BENEFITS (Continued)

D. CONTRIBUTIONS

The contribution requirements of the Plan participants and Metro Fire are established by and may be amended pursuant to agreements with its non-represented employees and the union for represented Metro Fire employees. Metro Fire prefunds its obligation by contributing to the California Employer’s Retiree Benefit Trust (CERBT) Fund, an irrevocable trust established to fund OPEB. CERBT is administered by CalPERS, and is managed by an appointed board not under the control of Metro Fire. CalPERS issues a publicly available financial report for the Plan that can be obtained at www.calpers.ca.gov/page/employers/benefit-programs/cerbt.

In accordance with its annual budget, Metro Fire contributes to CERBT an amount that, together with the payment of retiree medical premiums, will fully fund the explicit portion of the actuarially determined contribution and will fund the implicit subsidy liability on a pay-as-you-go basis. An “implicit subsidy” exists when the premiums charged for retiree coverage are lower than the expected retiree claims for that coverage. Pre-Medicare retirees able to continue medical coverage at the same premium rates as are charged for active employees creates this implicit benefit. Employees are not required to contribute to the Plan. For the fiscal year ended June 30, 2023, Metro Fire’s contributions were as follows:

Employer Cash Contributions to the trust	\$ 4,088,378
Employer Contributions in the form of	
Direct Benefit Payments (not reimbursed by the Trust)	11,488,100
Estimated Implicit Subsidy	3,319,106
Total contributions	<u>\$ 18,895,584</u>

E. OPEB LIABILITY, OPEB EXPENSE, AND DEFERRED OUTFLOW/INFLOWS OF RESOURCES RELATED TO OPEB

Net OPEB Liability: Metro Fire’s net OPEB liability was measured as of June 30, 2022 and the total OPEB liability used to calculate the net OPEB liability was determined by an actuarial valuation as of that date. Metro Fire’s net OPEB liability is measured as the Plan’s total OPEB liability, less the Plan’s fiduciary net position.

The changes in the Net OPEB liability recognized over the measurement period are as follows:

	Increase (Decrease)		
	Total OPEB Liability	Plan Fiduciary Net Position	Net OPEB Liability
Balances at June 30, 2022			
<i>Measurement date June 30, 2021</i>	\$ 267,191,565	\$ 69,642,320	\$ 197,549,245
Changes recognized for the measurement period			
Service Cost	8,346,664		8,346,664
Interest Cost	15,834,496		15,834,496
Employer Contributions		20,901,848	(20,901,848)
Expected Investment Income		4,528,775	(4,528,775)
Administrative Expenses		(18,338)	18,338
Benefit Payments	(14,313,869)	(14,313,869)	-
Assumption Changes	(6,662,787)		(6,662,787)
Plan Experience	-		-
Investment Experience		(14,596,771)	14,596,771
Net Changes	<u>3,204,504</u>	<u>(3,498,355)</u>	<u>6,702,859</u>
Balances at June 30, 2023			
<i>Measurement date June 30, 2022</i>	<u>\$ 270,396,069</u>	<u>\$ 66,143,965</u>	<u>\$ 204,252,104</u>

NOTE 7 – OTHER POSTEMPLOYMENT BENEFITS (Continued)

OPEB Expense and Deferred Outflows/Inflows of Resources: For the year ended June 30, 2023, Metro Fire recognized OPEB expense of \$5,133,381. At year-end, Metro Fire reported deferred outflows of resources and deferred inflows of resources related to OPEB from the following sources:

	Deferred Outflows of Resources	Deferred Inflows of Resources
Changes of assumptions	\$ 19,814,040	\$ 33,346,007
Net differences between projected and actual earnings on OPEB plan investments	6,031,678	
Differences between actual and expected experience		20,161,108
OPEB contributions subsequent to measurement date	18,895,584	
Total	<u>\$ 44,741,302</u>	<u>\$ 53,507,115</u>

The \$18,895,584 reported as deferred outflows of resources related to contributions subsequent to the measurement date will be recognized as a reduction of the net pension liability in the subsequent fiscal year. Other amounts reported as deferred outflows of resources and deferred inflows of resources related to pensions will be recognized as pension expense as follows:

Year ending June 30,	
2024	\$ (14,520,458)
2025	(11,232,965)
2026	(2,813,927)
2027	2,075,424
2028	(213,708)
Thereafter	(955,763)
	<u>\$ (27,661,397)</u>

F. ASSUMPTIONS

The total OPEB liabilities were determined using the following actuarial methods and assumptions, applied to all periods included in the measurement, unless otherwise specified:

Funding Method	Entry Age Normal Cost, level percent of pay
Long-Term Return on Assets	6.21%
Discount Rate	6.10%
Inflation	2.50%
Payroll Growth	3.0% per year; since benefits do not depend on pay, this is used only to allocate the cost of benefits between service years.
Mortality	MacLeod Watts Scale 2022 developed from a blending of data and methodologies found in (1) the Society of Actuaries Mortality Improvement Scale MP-2021 Report and (2) the demographic assumptions used in the 2021 Annual Report of the Board of Trustees of the Federal Old-Age and Survivors Insurance and Federal Disability Insurance Trust Funds, published in 2021.
Healthcare Trend	5.8% for 2023 with an ultimate rate of 3.9% for 2076 and later years developed using the Getzen Model 2021_b published by the Society of Actuaries.

NOTE 7 – OTHER POSTEMPLOYMENT BENEFITS (Continued)

The long-term expected rate of return on OPEB plan investments was determined using a building block method in which expected future real rates of return (expected returns, net of OPEB plan investment expense and inflation) are developed for each major asset class. These ranges are combined to produce the long-term expected rate of return by weighting the expected future real rates of return for time periods 1-5 years and 6-20 years by the target asset allocation percentage and by adding expected inflation. The target allocation and best estimates of arithmetic real rates of return for each major asset class are summarized in the following table:

Asset Class	Target Allocation	Real Return Years 1 - 5	Real Return Years 6-20
Global Equity	49.00 %	6.80 %	6.80 %
Fixed Income	23.00	0.90	2.70
Global Real Estate (REITs)	20.00	5.40	6.00
Treasury Inflation Protected Securities	5.00	0.60	2.80
Commodities	3.00	3.20	3.40

Changes in Assumptions: The discount rate increased from 5.90 to 6.10% based on published change in return for the municipal bond index and updated analysis as described in GASB 75 paragraphs 36-41.

Sensitivity of the Net OPEB Liability to Changes in the Discount Rate: The following presents the net OPEB liability of Metro Fire, as well as what the Metro Fire's net OPEB liability would be if it were calculated using a discount rate that is 1 percentage point lower or 1 percentage point higher than the current discount rate:

	1% decrease	Current Discount Rate 6.10%	1% increase
Net OPEB Liability	\$ 240,371,416	\$ 204,252,104	\$ 174,580,285

Sensitivity of the Net OPEB Liability to Changes in the Healthcare Cost Trend Rate: The following presents the net OPEB liability of Metro Fire, as well as what Metro Fire's net OPEB liability would be if it were calculated using healthcare cost trend rates that are 1 percentage point lower or 1 percentage point higher than the current healthcare cost trend rates:

	1% decrease	Current Healthcare Cost Trend Rate	1% increase
Net OPEB Liability	\$ 170,899,857	\$ 204,252,104	\$ 245,887,931

NOTE 8 – RISK MANAGEMENT

Metro Fire is exposed to various risks of loss related to torts, theft of, damage to and destruction of assets, errors and omission, injuries to employees, and natural disasters. Metro Fire manages these risks through various full insurance policies and self-insurance combined with excess insurance policies. Metro Fire is self-insured for all losses from workers' compensation claims from 2003, when it terminated its excess liability insurance coverage until 2009. Beginning in 2010, Metro Fire obtained excess commercial coverage for losses in excess of \$3,000,000, for each claim up to the statutory limits. Claims expenditures and liabilities are reported when it is probable that a loss has occurred and the amount of that loss can be reasonably estimated.

NOTE 8 – RISK MANAGEMENT (Continued)

The liability for claims is based on historical cost and/or actuarial estimates of the amounts needed to pay prior and current year claims, and to allow the accrual of estimated incurred but not reported claims and incremental claims expense. Changes in Metro Fire’s claims liabilities for the fiscal year ended June 30, 2023 and 2022 were as follows:

	<u>2023</u>	<u>2022</u>
Unpaid claims and claim adjustment expenses at beginning of fiscal year	\$ 30,826,668	\$ 27,651,630
Incurred claims and claim adjustment expenses:		
Provision for insured events of current fiscal year	6,907,000	6,348,000
Changes in provision for insured events of prior fiscal years	4,069,881	2,125,313
Total incurred claims and claim adjustment expenses	<u>10,976,881</u>	<u>8,473,313</u>
Payments:		
Claim and claim adjustment expenses attributable to insured events of the current fiscal year	1,442,290	1,720,756
Claim and claim adjustment expenses attributable to insured events of the prior fiscal years	6,748,402	3,577,519
Total payments	<u>8,190,692</u>	<u>5,298,275</u>
Total unpaid claims and claim adjustment expenses	<u>\$ 33,612,857</u>	<u>\$ 30,826,668</u>

Metro Fire’s claims liabilities at fiscal year ended June 30, 2023 and 2022 were comprised of the following:

	<u>2023</u>	<u>2022</u>
Claim reserves	\$ 22,016,418	\$ 19,508,499
Incurred but not reported (IBNR)	10,050,558	10,529,169
Unallocated loss adjustment expenses (ULAE)	1,545,881	789,000
Total unpaid claims and claim adjustment expenses	<u>\$ 33,612,857</u>	<u>\$ 30,826,668</u>
Short-term liability	\$ 4,486,305	\$ 4,223,254
Long-term liability	29,126,552	26,603,414
Total unpaid claims and claim adjustment expenses	<u>\$ 33,612,857</u>	<u>\$ 30,826,668</u>

Metro Fire is a member of the Special District Risk Management Authority (SDRMA). The SDRMA is a risk-pooling self-insurance authority, created under the provisions of the California Government Code Sections 6500 et. seq. Its purpose is to provide a full risk management program for California local governments. Metro Fire pays an annual premium to SDRMA for general and auto liability, errors and omissions, property, boiler and machinery and employee dishonesty insurance coverage. Metro Fire’s annual premium is based on its pro-rata share of charges for the pooled risk, claims adjusting and legal costs, and administrative and other costs to operate the SDRMA. Aviation insurance continues to be covered through a commercial insurer.

NOTE 8 – RISK MANAGEMENT (Continued)

Metro Fire’s coverage and corresponding deductibles are as follows:

Coverage	Amount	Deductible
General liability	\$ 10,000,000	\$ 500
Auto liability	10,000,000	5,000
Property damage	1,000,000,000	1,000
Boiler and machinery	100,000,000	1,000
Errors and omissions	10,000,000	25,000
Employment practices liability	10,000,000	25,000
Employee dishonesty	1,000,000	-
Aviation Liability	10,000,000	500
Cyber	2,000,000	25,000
Pollution	2,000,000	75,000

Metro Fire did not have any settlements in excess of the insurance coverage in any of the three prior fiscal years.

NOTE 9 – SUBSCRIPTION LIABILITY

For the year ended June 30, 2023, the District reported the following subscription activity consistent with the adoption of GASB Statement 96, Subscription-based information technology arrangements, with activity reported based on the facts in place as of the beginning of the implementation period:

	Balance June 30, 2022 <i>(as restated)</i>	Additions	Reductions	Balance June 30, 2023
Subscription Liabilities				
Oracle Cloud ERP	\$ 982,760	\$ -	\$ (229,685)	\$ 753,075
Image Trend	-	549,065	(182,885)	366,180
Microsoft	-	345,583	(117,915)	227,668
Totals	<u>\$ 982,760</u>	<u>\$ 894,648</u>	<u>\$ (530,485)</u>	<u>\$ 1,346,923</u>

Subscription assets are reported with other capital assets and subscription liabilities are reported as long-term debt on the statement of net position.

During fiscal year 2019-20, Metro Fire entered into a one-year SBITA for the use of a cloud-based Oracle software which includes eight one-year options to extend at the option of Metro Fire. Metro Fire determined that there is a reasonable certainty that option will be exercised through fiscal year 2025-26. An initial subscription liability was recorded in the amount of \$982,760 during the current fiscal year using the 3.0% interest rate charged by the vendor. Metro Fire made total principal and interest payment of \$229,685 during the current fiscal year. The value of the right-to-use subscription asset as of June 30, 2023 was \$3,497,156 with an accumulated amortization of \$1,345,738.

NOTE 9 – SUBSCRIPTION LIABILITY (Continued)

In September 2022, Metro Fire entered into a subscription arrangement for electronic patient care reporting for its emergency medical services. The interest rate charged by the vendor used in the liability calculation was 3%. An initial subscription liability of \$549,065 was recorded. Total principal and interest payment of \$182,885 was made during the current fiscal year. The value of the right-to-use subscription asset as of June 30, 2023 was \$549,065 with an accumulated amortization of \$183,022.

In July 2022, Metro Fire entered into a subscription arrangement for use of Microsoft software suite. The incremental borrowing rate used in the liability calculations was 2.381%. An initial subscription liability of \$345,583 was recorded. Total principal and interest payment of \$117,915 was made during the current fiscal year. The value of the right-to-use subscription asset as of June 30, 2023 was \$345,583 with an accumulated amortization of \$115,194.

The future principal and interest subscription liability payments as of June 30, 2023, are as follows:

Fiscal Year ending June 30,	Principal	Interest	Total
2024	\$ 525,984	\$ 38,998	\$ 564,982
2025	554,626	23,915	578,541
2026	266,313	7,989	274,302
	<u>\$ 1,346,923</u>	<u>\$ 70,902</u>	<u>\$ 1,417,825</u>

NOTE 10 – LEASES

Metro Fire leases out some of its buildings and land. Most leases are short-term leases except for the first floor of its headquarters which is leased out for a 90-month term with two 5-year options to extend at the option of the lessee. Metro Fire has generally included these renewal periods in the lease term when it is reasonably certain that the renewal option(s) will be exercised. As the interest rate implicit in the leases is not readily determinable, Metro Fire uses its incremental borrowing rates of 4% to measure the present value of the lease payments expected to be received during the lease term period. Minimum lease payments receivable on leases of properties are as follows:

Fiscal year ending June 30,	Principal	Interest	Total
2024	\$ 792,743	\$ 84,369	\$ 877,112
2025	847,373	51,668	899,041
2026	827,206	16,730	843,936
	<u>\$ 2,467,322</u>	<u>\$ 152,767</u>	<u>\$ 2,620,089</u>

In the current fiscal year, Metro Fire recognized revenue (inflows of resources) relating to all its leases of \$1,123,301 for lease revenue and \$114,943 for interest revenue. Per GASB 87, the value of the deferred inflows as of the end of the year was \$2,313,235 which will be amortized over the remaining lease term of 2.92 years.

NOTE 11 – NET POSITION AND FUND BALANCES

A. NET POSITION

The government-wide financial statements report net position. The following are the three categories:

Net investment in capital assets – This category groups all capital assets into one component of net position reduced by accumulated depreciation and the outstanding balances of debt, net of unspent proceeds, which are attributable to the acquisition, construction or improvement of these assets.

Restricted net position – This category presents external restrictions imposed by creditors, grantors, contributors, laws or regulations of other governments and restrictions imposed by law through constitutional provisions or enabling legislation.

Unrestricted net position – This category represents net position of Metro Fire not restricted for any project or other purpose.

B. FUND BALANCES

In the fund financial statements, governmental funds report fund balances in the following categories:

Nonspendable Funds – Fund balance should be reported as nonspendable when the amounts cannot be spent because they are either not in spendable form, or are legally or contractually required to be maintained intact. Nonspendable balances are not expected to be converted to cash within the next operating cycle, which consist of inventory, pre-paid items and other assets.

Restricted Funds – Fund balance should be reported as restricted when constraints placed on the use of resources are either externally imposed by creditors, grantors, contributors, or laws or regulations of other governments, or imposed by law through constitutional provisions or enabling legislation.

Capital acquisitions – represents developer and impact fees to mitigate the impact of providing additional fire stations and fire equipment. Also includes capital grants earmarked for specific purposes.

Equipment purchases – represents proceeds from financing restricted for specifically approved equipment.

Committed Funds – Fund balance should be reported as committed when the amounts can only be used for specific purposes pursuant to constraints imposed by formal action (i.e., resolution) of Metro Fire's highest level of decision-making authority, the Board of Directors. These amounts cannot be used for any other purpose unless the Board modifies or removes the fund balance commitment through another resolution.

Capital acquisitions – represents transfers from the general fund committed to the purchase of capital assets.

Workers' compensation claims – represents the amount adopted by the Board for contingency reserves.

Pension bond retirement – represents the amounts set aside for the retirement of the pension bonds prior to their repricing at auction rates in 2025.

Assigned Funds – Fund balance should be reported as assigned when the amounts are constrained by the government's intent to be used for specific purposes, but are neither restricted nor committed. Intent is expressed by the Board of Directors or the Fire Chief and may be changed at their discretion. Unlike commitments, assignments generally exist only temporarily.

NOTE 11 – NET POSITION AND FUND BALANCES (Continued)

Unassigned Funds – Unassigned fund balance is the residual classification of Metro Fire’s funds and includes all spendable amounts that have not been restricted, committed, or assigned to specific purposes. The General Fund is the only fund that reports a positive unassigned fund balance amount. In other governmental funds, if expenditures incurred for specific purposes exceeded the amounts restricted, committed, or assigned to those purposes, it may be necessary to report a negative unassigned fund balance.

The following are components of fund balances as of year-end:

	General Fund	Grant Fund	Special Projects Fund	Nonmajor Funds	Total
Nonspendable:					
Inventory	\$ 3,379,684	\$ -	\$ -	\$ -	\$ 3,379,684
Prepaid items	356,276	427,208	-	7,721,757	8,505,241
Petty cash	500	-	-	-	500
Total nonspendable fund balance	3,736,460	427,208	-	7,721,757	11,885,425
Restricted for:					
Capital acquisition	-	-	12,913,920	6,478,234	19,392,154
Workers compensation claims	361,104	-	-	-	361,104
Equipment purchases	-	-	-	2,040,446	2,040,446
Total restricted fund balance	361,104	-	12,913,920	8,518,680	21,793,704
Committed to:					
Capital acquisition	-	-	-	907,305	907,305
Workers compensation claims	4,000,000	-	-	-	4,000,000
Pension bond retirement	11,579,327	-	-	-	11,579,327
Total committed fund balance	15,579,327	-	-	907,305	16,486,632
Unassigned	41,609,274	(1,970,265)	-	-	39,639,009
Total fund balance	\$ 61,286,165	\$ (1,543,057)	\$ 12,913,920	\$ 17,147,742	\$ 89,804,770

At June 30, 2023, restricted cash and investments amounted to \$23,344,621 while the restricted fund balance is \$21,793,704. The difference represents payables from restricted assets net of government-wide adjustments reported in the Statement of Net Position.

At year-end, the Grant Fund, a major fund, has a deficit fund balance of \$1,543,057. Most of Metro Fire’s grants are reimbursement-type grants in which expenditures are recorded in the year incurred while revenues are recorded when measurable and available (i.e., must be collected within 90 days of the year-end), which may result in revenues recognized in a later year depending on when the reimbursements are collected. This difference in the timing of the recognition of revenues and expenditures is the reason for the current year’s deficit.

C. RESTATEMENT

Metro Fire implemented the provisions of Governmental Accounting Standards Board Statement No. 96 – Subscription-Based Information Technology Arrangements (SBITAs) during the year ended June 30, 2023. The beginning balance of the related capital asset was increased by \$982,760 as of July 1, 2022 while a subscription liability was recognized for the same amount resulting to a net effect on beginning net position of zero. See the disclosure in Note 9.

NOTE 12 – COMMITMENTS AND CONTINGENCIES

A. ENCUMBRANCES

At year end, the amount of encumbrances expected to be honored upon performance by the vendor in the next year were as follows:

General Fund	\$ 287,498
Grant Fund	391
Nonmajor Funds	<u>2,707,580</u>
Total	<u>\$ 2,995,469</u>

B. GRANTS

Metro Fire participates in various federal grant programs, the principal of which are subject to program compliance audits pursuant to the Single Audit Act as amended. Accordingly, Metro Fire’s compliance with applicable grant requirements will be established at a future date. The amount of expenditures which may be disallowed by the granting agencies cannot be determined at this time, although Metro Fire anticipates such amounts, if any, will be immaterial.

C. LITIGATION

Metro Fire is a defendant in a number of lawsuits, which have arisen in the normal course of business. While substantial damages are alleged in some of these actions, their outcome cannot be predicted with certainty. In the opinion of Management and legal counsel, these actions, when finally adjudicated will not have a material adverse effect on the financial position of Metro Fire.

NOTE 12 – BORROWINGS

Metro Fire has borrowings available from the County of Sacramento equal to 85% of estimated tax revenues for July 1 to December 10 and 42.50% of estimated revenues for December 10 to April 25. These borrowings are permitted until the last Monday of April each year. The amount available as of December 10, 2022 and April 25, 2023 were \$155,847,164 and \$77,923,582, respectively. The interest rate charged is the rate earned by the County investment pool which was 3.3%. The schedule below details the changes in short-term borrowings during the year ended June 30, 2023:

Beginning Balance	Draws	Repayments	Ending Balance
\$ -	\$ 111,992,771	\$ (111,992,771)	\$ -

This short-term borrowing serves as a dry-period financing for Metro Fire’s operations during the periods before property taxes are received in its accounts, generally in January and April of each year. These amounts are accounted for in the General Fund.



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Required Supplementary Information

REQUIRED SUPPLEMENTARY INFORMATION

SACRAMENTO METROPOLITAN FIRE DISTRICT CALPERS SAFETY PLAN (AGENT MULTIPLE-EMPLOYER DEFINED BENEFIT PENSION PLAN)

SCHEDULE OF CHANGES IN NET PENSION LIABILITY FOR THE YEARS ENDED JUNE 30 - LAST TEN FISCAL YEARS*

(UNAUDITED)

Total Pension Liability (TPL)

Fiscal Year Ended June 30,	TPL						TPL Ending Balance
	Beginning Balance	Service Cost	Interest	Changes in Assumptions	Experience (Gain) or Loss	Benefit Payments	
2023	\$ 1,307,012,608	\$ 21,801,037	\$ 91,194,476	\$ 46,170,203	\$ (6,088,685)	\$ (72,671,164)	\$ 1,387,418,475
2022	1,263,899,240	19,574,004	88,886,002	-	4,295,871	(69,642,509)	1,307,012,608
2021	1,208,230,890	18,766,968	85,929,895	-	17,433,208	(66,461,721)	1,263,899,240
2020	1,148,673,857	18,137,896	82,105,414	-	21,855,583	(62,541,860)	1,208,230,890
2019	1,131,195,345	17,332,236	78,005,367	(4,267,031)	(15,628,482)	(57,963,578)	1,148,673,857
2018	1,036,339,530	18,488,530	76,681,729	64,990,592	(10,900,231)	(54,404,805)	1,131,195,345
2017	987,999,287	16,072,085	74,892,269	-	8,521,299	(51,145,410)	1,036,339,530
2016	970,691,769	15,837,720	71,337,251	(17,820,492)	(4,507,130)	(47,539,831)	987,999,287
2015	928,583,826	17,164,358	68,648,516	-	-	(43,704,931)	970,691,769

Plan Fiduciary Net Position (FNP)

Fiscal Year Ended June 30,	FNP			Net	Administrative	Benefit Payments	FNP Ending Balance	FNP as a %age of TPL
	Beginning Balance	Employer Contributions	Employee Contributions	Investment Income	and Other Misc. Expense			
2023	\$ 984,785,651	\$ 44,692,384	\$ 9,198,133	\$ (74,683,386)	\$ (613,463)	\$ (72,671,164)	\$ 890,708,155	64.20%
2022	821,769,094	39,272,086	8,728,931	185,478,946	(820,897)	(69,642,509)	984,785,651	75.35%
2021	804,864,896	35,658,740	8,766,573	40,075,268	(1,134,662)	(66,461,721)	821,769,094	65.02%
2020	777,632,568	31,297,519	7,993,672	51,036,123	(553,126)	(62,541,860)	804,864,896	66.62%
2019	741,630,225	27,135,840	7,682,574	62,499,606	(3,352,099)	(57,963,578)	777,632,568	67.70%
2018	687,775,481	24,771,710	7,261,402	77,241,891	(1,015,454)	(54,404,805)	741,630,225	65.56%
2017	704,824,917	18,891,148	12,024,009	3,609,980	(429,163)	(51,145,410)	687,775,481	66.37%
2016	708,881,531	15,870,191	12,603,971	15,773,470	(764,415)	(47,539,831)	704,824,917	71.34%
2015	618,509,971	14,207,176	13,104,801	106,764,514	-	(43,704,931)	708,881,531	73.03%

Net Pension Liability (NPL)

Fiscal Year Ended June 30,	NPL		NPL as a %age		Measurement Date
	Ending Balance	Covered Payroll	of Covered Payroll		
2023	\$ 496,710,320	\$ 106,173,580	467.83%		June 30, 2022
2022	322,226,957	99,317,901	324.44%		June 30, 2021
2021	442,130,146	93,171,590	474.53%		June 30, 2020
2020	403,365,994	94,748,833	425.72%		June 30, 2019
2019	371,041,289	89,614,453	414.04%		June 30, 2018
2018	389,565,120	84,874,556	458.99%		June 30, 2017
2017	348,564,049	79,593,547	437.93%		June 30, 2016
2016	283,174,370	84,053,108	336.90%		June 30, 2015
2015	261,810,238	74,082,665	353.40%		June 30, 2014

* The fiscal year ended June 30, 2015 was the first year of implementation.

See Notes to Required Supplementary Information on page 67.

REQUIRED SUPPLEMENTARY INFORMATION

**SACRAMENTO METROPOLITAN FIRE DISTRICT
CALPERS MISCELLANEOUS PLANS AND SCERS PLAN
(COST SHARING MULTIPLE-EMPLOYER DEFINED BENEFIT PENSION PLANS)
SCHEDULE OF PLAN'S PROPORTIONATE SHARE OF NET PENSION LIABILITY
LAST TEN FISCAL YEARS*
(UNAUDITED)**

CalPERS Miscellaneous Plans

Fiscal Year Ended June 30,	District's Proportion of NPL	District's Proportionate Share of NPL	Covered Payroll	Proportionate Share of NPL as a %age of Covered Payroll	Proportionate Share of FNP as a %age of TPL	Measurement Date
2023	0.43995%	\$ 20,586,340	\$ 8,981,224	229.22%	74.38%	June 30, 2022
2022	0.50681%	9,623,344	8,961,592	107.38%	86.96%	June 30, 2021
2021	0.40782%	17,202,113	7,970,689	215.82%	75.44%	June 30, 2020
2020	0.39329%	15,749,126	7,605,501	207.08%	76.47%	June 30, 2019
2019	0.37975%	14,311,580	7,356,408	194.55%	77.31%	June 30, 2018
2018	0.36951%	14,566,410	6,682,508	217.98%	76.34%	June 30, 2017
2017	0.35752%	12,419,649	6,437,464	192.93%	77.97%	June 30, 2016
2016	0.33301%	9,135,887	5,967,598	153.09%	82.95%	June 30, 2015
2015	0.31403%	7,761,287	5,682,089	136.59%	84.86%	June 30, 2014

SCERS Plan

Fiscal Year Ended June 30,	District's Proportion of NPL	District's Proportionate Share of NPL	Covered Payroll	Proportionate Share of NPL as a %age of Covered Payroll	Proportionate Share of FNP as a %age of TPL	Measurement Date
2023	2.16851%	\$ 38,759,730	(a)	(a)	65.09%	June 30, 2022
2022	6.93778%	31,413,859	(a)	(a)	71.60%	June 30, 2021
2021	1.78379%	49,296,345	(a)	(a)	56.67%	June 30, 2020
2020	2.21556%	46,987,869	(a)	(a)	49.33%	June 30, 2019
2019	2.26088%	45,369,064	(a)	(a)	49.87%	June 30, 2018
2018	2.10315%	45,045,597	(a)	(a)	48.98%	June 30, 2017
2017	2.16878%	38,910,909	(a)	(a)	53.23%	June 30, 2016
2016	2.71553%	32,096,516	(a)	(a)	58.36%	June 30, 2015
2015	3.58479%	28,663,664	(a)	(a)	62.29%	June 30, 2014

* The fiscal year ended June 30, 2015 was the first year of implementation.

(a) As part of its withdrawal from the SCERS Plan, Metro Fire has contractually agreed to eliminate its accrued actuarial unfunded liability by making required contributions through fiscal year 2036/37. As a withdrawn member, SCERS calculates Metro Fire's pension liabilities in an account separate from the rest of the active employers, per contract agreement. A separate study is done to determine Metro Fire's TPL and FNP, using assumptions based on the combined experience of the risk pool as a whole. As of the measurement date, there are no active employees contributing to the Plan.

REQUIRED SUPPLEMENTARY INFORMATION

**SACRAMENTO METROPOLITAN FIRE DISTRICT
CALPERS AND SCERS PLANS**

**SCHEDULE OF EMPLOYER CONTRIBUTIONS TO THE PENSION PLAN
LAST TEN FISCAL YEARS***

(UNAUDITED)

CalPERS Safety Plan

Fiscal Year Ended June 30,	Actuarially determined contribution ^(b)	Contributions	Contribution deficiency (excess)	Covered Payroll	Contributions as a %age of Covered Payroll	Valuation Date
2023	\$ 49,031,390	\$ 49,031,390	\$ -	\$ 113,394,044	43.24%	June 30, 2020
2022	44,689,863	44,689,863	-	106,173,580	42.09%	June 30, 2019
2021	39,200,543	39,200,543	-	99,317,901	39.47%	June 30, 2018
2020	35,705,185	35,705,185	-	93,171,590	38.32%	June 30, 2017
2019	31,239,755	31,239,755	-	94,748,833	32.97%	June 30, 2016
2018	31,297,519	31,297,519	-	89,614,453	34.92%	June 30, 2015
2017	24,771,710	24,771,710	-	84,874,556	29.19%	June 30, 2014
2016	18,891,148	18,891,148	-	79,593,547	23.73%	June 30, 2013
2015	15,870,191	15,870,191	-	84,053,108	18.88%	June 30, 2012

CalPERS Miscellaneous Plan

Fiscal Year Ended June 30,	Actuarially determined contribution ^(b)	Contributions	Contribution deficiency (excess)	Covered Payroll	Contributions as a %age of Covered Payroll	Valuation Date
2023	\$ 2,578,987	\$ 2,578,987	\$ -	\$ 9,735,911	26.49%	June 30, 2020
2022	2,326,359	2,326,359	-	8,981,224	25.90%	June 30, 2019
2021	2,088,652	2,088,652	-	8,961,592	23.31%	June 30, 2018
2020	1,893,862	1,893,862	-	7,970,689	23.76%	June 30, 2017
2019	1,640,922	1,640,922	-	7,605,501	21.58%	June 30, 2016
2018	1,400,265	1,400,265	-	7,356,408	19.03%	June 30, 2015
2017	1,252,247	1,252,247	-	6,682,508	18.74%	June 30, 2014
2016	1,034,835	1,034,835	-	6,437,464	16.08%	June 30, 2013
2015	959,424	959,424	-	5,967,598	16.08%	June 30, 2012

SCERS Plan

Fiscal Year Ended June 30,	Agreed-upon contribution ^{(a)(b)}	Contributions	Contribution deficiency (excess)	Covered Payroll	Contributions as a %age of Covered Payroll	Valuation Date
2023	\$ 2,800,000	\$ 2,800,000	\$ -	(a)	(a)	June 30, 2022
2022	4,407,807	4,407,807	-	(a)	(a)	June 30, 2021
2021	4,735,416	4,735,416	-	(a)	(a)	June 30, 2020
2020	3,530,927	3,530,927	-	(a)	(a)	June 30, 2019
2019	3,141,977	3,141,977	-	(a)	(a)	June 30, 2018
2018	3,300,000	3,300,000	-	(a)	(a)	June 30, 2017
2017	2,000,000	2,000,000	-	(a)	(a)	June 30, 2016
2016	1,136,000	1,136,000	-	(a)	(a)	June 30, 2015
2015	1,136,000	1,136,000	-	(a)	(a)	June 30, 2014

* The fiscal year ended June 30, 2015 was the first year of implementation. Ten-year trend information required by GASB Statement 68 will be presented prospectively. Amounts presented above were determined as of June 30.

(a) See note (a) on previous page and Notes to Pension Plans on pages 67 to 68.

(b) Based on employer's fiscal year.

REQUIRED SUPPLEMENTARY INFORMATION

**SACRAMENTO METROPOLITAN FIRE DISTRICT
OTHER POSTEMPLOYMENT BENEFITS PLAN**

**SCHEDULE OF CHANGES IN NET OPEB LIABILITY
FOR THE YEARS ENDED JUNE 30 - LAST TEN FISCAL YEARS***

(UNAUDITED)

Total OPEB Liability (TOL)

Fiscal Year Ended June 30,	TOL Beginning Balance	Service Cost	Interest	Changes in Assumptions	Experience (Gain) or Loss	Benefit Payments	TOL Ending Balance
2023	\$ 267,191,565	\$ 8,346,664	\$ 15,834,496	\$ (6,662,787)	\$ -	\$ (14,313,869)	\$ 270,396,069
2022	251,275,746	7,239,289	17,724,611	27,661,184	(22,505,040)	(14,204,225)	267,191,565
2021	241,064,222	7,028,436	17,003,368	-	-	(13,820,280)	251,275,746
2020	242,401,844	7,495,527	16,145,887	(3,417,601)	(8,822,108)	(12,739,327)	241,064,222
2019	299,826,169	11,032,356	14,310,340	(70,000,614)	-	(12,766,407)	242,401,844
2018	315,566,520	12,634,019	13,077,526	(29,263,904)	-	(12,187,992)	299,826,169

Plan Fiduciary Net Position (FNP)

Fiscal Year Ended June 30,	FNP Beginning Balance	Employer Contributions	Net Investment Income	Administrative and Other Misc. Expense	Benefit Payments	FNP Ending Balance	FNP as a %age of TPL
2023	\$ 69,642,320	\$ 20,901,848	\$ (10,067,996)	\$ (18,338)	\$ (14,313,869)	\$ 66,143,965	24.46%
2022	49,271,351	20,373,515	14,221,321	(19,642)	(14,204,225)	69,642,320	26.06%
2021	42,674,270	\$ 18,801,471	1,637,884	(21,994)	(13,820,280)	49,271,351	19.61%
2020	34,859,977	\$ 18,112,898	2,448,728	(8,006)	(12,739,327)	42,674,270	17.70%
2019	27,305,778	\$ 18,116,370	2,256,130	(51,894)	(12,766,407)	34,859,977	14.38%
2018	19,611,913	\$ 17,534,354	2,359,359	(11,856)	(12,187,992)	27,305,778	9.11%

Net OPEB Liability (NOL)

Fiscal Year Ended June 30,	NOL Ending Balance	Covered Payroll	NOL as a %age of Covered Payroll	Measurement Date
2023	\$ 204,252,104	\$ 106,173,580	192.38%	June 30, 2022
2022	197,549,245	99,317,901	198.91%	June 30, 2021
2021	202,004,395	93,171,590	216.81%	June 30, 2020
2020	198,389,952	94,748,833	209.39%	June 30, 2019
2019	207,541,867	89,614,453	231.59%	June 30, 2018
2018	272,520,391	84,874,556	321.09%	June 30, 2017

* GASB Statement No. 75 was implemented during the year ended June 30, 2018. No information was available prior to this date. Information will be added prospectively as it becomes available until 10 years are reported. See Notes to Required Supplementary Information on page 69. Refer to Note 7-A for plan description.

REQUIRED SUPPLEMENTARY INFORMATION

**SACRAMENTO METROPOLITAN FIRE DISTRICT
OTHER POSTEMPLOYMENT BENEFITS PLAN**

**SCHEDULE OF EMPLOYER CONTRIBUTIONS TO THE OPEB PLAN
LAST TEN FISCAL YEARS***

(UNAUDITED)

Fiscal Year Ended June 30,	Actuarially determined contribution ^(a)	Contributions	Contribution deficiency (excess)	Covered Payroll	Contributions as a %age of Covered Payroll	Valuation Date
2023	\$ 21,060,274	\$ 18,895,584	\$ 2,164,690	\$ 123,129,955	15.35%	June 30, 2021
2022	22,792,115	20,901,848	1,890,267	115,154,804	18.15%	June 30, 2021
2021	22,182,381	20,373,515	1,808,866	108,279,493	18.82%	June 30, 2019
2020	20,151,574	18,801,471	1,350,103	101,142,279	18.59%	June 30, 2017
2019	19,597,240	18,112,898	1,484,342	102,354,334	17.70%	June 30, 2017
2018	20,839,933	18,116,370	2,723,563	96,970,861	18.68%	June 30, 2015

* GASB Statement No. 75 was implemented during the year ended June 30, 2018. No information was available prior to this date. Information will be added prospectively as it becomes available until 10 years are reported.

(a) Annual contributions are based on an actuarial study performed every two years. See Notes to Required Supplementary Information on page 70.

REQUIRED SUPPLEMENTARY INFORMATION

NOTES TO REQUIRED SUPPLEMENTARY INFORMATION – PENSION PLANS

Notes to Schedules Relating to Net Pension Liability

CalPERS Plans. In the current year, the discount rate was reduced from 7.15% to 6.9%. Demographic and inflation rate assumptions were also changed in accordance with the 2021 CalPERS Experience Study and Review of Actuarial Assumptions. Below were changes in actuarial assumptions in the prior years:

- From 2018 to 2019, the inflation rate was changed from 2.75% to 2.50%. Demographic assumptions were also changed in accordance with the CalPERS Experience Study and Review of Assumptions completed in December 2017. There were no changes in the discount rate.
- From 2017 to 2018, the discount rate was changed from 7.65% to 7.15%.
- From 2015 to 2016, the discount rate was changed from 7.5% net of administrative expenses to 7.65% without a reduction of administrative expenses.

SCERS Plan. There were no changes in actuarial assumptions used in determining the amounts reported in the current year for the SCERS Plan. Below were changes in actuarial assumptions in the prior years:

- From 2019 to 2020, the assumption for inflation/cost-of living adjustment was changed from 3.00% to 2.75% while the discount rate was changed from 7.0% to 6.75%.
- From 2017 to 2018, the discount rate was changed from 7.5% to 7.0% while the inflation rate was changed from 3.25% to 3.0%. The payroll growth rate is based on the inflation rate plus 0.25%. Demographic assumptions were also changed during that year from using RP-2000 Mortality Tables to RP 2014 Mortality tables.

Notes to Schedule of Employer Contributions to the Pension Plans

Below are the methods and assumptions used to calculate the contributions for the most recent year presented:

	CalPERS Plans	SCERS Plans
Actuarial Cost Method	Entry Age Actuarial Cost Method	Entry Age Actuarial Cost
Amortization Method	Level Percent of Payroll	Level Percent of Payroll
Asset Valuation Method	Fair Value	Fair Value
Investment Rate of Return	7.00%	6.75%
Inflation	2.50%	2.75%
Payroll Growth	2.75%	3.00% (includes inflation)
Salary Increases	Varies by entry age and service	Varies by entry age and service
Mortality Rate table	Derived using CalPERS' membership data for all funds which includes 15 years of on-going mortality improvements using 90% of scale MP 2016 published by the Society of Actuaries.	Pub-2010 Safety Healthy Retiree Amount-Weighted Above-Median Mortality Table (separate tables for males and females) with rates decreased by 5% for males, projected generationally with the two-dimensional mortality improvement scale MP-2019.
Post Retirement Benefit Increase	The lesser of contract COLA or 2.5% until Purchasing Power Protection Allowance floor on purchasing power applies, 2.5% thereafter.	COLA up to 3.0% depending on retiree classification.

REQUIRED SUPPLEMENTARY INFORMATION

NOTES TO REQUIRED SUPPLEMENTARY INFORMATION – PENSION PLANS (continued)

Notes to Schedule of Employer Contributions to the Pension Plans (continued)

CalPERS Plans. There were no changes in actuarial assumptions used in determining the contribution amounts. Below were changes in actuarial assumptions in the prior years:

- From 2020 to 2021, the discount rate was changed from 7.25% to 7.00% while the inflation rate was changed from 2.625% to 2.5%.
- From 2019 to 2020, the discount rate was changed from 7.375% to 7.25% while the inflation rate was changed from 2.75% to 2.625%. Demographic assumptions were also changed in accordance to the CalPERS Experience Study and Review of Assumptions completed in December 2017.
- From 2018 to 2019, the discount rate was changed from 7.5% to 7.375%.

REQUIRED SUPPLEMENTARY INFORMATION

NOTES TO REQUIRED SUPPLEMENTARY INFORMATION – OPEB PLAN

Notes to Schedule of Changes in Net OPEB Liability

In determining the net OPEB liability reported in the current year, the following assumptions were changed:

- The discount rate was increased from 5.90% to 6.10, based on the published change in return for the municipal bond index and updated analysis as described in GASB 75 paragraphs 36-41.

From 2019 to 2020, the following were the changes in actuarial assumptions:

- Trust rate of return was decreased from 7.05% to 6.21%.
- The discount rate was decreased from 7.05% to 5.90%, reflecting updated projected benefit cash flows and updated expected return on trust assets.
- Updated the base healthcare trend scale from Getzen Model 2019_b to Getzen Model 2021_b, as published by the Society of Actuaries
- The mortality improvement scale was updated from MacLeod Watts Scale 2018 to MacLeod Watts Scale 2022, reflecting continued updates in available information

From 2019 to 2020, the following were the changes in actuarial assumptions:

- Discount rate changed from a single equivalent discount rate of 6.63% to 7.05%.
- Assumed mortality, termination, and retirement rates were updated from those provided in the 2014 experience study report to those provided in the 2017 experience study report of CalPERS.
- Mortality rates were updated from MacLeod Watts Scale 2017 to MacLeod Watts Scale 2018.
- Inflation rate changed from 2.75% to 2.5%.
- Salary increase changed from 3.25% to 3.0%.
- The percentage of employees assumed to cover a dependent child in retirement was increased from 45% until the retiree reaches age 63 to 75% until the retiree reaches age 62.
- Excluded the excise tax for high-cost retiree coverage from this valuation due to its December 2019 repeal.

From 2018 to 2019 the following were the changes used in actuarial assumptions:

- The discount rate was changed from blended rate of 4.7% used to develop the total OPEB liability to a single equivalent discount rate of 6.63% determined as follows:
 - 7.25% to calculate the explicit subsidy liability
 - 3.62% to calculate the implicit subsidy liability

REQUIRED SUPPLEMENTARY INFORMATION

NOTES TO REQUIRED SUPPLEMENTARY INFORMATION – OPEB PLAN (continued)

Notes to Schedule of Employer Contributions

Contribution rates are determined by an actuarial study conducted biennially. Contributions are not based on a measure of pay. The contribution rates for 2023 and 2022 were derived from an actuarial study performed as of June 30, 2021 while the contribution rate for 2021 was derived from an actuarial study performed as of June 30, 2019. The contribution rates for 2020 and 2019 were derived from an actuarial study performed as of June 30, 2017. The contribution rate for 2018 was derived from an actuarial study performed as of June 30, 2015.

Below are the methods and assumptions used to determine contribution rates for the most recent year:

Actuarial Cost Method	Entry Age Normal Cost, level percent of pay
Asset Valuation Method	Market value of assets
Actuarial Assumptions:	
Long-Term Return on Assets	6.21%, net of plan investments expenses and including inflation
Discount Rate	6.21%, net of plan investments expenses and including inflation
Inflation	2.50%
Payroll Growth	3.0% per year; since benefits do not depend on pay, this is used only to allocate the cost of benefits between service years.
Mortality	MacLeod Watts Scale 2022 developed from a blending of data and methodologies found in (1) the Society of Actuaries Mortality Improvement Scale MP-2021 Report and (2) the demographic assumptions used in the 2021 Annual Report of the Board of Trustees of the Federal Old-Age and Survivors Insurance and Federal Disability Insurance Trust Funds, published in August 2021.
Healthcare Trend	5.7% for 2023 with an ultimate rate of 3.9% for 2076 and later years developed using the Getzen Model 2021_b published by the Society of Actuaries.

From 2021 to 2022, the discount rate was decreased from 6.95% to 6.21%.

From 2020 to 2021, the discount rate and inflation rate were decreased from 7.25% and 2.75% to 6.95% and 2.5%, respectively. In addition, the medical trend was updated to the Getzen model and the assumption regarding dependent child coverage was updated.

From 2018 to 2019, the discount rate was changed from a split rate of 7.25% for explicit subsidy and 4.0% for implicit subsidy to a single rate of 7.25%.

Other Supplementary Information

Nonmajor Governmental Funds

The *Capital Facilities Fund* is a capital projects fund used to account for the acquisition and construction of Metro Fire's major capital facilities. It is primarily funded by lease financing and general fund operating transfers.

The *Impact Fee Fund* is a capital projects fund used to account for all resources received from development impact fees. It is used for the construction or acquisition of future fire stations and acquisition of apparatus to serve new developments.

**Sacramento Metropolitan Fire District
Combining Balance Sheets
Nonmajor Governmental Funds
June 30, 2023**

	Capital Projects Funds		Total Nonmajor Funds
	Capital Facilities	Impact Fee Fund	
ASSETS			
Receivables, net of allowance for uncollectibles:			
Other receivables	\$ 57,507	\$ 115,310	\$ 172,817
Due from other funds	41,425	-	41,425
Prepaid costs and other assets	7,721,757	-	7,721,757
Restricted cash and investments	3,516,647	6,552,950	10,069,597
Total Assets	\$ 11,337,336	\$ 6,668,260	\$ 18,005,596
LIABILITIES			
Accounts payable and accrued expenditures	\$ 85,691	\$ 185,417	\$ 271,108
Due to other funds	582,137	4,609	586,746
Total Liabilities	667,828	190,026	857,854
FUND BALANCES			
Nonspendable	7,721,757	-	7,721,757
Restricted	2,040,446	6,478,234	8,518,680
Committed	907,305	-	907,305
Total Fund Balances	10,669,508	6,478,234	17,147,742
Total Liabilities and Fund Balances	\$ 11,337,336	\$ 6,668,260	\$ 18,005,596

Sacramento Metropolitan Fire District
Combining Statements of Revenues, Expenditures, and
Changes in Fund Balances
Nonmajor Governmental Funds
For the Fiscal Year Ended June 30, 2023

	Capital Projects Funds		Total Nonmajor Funds
	Capital Facilities Fund	Impact Fee Fund	
REVENUES			
Development fees	\$ -	\$ 2,613,702	\$ 2,613,702
Use of money and property	154,054	178,328	332,382
Total Revenues	<u>154,054</u>	<u>2,792,030</u>	<u>2,946,084</u>
EXPENDITURES			
Current:			
Public protection	-	80,790	80,790
Capital outlay	4,412,433	403,321	4,815,754
Debt service:			
Principal	4,680,407	-	4,680,407
Interest and financing costs	286,037	-	286,037
Total Expenditures	<u>9,378,877</u>	<u>484,111</u>	<u>9,862,988</u>
Excess (Deficiency) of Revenues Over (Under) Expenditures	<u>(9,224,823)</u>	<u>2,307,919</u>	<u>(6,916,904)</u>
OTHER FINANCING SOURCES (USES):			
Issuance of finance leases	4,924,128	-	4,924,128
Information technology subscriptions	894,648	-	894,648
Sale of capital assets	97,785	-	97,785
Transfers in	4,062,843	-	4,062,843
Total Other Financing Sources (Uses)	<u>9,979,404</u>	<u>-</u>	<u>9,979,404</u>
Net Change in Fund Balances	754,581	2,307,919	3,062,500
Fund Balance, Beginning of Year	<u>9,914,927</u>	<u>4,170,315</u>	<u>14,085,242</u>
Fund Balance, End of Year	<u>\$ 10,669,508</u>	<u>\$ 6,478,234</u>	<u>\$ 17,147,742</u>

**Sacramento Metropolitan Fire District
Schedule of Revenues, Expenditures,
and Changes in Fund Balance - Budget and Actual
Capital Facilities Fund
For the Fiscal Year Ended June 30, 2023**

	Original Budget	Final Budget	Actual	Variance with Final Budget
REVENUES				
Use of money and property	\$ -	\$ -	\$ 154,054	\$ 154,054
Total Revenues	-	-	154,054	154,054
EXPENDITURES				
Current:				
Public protection				
Services and supplies	125,000	125,000	-	125,000
Capital outlay	7,544,626	16,077,783	4,412,433	11,665,350
Debt service:				
Principal	4,702,462	4,701,643	4,680,407	21,236
Interest and financing costs	285,218	286,037	286,037	-
Total Expenditures	12,657,306	21,190,463	9,378,877	11,811,586
Excess (Deficiency) of Revenues Over (Under) Expenditures	(12,657,306)	(21,190,463)	(9,224,823)	11,965,640
OTHER FINANCING SOURCES (USES)				
Issuance of finance leases	7,356,000	8,211,097	4,924,128	(3,286,969)
Information technology subscriptions	-	-	894,648	894,648
Sale of capital assets	630,000	630,000	97,785	(532,215)
Transfers in	4,987,680	4,277,355	4,062,843	(214,512)
Total Other Financing Sources (Uses)	12,973,680	13,118,452	9,979,404	(3,139,048)
Net Change in Fund Balance	\$ 316,374	\$ (8,072,011)	\$ 754,581	\$ 8,826,592

**Sacramento Metropolitan Fire District
Schedule of Revenues, Expenditures,
and Changes in Fund Balance - Budget and Actual
Impact Fee Fund
For the Fiscal Year Ended June 30, 2023**

	Original Budget	Final Budget	Actual	Variance with Final Budget
REVENUES				
Development Fees	\$ 1,300,000	\$ 1,300,000	\$ 2,613,702	\$ 1,313,702
Use of money and property	-	-	178,328	178,328
Total Revenues	<u>1,300,000</u>	<u>1,300,000</u>	<u>2,792,030</u>	<u>1,492,030</u>
EXPENDITURES				
Current:				
Public protection				
Services and supplies	70,000	90,000	80,790	9,210
Capital outlay	740,000	1,190,000	403,321	786,679
Total Expenditures	<u>810,000</u>	<u>1,280,000</u>	<u>484,111</u>	<u>795,889</u>
Excess (Deficiency) of Revenues Over (Under) Expenditures	<u>490,000</u>	<u>20,000</u>	<u>2,307,919</u>	<u>2,287,919</u>
Net Change in Fund Balance	<u>\$ 490,000</u>	<u>\$ 20,000</u>	<u>\$ 2,307,919</u>	<u>\$ 2,287,919</u>

Statistical Section

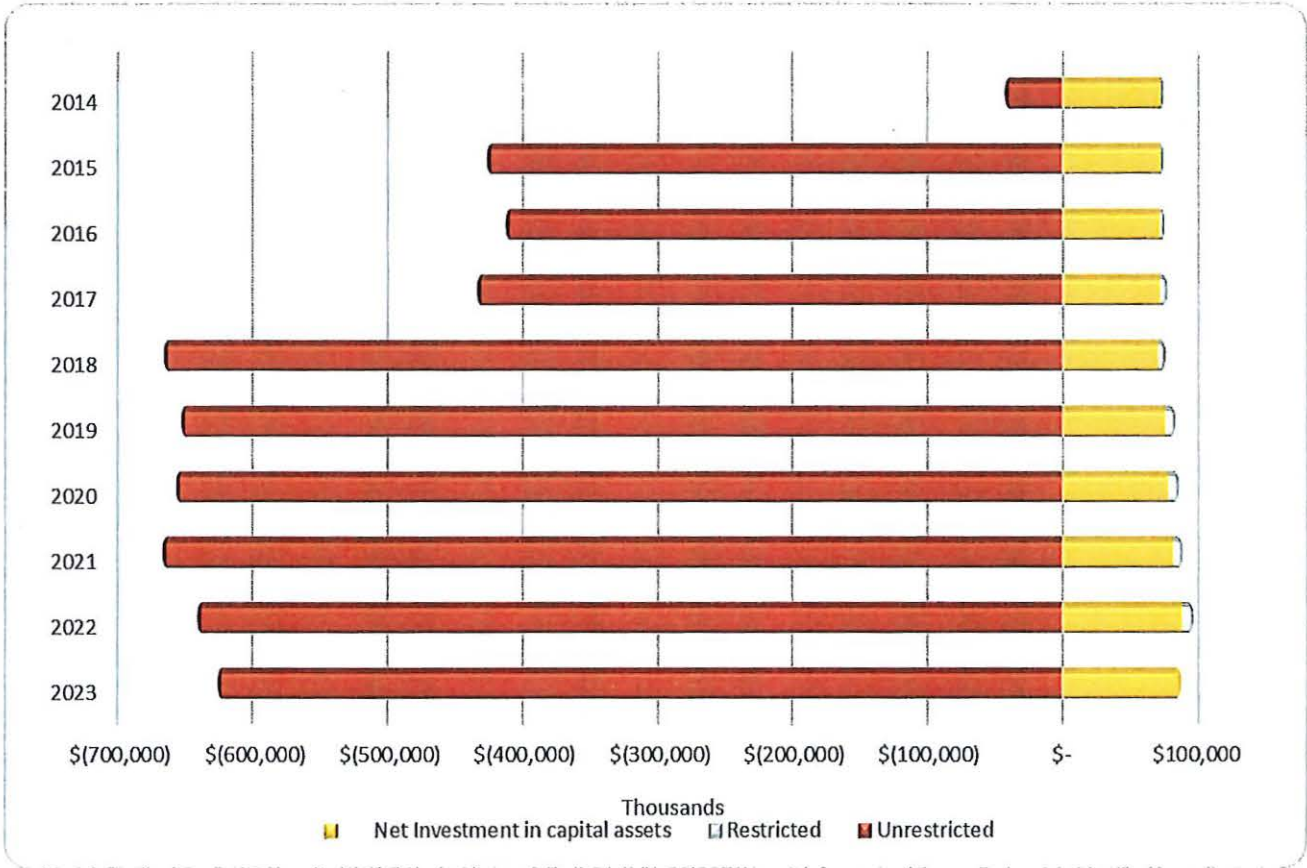


STATISTICAL SECTION

This part of Metro Fire’s annual comprehensive financial report presents detailed information as a context for understanding what the information in the financial statements, note disclosures, and required supplementary information says about Metro Fire’s overall financial health.

<u>Contents</u>	<u>Pages</u>
FINANCIAL TRENDS	78-82
These schedules contain trend information to help the reader understand how Metro Fire’s financial performance and well-being have changed over time.	
<ol style="list-style-type: none">1. Net Position by Component2. Changes in Net Position3. Fund Balances of Governmental Funds4. Changes in Fund Balances of Governmental Funds5. Expenditures by Function	
REVENUE CAPACITY	83-88
These schedules contain information to help the reader assess Metro Fire’s most significant local revenue source, property tax.	
<ol style="list-style-type: none">1. General Revenues by Source2. Assessed Value of Taxable Property3. Assessed and Estimated Actual Value of Taxable Property4. Property Tax Levies and Collections5. Direct and Overlapping Property Tax Rates6. Principal Property Taxpayers	
DEBT CAPACITY	89-92
These schedules present information to help the reader assess the affordability of Metro Fire’s current level of outstanding debt and its ability to issue additional debt in the future.	
<ol style="list-style-type: none">1. Ratio of Outstanding Debt by Type2. Ratio of General Bonded Debt Outstanding3. Computation of District and Overlapping Debt4. Computation of Legal Bonded Debt Margin	
DEMOGRAPHIC AND ECONOMIC INFORMATION	93-95
These schedules present information to help the reader understand the community environment where Metro Fire’s financial activities occur.	
<ol style="list-style-type: none">1. Demographic Statistics2. Demographic and Economic Statistics3. Private Sector Principal Employers	
OPERATING INFORMATION	96-103
These schedules contain service and infrastructure data to help the reader understand how Metro Fire’s financial report relates to the services provided and activities performed.	
<ol style="list-style-type: none">1. Summary of District Activities2. Total Responses3. Emergency Response Detail Analysis4. Emergency Response – Percent of Total Response by Type5. Service-connected Injury/Illness Report6. Staffing Summary7. Capital Asset Statistics by Function	

**SACRAMENTO METROPOLITAN FIRE DISTRICT
NET POSITION BY COMPONENT
LAST TEN FISCAL YEARS
(ACCRUAL BASIS OF ACCOUNTING)**



(IN THOUSANDS)

	2014	(a) 2015	2016	2017	(a) 2018	2019	2020	2021	2022	2023
Governmental Activities										
Net Investment in capital assets	\$ 71,375	\$ 71,615	\$ 71,132	\$ 70,897	\$ 69,839	\$ 74,969	\$ 77,153	\$ 81,259	\$ 87,893	\$ 87,197
Restricted	2,523	2,099	3,673	5,974	5,667	7,919	8,691	7,333	8,491	19,753
Unrestricted	(42,691)	(426,074)	(412,546)	(433,299)	(665,709)	(652,860)	(656,721)	(666,631)	(640,786)	(625,101)
Total net position	\$31,207	\$ (352,360)	\$ (337,741)	\$ (356,429)	\$ (590,203)	\$ (569,972)	\$ (570,877)	\$ (578,039)	\$ (544,402)	\$ (518,151)

Source: Sacramento Metropolitan Fire District financial records

(a) In 2015, Metro Fire implemented GASB 68, which required the recognition of net pension liability and related deferrals in the Statement of Net Position instead of just providing a note disclosure. In 2018, GASB 75 was implemented, which also required the recognition of the net OPEB liability and related deferrals. These two pronouncements required Metro Fire's net position to be restated, which resulted in a large decrease in unrestricted net position in both years.

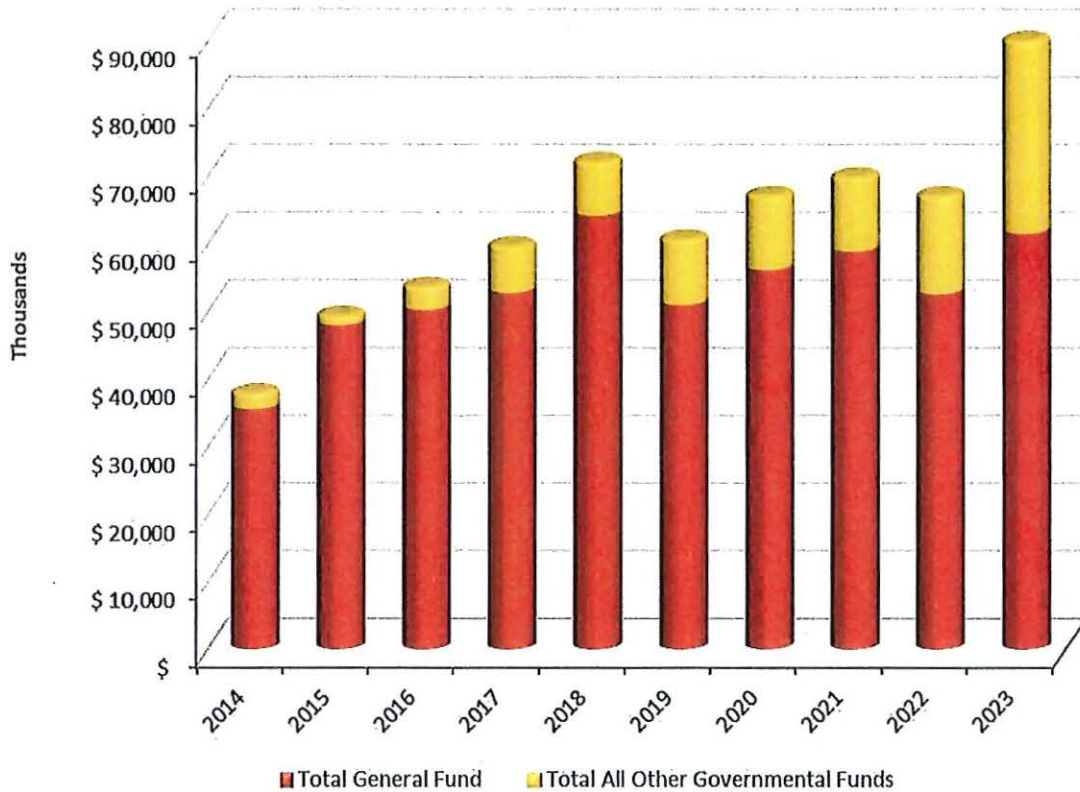
**SACRAMENTO METROPOLITAN FIRE DISTRICT
CHANGES IN NET POSITION
LAST TEN FISCAL YEARS
(ACCRUAL BASIS OF ACCOUNTING)**

(IN THOUSANDS)

	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023
EXPENSES										
Governmental Activities:										
Public Protection	\$ 157,119	\$ 171,186	\$ 160,884	\$ 213,097	\$ 232,831	\$ 206,134	\$ 229,940	\$ 245,459	\$ 216,077	\$ 263,005
Interest on Long-Term Debt	4,412	4,383	4,338	4,271	4,198	3,458	2,478	2,418	2,175	1,954
Depreciation	4,612	3,930	4,070	4,721	4,628	5,434	5,762	6,418	6,406	7,281
Loss on disposal of assets	-	688	448	-	91	-	45	-	81	56
Total Government Activities	166,143	180,186	169,740	222,089	241,747	215,026	238,225	254,294	224,738	272,296
PROGRAM REVENUES										
Governmental Activities:										
Charges for Services	47,286	63,061	53,124	63,902	80,537	73,324	67,196	75,311	69,702	82,494
Operating Grants and Contributions	920	2,737	333	1,037	1,794	398	3,378	148	3,009	4,937
Capital Grants and Contributions	1,380	857	206	370	-	5,000	1,822	41	3,251	13,153
Total Program Revenues	49,586	66,655	53,663	65,309	82,331	78,722	72,395	75,500	75,962	100,585
NET (EXPENSES)/REVENUE										
Total Net Expense	(116,557)	(113,532)	(116,076)	(156,779)	(159,416)	(136,305)	(165,830)	(178,795)	(148,776)	(171,711)
GENERAL REVENUES (EXPENSES)										
Governmental Activities:										
Property Taxes	111,089	119,475	125,343	131,875	141,519	149,288	159,601	167,482	177,825	192,166
Tax-related Revenues	2,698	3,532	3,554	4,107	4,234	4,559	3,910	4,345	4,005	4,796
Investment Earnings	985	1,048	1,353	951	425	1,276	1,204	(361)	(907)	857,806
Gain on Sale of Capital Assets	-	-	-	-	-	188	-	8	-	-
Miscellaneous	1,103	137	446	1,158	1,624	1,225	210	158	1,490	144
Total General Revenues	115,874	124,192	130,695	138,092	147,802	156,536	164,925	171,633	182,413	197,963
CHANGE IN NET POSITION										
Governmental Activities	(682)	10,660	14,619	(18,688)	(11,615)	20,231	(905)	(7,162)	33,637	26,251
Net Position, Beginning of year	31,889	(363,020)	(352,360)	(337,741)	(578,588)	(590,203)	(569,972)	(570,877)	(578,039)	(544,402)
Net Position, End of year	\$ 31,207	\$ (352,360)	\$ (337,741)	\$ (356,429)	\$ (590,203)	\$ (569,972)	\$ (570,877)	\$ (578,039)	\$ (544,402)	\$ (518,151)

Source: Sacramento Metropolitan Fire District financial records

**SACRAMENTO METROPOLITAN FIRE DISTRICT
FUND BALANCES OF GOVERNMENTAL FUNDS
LAST TEN FISCAL YEARS
(MODIFIED ACCRUAL BASIS OF ACCOUNTING)**



(IN THOUSANDS)

	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023
(a)										
GENERAL FUND										
Nonspendable	\$ 3,061	\$ 3,183	\$ 2,914	\$ 2,406	\$ 2,830	\$ 3,429	\$ 3,369	\$ 3,404	\$ 3,854	\$ 3,736
Restricted	113	369	311	171	124	278	247	57	-	361
Committed	19,129	21,031	23,977	26,248	28,860	6,061	8,669	10,990	12,949	15,579
Unassigned	13,084	23,156	22,854	23,744	32,132	41,014	43,683	44,268	35,573	41,609
Total General Fund	\$ 35,387	\$ 47,739	\$ 50,056	\$ 52,569	\$ 63,946	\$ 50,781	\$ 55,968	\$ 58,718	\$ 52,375	\$ 61,286
ALL OTHER GOVERNMENTAL										
Nonspendable	\$ -	\$ -	\$ 17	\$ -	\$ 953	\$ -	\$ -	\$ -	\$ 4,178	\$ 8,149
Restricted	2,363	1,680	3,409	6,900	6,266	8,768	9,056	8,880	8,285	21,433
Committed	-	-	-	-	767	910	1,866	2,079	2,209	907
Unassigned	-	(238)	-	-	-	-	-	(7)	(175)	(1,970)
Total all other Governmental funds	\$ 2,363	\$ 1,442	\$ 3,426	\$ 6,900	\$ 7,986	\$ 9,678	\$ 10,923	\$ 10,952	\$ 14,497	\$ 28,519

Source: Sacramento Metropolitan Fire District financial records

(a) In fiscal year 2018-19 Metro Fire retired its Series C Pension Bonds for \$25,500,000. The funds used to pay its bondholders came from committed funds in the general fund.

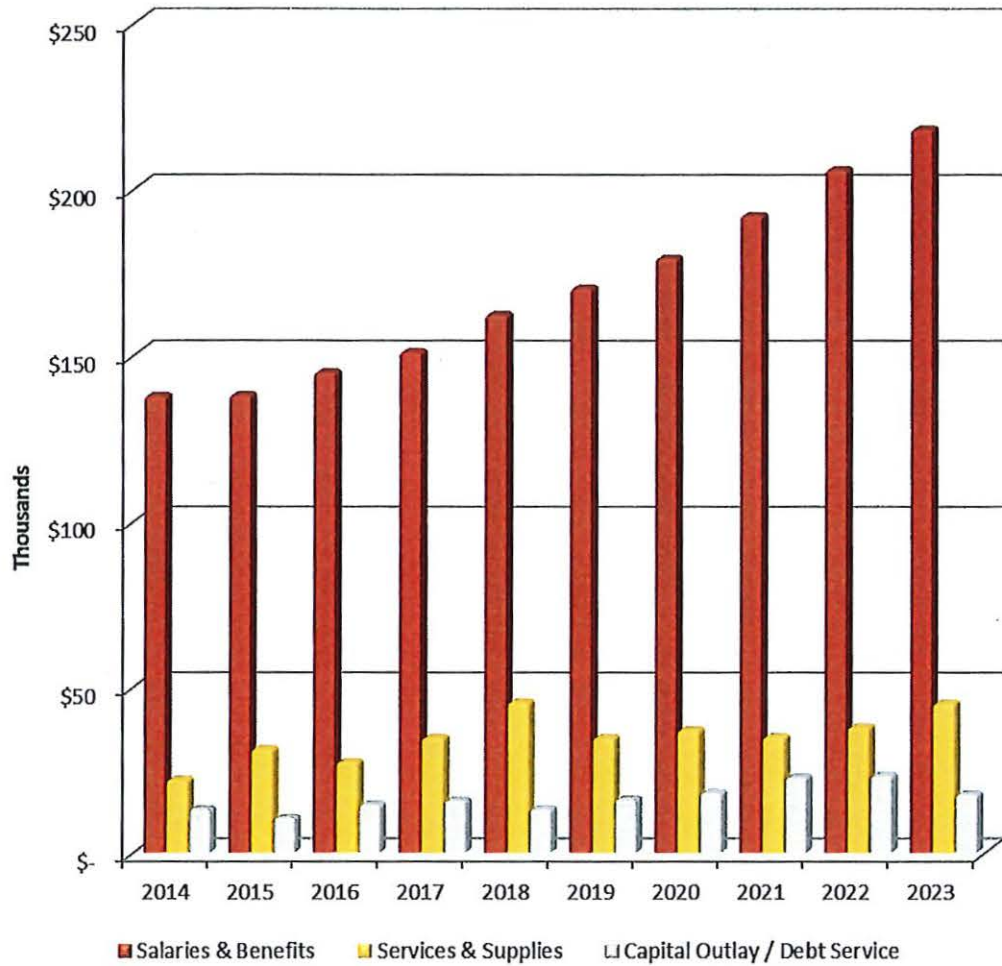
SACRAMENTO METROPOLITAN FIRE DISTRICT
CHANGES IN FUND BALANCES OF GOVERNMENTAL FUNDS
LAST TEN FISCAL YEARS
(MODIFIED ACCRUAL BASIS OF ACCOUNTING)

(IN THOUSANDS)

	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023
REVENUES										
Property taxes	\$ 112,297	\$ 119,575	\$ 125,443	\$ 131,575	\$ 141,419	\$ 149,457	\$ 158,932	\$ 167,882	\$ 177,925	\$ 191,766
Charges for services	44,208	60,343	51,788	60,911	79,380	70,505	64,403	72,214	64,986	80,135
Intergovernmental revenues	10,415	7,199	4,141	5,520	5,966	5,019	8,979	4,602	9,622	20,495
Development Fees	1,092	1,257	1,528	1,506	1,232	1,601	1,492	2,843	2,635	2,614
Use of money and property	1,019	1,084	1,433	994	425	1,755	2,182	782	189	1,981
Miscellaneous	234	777	632	724	1,861	1,310	208	162	1,995	871
Total Revenues	169,265	190,235	184,965	201,230	230,283	229,646	236,196	248,484	257,352	297,862
EXPENDITURES										
Current:										
Public protection	159,725	169,216	172,225	185,675	207,553	204,866	216,191	230,931	247,973	266,291
Capital outlay	5,912	2,593	5,793	7,250	3,188	6,142	7,638	7,598	8,825	5,000
Debt service:										
Principal repayment	3,964	4,732	5,587	5,513	7,078	7,296	7,839	8,686	7,948	7,636
Interest and fiscal charges	3,380	3,297	3,155	3,027	2,938	2,826	2,690	2,489	2,248	1,919
Total Expenditures	172,982	179,837	186,760	201,465	220,756	221,130	234,357	249,703	266,994	280,845
Excess (deficiency) of revenues over (under) expenditures	(3,716)	10,398	(1,794)	(235)	9,527	8,516	1,839	(1,219)	(9,642)	17,016
OTHER FINANCING SOURCES (USES)										
Issuance of lease financing	2,880	849	6,005	6,207	2,925	5,232	4,510	3,898	6,641	4,924
Issuance of refunding bonds	-	-	-	-	-	-	-	-	8,030	895
Sale of capital assets	-	184	91	13	12	280	83	101	288	98
Payment to refunded bond escrow agent	-	-	-	-	-	-	-	-	(8,115)	-
Transfers in	504	538	3,266	5,022	3,842	5,174	6,940	7,621	5,795	4,092
Transfers out	(504)	(538)	(3,266)	(5,022)	(3,842)	(5,174)	(6,940)	(7,621)	(5,795)	(4,092)
Total other financing sources (uses)	2,880	1,033	6,096	6,220	2,937	5,511	4,593	3,998	6,844	5,917
SPECIAL ITEM										
Early retirement of debt	-	-	-	-	-	(25,500)	-	-	-	-
Net Change in fund balances	\$ (836)	\$ 11,431	\$ 4,302	\$ 5,985	\$ 12,464	\$ (11,473)	\$ 6,432	\$ 2,779	\$ (2,798)	\$ 22,933
Debt service as a percentage of noncapital expenditures	4.4%	4.5%	4.8%	4.4%	4.6%	4.7%	4.6%	4.6%	3.9%	3.5%

Source: Sacramento Metropolitan Fire District financial records

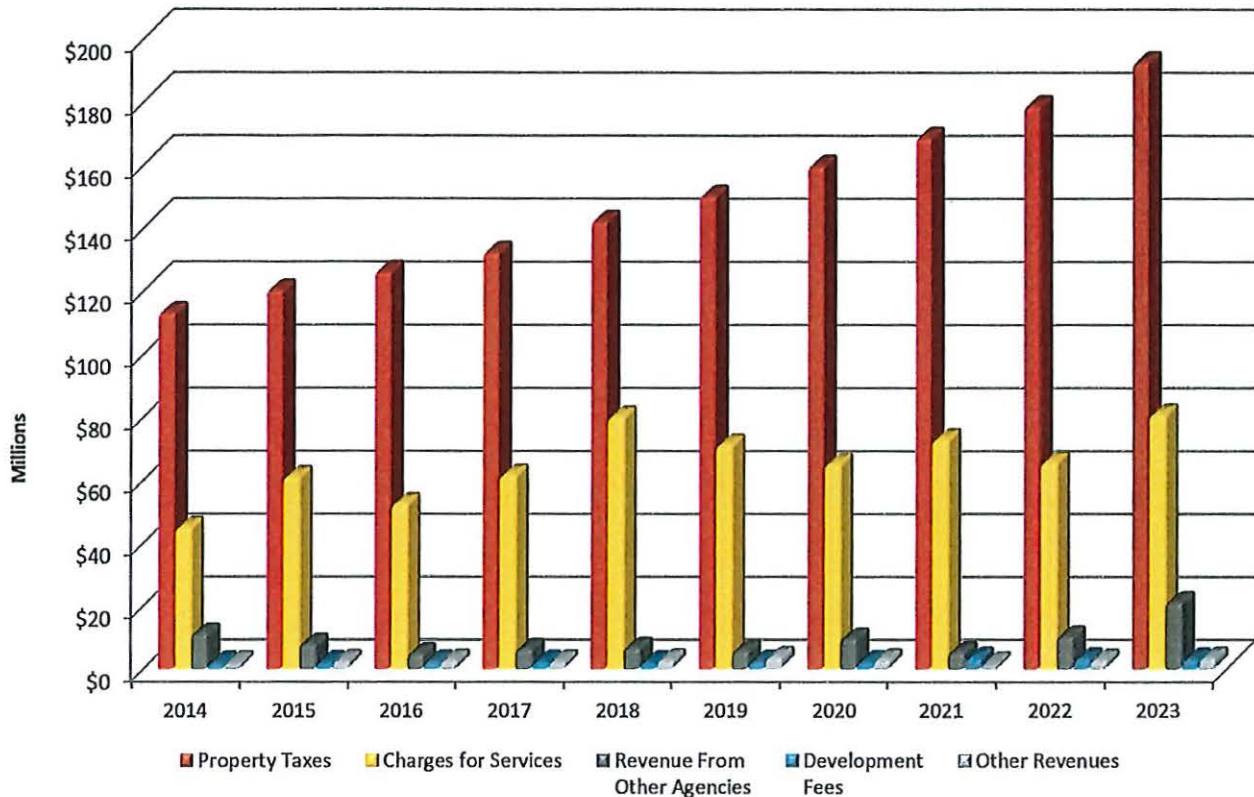
**SACRAMENTO METROPOLITAN FIRE DISTRICT
EXPENDITURES BY FUNCTION
LAST TEN FISCAL YEARS
(MODIFIED ACCRUAL BASIS OF ACCOUNTING)**



Fiscal Year	Salaries & Benefits	Services & Supplies	Capital Outlay / Debt Service	Total
2014	\$ 137,655,149	\$ 22,070,292	\$ 13,256,316	\$ 172,981,757
2015	137,900,260	31,315,336	10,621,731	179,837,327
2016	144,787,467	27,437,632	14,534,802	186,759,901
2017	150,963,327	34,712,039	15,789,537	201,464,903
2018	162,144,725	45,407,883	13,203,330	220,755,938
2019	170,126,581	34,739,840	16,263,739	221,130,160
2020	179,191,062	36,999,701	18,166,577	234,357,340
2021	191,968,522	34,936,429	22,798,478	249,703,429
2022	205,807,019	37,874,862	23,312,321	266,994,202
2023	218,043,474	45,097,661	17,704,237	280,845,372

Source: Sacramento Metropolitan Fire District financial records

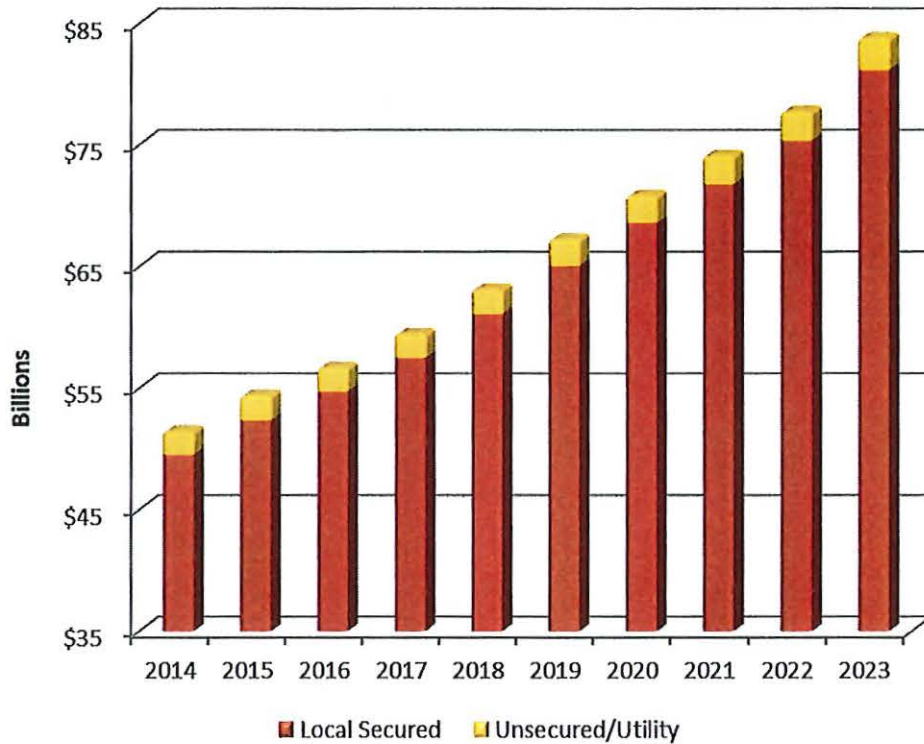
**SACRAMENTO METROPOLITAN FIRE DISTRICT
GENERAL REVENUES BY SOURCE
ALL GOVERNMENTAL FUND TYPES
LAST TEN FISCAL YEARS
(MODIFIED ACCRUAL BASIS OF ACCOUNTING)**



Fiscal Year	Property Taxes	Charges for Services	Revenue From Other Agencies	Development Fees	Other Revenues	Total
2014	\$ 112,297,471	\$ 44,207,768	\$ 10,415,420	\$ 1,092,120	\$ 1,252,528	\$ 169,265,307
2015	119,575,421	60,343,284	7,198,784	1,257,063	1,860,770	190,235,322
2016	125,442,598	51,788,463	4,141,009	1,528,101	2,065,316	184,965,487
2017	131,575,144	60,910,756	5,519,514	1,506,440	1,718,002	201,229,856
2018	141,419,059	79,380,313	5,966,037	1,231,621	2,285,744	230,282,774
2019	149,456,508	70,505,085	5,018,804	1,600,941	3,064,667	229,646,005
2020	158,932,322	64,402,578	8,978,707	1,492,492	2,390,119	236,196,218
2021	167,882,456	72,213,990	4,601,775	2,842,887	943,220	248,484,328
2022	177,925,409	64,986,101	9,621,620	2,635,223	2,183,729	257,352,082
2023	191,765,676	80,134,663	20,495,099	2,613,702	2,852,467	297,861,607

Source: Sacramento Metropolitan Fire District Financial Records

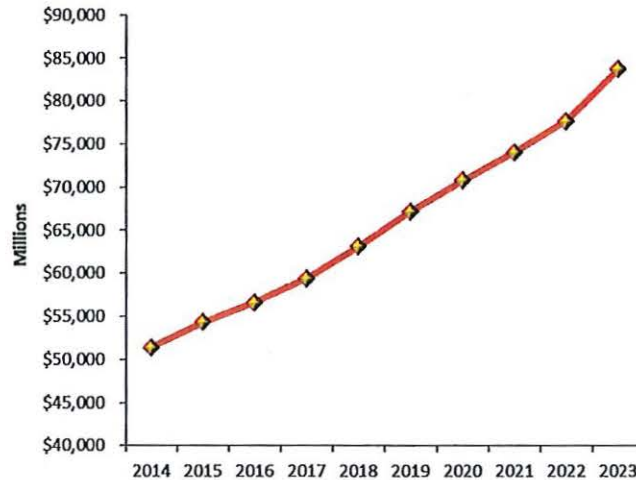
**SACRAMENTO METROPOLITAN FIRE DISTRICT
ASSESSED VALUE OF TAXABLE PROPERTY
LAST TEN FISCAL YEARS**



Fiscal Year	Local Secured	Unsecured	Utility	Total Assessed Value
2014	\$ 49,477,107,848	\$ 1,929,129,291	\$ 12,293,600	\$ 51,418,530,739
2015	52,288,258,939	2,056,903,763	12,374,963	54,357,537,665
2016	54,665,273,502	1,958,102,943	14,281,090	56,637,657,535
2017	57,422,958,579	1,975,992,652	14,666,412	59,413,617,643
2018	61,032,287,650	2,046,388,502	15,203,547	63,093,879,699
2019	65,006,172,245	2,168,642,105	17,833,905	67,192,648,255
2020	68,530,055,001	2,233,379,015	18,374,984	70,781,809,000
2021	71,729,219,971	2,329,422,342	18,900,332	74,077,542,645
2022	75,298,080,718	2,402,101,925	2,324,564	77,702,507,207
2023	81,100,341,860	2,655,539,948	2,324,564	83,758,206,372

Source: Sacramento County Assessor Tax Rolls

**SACRAMENTO METROPOLITAN FIRE DISTRICT
ASSESSED AND ESTIMATED ACTUAL VALUE OF TAXABLE PROPERTY
LAST TEN FISCAL YEARS**



Real Secured Property

Fiscal Year	Real Secured Property				Total
	Residential Property	Commercial Property	Industrial Property	Other	
2014	\$ 38,324,932,712	\$ 7,457,564,962	\$ 2,322,976,102	\$ 1,383,927,672	\$ 49,489,401,448
2015	41,305,538,059	7,306,871,726	2,239,426,342	1,448,797,775	52,300,633,902
2016	43,266,191,121	7,542,297,469	2,302,158,204	1,568,907,798	54,679,554,592
2017	45,560,923,825	7,865,309,908	2,375,680,303	1,635,710,955	57,437,624,991
2018	48,540,703,558	8,268,423,631	2,505,362,207	1,733,001,801	61,047,491,197
2019	51,775,767,454	8,660,293,077	2,697,351,672	1,890,593,947	65,024,006,150
2020	54,861,785,343	8,840,966,601	2,853,982,637	1,991,695,404	68,548,429,985
2021	57,839,042,407	9,106,013,965	3,008,565,745	1,794,498,186	71,748,120,303
2022	61,007,456,232	9,274,475,132	3,153,209,079	1,865,264,839	75,300,405,282
2023	66,167,985,869	9,451,332,645	3,469,088,855	2,014,259,055	81,102,666,424

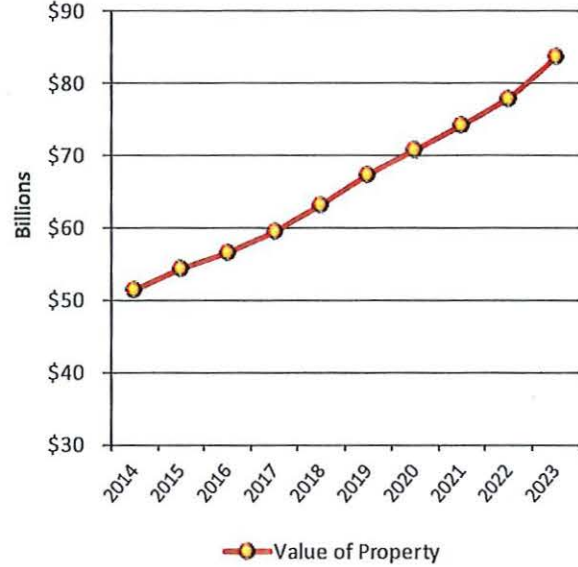
Total Assessed Values

Fiscal Year	Total Assessed Values				
	Total Real Secured Property	Unsecured Property	Total Assessed (a)	Estimated Full Market (a)	Total Direct Tax Rate (b)
2014	\$ 49,489,401,448	\$ 1,929,129,291	\$ 51,418,530,739	\$ 51,418,530,739	1%
2015	52,300,633,902	2,056,903,763	54,357,537,665	54,357,537,665	1%
2016	54,679,554,592	1,958,102,943	56,637,657,535	56,637,657,535	1%
2017	57,437,624,991	1,975,992,652	59,413,617,643	59,413,617,643	1%
2018	61,047,491,197	2,046,388,502	63,093,879,699	63,093,879,699	1%
2019	65,024,006,150	2,168,642,105	67,192,648,255	67,192,648,255	1%
2020	68,548,429,985	2,233,379,015	70,781,809,000	70,781,809,000	1%
2021	71,748,120,303	2,329,422,342	74,077,542,645	74,077,542,645	1%
2022	75,300,405,282	2,402,101,925	77,702,507,207	77,702,507,207	1%
2023	81,102,666,424	2,655,539,948	83,758,206,372	83,758,206,372	1%

Source: Sacramento County Assessor Tax Rolls

- (a) The State Constitution requires property to be assessed at one hundred percent of the most recent purchase price, plus an increment of no more than two percent annually, plus any local over-rides. These values are considered to be full market values.
- (b) California local governments do not set their own direct tax rate. The State Constitution establishes the rate at 1% and allocates a portion of that amount, by an annual calculation, to all the taxing entities within a tax rate area.

**SACRAMENTO METROPOLITAN FIRE DISTRICT
PROPERTY TAX LEVIES AND COLLECTIONS
LAST TEN FISCAL YEARS**



Fiscal Year	Property Taxes	Current Collections	Percentage of Levy Collected ^(a)	Value of Property Subject to Local Tax Rate
2014	\$ 112,297,471	\$ 112,297,471	100%	\$ 51,418,530,739
2015	119,575,421	119,575,421	100%	54,357,537,665
2016	125,442,598	125,442,598	100%	56,637,657,535
2017	131,575,144	131,575,144	100%	59,413,617,643
2018	141,419,059	141,419,059	100%	63,093,879,699
2019	149,456,508	149,456,058	100%	67,192,648,255
2020	158,932,322	158,932,322	100%	70,781,809,000
2021	167,882,456	167,882,456	100%	74,077,542,645
2022	177,825,409	177,825,409	100%	77,702,507,207
2023	191,765,676	191,765,676	100%	83,758,206,372

Sources: Sacramento Metropolitan Fire District Financial Records and Sacramento County Assessor Tax Rolls

(a) Metro Fire participates in a Teeter Plan wherein it receives three distributions equal to the actual amount of property taxes collected. Any delinquencies at June 30 are purchased by the County and remitted to Metro Fire. As part of the plan, the County retains the penalties and interest on the delinquent taxes.

**SACRAMENTO METROPOLITAN FIRE DISTRICT
DIRECT AND OVERLAPPING PROPERTY TAX RATES
LAST TEN FISCAL YEARS**

<u>Fiscal Year</u>	<u>Basic County Wide Levy</u>	<u>Los Rios</u>		<u>Total</u>
		<u>Community College District</u>	<u>San Juan Unified School District</u>	
2014	1.0000 %	0.0181 %	0.1630 %	1.1811 %
2015	1.0000	0.0113	0.1509	1.1622
2016	1.0000	0.0091	0.1547	1.1638
2017	1.0000	0.0141	0.1522	1.1663
2018	1.0000	0.0130	0.2115	1.2245
2019	1.0000	0.0131	0.1993	1.2124
2020	1.0000	0.0232	0.1793	1.2025
2021	1.0000	0.0223	0.1809	1.2032
2022	1.0000	0.0249	0.1887	1.2136
2023	1.0000	0.0226	0.1873	1.2099

Source: California Municipal Statistics, Inc.

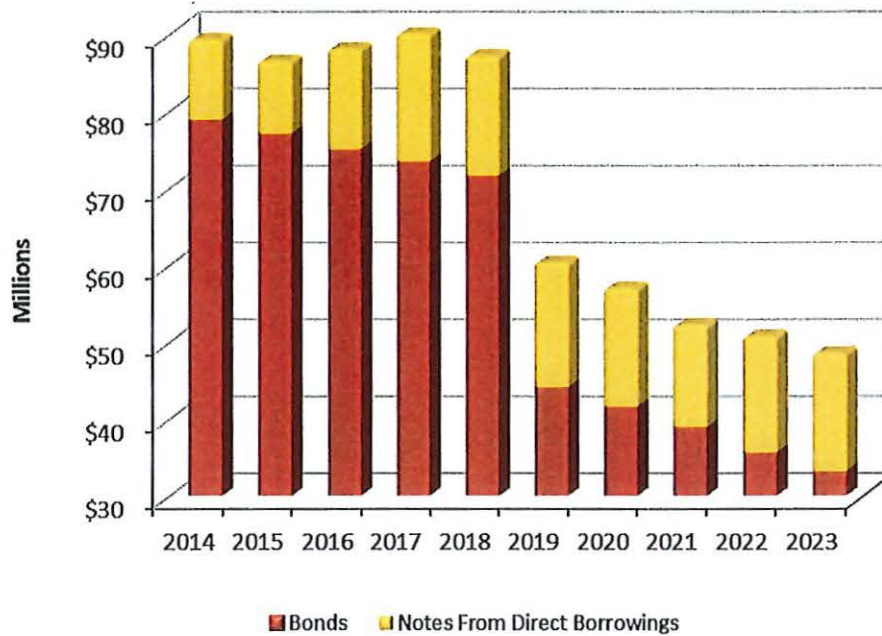
Note: In 1978, California voters passed Proposition 13 which set the property tax rate at a 1.00% fixed amount. This 1.00% is shared by all taxing agencies within which the subject property resides. In addition to the 1.00% fixed amount, property owners are charged taxes as a percentage of assessed property values for the payment of any voter approved bonds. Overlapping rates are those of local and county governments that apply to property owners within Metro Fire. Not all overlapping rates apply to all Metro Fire property owners.

**SACRAMENTO METROPOLITAN FIRE DISTRICT
PRINCIPAL PROPERTY TAXPAYERS
CURRENT YEAR AND NINE YEARS AGO**

Taxpayer	2023			2014		
	Taxable Assessed Value	Rank	Percentage of Total Assessed Value	Taxable Assessed Value	Rank	Percentage of Total Assessed Value
Ethan Conrad	\$ 359,982,666	1	0.43%			
MP Holdings LLC	330,048,662	2	0.39%	153,015,396	3	0.30%
Walmart/Sams	199,130,330	3	0.24%	155,151,746	2	0.30%
Aerojet Rocketdyne Inc	165,006,120	4	0.20%			
Comcast	164,458,131	5	0.20%	98,010,193	7	0.19%
Siemens Mobility Inc.	163,685,329	6	0.20%			
California-American Water Company	159,748,486	7	0.19%	123,638,553	5	0.24%
Ampac Fine Chemicals LLC	121,622,985	8	0.15%	152,694,319	4	0.30%
KW Fund VI Autumn Ridge LLC	120,000,000	9	0.14%			
Lennar Homes of California Inc.	112,225,403	10	0.13%			
Easton Development Company LLC				192,829,568	1	0.38%
Xojet Inc				118,371,545	6	0.23%
THR California LP				95,615,782	8	0.19%
Steadfast Sunrise LLC				84,271,231	9	0.16%
Franklin Resources LLC				81,071,456	10	0.16%
	<u>\$ 1,895,908,112</u>		<u>2.27%</u>	<u>\$ 1,254,669,789</u>		<u>2.45%</u>

Source: Sacramento County Assessor Tax Rolls

**SACRAMENTO METROPOLITAN FIRE DISTRICT
RATIO OF OUTSTANDING DEBT BY TYPE
LAST TEN FISCAL YEARS**



Fiscal Year	Bonds ^(a)	Notes From Direct Borrowings	Total Primary Government	Percentage of Personal Income ^(b)	Debt per Capita ^(b)
2014	\$ 78,790,389	\$ 10,430,752	\$ 89,221,141	0.28%	\$ 124
2015	77,002,581	9,447,809	86,450,390	0.27%	119
2016	74,982,507	13,061,097	88,043,604	0.26%	119
2017	73,372,966	16,605,506	89,978,472	0.25%	121
2018	71,527,785	15,607,580	87,135,365	0.23%	116
2019	44,018,774	16,233,713	60,252,487	0.15%	80
2020	41,525,853	15,395,100	56,920,953	0.14%	75
2021	38,842,932	13,286,606	52,129,538	0.12%	69
2022	35,560,000	15,119,500	50,679,500	0.11%	66
2023	33,098,000	15,400,024	48,498,024	0.10%	63

Sources: Sacramento Metropolitan Fire District Financial Records and the State of California, Department of Finance.

(a) Comprised of Pension Obligation Bonds and Lease Revenue Refunding Bonds.

(b) See page 93 (Demographic Statistics) for population data and page 94 for personal income. Debt per capita decreased significantly in 2019 due to the early retirement of a pension bond series amounting to \$25.5 million.

**SACRAMENTO METROPOLITAN FIRE DISTRICT
RATIO OF GENERAL BONDED DEBT OUTSTANDING
LAST TEN FISCAL YEARS**

Fiscal Year	General Obligation Bonds ^(a)	Less: Amounts Restricted for Debt Service ^(b)	Net General Bonded Debt	Ratio of Net General Bonded Debt to Estimated Actual Taxable Value of Property ^(c)	Per Capita ^(d)
2014	\$ 67,572,010	\$ -	\$ 67,572,010	0.13%	\$ 94
2015	66,582,123	-	66,582,123	0.12%	92
2016	65,394,970	-	65,394,970	0.12%	89
2017	63,998,350	-	63,998,350	0.11%	86
2018	62,371,090	-	62,371,090	0.10%	83
2019	35,090,000	-	35,090,000	0.05%	46
2020	32,840,000	-	32,840,000	0.05%	43
2021	30,410,000	-	30,410,000	0.04%	40
2022	27,530,000	-	27,530,000	0.04%	36
2023	25,455,000	-	25,455,000	0.03%	33

Source: Sacramento Metropolitan Fire District Financial Records

(a) Comprised of Pension Obligation Bonds.

(b) There is no restricted debt service reserve for the Pension Bonds.

(c) See the Assessed Value and the Estimated Actual Value of Taxable Property for property value data on page 85.

(d) Population data can be found in the Schedule of Demographic and Economic Statistics.

**SACRAMENTO METROPOLITAN FIRE DISTRICT
COMPUTATION OF DIRECT AND OVERLAPPING DEBT
JUNE 30, 2023**

2022/23 Assessed Valuation: \$83,720,928,270	Total Debt Outstanding	% Applicable ⁽¹⁾	Amount Applicable to Metro Fire
OVERLAPPING TAX AND ASSESSMENT DEBT			
Los Rios Community College District	\$ 448,500,000	31.762%	\$ 142,452,570
Center Joint Unified School District	101,667,621	72.296%	73,501,623
Folsom Cordova Unified School District School Facilities Improvement District Nos. 1, 2, 3, 4 and 5	482,276,774	0.020-100%	213,604,311
Sacramento Unified School District	683,827,966	10.400%	71,118,108
San Juan Unified School District	674,728,183	96.635%	652,023,580
Twin Rivers Unified School District (former Grant Joint Union High School District Bonds)	290,598,737	41.822%	121,534,204
Twin Rivers Unified School District (former Elementary School District Bonds)	87,270,000	47.882%	41,786,621
Other School Districts	1,093,772,020	Various	171,867,945
Carmichael Recreation and Park District	10,000,000	100.000%	10,000,000
Fair Oaks Recreation and Park District	25,040,058	100.000%	25,040,058
Dry Creek Joint School District Community Facilities District No. 1	2,970,000	100.000%	2,970,000
Elk Grove Unified School District Community Facilities District No. 1	171,651,133	30.653%	52,616,222
City of Rancho Cordova Community Facilities District Nos. 2003-1, 2004-1, 2005-1, and 2018-1	135,010,000	100.000%	135,010,000
Other Community Facilities Districts	105,657,000	100.000%	105,657,000
1915 Act and Other Assessment Bonds	357,050,653	Various	124,494,162
TOTAL OVERLAPPING TAX AND ASSESSMENT DEBT			\$ 1,943,676,404
DIRECT AND OVERLAPPING GENERAL FUND DEBT			
Sacramento County General Fund Obligations	\$ 116,785,623	40.495%	\$ 47,292,338
Sacramento County Pension Obligation Bonds	540,586,779	40.495%	218,910,616
Sacramento County Board of Education General Fund Obligations	2,150,000	40.495%	870,643
Sacramento Unified School District General Fund Obligations	52,060,000	10.400%	5,414,240
Other School District General Fund Obligations	78,154,000	Various	6,991,123
City of Folsom General Fund Obligations	814,635	60.700%	4,945
City of Rancho Cordova Certificates of Participation	12,115,000	100.000%	12,115,000
City of Sacramento General Fund Obligations	534,195,000	0.0010%	5,342
Sacramento Metropolitan Fire District Pension Obligation Bonds	25,455,000	100.000%	25,455,000
Sacramento Metropolitan Fire District General Fund Obligations	7,643,000	100.000%	7,643,000
Arcade Creek Recreation and Park District General Fund Obligations	151,000	98.967%	149,440
Cordova Recreation and Park District General Fund Obligations	6,150,229	100.000%	6,150,229
Fulton-El Camino Recreation and Park District General Fund Obligations	964,000	81.637%	786,981
Orangevale Recreation and Park District General Fund Obligations	863,000	100.000%	863,000
Sunrise Recreation and Park District Certificates of Participation	4,835,000	100.000%	4,835,000
TOTAL GROSS DIRECT AND OVERLAPPING GENERAL FUND DEBT			337,486,897
Less: Sacramento County supported obligations			(5,041,880)
City of Sacramento supported obligations			(3,715)
TOTAL NET DIRECT AND OVERLAPPING GENERAL FUND DEBT			\$ 332,441,302
OVERLAPPING TAX INCREMENT DEBT			
Successor Agency	\$ 57,385,000	100.00%	\$ 57,385,000
TOTAL DIRECT DEBT			\$ 33,098,000
TOTAL GROSS OVERLAPPING DEBT			\$ 2,305,450,301
TOTAL NET OVERLAPPING DEBT			\$ 2,300,404,706
GROSS COMBINED TOTAL DEBT			\$ 2,338,548,301 ⁽²⁾
NET COMBINED TOTAL DEBT			\$ 2,333,502,706

(1) The percentage of overlapping debt applicable to Metro Fire is estimated using taxable assessed property value. Applicable percentages were estimated by determining the portion of the overlapping district's assessed value that is within the boundaries of the Metro Fire divided by the overlapping district's total taxable assessed value.

(2) Excludes tax and revenue anticipation notes, enterprise revenue, mortgage revenue, and non-bonded lease obligations.

Ratios to 2022-23 Assessed Valuation:

Total Overlapping Tax and Assessment Debt	0.40%
Total Direct Debt	0.04%
Gross Combined Total Debt	2.79%
Net Combined Total Debt	2.79%

Ratios to Redevelopment Successor Agency Incremental Valuation (\$2,126,658,395):

Total Overlapping Tax Increment Debt	2.70%
--------------------------------------	-------

Source: California Municipal Statistics and Metro Fire records

**SACRAMENTO METROPOLITAN FIRE DISTRICT
COMPUTATION OF LEGAL BONDED DEBT MARGIN
JUNE 30, 2023**

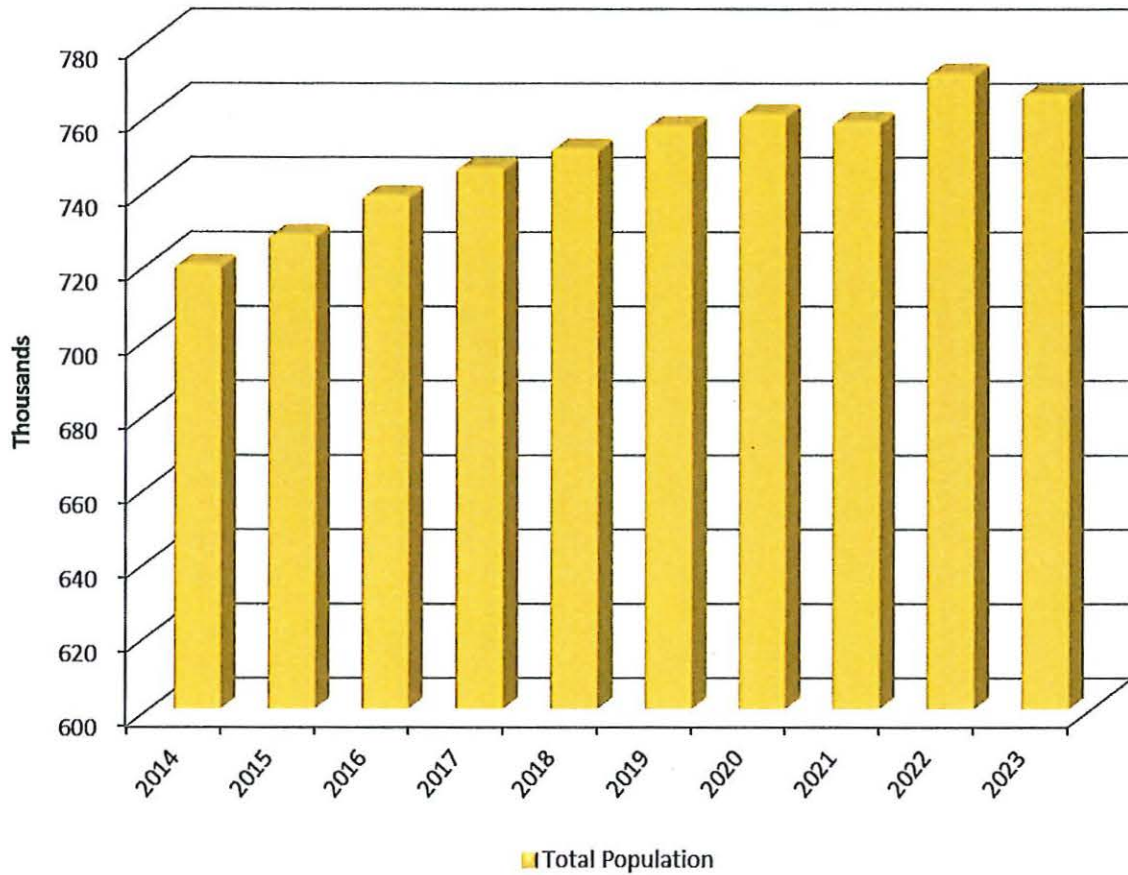
Assessed Valuation		\$ 83,758,206,372
Debt Margin Ratio ^(a)		2.50%
Bonded Debt Limit		2,093,955,159
Outstanding Debt		
Total Bonded Debt	\$ 33,098,000	
Less Amounts in Sinking Fund	(11,579,327)	
Total Applicable Debt		21,518,673
Legal Debt Margin		\$ 2,072,436,486

<u>Fiscal Year</u>	<u>Debt Limit</u>	<u>Total Net Debt Applicable to Limit</u>	<u>Legal Debt Margin</u>	<u>Percentage of Legal Debt Margin Available</u>
2014	\$ 1,285,463,268	\$ 62,731,619	\$ 1,222,731,649	95.12%
2015	1,358,938,442	59,068,787	1,299,869,655	95.65%
2016	1,415,941,438	54,130,874	1,361,810,564	96.18%
2017	1,485,340,441	50,446,930	1,434,893,511	96.60%
2018	1,577,346,992	45,986,590	1,531,360,402	97.08%
2019	1,679,816,206	41,266,823	1,638,549,383	97.54%
2020	1,769,545,225	36,180,903	1,733,364,322	97.96%
2021	1,851,938,566	31,177,079	1,820,761,487	98.32%
2022	1,942,562,680	26,611,097	1,915,951,583	98.63%
2023	2,093,955,159	21,518,673	2,072,436,486	98.97%

Source: California Municipal Statistics, Inc.

(a) California Health and Safety Code, Section 13937 sets the debt limit at 10%. The Code section was enacted when assessed valuations were based on 25% of full market value. This has since changed to 100% of full market value. Thus, the limit shown is 2.50% (one-fourth the limit of 10%) to account for the adjustment of showing assessed valuation at full market value.

**SACRAMENTO METROPOLITAN FIRE DISTRICT
DEMOGRAPHIC STATISTICS
LAST TEN FISCAL YEARS**

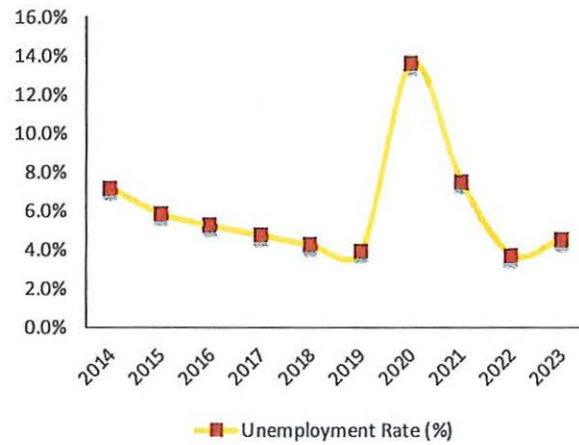
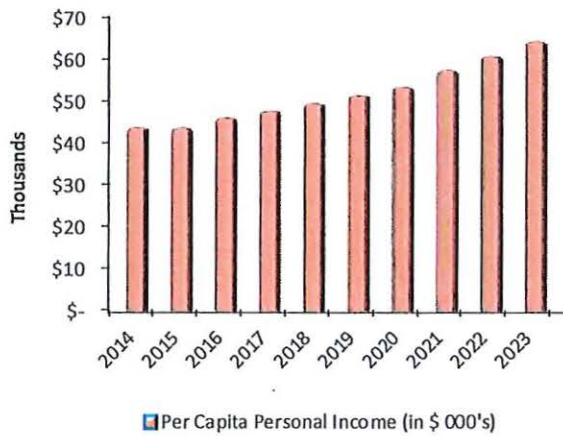
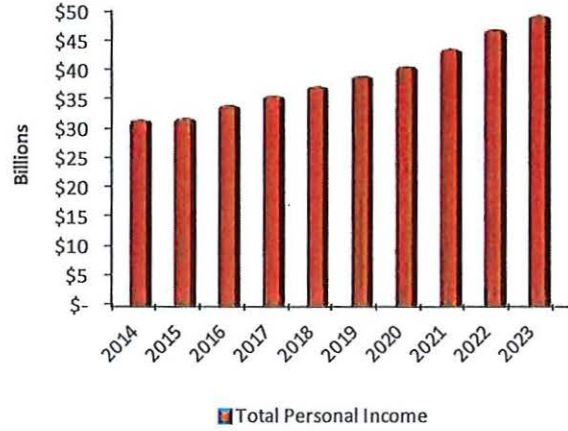
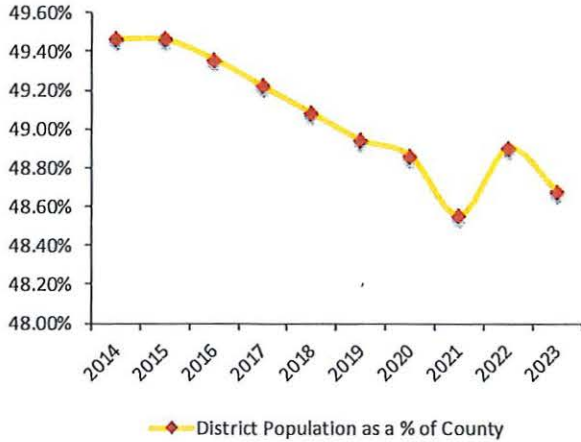


Fiscal Year	Citrus Heights	Rancho Cordova	Unincorporated Population (a)	Total Population	% Increase
2014	84,544	67,839	567,095	719,478	0.50%
2015	85,147	69,112	573,313	727,572	1.12%
2016	86,291	72,203	579,613	738,107	1.45%
2017	87,013	73,872	584,729	745,614	1.02%
2018	87,731	74,210	588,798	750,739	0.69%
2019	88,095	74,471	594,216	756,782	0.80%
2020	87,811	78,381	593,801	759,993	0.42%
2021	87,811	79,662	590,493	757,966	-0.27%
2022	86,367	80,359	604,272	770,998	1.72%
2023	85,837	81,117	598,519	765,473	-0.72%

Source: State of California, Department of Finance.

(a) Data is reported for the entire unincorporated area of Sacramento County, whereas portions of the unincorporated County are outside of Metro Fire’s boundaries.

SACRAMENTO METROPOLITAN FIRE DISTRICT DEMOGRAPHIC AND ECONOMIC STATISTICS LAST TEN FISCAL YEARS



Fiscal Year	District Population	Total Personal Income (in \$ 000's)	Per Capita Personal Income (in \$ 000's)	Unemployment Rate (%)	County Population	District Population as a % of County
2014	719,478	\$ 31,637,020	\$ 44	7.1%	1,454,406	49.47%
2015	727,572	31,919,347	44	5.8%	1,470,912	49.46%
2016	738,107	34,120,417	46	5.2%	1,495,297	49.36%
2017	745,614	35,739,291	48	4.7%	1,514,770	49.22%
2018	750,739	37,305,594	50	4.2%	1,529,501	49.08%
2019	756,782	39,053,708	52	3.9%	1,546,174	48.95%
2020	759,993	40,682,295	54	13.6%	1,555,365	48.86%
2021	757,966	43,637,112	58	7.5%	1,561,014	48.56%
2022	770,998	46,930,778	61	3.7%	1,576,618	48.90%
2023	765,473	49,264,334	64	4.5%	1,572,453	48.68%

Source: State of California, Employment Development Department.

Note: All data for Sacramento County except District population.

**SACRAMENTO METROPOLITAN FIRE DISTRICT
PRIVATE SECTOR PRINCIPAL EMPLOYERS
CURRENT YEAR AND NINE YEARS AGO**

Employer	2023			2014		
	Employees ^(a)	Rank	Percentage of Total County Employment	Employees ^(b)	Rank	Percentage of Total County Employment
UC Davis Health System	16,075	1	2.30%			
Kaiser Permanente	10,934	2	1.56%	9,109	2	1.47%
Sutter/California Health Services	9,350	3	1.33%	9,494	1	1.53%
Dignity / Mercy Healthcare	7,353	4	1.05%	7,397	3	1.19%
Intel Corporation	5,000	5	0.71%	6,000	5	0.97%
Raley's Inc. / Bel Air	2,756	6	0.39%	6,240	4	1.01%
Siemens Mobility Inc.	2,500	7	0.36%			
Safeway Inc.	1,874	8	0.27%			
Golden 1 Credit Union	1,776.00	9	0.25%			
Pacific Gas and Electric Co	1,370	10	0.20%			
Wells Fargo & Co.				3,249	6	0.52%
Hewlett-Packard				3,200	7	0.52%
Cache Creek Casino Resort				2,400	8	0.39%
Health Net of California				2,358	9	0.39%
VSP Vision				2,223	10	0.36%
Total	58,988		8.42%	51,670		8.35%

Sources: (a) Sacramento Business Journal Annual Book of Lists

(b) Sacramento County Comprehensive Annual Financial Report

Note: Information presented is for the Sacramento region's major county employers since separate data is not available for Metro Fire.

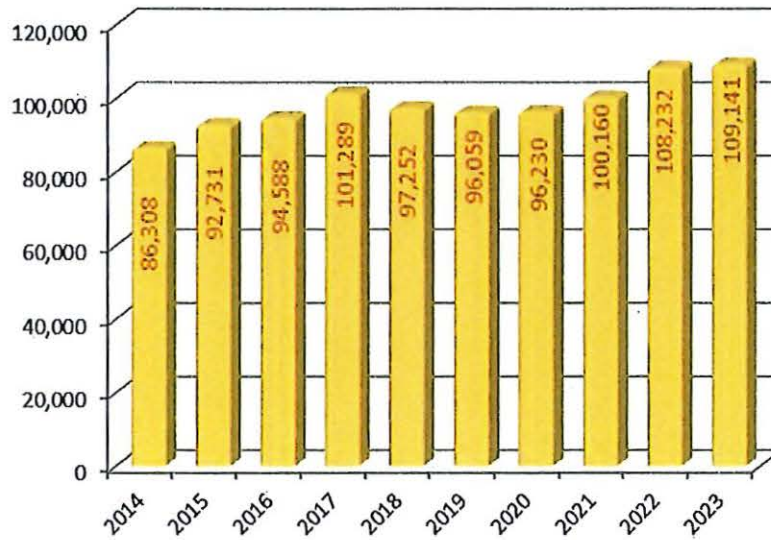
**SACRAMENTO METROPOLITAN FIRE DISTRICT
SUMMARY OF DISTRICT ACTIVITIES
FISCAL YEAR 2022-2023**

<u>CATEGORY</u>	<u>TOTAL</u>	<u>% CHANGE OVER PRIOR YEAR</u>
POPULATION	765,473	-0.7%
OPERATIONAL FIRE STATIONS	41	0.0%
INCIDENTS	109,141	0.8%
TOTAL ACTUAL FULL-TIME EMPLOYEES	684	1.9%
WORKERS' COMPENSATION CLAIMS		
Premium and Claims Expenditures	\$ 10,421,919	35.0%
LEAVE HOURS (All Personnel)		
Sick Leave Used	83,191	-10.5%
Service Connected Disability Leave	51,870	-38.2%
Vacation Time Used	134,429	3.4%
TRAINING FOR SUPPRESSION PERSONNEL		
Total Training Hours	132,996	16.4%

Source: Various Divisions within Sacramento Metropolitan Fire District

Note: % change is the measurement against prior year actuals

**SACRAMENTO METROPOLITAN FIRE DISTRICT
TOTAL RESPONSES
LAST TEN FISCAL YEARS**



Source: Sacramento Metropolitan Fire District Operations Division Records

Note: Total incident responses have historically been tracked on a calendar year basis.

**SACRAMENTO METROPOLITAN FIRE DISTRICT
EMERGENCY RESPONSE DETAIL ANALYSIS
FISCAL YEAR 2022-23
TOTAL INCIDENTS: 109,141**

INCIDENT REPORT SYSTEM CODE	CATEGORY DESCRIPTION	NUMBER OF INCIDENTS
FIRE INCIDENTS		
100,110	Fire, Other	0
111, 123	Building Fires	410
112	Fire in a structure other than a building	112
113	Cooking Fires	146
114, 115, 116, 117, 118, 120	Fires other than building or transportation	86
121	Mobile home used as a fixed residence	19
131	Passenger vehicle fire	334
122, 130, 132, 133, 134, 135, 136, 137, 138	Transportation fires other than passenger vehicles	75
140, 141, 142, 143	All vegetation fires	926
150, 151, 152, 153, 154, 155	Rubbish and dumpster/trash fires	1505
160, 161, 162, 163, 164, 170, 171, 172, 173	Other outside fires	54
TOTAL FIRE INCIDENTS		3,667
OVERPRESSURE RUPTURE & EXPLOSION INCIDENTS		
200, 210, 211, 213, 220, 221, 222, 223, 231	Steam, Air, Gas, or Chemical Rupture	5
240, 241, 242, 243	Fireworks or Bomb Explosion (no fire)	8
251	Excessive heat, scorch burns with no ignition	20
TOTAL OVERPRESSURE & RUPTURE & EXPLOSION		33
EMS & RESCUE INCIDENTS		
300,311,320	Rescue, EMS incident, other	0
321, 3211	EMS call, excluding vehicle accident with injury	71,012
322, 323, 324	Motor vehicle accidents	4,030
331, 340, 341, 342,343	Searches	44
350, 351, 352, 353, 354, 355, 356, 357	Extrications of various types	63
360, 361, 363, 365	Water Rescues	53
370, 371, 372	Electrical Rescue / Electrocution / Trapped by Power Lines	4
381	EMS Standby	41
TOTAL EMS & RESCUE INCIDENTS		75,247
HAZARDOUS CONDITIONS (No Fire)		
400	Other	0
410, 411, 412, 413	Flammable liquids and gas spills	506
420, 421, 422, 423	Toxics and chemical spills	48
424	Carbon monoxide incidents	67
440, 441, 442, 443, 444, 445	Electrical hazards	793
430, 431, 451	Biological hazards	5
460, 461, 462, 463, 471, 480, 481, 482	Building/vehicle and other hazards	84
TOTAL HAZARDOUS CONDITIONS		1,503

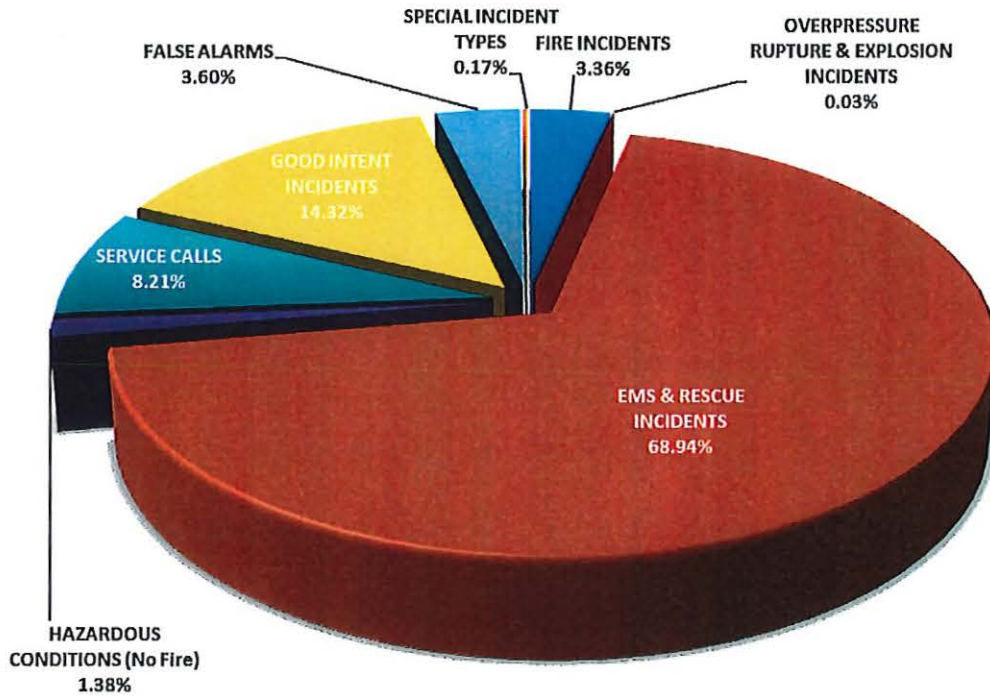
**SACRAMENTO METROPOLITAN FIRE DISTRICT
EMERGENCY RESPONSE DETAIL ANALYSIS
FISCAL YEAR 2022-23
TOTAL INCIDENTS: 109,141
(CONT.)**

INCIDENT REPORT SYSTEM CODE	CATEGORY DESCRIPTION	NUMBER OF INCIDENTS
SERVICE CALLS		
500	Service calls	0
510, 511, 512	Distress, lock-outs, jewelry removal	167
520, 521, 522	Water incidents	258
531	Smoke removal	172
540, 541, 542	Animal problems	299
550, 553, 5531, 5532, 554	Public assists	6,513
551, 552	Law assists	393
555, 561, 571, 5611	Elevator, unauthorized burning, stand by	1154
TOTAL SERVICE CALLS		8,956
GOOD INTENT INCIDENTS		
600	Other	0
611, 621, 622, 6221	Canceled en route, wrong location	15,041
631, 632, 641, 650, 651, 652, 653	Fire, smoke, or odor	489
661	EMS (PT self-transported)	38
671, 672	Haz-Mat, biological investigations	56
TOTAL GOOD INTENT INCIDENTS		15,624
FALSE ALARMS		
700	Other	0
7001, 7002, 7003, 7004, 7401	False alarm residential/school/medical alert/auto aid	1541
710, 711, 712, 713, 714, 715	Malicious, mischievous	221
721	Bomb scare	0
730, 731, 732, 733, 734, 735, 736, 740, 743, 744, 745, 746	System/device malfunction	2,131
741, 742, 751	Sprinkler/extinguishing system activation	34
TOTAL FALSE ALARMS		3,927
SEVERE WEATHER		
800	Other	0
812	Flood assessment	18
813, 814, 815	Wind assessment / Severe Weather/Natural Disaster Standby	91
TOTAL SEVERE WEATHER		109
SPECIAL INCIDENT TYPES		
900	Special type of incident, Other, No code	40
9001	Released from call	0
9002	No Metro units responded	0
9003	Out of district	0
911	Citizen complaint	35
SPECIAL INCIDENT TYPES		75

Source: Sacramento Metropolitan Fire District Operations Division Records

Note: Total incident responses have been tracked on a calendar year basis in the past years. Data for the current year is being presented on a fiscal year basis.

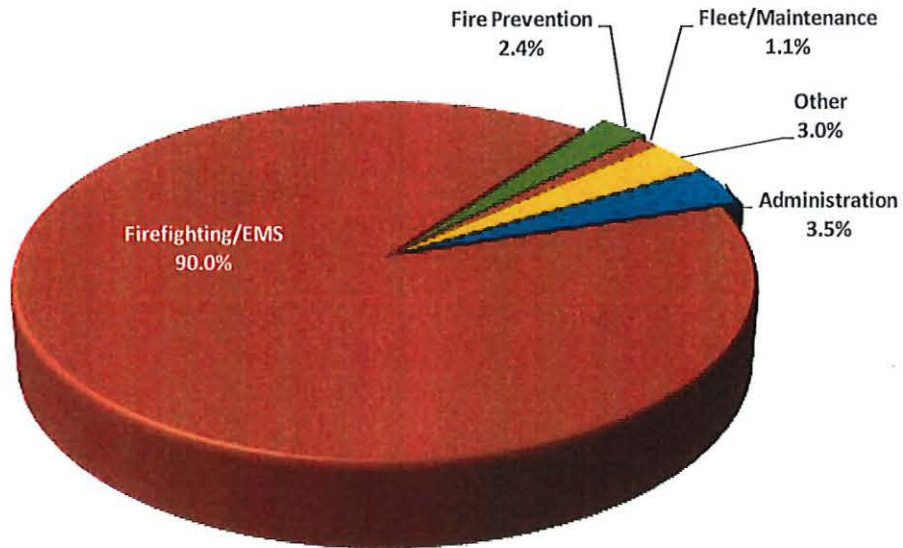
**SACRAMENTO METROPOLITAN FIRE DISTRICT
EMERGENCY RESPONSE - PERCENT OF TOTAL RESPONSE BY TYPE
FISCAL YEAR 2022-23**



Source: Sacramento Metropolitan Fire District Operations Division Records

**SACRAMENTO METROPOLITAN FIRE DISTRICT
SERVICE-CONNECTED INJURY/ILLNESS REPORT
FISCAL YEAR 2022-23**

INCIDENT ACTIVITY	NUMBER	%
Administration	13	3.5%
Firefighting/EMS	335	90.0%
Fire Prevention	9	2.4%
Fleet/Maintenance	4	1.1%
Other	11	3.0%
TOTAL NUMBER OF MEDICAL INJURIES	372	



Source: Sacramento Metropolitan Fire District Workers' Compensation Records

**SACRAMENTO METROPOLITAN FIRE DISTRICT
STAFFING SUMMARY
LAST TEN FISCAL YEARS**

DIVISION	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023
Office of the Fire Chief	8	9	10	11	11	11.5	10	10	10	5
Administration	2	2	2	1	1	1	1	1	1	2
Human Resources	4	5	6	6	6	6	6	6	6	6
Finance	12	13	13	13	13	13	13	13	13	13
Planning & Development										3
Community Relations	2	2	3	3	2	2	2	2	2	4
Operations	8	8	8	8	12	12	13	9	9	10
Fire Suppression	522	522	522	522	522	522	522	522	543	537
Single Role Paramedic Program	65	61	61	61	61	61	61	61	61	61
EMS	6	8	8	8	8	8	8	8	8	8
Training, Safety, Health & Fitness	7	7	8	8	9	9	9	9	9	11
Support Services	1	1	1	1	1	1	1	2	2	2
Communications	2	2	4	4	4	3.5	3.5	3	3	3
Logistics	10	10	10	11	11	11	11	11	11	11
Facilities	4	4	4	4	5	5	5	5	5	5
Fleet	13	13	13	15	15	15	15	15	15	15
Community Risk Reduction	20	20	31	28	27	26.5	27	30	30	29
Information Technology	7	7	8	8	8	8.5	9.5	10	11	11
TOTAL	693	694	712	712	716	716	717	717	739	736

Source: Sacramento Metropolitan Fire District Human Resources Division Records

Note: Data above represents authorized positions.

**SACRAMENTO METROPOLITAN FIRE DISTRICT
CAPITAL ASSET STATISTICS BY FUNCTION
LAST TEN FISCAL YEARS**

Function	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023
Public Safety:										
Number of Operational Stations	40	40	41	41	41	41	41	41	41	41
Number of Support Buildings	10	10	9	9	9	9	9	9	9	9
Equipment:										
Engine	53	53	53	55	57	56	58	56	59	57
Wildland Engine	40	40	40	40	39	43	41	39	37	37
Pumper/Foam	1	1	1	0	0	0	0	0	0	0
Ladder Truck	10	10	8	9	9	8	8	8	7	7
Hazmat Truck	1	1	1	2	2	2	2	2	2	2
Rescue Truck	2	2	2	2	2	2	2	2	2	2
Water Tender	6	6	6	5	6	6	8	6	7	6
Aircraft Rescue Firefighting Unit	4	4	4	3	3	3	3	3	3	3
Ambulance	54	45	50	60	43	39	39	40	40	44
Decontamination Unit	1	1	1	1	1	1	1	1	1	1
Dozer	2	2	2	2	2	2	2	2	2	2
Rescue Boat	2	3	4	4	3	3	3	3	4	4
Helicopter*	2	2	2	2	2	2	2	2	2	2
Support/Other Vehicles	142	175	182	142	168	165	161	180	185	181

Source: Sacramento Metropolitan Fire District Fleet Division Records

* There are two operational helicopters and an additional two helicopters donated in the prior years but not yet operational as of the end of the current year.





ADAM A. HOUSE
Fire Chief

Sacramento Metropolitan Fire District

10545 Armstrong Ave., Suite 200 • Mather, CA 95655 • Phone (916) 859-4300 • Fax (916) 859-3702

TO: Board of Directors

DATE: February 22, 2024

SUBJECT: Adoption of revised Resolutions affecting Non-Safety Senior Management, Management and Unrepresented Confidential Employees **and** Senior Safety Management and Safety Management Employees

TOPIC

Authorize revisions to Resolution No. 2022-105, affecting Non-Safety Senior Management, Management and Unrepresented Confidential Employees adopted by the Board of Directors on December 8, 2022 and Resolution No. 2023-080, affecting Senior Safety Management and Safety Management Employees adopted on December 14, 2023.

DISCUSSION

The Sacramento Metropolitan Fire Protection District and the Sacramento Area Fire Fighters, IAFF Local 522 Union have met and conferred in good faith and agreed on a Base Wage Adjustment effective January 1, 2025 through June 30 2026. The Fire Chief is recommending the same wage adjustment for Non-Safety Senior Management, Management and Unrepresented Confidential Employees and Senior Safety Management and Safety Management Employees to ensure that all bargaining groups are treated equally.

Additionally, Section 1 of the Resolution affecting Non-Safety Senior Management, Management and Unrepresented Confidential Employees was cleaned up to include new positions that were authorized on the Position Authorization Document (PAD) as well as deletion of positions that were reclassified.

Lastly, Section 16 of the Resolution affecting Non-Safety Senior Management, Management and Unrepresented Confidential Employees was modified to include new language for the length of new hire probationary period and length of promotional probationary period to mirror other bargaining groups.

RECOMMENDATION

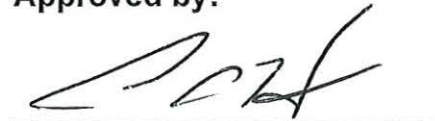
Staff recommends that the Board adopt the attached resolution with the proposed revisions affecting Non-Safety Senior Management, Management and Unrepresented Confidential Employees and Senior Safety Management and Safety Management Employees.

Submitted by:



Ty Bailey
Deputy Chief, Administration

Approved by:



Adam A. House
Fire Chief



ADAM A. HOUSE
Fire Chief

Sacramento Metropolitan Fire District

10545 Armstrong Ave., Suite 200 • Mather, CA 95655 • Phone (916) 859-4300 • Fax (916) 859-3702

RESOLUTION NO. 2024-XXX

A RESOLUTION AFFECTING NON-SAFETY SENIOR MANAGEMENT, MANAGEMENT, and UNREPRESENTED CONFIDENTIAL EMPLOYEES

Adopted by the Board of Directors of the
SACRAMENTO METROPOLITAN FIRE DISTRICT

On February 22, 2024

WHEREAS, the Board of Directors of the Sacramento Metropolitan Fire District (Board) recognizes the importance of codified provisions relating to wages, hours, and other terms and conditions of employment to employees who are not members of recognized bargaining groups; and

WHEREAS, this resolution supersedes Resolution No. 2022-105, a Resolution Affecting Non-Safety Senior Management, Management and Unrepresented Confidential Employees, adopted by the Board of Directors of the Sacramento Metropolitan Fire District on December 8, 2022, all amendments thereto, and all prior resolutions governing the terms and conditions of employment for Non-Safety employees in the categories of Senior Management, Management, and Unrepresented Confidential Employees; and

WHEREAS, the Board wishes to clarify and modify the wages and benefits available to Non-Safety employees in the categories of Senior Management, Management, and Unrepresented Confidential Employees;

NOW, THEREFORE, BE IT RESOLVED BY THE BOARD OF DIRECTORS OF THE SACRAMENTO METROPOLITAN FIRE DISTRICT:

1. POSITIONS COVERED UNDER THIS RESOLUTION

- A. Non-Safety Senior Management employees include any person employed in, or assigned to, the following classifications:

Chief Financial Officer
Chief Development Officer

- B. Non-Safety Management employees include any person employed in, or assigned to, the following classifications:

Director of Information Technology
Chief Human Resources Officer

Serving Sacramento and Placer Counties

Economic Development Manager
Facilities Manager
Finance Manager
Payroll Manager
Fleet Manager
Logistics Manager
Communications Manager
CQI Manager
Grant / Economic Development Coordinator
Assistant Logistics Manager
Assistant Fleet Manager

C. Non-Safety Unrepresented Confidential employees who are FLSA exempt include any person employed in, or assigned to, the following classifications:

Network Systems Engineer
Computer Systems Supervisor
Purchasing Agent
Accounting Supervisor
Human Resources Analyst I
Human Resources Analyst II
Facilities Supervisor
Payroll Supervisor
Administrative Analyst
Business Application Analyst
Payroll Analyst
Financial Analyst
Board Clerk
Office Manager
Workers' Compensation Coordinator
Executive Assistant to the Fire Chief
Procurement Specialist
Accounting Specialist
Payroll Specialist
Administrative Specialist
Data Analyst
Legislative Analyst
Grant Specialist

D. Non-Safety Unrepresented Confidential employees who are FLSA non-exempt include any person employed in or assigned to the following classifications:

Network Systems Administrator
Database Technician
~~Communications Technician III~~
~~Communications Technician II~~
Computer Systems Technician
Warehouse Supervisor
Health & Wellness Program Manager
Help Desk Technician

2. FLSA STATUS & BUSINESS HOURS

- A. All Non-Safety Senior Management, Non-Safety Management, Non-Safety Unrepresented Confidential Employees are exempt from Fair Labor Standards Act (FLSA) over time requirements and are therefore paid a salary, with the exception of those classifications listed above in Section 1 (D), which are non-exempt and subject to compensation for overtime.
- B. For non-exempt employees, all hours worked in excess of the employee's regularly scheduled hours shall be compensated at the rate of one and one-half times the employee's base wage exclusive of incentives. CTO hours will be compensated at the employee's base hourly compensation rate, including incentives.

Effective each employee's first full FLSA work period beginning on or after September 1, 2019, all paid leave will be considered "hours worked" for purposes of determining District overtime.

- C. Employees are responsible for keeping their supervisors apprised of their work schedules and location. Employee's work schedule must satisfy work place requirements as determined by their supervisor.

3. ADMINISTRATIVE LEAVE

In express recognition of being "exempt" under the provisions of Federal and State Law, each Senior Management, Management, and Exempt Unrepresented Confidential employee (those listed in sections 1(A)-(C) above) shall receive eighty (80) hours of Administrative Leave each January 1st, subject to a 80-hour maximum accrual in the Administrative Leave Bank. Employees hired or promoted on a day other than January 1st shall have their accrual of Administrative Leave for that year adjusted on a pro-rata basis. Any hours remaining in the Administrative Leave Bank as of December 31st will roll over to the next year and will reduce the January 1st earning such that the 80-hour maximum accrual will not be exceeded. These hours shall not be credited at a later date, even if the balance subsequently falls below hours. Administrative Leave is not eligible for any sell back opportunities. At the time of termination or retirement, any unused Administrative Leave in the employee's account shall be paid off at the employee's total hourly rate of pay, inclusive of all incentives.

4. COMPENSATION

For the term covering January 1, 2023 through December 31, 2024, employees covered by this Resolution are subject to the following wage increases.

Effective the first full pay period in January 2023, employees will receive 5.0% base wage increase. The monthly wage scale below includes this base wage increase.

The Fire Chief on an annual basis shall grant step increases after a successful evaluation. The Fire Chief is granted the authority to withhold step increases; however, those affected employees may request reconsideration by the Board.

The pay scale applicable to employees covered by this resolution is reflected in the salary table below:

Salary Table Reflecting 2023 Monthly Pay Scale:

MONTHLY BASE PAY	Step 1	Step 2	Step 3	Step 4	Step 5
Chief Financial Officer				17,772.73	18,658.22
Chief Development Officer				17,772.73	18,658.22
Director of IT	11,943.09	12,536.93	13,160.82	13,816.11	14,504.13
Chief Human Resource Officer	11,239.75	11,798.33	12,385.00	13,001.22	13,647.01
Finance Manager	10,689.60	11,220.84	11,778.80	12,364.85	12,979.04
Economic Development Manager	9,948.44	10,442.85	10,962.12	11,507.54	12,079.14
Facilities Manager	9,948.44	10,442.85	10,962.12	11,507.54	12,079.14
Fleet Manager	9,948.44	10,442.85	10,962.12	11,507.54	12,079.14
Logistics Manager	9,948.44	10,442.85	10,962.12	11,507.54	12,079.14
Communications Manager	9,948.44	10,442.85	10,962.12	11,507.54	12,079.14
CQI Manager	9,859.49	10,348.66	10,862.71	11,402.93	11,969.24
Grant / Economic Dev Coord.	9,735.24	10,219.20	10,726.68	11,260.34	11,820.15
Assistant Logistics Manager	8,841.89	9,281.38	9,741.80	10,225.74	10,733.22
Assistant Fleet Manager	8,841.89	9,281.38	9,741.80	10,225.74	10,733.22
Network Systems Engineer	9,554.75	10,029.55	10,527.87	11,051.07	11,600.40
Computer Systems Supervisor	8,979.24	9,425.25	9,893.50	10,385.30	10,900.64
Network Systems Administrator	8,639.16	9,068.19	9,518.11	9,990.29	10,486.00
Database Technician	8,149.97	8,554.16	8,979.24	9,425.25	9,893.50

Purchasing Agent	8,369.73	8,784.33	9,219.91	9,677.69	10,157.71
Accounting Supervisor	8,149.97	8,554.16	8,977.93	9,423.95	9,892.21
Payroll Supervisor	8,149.97	8,554.16	8,977.93	9,423.95	9,892.21
Human Resources Analyst II	7,994.33	8,390.64	8,806.59	9,243.42	9,702.57
Facilities Supervisor	7,884.47	8,275.53	8,686.25	9,117.89	9,570.44
Administrative Analyst	7,838.69	8,227.16	8,635.22	9,064.24	9,514.21
Business Application Analyst	7,838.69	8,227.16	8,635.22	9,064.24	9,514.21
Payroll Analyst	7,838.69	8,227.16	8,635.22	9,064.24	9,514.21
Financial Analyst	7,838.69	8,227.16	8,635.22	9,064.24	9,514.21
Data Analyst	7,838.69	8,227.16	8,635.22	9,064.24	9,514.21
Legislative Analyst	7,838.69	8,227.16	8,635.22	9,064.24	9,514.21
Board Clerk	7,171.62	7,527.38	7,900.14	8,291.25	8,701.95
Human Resources Analyst I	7,171.62	7,527.38	7,900.14	8,291.25	8,701.95
Workers Compensation Coordinator	7,171.62	7,527.38	7,900.14	8,291.25	8,701.95
Office Manager	7,171.62	7,527.38	7,900.14	8,291.25	8,701.95
Executive Assistant to the Fire Chief	7,171.62	7,527.38	7,900.14	8,291.25	8,701.95
Grant Specialist	7,171.62	7,527.38	7,900.14	8,291.25	8,701.95
Procurement Specialist	5,292.06	5,553.66	5,828.33	6,116.08	6,418.23
Accounting Specialist	5,292.06	5,553.66	5,828.33	6,116.08	6,418.23
Payroll Specialist	5,292.06	5,553.66	5,828.33	6,116.08	6,418.23
Administrative Specialist	5,292.06	5,553.66	5,828.33	6,116.08	6,418.23
Communications Technician III	7,285.40	7,646.40	8,025.73	8,423.35	8,841.89
Communications Technician II	7,104.89	7,456.74	7,826.90	8,215.37	8,623.48

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Computer Systems Technician	5,966.95	6,262.58	6,571.24	6,896.96	7,238.32
Warehouse Supervisor	5,897.64	6,189.30	6,495.39	6,817.15	7,154.61
Health & Wellness Program Manager	5,586.35	5,862.33	6,152.70	6,457.46	6,776.61
Help Desk Technician	4,690.38	4,921.92	5,163.89	5,418.96	5,687.08

The pay scale reflects base pay and is exclusive of incentives.

Effective January 1, 2024, employees will receive a base wage increase of 3.0% plus an equity adjustment based on the percentage of change in net taxable value of property in the District based on the Sacramento County Assessor FY 2023/24 Combined Tax Rolls compared to the FY 2022/23 Combined Tax Rolls. The amount of the January 1, 2024 base wage increase will be governed by the following chart:

FY 2023/24 Net Taxable Value Increase	2024 Equity Adjustment
3.4% or less	0%
3.5% to 4.4%	1.0%
4.5% to 5.4%	2.0%
5.5% or more	3.0%

Effective January 1, 2025, employees will receive a base wage increase based on the percentage of change in net taxable value of property in the District based on the Sacramento County Assessor FY 2024/25 Combined Tax Rolls compared to the FY 2023/24 Combined Tax Rolls. The amount of the January 1, 2025 equity adjustment will be governed by the following chart:

FY 2024/25 Net Taxable Value Increase	2025 Equity Adjustment
1.49% or less	0%
1.5% to 2.49%	1.0%
2.5% to 3.49%	2.0%
3.5% to 4.49%	3.0%
4.5% or more	4.0%

5. UNIFORM ALLOWANCE

Uniform allowance is included in base pay.

6. PAID TIME OFF (PTO)

A. Employees shall accrue Paid Time Off (PTO) as shown in the schedule below. The hours shown reflect full-time employment. PTO shall be credited monthly on the last day of the month. Employees hired on a day other than the first of the month shall have their accrual of PTO for that month adjusted on a pro-rata basis. Accrual steps are as follows:

Months of Continuous Service with the District	Accrual Rate	Maximum Accrual Balance
1 to 24	245.16 hours/year (20.43 hours/month)	408.60 hours
25 to 60	279.48 hours/year (23.29 hours/month)	465.80 hours
61 to 120	293.16 hours/year (24.43 hours/month)	488.60 hours
121 to 180	305.16 hours/year (25.43 hours/month)	508.60 hours
181 to 240	353.16 hours/year (29.43 hours/month)	588.60 hours
241 or more	377.16 hours/year (31.43 hours/month)	628.60 hours

B. Employees' use of PTO normally must be approved in advance by their supervisor. Partial day use of PTO is allowed with approval of supervisor.

C. At the time of termination or retirement, any unused PTO in the employee's account shall be paid off at the employee's hourly rate of pay.

D. Maximum Accrual. The maximum accrual shall be limited to no more than twenty (20) months of accrual time, at which time employee will not earn additional PTO leave time until the employee's balance is below the twenty (20) month maximum. In no event shall the District be required to pay an employee more than the maximum accrual.

E. PTO Sell-back:

At the option of the employee, and with the approval of the Fire Chief, employees may sell back up to a maximum of one hundred and twenty (120) hours of PTO leave each April. Payments will be made at a rate of one hundred percent (100%) of each employee's base wage plus incentive pays.

7. HOLIDAYS

The District shall observe official holidays in accordance with the following designated holiday schedule. The District's offices may be closed on observed days for designated holidays and employees who would otherwise have worked on such days shall utilize PTO, unless otherwise mutually agreed to by the Fire

Chief or his designee and the employee. The designated holidays shall be as follows:

- | | | |
|-----|-----------------------------|----------------------------------|
| 1. | New Year's Day | (Jan. 1) |
| 2. | Martin Luther King, Jr. Day | (3 rd Mon. in Jan.) |
| 3. | Lincoln's Birthday | (2 nd Mon. in Feb.) |
| 4. | Washington's Birthday | (3 rd Mon. in Feb.) |
| 5. | Memorial Day | (last Mon. in May) |
| 6. | Independence Day | (July 4) |
| 7. | Labor Day | (1 st Mon. in Sept.) |
| 8. | Veteran's Day | (Nov. 11) |
| 9. | Thanksgiving Day | (4 th Thurs. in Nov.) |
| 10. | Day After Thanksgiving | |
| 11. | Christmas Eve | (Dec. 24) |
| 12. | Christmas Day | (Dec. 25) |

- A. When a holiday falls on a Saturday, the preceding workday, not a holiday, shall be deemed to be that holiday. When a holiday falls on a Sunday, the following workday, not a holiday, shall be deemed to be that holiday.

8. BEREAVEMENT LEAVE

Employees shall be allowed up to five (5) work days off with pay, in the event of death in the immediate family. For the purposes of this section, immediate family includes the employee's spouse, child, mother, father, grandchild, grandmother, grandfather, mother-in-law, father-in-law, grandmother-in-law, grandfather-in-law, sister, brother, sister-in-law, brother-in-law, daughter-in-law, son-in-law, or any person domiciled in the employee's household. For purposes of this section, a step relative of any of the relatives listed above shall be treated in the same manner as the listed relatives. This leave shall not be deducted from sick leave or PTO leave. However, accrued leave and/or a leave of absence may also be available if additional time away is required and can be accommodated by the District.

At the Fire Chief's discretion, bereavement leave for other persons not listed above may be approved without loss of pay or benefit.

9. SICK LEAVE

- A. Employee's accumulation and disposition of sick leave shall be as follows:
1. Personnel shall accumulate sick leave at the rate of 206.64 hours per calendar year (17.22 hours per month).
 2. Sick leave shall be accrued and recorded at the end of each month, and such leave shall be accumulated on an unlimited basis.
- B. Sick leave may be used for any of the reasons outlined in the District's Sick Leave Policy.

- C. In the event that an employee exhausts his/her sick leave accrual, other leave banks will be exhausted in the following order: 1. Administrative Leave, 2. PTO accrual, 3. CTO accrual, 4. Donated leave pursuant to District policy, 5. Unpaid leave status.
- D. Employees shall use due diligence in reporting the foreseeable and unforeseeable need to use sick leave, as outlined in the District's Policies Manual. When the use of such leave is unforeseeable, the employee shall report the need for leave by 0815 hours.
- E. Employees may be compensated by the District for accrued, unused sick leave subject to the following conditions:

- 1. First, no employee shall be eligible to receive compensation for accrued, unused sick leave unless they have "banked" the required number of hours in their "A" bank.

The "A" Bank must contain at least 567 hours, with measurement made as of each June 30 and notification to the employee no later than September 30.

- 2. The employee at his/her sole option, must notify the District no later than November 15 of their election to be compensated, including the total number of hours the employee wishes to sell. The notice shall be on a letter provided by the District. Failure to submit the request through the District's ESS system by the deadline constitutes waiver of the right to sell sick leave hours for the calendar year
- 3. An employee who has satisfied the requirements identified above may request to be compensated once per year, in aggregate, up to fifty percent (50%) of the hours accrued in the previous year (July 1 - June 30) at one hundred percent (100%) of the employee's base monthly compensation, inclusive of all incentives, on November 30.
- 4. Any hours used in the previous year (July 1 - June 30) shall reduce the number of hours which the employee may relinquish.
- 5. Relinquishment shall be at the employee's sole option.
- 6. If an employee elects to sell any hours, all remaining hours from the year's accrual are placed in the employee's "B" Bank. Such hours may only be used either in the event of a catastrophic illness after exhaustion of the employee's "A" Bank and/or for additional service credit at retirement;
- 7. If an employee elects to sell no hours, all remaining hours shall be placed in the employee's "A" Bank. Such hours may be used for normal sick leave.

- F. At the employee's option, upon service retirement or disability retirement, the District will pay off up to forty percent (40%) of the employee's accumulated "A" Bank sick leave.

The employee must notify the District no later than 30 days from their employment separation of their intention to be paid for sick leave. Failure to notify the District within 30 days will result in all unused sick leave being reported to the Public Employees' Retirement System (PERS) as additional service credit.

1. The total compensation to be made is that accrued sick leave in the employee's account at the employee's total hourly rate of pay, inclusive of all incentives.
2. All remaining accumulated sick leave in the employee's account will, upon retirement, be applied for retirement credit under the provisions of 20965 of the Public Employee's Retirement System Law, which reads as follows:

A local miscellaneous member and a local safety member, whose effective date of retirement is within four months of separation from employment with the employer which granted the sick leave credit, shall be credited at his or her retirement with 0.004 year if service credit for each unused day of sick leave certified to the board by his or her employer.

10. CHILD BIRTH DISABILITY LEAVE

An employee who gives birth to a child may use up to a maximum of six weeks of paid leave after the birth of the child during the disability period. This paid leave is independent of other District accrued leave (SL, VL, PTO) and will run concurrently with protected leaves (FMLA/CFRA/PDL). The District shall require written confirmation of an employee's eligibility for this leave from the employee's health care provider. The Child Birth Disability Leave will commence on the date of childbirth and extend only so long as the employee is actually disabled by childbirth up to the six week maximum.

11. HEALTH BENEFITS

A. Dental

The District shall, subject to availability, provide full-time employees and dependents with a dental plan. The District pays the premium for the Basic dental plan. Employees who select the Premium dental plan pay the difference between the Premium and Basic monthly premiums.

B. Vision Care Plan

The District shall, subject to availability, provide full-time employees and dependents with a vision care plan. The District will provide up to \$18.75 per month per employee toward the cost of the District's plan.

C. Medical

For employees or retirees who are enrolled the Basic or Combination plans, the District shall contribute 92% of the medical premium towards the employees or retirees selected health plan. Employees and retirees will be responsible for the remaining 8% of the premium, and any additional amount above the premium cap. These contribution amounts will be effective 7/1/13.

For retirees that are enrolled in the Medicare plan, the District shall contribute an amount equal to 100% of the third highest plan in CalPERS Region 1 at the tier that the employee selects. Retirees will be responsible for any additional amount above the premium cap. For retirees who are Medicare age who were hired prior to March 31, 1986 and are not eligible to enroll in Medicare due to a lack of credits, the District shall provide a stipend that equals an amount equal to 8% of the premium at the tier that the employee selects up to the third highest plan in CalPERS Region 1.

The premium cap will be the third highest plan in CalPERS Region 1 rates at the tier that the employee selects, i.e. employee, employee plus one, employee plus family.

- D. The District will provide the medical insurance benefits listed in C. above through PERS.
- E. Should any plan selected by an employee cost more than the District's required contribution, each covered employee is required to sign a payroll deduction form.
- F. The District has established the following Flexible Spending Accounts (FSA) as permitted by the Internal Revenue Service regulations:
1. Out-of-Pocket costs for District-sponsored health and dental insurance premiums;
 2. Unreimbursed health care expenses up to the statutory limit per plan year effective January 1;
 3. Dependent care reimbursement;
 4. Administrative costs shall be paid by the employees participating in FSA for subparagraphs (2) and (3); and
 5. Employees will be informed about the procedures, rules, and forfeiture of funds left unused in FSA.

- G. The District shall continue to provide each miscellaneous employee participating in the PERS retirement plan for a paid long-term disability benefit plan at least equal to the current plan. Specific provisions and conditions of such benefits are contained in and available to applicable employees, in the plan document.
- H. The District agrees to pay the premium cost to provide a twenty thousand dollar (\$20,000.00) life insurance benefit policy commencing the first of the month after hire and continuing until the employee has completed one year of continuous service. The District agrees to pay the premium cost to provide a one hundred thousand dollar (\$100,000.00) life insurance benefit policy for each full time employee at the conclusion of one (1) year of continuous employment.
- I. Transition Coverage
 - 1. Pursuant to Federal Law (COBRA), an employee who terminates or is terminated (except for gross misconduct) is entitled to continue group health plan coverage at the group rate for up to 18 months. Group health plan includes the package of Health, Dental, and Vision coverage.
 - 2. In certain circumstances, an employee's spouse, former spouse, or dependent child may have a right to continued coverage for up to 36 months.
 - 3. All such continued coverage is at the sole cost of the employee or other qualified individual. Continued coverage may be subject to an administrative fee levied by Insurance Program Administrators.
 - 4. All benefits provided under COBRA will be in accordance with those provided by law on the date of the qualifying event.
- J. Retirement Medical
 - 1. Upon retirement, medical coverage will be paid by the District for both the employee and dependents in accordance with Section 22831 of the Government Code which provides:

"...An annuitant may, as provided by regulations of the board, continue his or her enrollment, enroll within 60 days of retirement, enroll within 60 days of the death of the member, or enroll during any future open enrollment period without discrimination as to premium rates or benefit coverage. If the survivor of an annuitant is also an annuitant as defined in this part, he or she may enroll within 60 days of the annuitant's death or during any future open enrollment period, as provided by regulations of the board."

2. Except for employees retiring for service connected disability, all new employees hired after March 25, 2011 and retiring from the District will obtain five percent (5%) credit per year towards retiree medical up to one hundred percent (100%) at the completion of twenty (20) years of employment with the District.
- K. Effective July 1, 2013, the savings associated with the 8% employee and retiree premium contributions, and effective January 1, 2014, the savings associated with lowering the premium cap, as outlined in paragraph 10(C) above, shall be contributed into the OPEB trust established by the District with CalPERS to prefund retiree medical benefits. In consideration for employee contributions above each existing retiree, future retirees, and their survivors shall have a vested right to receive the maximum retiree health benefits that were provided as of July 1, 2013 and to receive the maximum amount of annual increases in subsidies or reimbursements for retiree health benefits in all subsequent years thereafter. This vested retiree health benefit right is promised to current retirees and future retirees, i.e. active employees when they retire even beyond the term of this resolution.

12. RETIREMENT BENEFITS

- A. Employees shall make PERS member contributions as follows:
1. For employees who do not meet the definition of a "new member" under PEPRA ("classic miscellaneous members"), the full member's PERS contribution shall be eight percent (8%) of the employee's compensation reported to PERS.
 2. For employees who meet the definition of a "new member" under PEPRA, the member's PERS contribution shall be 50% of normal cost, as determined by PERS.
- B. Specified Benefits

Upon meeting the statutory requirements, all employees shall be covered by the Public Employee's Retirement System (PERS). The District's contract with PERS includes the following provisions:

1. The District will provide 1959 Survivor's Benefit at Level 4, with the employees paying the two dollars (\$2.00) employee contribution.
2. One-half Continuance Benefit;
3. All remaining accumulated sick leave in the employee's account may, upon retirement, be applied for retirement credit under the provisions of Section 20965 of the California Government Code;
4. Benefit Levels:

- 1) Classic Miscellaneous members' shall be three percent (3%) at age sixty (60).
 - 2) Employees who qualify as "new members" under PEPRA, shall be two percent (2%) at age 62.
5. The District shall in accordance with Internal Revenue Code Section 414 (h) (2) pass the necessary Resolution(s), which allow for employee retirement contributions (both member contributions and cost-sharing) to be paid on a tax deferred basis.

13. SALARY CONTINUATION

An employee who is classified as a Miscellaneous (non-public safety) Employee and who is injured or disabled in the performance of his or her duties shall be entitled to injury leave with full pay and benefits for up to three (3) months from the date that injury leave commences should disability continue for that period. If an employee's disability is not permanent and stationary at the end of the three (3) months, the employee may use accrued leave or accrued Short Term Disability benefits on a coordinated basis with any workers' compensation up to full pay. When this option is used, any benefits from workers' compensation shall be assigned to the District with the leave used charged on a pro-rata share. Employment benefits will be maintained for such employees while receiving workers' compensation benefits whether or not such benefits are supplemented by other District leave benefits.

14. EDUCATION INCENTIVES

A. Accreditation Standards

For an individual to earn the total allowable educational incentive, the individual must have registered, earned and obtained it through a recognized institution of education.

The same language is applicable for those who submit for an incentive that is "commensurate" with the knowledge and abilities of the job position held. The degree must have been obtained through a recognized institution of education.

The submittals must include a sealed official transcript from the accrediting college. Each submittal will be reviewed on a case by case basis

- B. Employees who possess an approved certification from a Certificate Program that is commensurate with the scope of job classification, including but not limited to the State Fire Marshal Certification Programs, shall receive an additional one-half of one percent (.5%) of base pay for programs eighty (80) hours or less. For Certificate Programs exceeding eighty (80) hours, the employees shall receive one percent (1%) of base pay for each Certificate Program. FF1 and FF2 Certifications are excluded from the State Fire Marshal Certification Incentive.

Fire Chief or designee shall have sole discretion in determining education certificate programs that qualify. Human Resources shall track approved education courses and appropriate incentives.

- C. Employees who possess one or more Associate Degrees shall receive an additional six and one-half percent (6.5%) of base pay for the degree(s). Multiple degrees will not result in more than 6.5%.
- D. The above referenced Certification Programs and Degrees (Paragraphs 13(B) through 13(D)) combined shall not exceed seven percent (7%) of base pay.
- E. Employees who possess a Bachelor's Degree or higher from an accredited college or university shall receive an additional ten and one-half percent (10.5%) of base pay.
- F. The maximum amount an employee may receive in educational incentives and allowance is ten and one-half percent (10.5%) of base pay.
- G. Senior Non-Safety Management employees are excluded from this provision and are not entitled to any Education incentives or Continuing Education (CE) incentives.
- H. Unrepresented Management and Confidential employees covered by this Resolution (employees described by Paragraphs 1(B) through (C)) shall be eligible for Continuing Education (CE) incentive at five percent (5.0%) of base salary. CE's shall be granted per District Policy #141.01, Continuing Education Program – Unrepresented.

15. STANDBY PAY

- A. Tech Services personnel assigned to be on stand-by shall be paid four hundred dollars (\$400.00) per week or the daily pro-rate in addition to regular compensation and twelve (12) hours of PTO credit for duty on New Year's Day, 4th of July, Thanksgiving Day, and Christmas Day. The normal deduction of eight (8) hours PTO for holidays shall not apply. Stand-by pay will be added to the overtime compensation regular rate of pay calculation.

16. AT-WILL EMPLOYMENT – SENIOR MANAGEMENT AND MANAGEMENT EMPLOYEES

All Senior Management and Management employees are employed at-will, meaning that the Fire Chief has the right to terminate employment at any time, for any reason, and with or without cause for any reason and/or notice.

At-will employees in management or senior management positions who are terminated without cause shall receive either a six (6) month severance at the time of termination, or reassignment to their previous position through exercise of Bump Back rights so long as the reassignment does not violate the terms of any

existing Collective Bargaining Agreement, Memorandum of Understanding, or other agreement applicable to that position. The decision shall be at the sole discretion of the Fire Chief, and in no case shall these options be available in the event the Fire Chief, in his sole discretion, determines good cause exists for the termination.

Nothing stated herein shall effect the at will status of any management or senior management employee.

16. PROBATIONARY PERIODS AND NON-AT-WILL EMPLOYMENT – CONFIDENTIAL EMPLOYEES

LENGTH OF NEW HIRE PROBATIONARY PERIOD

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To enable the Fire Chief to exercise sound discretion in filling positions within the District, no appointment for employment in any position in the District shall be deemed final until after the expiration of a period of twelve (12) calendar months probationary service in full duty status. Absences, light duty, modified duty, and any other assignment other than full duty status shall not count towards this twelve (12) month period of time. During this probationary period, the Fire Chief may cancel the employment or appointment without right of appeal with respect to the reasons for cancellation.

LENGTH OF PROMOTIONAL PROBATIONARY PERIOD

Employees promoted in classification shall not be deemed final until after the expiration of six (6) calendar months probationary service, with the Fire Chief's discretion to extend up to an additional six (6) months.

Absences, light duty, modified duty, and any other assignment other than full duty status shall not count towards the initial six (6) month probationary period or an extension ordered at the Fire Chief's discretion.

During this probationary period, the Fire Chief may cancel the employment or appointment without right to appeal.

NON-AT-WILL EMPLOYMENT

Upon completion of the probationary period, Confidential employees do not serve at will, and may be disciplined or discharged only for cause. The causes for discipline and procedure for imposing or appealing from such discipline shall be as set forth in the District's Discipline Policy. the most current Memorandum of Understanding between the District and the Administrative Support Personnel, Local 522.

17. LONGEVITY PAY

Senior Non-Safety Management, Non-Safety Management and Unrepresented Confidential employees shall be entitled to longevity pay at the rate of two percent (2%) of base salary effective upon ten (10) years of continuous service pursuant to the District's seniority roster. Upon fifteen (15) years of continuous

service there shall be another two percent (2%) of base salary incentive applied, such that the total incentive is four percent (4%) of base pay. Upon seventeen (17) years of continuous service there shall be another two percent (2%) of base salary incentive applied, such that the total incentive is six percent (6%) of base pay. Upon twenty (20) years of continuous service there shall be an additional three percent (3%) of base salary incentive applied, such that the total incentive is nine percent (9%) of base pay. Upon twenty-five (25) years of continuous service there shall be another three percent (3%) of base salary applied, such that the total incentive is twelve percent (12%) of base pay. The entire longevity pay incentive shall not exceed a maximum of twelve percent (12%) of base salary.

18. MEDICARE REIMBURSEMENT COST RECOVERY PROGRAM IGT INCENTIVES

The following agreement between the District and Local 522 shall apply to all Unrepresented Employees. For the purposes of this section Unrepresented Employee allowances will be considered with "All other 522 members" and do not need to hold a current IAFF Behavioral Health Awareness certification as unrepresented employees are not eligible for this certification. The District will provide an equivalent certification course to obtain this allowance for unrepresented employees.

In November of each calendar year, the District and Local 522 agree to meet regarding unanticipated revenues from the Medicare reimbursement cost recovery programs for purposes of providing Local 522 members additional compensation. If the actual total revenue from the combination of all Medicare reimbursement cost recovery programs, exceeds the 2022/2023 final budgeted Medicare reimbursement cost recovery revenue, which shall be no less than \$1,500,000, the District will allocate a one-time lump sum non-persable allowance to every Local 522 member in good standing and holding a current IAFF Behavioral Health Awareness certification. Allowances will be paid to members in accordance with the following thresholds:

- A. *For increases in Medicare reimbursements between \$1,500,000 - \$2,499,999:*
 - 1. *Firefighters, EMTs and Paramedics- \$1500*
 - 2. *All other 522 members - \$1000*

- B. *For increases in Medicare reimbursements between \$2,500,000 - \$2,999,999:*
 - 1. *Firefighters, EMTs and Paramedics - \$3000*
 - 2. *All other 522 members - \$2000*

C. For increases in Medicare reimbursements over \$3,000,000:

1. Firefighters, EMTs and Paramedics- \$4500
2. All other 522 members - \$3000

For purposes of this Section, Medicare reimbursement cost recovery programs include, but are not limited to, GEMT CPE, GEMT QAF, PPGEMT, and VRRP IGT.

PASSED, APPROVED AND ADOPTED this 22nd day of FEBRUARY, 2024. I, MARNI RITTBURG, BOARD CLERK OF SACRAMENTO METROPOLITAN FIRE DISTRICT HEREBY CERTIFY the foregoing Resolution was introduced and passed at a regular meeting of the Sacramento Metropolitan Fire District Board by the following roll call vote:

AYES:
NOES:
ABSENT:
ABSTAIN:

SACRAMENTO METROPOLITAN FIRE DISTRICT

By: _____
President, Board of Directors

ATTEST:

Marni J. Rittburg, CMC, CPMC
Clerk of the Board



ADAM A. HOUSE
Fire Chief

Sacramento Metropolitan Fire District

10545 Armstrong Ave., Suite 200 • Mather, CA 95655 • Phone (916) 859-4300 • Fax (916) 859-3702

RESOLUTION NO. 2024-XXX

A RESOLUTION AFFECTING SENIOR SAFETY MANAGEMENT AND SAFETY MANAGEMENT EMPLOYEES

Adopted by the Board of Directors of the
SACRAMENTO METROPOLITAN FIRE DISTRICT

On February 22, 2024

WHEREAS, the Board of Directors of the Sacramento Metropolitan Fire District (Board) recognizes the importance of codified provisions relating to wages, hours, and other terms and conditions of employment to employees who are not members of recognized bargaining groups, and

WHEREAS, this resolution supersedes Resolution No. 2023-080 adopted by the Board of Directors of the Sacramento Metropolitan Fire District on December 14, 2023, all amendments thereto, and all prior resolutions governing the terms and conditions of employment for Senior Safety Management and Safety Management employees, and

WHEREAS, the Board wishes to clarify and modify the wages and benefits available to Senior Safety Management and Safety Management employees, excluding the Fire Chief who is covered by individual contract.

NOW, THEREFORE, BE IT RESOLVED BY THE BOARD OF DIRECTORS OF THE SACRAMENTO METROPOLITAN FIRE DISTRICT:

1. POSITIONS COVERED UNDER THIS RESOLUTION

- A. The members of Senior Safety Management include any person employed in, or assigned to, the following classifications:

Chief Deputy
Deputy Chief
Assistant Chief
Fire Marshal

- B. The members of Safety Management include any person employed in, or assigned to, the following classifications:

Chief Pilot

2. FLSA STATUS & BUSINESS HOURS

- A. Employees are exempt from Fair Labor Standards Act (FLSA) overtime requirements and are therefore paid a salary.
- B. Employees are responsible for keeping their supervisors apprised of their work schedules and location. Employee's work schedule must satisfy work place requirements as determined by their supervisor.
 - 1. As used in this Resolution, "day" personnel, or "day" assignments refer to those employees regularly assigned to a 40 hour work week, on average. This regular assignment does not in any way impact the exempt nature of the employee's FLSA status.
 - 2. As used in this Resolution, "shift" personnel, or "shift" assignments refer to those employees regularly assigned to a 24-hour shift schedule (amounting to 192 scheduled hours in a 24 day work period). This regular assignment does not in any way impact the exempt nature of the employee's FLSA status.

3. ADMINISTRATIVE LEAVE

In express recognition of being "exempt" under the provisions of Federal and State Law, each employee assigned to a 40-hour per week "day" assignment shall receive forty (40) hours of administrative leave each January 1st, subject to a 40-hour maximum accrual in the Administrative Leave Bank; and each employee assigned to a 56-hour per week "shift" assignment shall receive fifty-six (56) hours of administrative leave each January 1st, subject to a 56-hour maximum accrual in the Administrative Leave Bank. Employees hired or promoted on a day other than January 1st shall have their accrual of Administrative Leave for that year adjusted on a pro-rata basis. Any hours remaining in the Administrative Leave Bank as of December 31st will roll over to the next year and will reduce the January 1st earning such that the 40-hour/56-hour maximum accrual will not be exceeded. These hours shall not be credited at a later date, even if the balance subsequently falls below the maximum accruals. Administrative Leave is not eligible for any sell back opportunities. At the time of termination or retirement, any unused Administrative Leave in the employee's account shall be paid off at the employee's total hourly rate of pay, inclusive of all incentives

4. COMPENSATION

For the term covering January 1, 2023 through December 31, 2024, employees covered by this Resolution are subject to the following wage increases.

Effective the first full pay period in January 2023, the following employees will receive a 9.0% base wage increase. The monthly wage scale below includes this base wage increase.

Chief Deputy
Deputy Chief

Effective the first full pay period in January 2023, the following employees will receive a 5.0% base wage increase. The monthly wage scale below includes this base wage increase.

Assistant Chief
 Fire Marshal

The Fire Chief on an annual basis shall grant step increases after a successful evaluation. The Fire Chief is granted the authority to withhold step increases; however, those affected employees may request reconsideration by the Board.

The pay scale applicable to employees covered by this resolution is reflected in the salary table below.

Salary Table Reflecting 2023 Monthly Pay Scale:

	Step 1	Step 2	Step 3	Step 4	Step 5
Chief Deputy					25,519.86
Deputy Chief					24,304.62
Assistant Chief				20,489.39	21,509.61
Fire Marshal				20,489.39	21,509.61
Chief Pilot	9,756.18	10,240.13	10,747.61	11,279.96	11,839.77

The pay scale reflects base pay and is exclusive of incentives.

Effective January 1, 2024, employees will receive a base wage increase of 3.0% plus an equity adjustment based on the percentage of change in net taxable value of property in the District based on the Sacramento County Assessor FY 2023/24 Combined Tax Rolls compared to the FY 2022/23 Combined Tax Rolls. The amount of the January 1, 2024 base wage increase will be governed by the following chart:

FY 2023/24 Net Taxable Value Increase	2024 Equity Adjustment
3.4% or less	0%
3.5% to 4.4%	1.0%
4.5% to 5.4%	2.0%
5.5% or more	3.0%

Effective January 1, 2025, employees will receive a base wage increase based on the percentage of change in net taxable value of property in the District based on the Sacramento County Assessor FY 2024/25 Combined Tax Rolls compared to the FY 2023/24 Combined Tax Rolls. The amount of the January 1, 2025 equity adjustment will be governed by the following chart:

FY 2024/25 Net Taxable Value Increase	2025 Equity Adjustment
1.49% or less	0%
1.5% to 2.49%	1.0%
2.5% to 3.49%	2.0%
3.5% to 4.49%	3.0%
4.5% or more	4.0%

5. UNIFORM ALLOWANCE

Uniform allowance is included in base pay.

6. VACATION LEAVE

- A. Employees shall accrue vacation leave (VL) as shown in the schedule below. The hours shown reflect full-time employment. Accrual steps are as follows:

MONTHS OF SERVICE	DAY PERSONNEL	SHIFT PERSONNEL
1 to 24	120 hours/year (10 hours/month)	168 hours/year (14 hours/month)
25 to 60	154.32 hours/year (12.86 hours/month)	216.00 hours/year (18 hours/month)
61 to 120	171.48 hours/year (14.29 hours/month)	240.00 hours/year (20 hours/month)
121 to 180	205.68 hours/year (17.14 hours/month)	288 hours/year (24 hours/month)
181 to 240	222.84 hours/year (18.57 hours/month)	312 hours/year (26 hours/month)
241 or more	240.00 hours/year (20 hours/month)	336 hours/year (28 hours/month)

- B. Employees' use of vacation leave normally must be approved in advance by their supervisor. Partial day use of VL is allowed with the approval of the employee's supervisor.
- C. At the time of termination or retirement, any unused VL in the employee's account shall be paid out to the employee at the employee's total hourly rate of pay, inclusive of all incentives.
- D. Maximum Accrual. The maximum accrual shall be limited to no more than twenty (20) months of accrual time, at which time employee will not earn additional VL time until the employee's balance is below the twenty (20) month

maximum. In no event shall the District be required to pay an employee more than the maximum accrual.

- E. Vacation Sell-Back. At the option of the employee, and with the approval of the Fire Chief, employees may sell back up to a maximum of one hundred and twenty (120) hours of vacation leave each April. Payments will be made at a rate of one hundred percent (100%) of each employee's base wage plus incentive pays.

7. HOLIDAYS

- A. Employees shall receive those holidays that are recognized for all other employees of the District. Employees will not accrue any Holiday Leave.

1.	New Year's Day	(Jan. 1)
2.	Martin Luther King, Jr. Day	(3 rd Mon. in Jan.)
3.	Lincoln's Birthday	(2 nd Mon. in Feb.)
4.	Washington's Birthday	(3 rd Mon. in Feb.)
5.	Memorial Day	(last Mon. in May)
6.	Independence Day	(July 4)
7.	Labor Day	(1 st Mon. in Sept.)
8.	Veteran's Day	(Nov. 11)
9.	Thanksgiving Day	(4 th Thurs. in Nov.)
10.	Day After Thanksgiving	
11.	Christmas Eve	(Dec. 24)
12.	Christmas Day	(Dec. 25)

- B. If an employee's scheduled day off is either Friday or Monday during a standard District workweek in which a recognized holiday occurs, the following shall apply:

- 1. If the holiday occurs on a Friday, the employee's preceding work day may be recognized; if the holiday occurs on a Monday, the employee's following work day may be observed.

- C. When a holiday occurs on a Saturday, the preceding workday that is not a holiday, shall be deemed to be that holiday. When a holiday occurs on a Sunday, the following workday that is not a holiday, shall be deemed to be that holiday.

8. BEREAVEMENT LEAVE

Employees shall be eligible for up to five (5) working days of leave for day personnel, and three (3) 24-hour shifts off for shift personnel, without loss of pay or benefits for the purposes of arranging for and attending the funeral of a member of the immediate family and/or for the purpose of coping with the emotional consequences of death in the immediate family. For the purposes of this section, immediate family includes spouse, child, mother, father, grandchild, grandmother, grandfather, grandmother-in-law, grandfather-in-law, mother-in-law, father-in-law, sister, brother, sister-in-law,

brother-in-law, daughter-in-law, son-in-law, or any person domiciled in the employee's household. However, accrued leave and/or a leave of absence may also be available if additional time away is required and can be accommodated by the District. For purposes of this section, a step relative of any of the relatives listed above shall be treated in the same manner as the listed relatives.

At the Fire Chief's discretion, bereavement leave for other persons not listed above may be approved without loss of pay or benefit.

9. SICK LEAVE

Employee's accumulation and disposition of sick leave shall be as follows:

- A. Full-time employees shall accumulate and may use sick leave at the following rates:
 - 1. Shift personnel shall accumulate sick leave at the rate of 288 hours per calendar year (24 hours per month).
 - 2. Day personnel shall accumulate sick leave at the rate of 206.64 hours per calendar year (17.22 hours per month).
- B. Sick leave shall be accrued and recorded at the end of each month.
- C. Sick leave shall be accumulated on an unlimited basis.
- D. In the event that an employee exhausts his/her sick leave accrual, other leave banks will be exhausted in the following order: 1. Administrative Leave, 2. Vacation accrual, 3. Donated leave pursuant to District policy, 4. Unpaid leave status.
- E. No sick leave will be allowed unless the employee uses due diligence in reporting his/her/family member's illness/injury and contemplated absence per the established policy.
- F. Subject to the following conditions, the District shall compensate any requesting employee for accrued, unused sick leave:
 - 1. First, no employee shall be eligible to receive compensation for accrued, unused sick leave unless they have "banked" the required number of hours in their "A" bank.

The "A" Bank must contain at least 1000 hours for all shift personnel, and at least 741 hours for all day personnel, with measurement made as of each June 30 and notification to the employee no later than September 30.
 - 2. The employee at his/her sole option, must notify the District no later than November 15 of their election to be compensated, including the total

number of hours the employee wishes to sell. The notice shall be on a letter provided by the District. Failure to submit the request through the District's ESS system by the deadline constitutes waiver of the right to sell sick leave hours for the calendar year.

3. An employee who has satisfied the requirements identified above may request to be compensated once per year, in aggregate, up to fifty percent (50%) of the hours accrued in the previous year (July 1 - June 30) at one hundred percent (100%) of the employee's base monthly compensation, inclusive of all incentives, on November 30.
 4. Any hours used in the previous year (July 1 - June 30) shall reduce the number of hours which the employee may relinquish.
 5. Relinquishment shall be at the employee's sole option.
 6. If an employee elects to sell any hours, all remaining hours from the year's accrual are placed in the employee's "B" Bank. Such hours may only be used either in the event of a catastrophic illness after exhaustion of the employee's "A" Bank and/or for additional service credit at retirement;
 7. If an employee elects to sell no hours, all remaining hours shall be placed in the employee's "A" Bank. Such hours may be used for normal sick leave.
- G. At the employee's option, upon service retirement or disability retirement, the District will compensate up to forty percent (40%) of the employee's accumulated "A" Bank sick leave.
The employee must notify the District no later than 30 days from their employment separation of their intention to be paid for sick leave. Failure to notify the District within 30 days will result in all unused sick leave being reported to the Public Employees' Retirement System (PERS) as additional service credit.
1. The total compensation to be made is that accrued sick leave in the employee's account at the employee's total hourly rate of pay, inclusive of all incentives.
 2. All remaining accumulated sick leave in the employee's account will, upon retirement, be applied for retirement credit under the provisions of 20965 of the Public Employee's Retirement System Law, which reads as follows:

A local miscellaneous member and a local safety member, whose effective date of retirement is within four months of separation from employment with the employer which granted the sick leave credit, shall be credited at his or her retirement with 0.004 year of service credit for

each unused day of sick leave certified to the board by his or her employer.

10. CHILD BIRTH DISABILITY LEAVE

An employee who gives birth to a child may use up to a maximum of six weeks of paid leave after the birth of the child during the disability period. This paid leave is independent of other District accrued leave (SL, VL, PTO) and will run concurrently with protected leaves (FMLA/CFRA/PDL). The District shall require written confirmation of an employee's eligibility for this leave from the employee's health care provider. The Child Birth Disability Leave will commence on the date of childbirth and extend only so long as the employee is actually disabled by childbirth up to the six week maximum.

11. HEALTH BENEFITS

A. Dental

The District shall, subject to availability, provide full-time employees and dependents with a dental plan. The District pays the premium for the Basic dental plan. Employees who select the Premium dental plan pay the difference between the Premium and Basic monthly premiums.

B. Vision Care Plan

The District shall, subject to availability, provide full-time employees and dependents with a vision care plan. The District will provide up to \$18.75 per month per employee toward the cost of the District's plan.

C. Medical

For employees or retirees who are enrolled in the Basic or Combination plans, the District shall contribute 92% of the medical premium towards the employees or retirees selected health plan. Employees and retirees will be responsible for the remaining 8% of the premium, and any additional amount above the premium, and any additional amount above the premium cap. These contributions amounts will be effective 7/1/13.

For retirees that are enrolled in the Medicare plan, the District shall contribute an amount equal to 100% of the third highest plan in CalPERS Region 1 at the tier that the employee selects. Retirees will be responsible for any additional amount above the premium cap. For retirees who are Medicare age who were hired prior to March 31, 1986 and are not eligible to enroll in Medicare due to a lack of credits, the District shall provide a stipend that equals an amount equal to 8% of the premium at the tier that the employee selects up to the third highest plan in CalPERS Region 1.

The premium cap will be the third highest plan in CalPERS Region 1 rates at the tier that the employee selects, i.e. employee, employee plus one, employee plus family.

- D. The District will provide the medical insurance benefits listed in C. above through PERS.
- E. Should any plan selected by an employee cost more than the District's required contribution, each covered employee is required to sign a payroll deduction form.
- F. The District has established the following Flexible Spending Accounts (FSA) as permitted by the Internal Revenue Service regulations:
 - 1. Out-of-Pocket costs for District-sponsored health and dental insurance premiums;
 - 2. Unreimbursed health care expenses up to the statutory limit per plan year effective January 1;
 - 3. Dependent care reimbursement;
 - 4. Administrative costs shall be paid by the employees participating in FSA for subparagraphs (2) and (3); and
 - 5. Employees will be informed about the procedures, rules, and forfeiture of funds left unused in FSA.
- G. The District agrees to pay the premium cost to provide a twenty thousand dollar (\$20,000.00) life insurance benefit policy commencing the first of the month after hire and continuing until the employee has completed one year of continuous service. The District agrees to pay the premium cost to provide a one hundred thousand dollar (\$100,000.00) life insurance benefit policy for each full time employee at the conclusion of one (1) year of continuous employment.
- H. Transition Coverage
 - 1. Pursuant to Federal Law (COBRA), an employee who terminates or is terminated (except for gross misconduct) is entitled to continue group health plan coverage at the group rate for up to 18 months. Group health plan includes the package of Health, Dental, and Vision coverage.
 - 2. In certain circumstances, an employee's spouse, former spouse, or dependent child may have a right to continued coverage for up to 36 months.

3. All such continued coverage is at the sole cost of the employee or other qualified individual. Continued coverage may be subject to an administrative fee levied by Insurance Program Administrators.
4. All benefits provided under COBRA will be in accordance with those provided by law on the date of the qualifying event.

I. Retirement Medical

1. Upon retirement, medical coverage will be paid by the District for both the employee and dependents in accordance with Section 22831 of the Government Code which provides:

"...An annuitant may, as provided by regulations of the board, continue his or her enrollment, enroll within 60 days of retirement, enroll within 60 days of the death of the member, or enroll during any future open enrollment period without discrimination as to premium rates or benefit coverage. If the survivor of an annuitant is also an annuitant as defined in this part, he or she may enroll within 60 days of the annuitant's death or during any future open enrollment period, as provided by regulations of the board."

2. Except for employees retiring for service connected disability, all employees hired after December 1, 2011 who qualify as annuitants will obtain twenty-five percent (25%) credit towards retiree medical upon reaching five (5) years of service with the District. Qualifying annuitants will receive an additional five percent (5%) credit towards retiree medical up to one hundred percent (100%) at the completion of twenty (20) years of employment with the District, for each additional year of service, as set forth in Section 22896 of the Government Code.

- J. Effective July 1, 2013, the savings associated with the 8% employee and retiree premium contributions, and effective January 1, 2014, the savings associated with lowering the premium cap, as outlined in paragraph 10(C) above, shall be contributed into the OPEB trust established by the District with CalPERS to prefund retiree medical benefits. In consideration for employee contributions above each existing retiree, future retirees, and their survivors shall have a vested right to receive the maximum retiree health benefits that were provided as of July 1, 2013 and to receive the maximum amount of annual increases in subsidies or reimbursements for retiree health benefits in all subsequent years thereafter. This vested retiree health benefit right is promised to current retirees and future retirees, i.e. active employees when they retire even beyond the term of this resolution.

12. RETIREMENT BENEFITS

- A. Employees shall make PERS member contributions as follows:

1. For employees who do not meet the definition of a "new member" under PEPRA ("classic safety members"), the full member's PERS

contribution shall be nine percent (9%) of the employee's compensation reported to PERS.

2. For employees who meet the definition of a "new member" under PEPRA, the member's PERS contribution shall be 50% of normal cost, as determined by PERS.
3. In addition to paying the member contributions identified in paragraph 11(A) above, classic safety members shall engage in cost-sharing, pursuant to Government Code section 20516 (a), by contributing an additional three percent (3%) of the employee's compensation reported to PERS towards the employer's PERS cost.
4. The District shall in accordance with Internal Revenue Code Section 414 (h) (2) pass the necessary Resolution(s), which allow for employee retirement contributions (both member contributions and cost-sharing) to be paid on a tax deferred basis).

B. Specified Benefits

Upon meeting the statutory requirements, all employees shall be covered by the Public Employee's Retirement System (PERS). The District's contract with PERS includes the following provisions:

1. The District will provide 1959 Survivor's Benefit at Level 4, with the employees paying the two dollars (\$2.00) employee contribution.
2. One-half Continuance Benefit;
3. All remaining accumulated sick leave in the employee's account may, upon retirement, be applied for retirement credit under the provisions of Section 20965 of the California Government Code;
4. Benefit Levels:
 - 1) Classic Safety members shall be three percent (3%) at age fifty (50) and
 - 2) Safety Employees who qualify as new members under PEPRA shall be 2.7% at age 57.

13. EDUCATION INCENTIVES

A. Accreditation Standards

For an individual to earn the total allowable educational incentive, the individual must have registered, earned and obtained it through a recognized institution.

The same language is applicable for those who submit for an incentive that is "commensurate" with the knowledge and abilities of the job position held. The degree must have been obtained through a recognized institution of education.

The submittals must include a sealed official transcript from the accrediting college. Each submittal will be reviewed on a case by case basis

- B. Safety managers (who do not include senior safety managers) who possess an approved certification from a Certificate Program that is commensurate with the scope of job classification, including but not limited to the State Fire Marshal Certification Programs, shall receive an additional one-half of one percent (.5%) of base pay for programs eighty (80) hours or less. For Certificate Programs exceeding eighty (80) hours, the employees shall receive one percent (1%) of base pay for each Certificate Program. FF1 and FF2 Certifications are excluded from the State Fire Marshal Certification Incentive.
- C. Safety managers who possess a certificate in Fire Science or Fire Technology from a Community College shall receive an additional three percent (3%) of base pay.
- D. Safety managers who possess one or more Associate Degrees shall receive an additional six and one-half percent (6.5%) of base pay for the degree(s). Multiple degrees will not result in more than 6.5%.
- E. Safety managers who possess a Bachelor's Degree or higher from an accredited college or university shall receive an additional ten and one-half percent (10.5%) of base pay. All above certificates and degrees, B through F shall not exceed ten and one-half percent (10.5%) of base pay.
- F. The maximum amount an employee may receive in educational incentives and allowance is ten and one-half percent (10.5%) of base pay.
- G. In addition to the above educational incentives, safety managers shall be eligible for Continuing Education (CE) incentive at five percent (5%) of base salary. CE criteria shall be at the sole discretion of the Fire Chief.
- H. Senior safety management employees shall not receive any Continuing Education (CE) incentive, or other education incentives or allowances described by this section.

14. AT-WILL EMPLOYMENT

All senior safety management and safety management employees are employed at-will, meaning that the Fire Chief has the right to terminate employment at any time, for any reason, and with or without cause for any reason and/or notice.

At-will employees in senior safety management and safety management positions who are terminated, shall receive either a six (6) month severance at the time of termination, or reassignment to their previous position through exercise of Bump Back rights so long as the reassignment does not violate the terms of any existing Collective Bargaining Agreement, Memorandum of Understanding, or other agreement applicable to that position. The decision shall be at the sole discretion of the Fire Chief,

and in no case shall these options be available in the event the Fire Chief, in his sole discretion, determines good cause exists for the termination.

Nothing stated herein shall effect the at will status of any senior safety management employee.

15. DAY SHIFT CONVERSION

As this resolution shall affect employees working both a forty (40) hour workweek and a 24-hour shift schedule, the 1.4 conversion factor will be applied where appropriate.

16. OUT OF CLASS ASSIGNMENTS

Assistant Chiefs or Deputy Chiefs may work in out-of-class assignments if the position is vacant or assigned duties have been appointed while the Deputy Chief or Fire Chief is utilizing vacation leave, holiday leave, sick leave, bereavement leave, or any assigned leaves designated by the District.

Compensation for out-of-class work shall be paid at the rate, which provides a minimum of five percent (5%) salary increase based on the "total hourly compensation."

17. LONGEVITY PAY

Senior safety management and safety management employees shall be entitled to longevity pay at the rate of two percent (2%) of base salary effective upon ten (10) years of continuous service pursuant to the District's seniority roster. Upon fifteen (15) years of continuous service there shall be another two percent (2%) of base salary incentive applied, such that the total incentive is four percent (4%) of base pay. Upon seventeen (17) years of continuous service there shall be another two percent (2%) of base salary incentive applied, such that the total incentive is six percent (6%) of base pay. Upon twenty (20) years of continuous service there shall be an additional three percent (3%) of base salary incentive applied, such that the total incentive is 9% of base pay. Upon twenty-five (25) years of continuous service there shall be another three percent (3%) of base salary applied, such that the total incentive is 12% of base pay. The entire longevity pay incentive shall not exceed a maximum of twelve percent (12%) of base salary.

PASSED, APPROVED AND ADOPTED this 22nd day of FEBRUARY, 2024. I, **MARNI RITTBURG, BOARD CLERK OF SACRAMENTO METROPOLITAN FIRE DISTRICT** HEREBY CERTIFY the foregoing Resolution was introduced and passed at a regular meeting of the Sacramento Metropolitan Fire District Board by the following roll call vote:

AYES:
NOES: None
ABSENT: None
ABSTAIN: None

SACRAMENTO METROPOLITAN FIRE DISTRICT

By: _____
President, Board of Directors

ATTEST:

Marni J. Rittburg, CMC, CPMC
Clerk of the Board



Sacramento Metropolitan Fire District

10545 Armstrong Ave., Suite 200 • Mather, CA 95655 • Phone (916) 859-4300 • Fax (916) 859-3702

ADAM A. HOUSE
Fire Chief

RESOLUTION NO. 2024-XXX

A RESOLUTION OF THE BOARD OF DIRECTORS FOR THE SACRAMENTO METROPOLITAN FIRE DISTRICT ADOPTING A SIDE LETTER FOR ADMINISTRATIVE SUPPORT PERSONNEL MEMORANDUM OF UNDERSTANDING BY AND BETWEEN THE SACRAMENTO METROPOLITAN FIRE DISTRICT AND THE SACRAMENTO AREA FIREFIGHTERS LOCAL 522, I.A.F.F. (AFL-CIO)

WHEREAS, the Board of Directors, pursuant to California Government Code Section 3500 *et seq.*, enacted by resolution an Employer-Employee Relations policy; and

WHEREAS, under the terms of that policy, representatives for the District have met and conferred with representatives of Sacramento Area Firefighters Local 522, I.A.F.F. (AFL-CIO) (hereinafter referred to as "Local 522") a recognized employee organization over modifications in Administrative Support Personnel Memorandum of Understanding; and

WHEREAS, these parties have reached an agreement on matters relating to the terms of agreement, wages and hours of the Communications Technician I, II, and III classifications in said unit; and

NOW, THEREFORE BE IT RESOLVED, by the Board of Directors of the Sacramento Metropolitan Fire District that the Side Letter agreed to on February 14, 2024 be formally adopted, attached hereto as a separate document until the MOU is modified.

PASSED, APPROVED AND ADOPTED this 22nd day of FEBRUARY, 2024. I, MARNI RITTBURG, BOARD CLERK OF SACRAMENTO METROPOLITAN FIRE DISTRICT HEREBY CERTIFY the foregoing Resolution was introduced and passed at a regular meeting of the Sacramento Metropolitan Fire District Board by the following roll call vote:

- AYES:
- NOES:
- ABSENT:
- ABSTAIN:

SACRAMENTO METROPOLITAN FIRE DISTRICT

By: _____
President, Board of Directors

ATTEST:

Marni J. Rittburg, CMC, CPMC
Clerk of the Board

Side Letter of Agreement
By and Between
Sacramento Metropolitan Fire Protection District
and
The Administrative Support Personnel
An Affiliate of Local 522

The Sacramento Metropolitan Fire Protection District (“District”) and the Administrative Support Personnel (ASP), an affiliate of Sacramento Area Firefighters Local 522, herein referred to as the (“Union”) have met and conferred in good faith regarding the matters addressed in this Side Letter of Agreement (“Agreement”). The District and the Union agree to amend their Memorandum of Understanding (“MOU”) for the term of January 1, 2023 through December 31, 2024 and extend to June 30, 2026 as described in this Agreement.

ARTICLE 9: WAGES

The California Public Employment Relations Board (PERB) approved a unit modification petition on September 21, 2023, modifying the Administrative Support Personnel unit to include the Communications Technician I, II, and III classifications. The District and the Union agree to amend Article 9, Wages, to add Communications Technician I, II, and III classifications to the existing Administrative Support Personnel MOU effective September 21, 2023.

The base pay scale applicable to employees covered by this side letter is reflected in the salary table below. These are the base wages as of January 1, 2024.

	Step 1	Step 2	Step 3	Step 4	Step 5
CommTech III	7,722.52	8,105.18	8,507.27	8,928.75	9,372.40
CommTech II	7531.18	7904.14	8296.51	8708.29	9140.89

All other wage increases or equity adjustments will follow the language of the ASP contract.

ARTICLE 10: INCENTIVE AND ALLOWANCES

A. Additional Incentives

1. Professional Growth/Continuing Education

The District will pay One Hundred Fifty Dollars (\$150) per month to all support personnel who earn two (2) college credits/units per year. This incentive shall be paid for college credits/units that are earned in subjects applying to their job, which have approval of the Human Resources Officer or in courses required to receive an AA/BA

in Fire Science/Fire Technology. Credits in excess of the yearly requirement are to be carried over into future years and credited to future accounts. Communications Technician I, II, III are not eligible for the Professional Growth/Continuing Education incentive as described above.

2. Communications Technician I, II, III shall be eligible for Continuing Education (CE) incentive at five percent (5.0%) of base salary, per District Policy #141.01, Continuing Education Program – Unrepresented.

ARTICLE 11: DISTRICT OVER-TIME PAY/CTO/CALL BACK

C. Call Back

1. Call back is defined as the time for which an employee is called back to work after the work shift or workweek has ended and the employee has left his/her work locations. Call back shall generate a minimum of four (4) hours or the actual hours worked, whichever is greater. There shall be, however, no overlapping minimums.
2. If the four (4) hour minimum period overlaps normally assigned duty hours, such overlapping hours may be worked after the conclusion of the normally assigned duty.
3. Communications Technician I, II, III are not eligible for Call Back time as described above.

D. Standby Pay

Communications Technician I, II, III who are assigned to be on stand-by shall be paid four hundred dollars (\$400.00) per week or the daily pro-rate in addition to regular compensation and twelve (12) hours of PTO credit for duty on New Year's Day, 4th of July, Thanksgiving Day, and Christmas Day. The normal deduction of eight (8) hours PTO for holidays shall not apply. Stand-by pay will be added to the overtime compensation regular rate of pay calculation.

**SACRAMENTO METROPOLITAN
FIRE DISTRICT**

Adam A. House
Adam A. House (Feb 14, 2024 16:48 PST)

Adam A. House, Fire Chief

Date: Feb 14, 2024

**SACRAMENTO AREA FIRE
FIGHTERS, LOCAL 522**


Sean Scollard, Vice President, Local 52

Date: 2/14/24