

GCSD Citizens' Advisory Committee

Kevin Bohall - Deputy Chief - Operations, CAL FIRE Tuolumne Calaveras Unit

Nathan Gorham - Assistant Chief, CAL FIRE / TCFD / GCSD



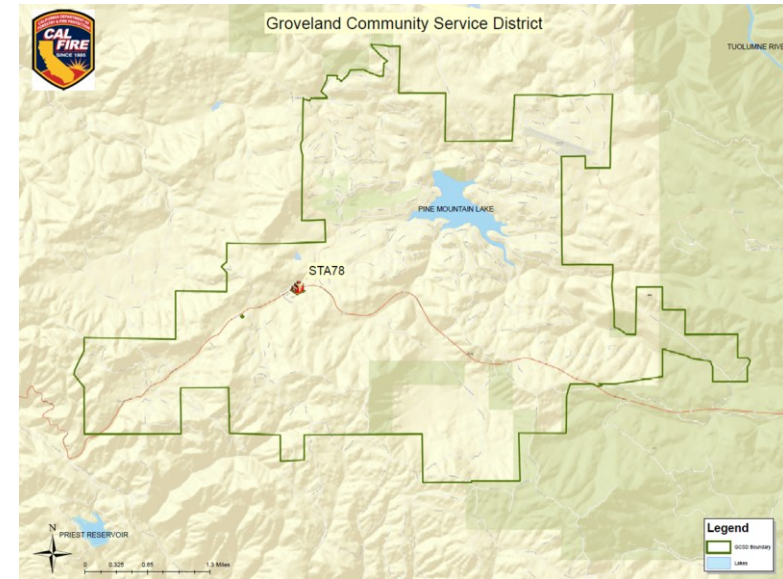
Today's Presentation & Discussion

- Overview of the Groveland Community Services District Fire Department
- Cooperative Agreement with CAL FIRE
- CAL FIRE pay schedules
- Purpose and function of Schedule B vs. Schedule A
- CAL FIRE Policy on Local Jurisdiction vs. SRA
- Options for non-fire engine response to medical and non-fire calls
- Requirement for 3-0 staffing



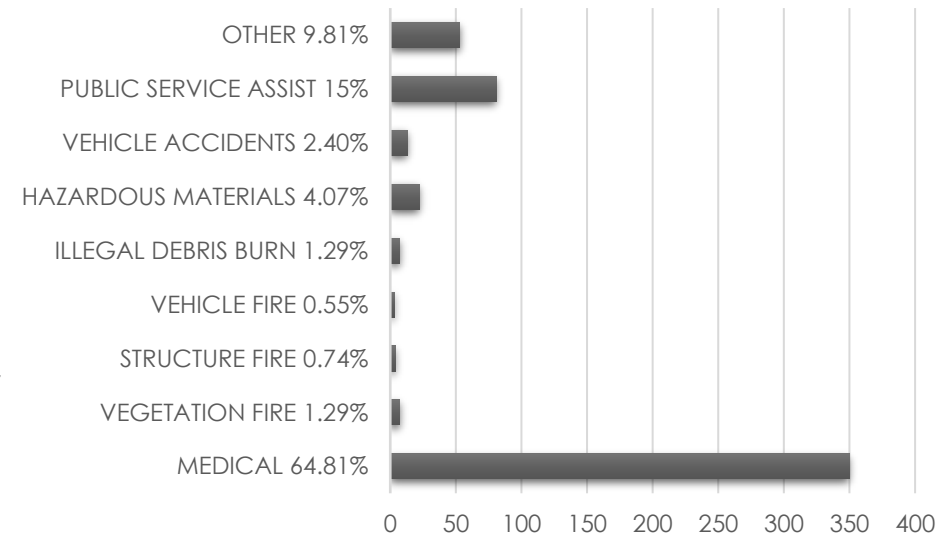
Groveland Community Services District Fire Department Overview

- Created by GCSD Board action in 1973
- Cooperative Agreement where CAL FIRE began staffing April 1, 2013
- Jurisdictional authority area approximately 14.9 square miles, but we support responses outside the GCSD boundary
- Protecting over 4,500 residents and many more visitors through fire prevention, education, and emergency response
- CAL FIRE has primary wildfire protection authority for private lands in the SRA
- US Forest Service has primary wildfire protection authority for Federal Lands FRA



2025 GCSD Emergency Incident Statistics

- 540 Incidents within GCSD jurisdiction
 - 350 calls for medical assistance
 - 7 vegetation fires
 - 4 structure fires
 - 3 vehicle fires
 - 7 illegal debris burns
 - 22 hazardous materials/fire menace standby
 - 13 vehicle accidents
 - 81 public service assists
 - 53 other call types not listed above



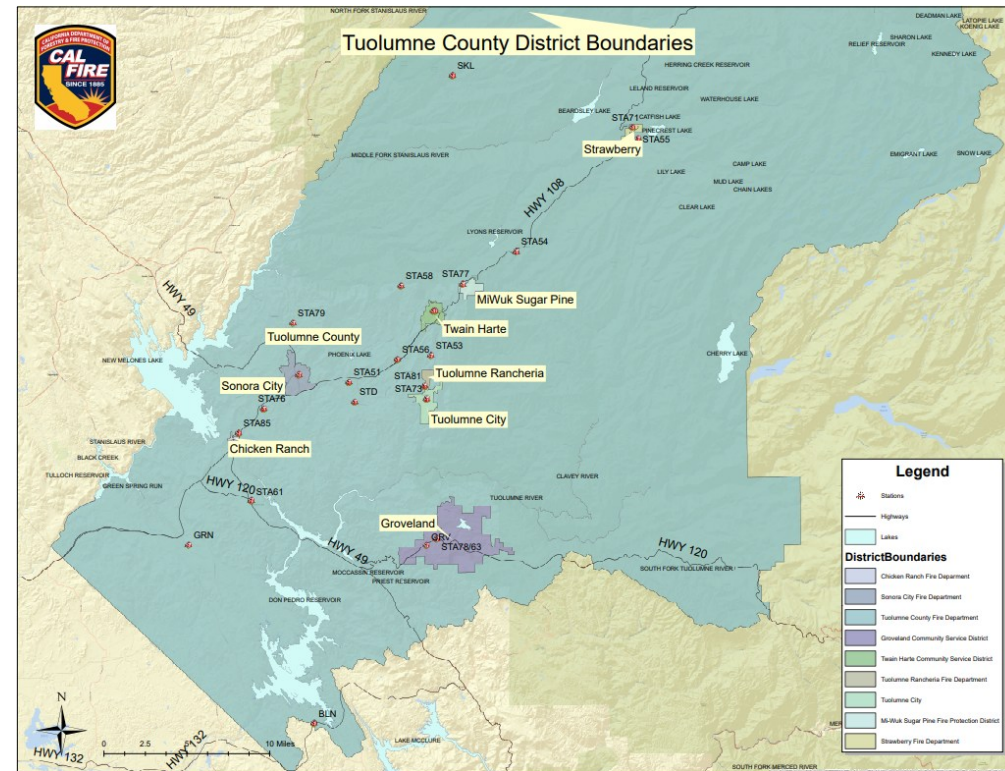
Tuolumne County Automatic Aid Agreement

- Participation is voluntary.
- Agreement is in the spirit of providing the closest emergency response resource, regardless of agency having jurisdiction.
- Some agencies have restrictions on response areas to ensure their area of jurisdiction is not drawn down below a reasonable limit.
- Other agencies have no restrictions.



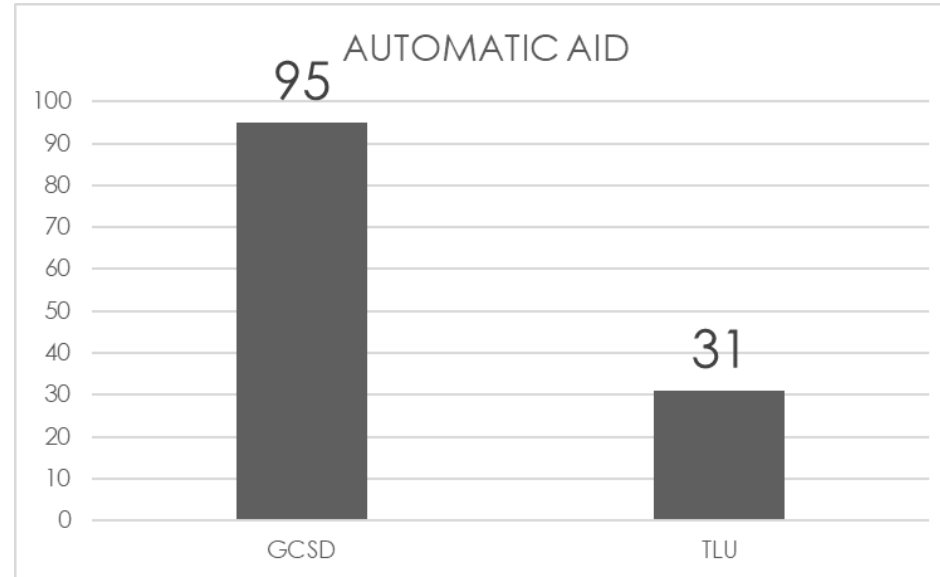
Participating agencies include...

- CAL FIRE Tuolumne Calaveras Unit
- CDC Sierra Conservation Center
- Chicken Ranch Rancheria of Me-Wuk Indians
- Columbia Fire Protection District
- Groveland Community Services District
- Jamestown Fire Protection District
- Mi Wuk Sugar Pine Fire Protection District
- Sonora City Fire Department
- Strawberry Fire Protection District
- Tuolumne Band of Me-Wuk Indians
- Tuolumne County Fire Department
- Tuolumne Fire District
- Twain Harte Community Services District



2025 Automatic Aid statistics...

- GCS received Automatic Aid from TLU 95 times
- TLU received Automatic Aid from GCS 31 times



Cooperative Fire Protection with CAL FIRE

- The Groveland Community Services District currently has a cooperative agreement with the California Department of Forestry and Fire Protection (CAL FIRE) to provide fire protection services for the community via a Schedule A Agreement.
- As a full-service fire department CAL FIRE responds to wildland fires, structure fires, floods, hazardous material spills, swift water rescues, civil disturbances, earthquakes, and medical emergencies of all kinds. Local governments can utilize this diversity and experience through their contracts and agreements with the Department.
- CAL FIRE, through contractual cooperative agreements, provides full-service fire protection services to 32 of the State's 58 counties, 38 cities, 23 fire districts, and 40 special districts and service areas. These fire protection services are funded directly by local cooperators benefiting the cooperator in cost savings, statewide resource availability, and surge capacity from surrounding CAL FIRE employees.



CAL FIRE Pay Schedules

- CAL FIRE compensation is determined through state collective bargaining, primarily with CAL FIRE Local 2881 & pay scales are influenced by:
 - State-wide labor market surveys
 - Recruitment/retention data
 - Required skill sets (wildland, all-risk, ICS qualifications, EMT requirements)
 - Operational readiness expectations (24/7 staffing, statewide mobilization)
 - Legislative actions and State Budget allocations
- CAL FIRE pay is not set by local counties or cities, and while the structure of positions may be negotiable, the cost of those positions is not. This often leads to misunderstandings when comparing CAL FIRE's costs to local departments.



CAL FIRE Pay Schedules continued...

- Comparison to other departments

CAL FIRE is not the highest-paid fire agency in California. In urban agencies (San Francisco, Oakland, Sacramento, San Diego, LA City, LA County, Santa Clara, etc.), top-step firefighter pay routinely exceeds CAL FIRE once total compensation (benefits, scheduled overtime, FLSA, pension formulas) is considered.

CAL FIRE compensation increased significantly in recent years to combat retention issues - however it still lands in the middle range compared to major metropolitan departments.

Rural and small special districts often have lower costs because they do not provide 24/7 staffing, do not maintain statewide readiness, and usually do not operate at CAL FIRE's capacity for initial attack.



CAL FIRE Pay Schedules continued...

- Key message for committee members:
 - CAL FIRE's pay is set by the State and reflects the complexity of their mission and statewide obligations. They are not the highest-paid department in California; many municipal departments exceed CAL FIRE wages and benefits.
- Assistant Chief [Assistant Chief | Join CAL FIRE](#)
- Battalion Chief [Battalion Chief | Join CAL FIRE](#)
- Fire Captain [Fire Captain \(Non-Paramedic/Paramedic\) | Join CAL FIRE](#)
- Fire Apparatus Engineer [Fire Apparatus Engineer \(Non-Paramedic/Paramedic\) | Join CAL FIRE](#)
- Fire Fighter II [Fire Fighter II \(1082\) Non-Paramedic / Paramedic | Join CAL FIRE](#)



Fiscal Year: 2025		Unit: TCU	Sub Total		\$1,444,783		Contract Name: Groveland Community Services District							
Index: 4400			Admin		\$155,603		Contract No.: 4CA07281							
PCA 48204			Total		\$1,600,387		Page No.: 21							
PRC: 4142														
Comments			Overtime Total:		\$10,145									
This is a Schedule A - 4142 of the Cooperative Agreement, dated July 1, 2025 between <u>Groveland Community Services District</u> and The California Department of Forestry and Fire Protection (CAL FIRE)			CAL FIRE Unit Chief		Nick Casci									
			CAL FIRE Region Chief		Mike van Loben Sels									
					Staff Benefit Rate as of 7/1/25 for POF Classifications		93.92%							
					Staff Benefit Rate as of 7/1/25 for SAF Classifications		67.30%							
					Staff Benefit Rate as of 7/1/25 for MIS Classifications		81.85%							
Number of Positions	Classification/ad-ons (Pick From List)	RET.	Period	Salary Months	Salary Rate	Total Salary	EDWC Rate	EDWC Periods	Total EDWC	Salary Benefits	FFI UI	EDWC Benefits	Total Salary & EDWC	Total Position Cost
1	Assistant Chief (Supervisory) - Division Chief	POF		1	\$11,890	\$11,890	\$0	1	\$0	\$11,167	\$0	\$0	\$23,057	\$32,181
1	Extended Duty Pay Differential - Assistant Chief 15%	POF		1	\$1,784	\$1,784			\$0	\$1,676		\$0	\$3,460	
1	CAL FIRE Chief Officer and Related CEA Recruitment and Retention Pay Differential	POF		1	\$1,851	\$1,851			\$0	\$1,738		\$0	\$3,589	
1	Longevity Pay Differential - 9%	POF		1	\$0	\$1,070			\$0	\$1,005		\$0	\$2,075	
		POF			\$0	\$0			\$0	\$0		\$0	\$0	
	Overtime	POF				\$0			\$0	\$0		\$0	\$0	
1	Battalion Chief	POF		1	\$8,930	\$8,930	\$3,639	1	\$3,639	\$8,387	\$0	\$2,095	\$23,051	\$24,207
1	Longevity Pay Differential - 5%	POF		1	\$0	\$446			\$0	\$419		\$0	\$866	
1	Education Incentive Pay Differential	POF		1	\$150	\$150			\$0	\$141		\$0	\$291	
		POF			\$0	\$0			\$0	\$0		\$0	\$0	
		POF			\$0	\$0			\$0	\$0		\$0	\$0	
	Overtime	POF				\$0			\$0	\$0		\$0	\$0	
2	Fire Captain, Range A	POF		12	\$7,694	\$184,648	\$3,143	12	\$75,432	\$173,421	\$0	\$43,426	\$476,927	\$504,795
2	Longevity Pay Differential - 3%	POF		12	\$0	\$5,539			\$0	\$5,203		\$0	\$10,742	
2	Education Incentive Pay Differential	POF		12	\$150	\$3,600			\$0	\$3,381		\$0	\$6,981	
		POF			\$0	\$0			\$0	\$0		\$0	\$0	
		POF			\$0	\$0			\$0	\$0		\$0	\$0	
	Overtime	POF				\$10,000			\$0	\$145		\$0	\$10,145	
4	Fire Apparatus Engineer	POF		12	\$6,856	\$329,099	\$2,807	12	\$134,736	\$309,090	\$0	\$77,568	\$850,492	\$883,600
4	Longevity Pay Differential - 3%	POF		12	\$0	\$9,873			\$0	\$9,273		\$0	\$19,146	
4	Education Incentive Pay Differential	POF		12	\$150	\$7,200			\$0	\$6,762		\$0	\$13,962	
		POF			\$0	\$0			\$0	\$0		\$0	\$0	
		POF			\$0	\$0			\$0	\$0		\$0	\$0	
	Overtime	POF				\$0			\$0	\$0		\$0	\$0	



Fiscal Year: 2026				Unit:		Sub Total		\$1,324,829		12.61%		Contract Name:			
Index:						Admin		\$167,061				Contract No.:			
PCA						Total		\$1,491,890				Page No.:			
PRC:															
Comments						Overtime Total:		\$0							
This is a Schedule A - 4142 of the Cooperative Agreement, dated July 1, 2026 between Blank Fire Protection District, and The California Department of Forestry and Fire Protection (CAL FIRE)				CAL FIRE Unit Chief											
				CAL FIRE Region Chief											
				Staff Benefit Rate as of 7/1/26 for POF Classifications		89.97%									
						Staff Benefit Rate as of 7/1/26 for SAF Classifications		62.10%							
						Staff Benefit Rate as of 7/1/26 for MIS Classifications		76.81%							
Number of Positions	Classification/ad-ons (Pick From List)	RET.	Period	Salary Months	Salary Rate	Total Salary	EDWC Rate	EDWC Periods	Total EDWC	Salary Benefits	FFI UI	EDWC Benefits	Total Salary & EDWC	Total Position Cost	
1	Assistant Chief (Supervisory) - Deputy Chief	POF		12	\$13,674	\$164,088	\$0	12	\$0	\$147,630	\$0	\$0	\$311,718	\$378,544	
1	Longevity Pay Differential - 6%	POF		12	\$0	\$9,845			\$0	\$8,858		\$0	\$18,703		
1	Assistant Chief Pay Differential	POF		12	\$260	\$3,120			\$0	\$2,807		\$0	\$5,927		
1	CAL FIRE Chief Officers and Related CER Recall and Retention Pay Differential	POF		12	\$1,851	\$22,212			\$0	\$19,984		\$0	\$42,196		
		POF			\$0	\$0			\$0	\$0		\$0	\$0		
	Overtime	POF							\$0	\$0		\$0	\$0		
1	Battalion Chief	POF		12	\$8,930	\$107,158	\$3,639	12	\$43,668	\$96,410	\$0	\$24,000	\$271,235	\$284,833	
1	Longevity Pay Differential - 5%	POF		12	\$0	\$5,358			\$0	\$4,820		\$0	\$10,178		
1	Education Incentive Pay Differential	POF		12	\$150	\$1,800			\$0	\$1,619		\$0	\$3,419		
		POF			\$0	\$0			\$0	\$0		\$0	\$0		
		POF			\$0	\$0			\$0	\$0		\$0	\$0		
	Overtime	POF							\$0	\$0		\$0	\$0		
1	Fire Captain, Range A	POF		12	\$7,694	\$92,324	\$3,143	12	\$37,716	\$83,064	\$0	\$20,729	\$233,832	\$246,021	
1	Longevity Pay Differential - 5%	POF		12	\$0	\$4,616			\$0	\$4,153		\$0	\$8,769		
1	Education Incentive Pay Differential	POF		12	\$150	\$1,800			\$0	\$1,619		\$0	\$3,419		
		POF			\$0	\$0			\$0	\$0		\$0	\$0		
		POF			\$0	\$0			\$0	\$0		\$0	\$0		
	Overtime	POF							\$0	\$0		\$0	\$0		
1	Fire Apparatus Engineer, Range A	POF		12	\$6,856	\$82,275	\$2,807	12	\$33,684	\$74,023	\$0	\$18,513	\$208,494	\$219,728	
1	Longevity Pay Differential - 5%	POF		12	\$0	\$4,114			\$0	\$3,701		\$0	\$7,815		
1	Education Incentive Pay Differential	POF		12	\$150	\$1,800			\$0	\$1,619		\$0	\$3,419		
		POF			\$0	\$0			\$0	\$0		\$0	\$0		
		POF			\$0	\$0			\$0	\$0		\$0	\$0		
	Overtime	POF							\$0	\$0		\$0	\$0		
1	Fire Fighter II, Range A	POF		12	\$6,181	\$74,169	\$2,536	12	\$30,432	\$66,730	\$0	\$16,725	\$188,056	\$195,703	
1	Longevity Pay Differential - 3%	POF		12	\$0	\$2,225			\$0	\$2,002		\$0	\$4,227		
1	Education Incentive Pay Differential	POF		12	\$150	\$1,800			\$0	\$1,619		\$0	\$3,419		
		POF			\$0	\$0			\$0	\$0		\$0	\$0		
		POF			\$0	\$0			\$0	\$0		\$0	\$0		
	Overtime	POF							\$0	\$0		\$0	\$0		



[2026-27 Final Schedule A Staff Benefit Rate Talking Points.docx](#)

Statewide Pro Rata is California's official cost-allocation process that recovers each state fund's fair share of the costs of centralized administrative services provided by Central Service Agencies (CSAs)

A staff benefit rate is the percentage of an employee's base pay that is allocated to employer-paid benefits, such as retirement, health insurance, and other compensation costs, and is used to calculate the total cost of labor.

STAFF BENEFIT RATE MATRIX 2026-27
July 2026 - Final

STAFF BENEFIT RATES	MISC	MISC BU8	MISC BU12	SAFETY BU7	SAFETY BU12	POF BU8
RETIREMENT*****	31.70%	31.70%	31.70%	22.78%	22.78%	50.65%
EMPLOYEE LEAVE BUYOUT	2.96%	2.96%	2.96%	2.96%	2.96%	2.96%
HEALTH/DENTAL/VISION (HDV)	26.60%	26.60%	26.60%	26.60%	26.60%	26.60%
SOCIAL SECURITY INSURANCE (SSI)	6.20%	6.20%	6.20%	n/a	n/a	n/a
MEDICARE TAX	1.45%	1.45%	1.45%	1.45%	1.45%	1.45%
LIFE INSURANCE	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
SURVIVOR'S BENEFITS	n/a	n/a	n/a	0.10%	0.10%	0.10%
PREFUNDING OF POST EMPLOYMENT BENEFITS	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
SUBTOTAL	68.91%	68.91%	68.91%	53.89%	53.89%	81.76%
WORKERS' COMPENSATION	7.80%	7.80%	7.80%	7.80%	7.80%	7.80%
TOTAL	76.71%	76.71%	76.71%	61.69%	61.69%	89.56%

UNEMPLOYMENT INSURANCE (applied to Fire Fighter I only)	MISC	MISC BU8	MISC BU12	SAFETY BU7	SAFETY BU12	POF BU8
UNEMPLOYMENT INSURANCE	n/a	n/a	n/a	n/a	n/a	4.82%

ADMINISTRATIVE RATE (include in all contract costs)	MISC	MISC BU8	MISC BU12	SAFETY BU7	SAFETY BU12	POF BU8
STATEWIDE PRO RATA	5.66%	5.66%	5.66%	5.66%	5.66%	5.66%
CAL FIRE INDIRECT	5.77%	5.77%	5.77%	5.77%	5.77%	5.77%
TOTAL	11.43%	11.43%	11.43%	11.43%	11.43%	11.43%

STAFF BENEFIT RATES	MISC	MISC BU8	MISC BU12	SAFETY BU7	SAFETY BU12	POF BU8
UNPLANNED OVERTIME**	7.65%	7.65%	7.65%	1.45%	1.45%	1.45%
EDWC OVERTIME***	0.00%	0.00%	0.00%	0.00%	0.00%	55.06%
UNIFORM ALLOWANCE*	0.00%	0.00%	0.00%	0.00%	0.00%	1.45%
PARAMEDIC RETENTION****	0.00%	0.00%	0.00%	0.00%	0.00%	52.10%
EMERGENCY RESPONSE BONUS****	0.00%	0.00%	0.00%	0.00%	0.00%	52.10%
ARDUOUS DUTY ASSIGNMENT**	7.65%	7.65%	7.65%	0.00%	0.00%	1.45%

* Medicare

** Social Security and Medicare

*** Retirement, Employee Leave Buyout, Medicare, and Prefunding of post employment benefits

**** Retirement and Medicare

***** Based on information obtained from the Department of Finance, these rates do not accurately reflect the CalPERS adopted rates that are correctly reflected in the applicable CalPERS Circular and the SCO Payroll Letter, for which a future subsequent budget bill will correct the Control Section 3.60 retirement rates.



Purpose and Function of Schedule B vs. Schedule A

- Schedule B (State Responsibility Area)

State funded staffing focused on wildland fire protection, initial attack, and SRA mission needs. Duties include fuels reduction, crew oversight, defensible space inspections, and vegetation management.

- Schedule A (Local Government Contracts such as GCSD)

County or local government purchases additional services from CAL FIRE. Funding comes from the local entity - not the State.



Purpose and Function of Schedule B vs. Schedule A continued...

- Schedule A provides:

Structural fire protection
EMS response
Rescue services
Community risk reduction
Non fire public service calls

- **Key message for Committee members:**

Schedule A allows CAL FIRE to perform municipal level tasks beyond wildland response - because the local government funds those services. Schedule B does not provide or fund municipal fire/EMS coverage and those are the obligation of the agency having jurisdiction (GCSD).



CAL FIRE Policy on Local Jurisdiction vs. SRA (The Groveland Question)

- CAL FIRE's statutory mission in the State Responsibility Area is wildland fire protection, not municipal fire, EMS, or structural response.
- CAL FIRE engines may respond outside SRA when:

Threats exist to SRA

Immediate life threat occurs

Mutual aid agreements are activated

Local government contracts exist



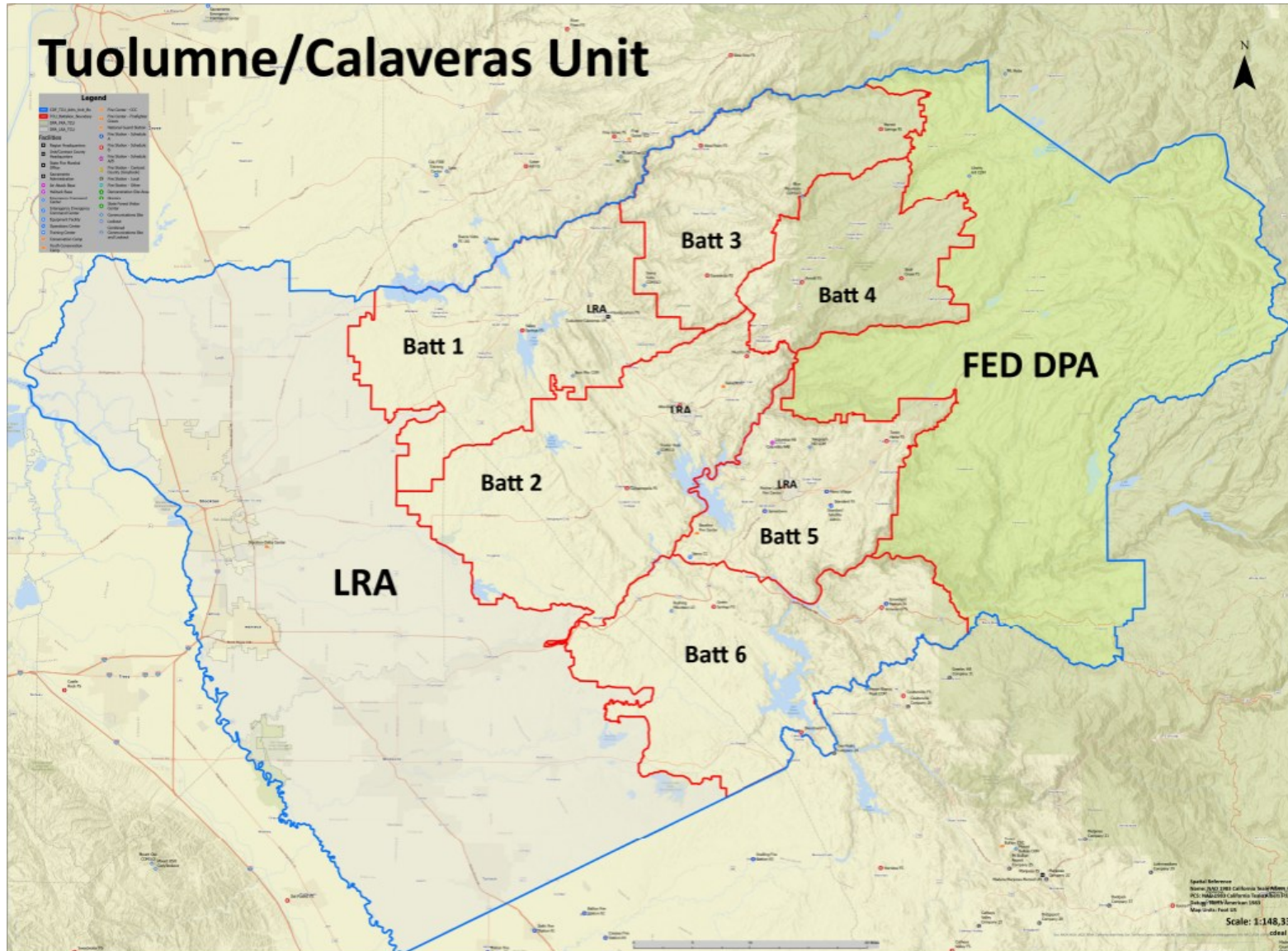
CAL FIRE Policy on Local Jurisdiction vs. SRA (The Groveland Question)

- But CAL FIRE cannot assume full responsibility for community fire and EMS protection without a Schedule A contract.
- Without a contract, funding, or legal authority, CAL FIRE cannot replace or perform GCSD's municipal fire/EMS functions.
- **Key message for Committee members:**

CAL FIRE can become a community's primary responder only if the local entity contracts and pays for that service.



Tuolumne/Calaveras Unit



Options for non-fire engine response to medical and non-fire calls

- Examples of Schedule A Service Models Using Rescue Squads or Non-Fire Vehicles

Common in: Sacramento County, Riverside County, San Bernardino County, Napa County, Sonoma County. (All larger population and tax bases)

Rescue Squads:

Light apparatus staffed with 2 personnel responding to EMS, public assists, and rescue calls.

Quick Response Vehicles (QRVs):

Used for medical calls or non-fire workload to preserve engine availability.



Options for non-fire engine response to medical and non-fire calls continued...

- Operational challenges with 2-0 or 3-0 staffing? If the same crew must:

Staff the engine

Staff the rescue

Handle both service types

- Delayed responses can occur when:

The rescue leaves the station, leaving the engine unavailable.

The engine is committed to a fire, leaving no staff to respond to medical calls.

Personnel cannot split into two vehicles safely due to CAL FIRE policy, minimum staffing and NFPA requirements.

- The current service model in Tuolumne County does not allow a lesser response in the form of a rescue squad or QRV. When these types of resources do respond as either paid or volunteer, there are supplementing the response, not supplanting.



Options for non-fire engine response to medical and non-fire calls continued...

- Key message for Committee members:

Operating multiple service types from one 2-0 or 3-0 engine company is not safe, not NFPA compliant, and can delay critical response times.



Why 3-0 staffing?

On November 1, 2024, upon approval of the Administration and CalHR, CAL FIRE adopted a 66-hour workweek aligning with approved Bargaining Unit 8 Memorandum of Understanding (MOU) shift patterns for Bargaining Unit 8 personnel. All Schedule A agreements will conform to a 66-hour work week consistent with MOU shift patterns beginning on November 1, 2024. Minimum staffing levels in Schedule A agreements will be 2-0 minimum staffing based on a 3.0 staffing factor

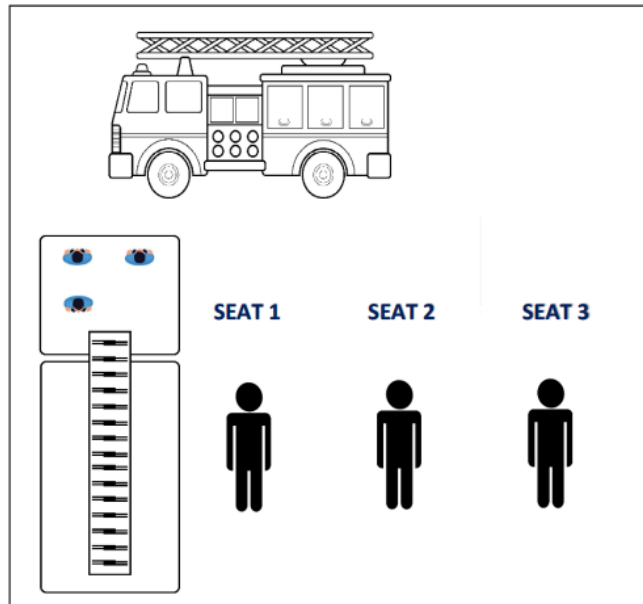
Planning efforts to accommodate higher daily minimum staffing levels in collaboration with our local government partners is on-going to ensure an adequate weight of response.



Why 3-0 staffing continued...

STAFFING LEVEL

Below demonstrates a **3-0** staffing level

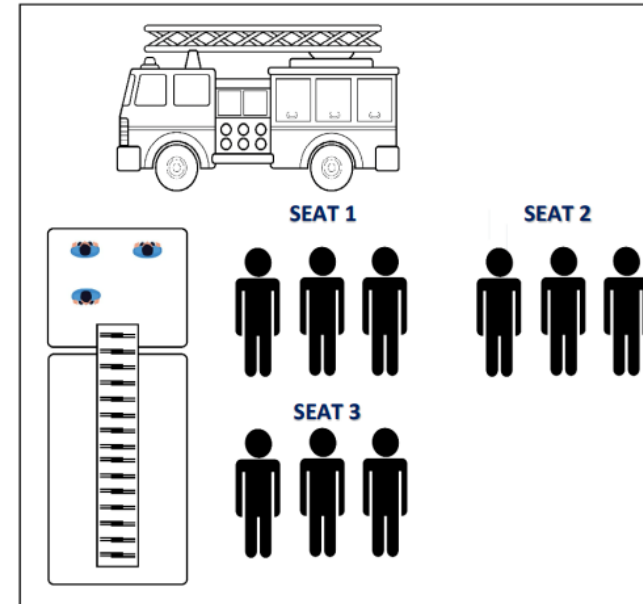


The staffing level of an engine is defined by how many individuals are assigned to that piece of equipment per day. An engine with 3 individuals assigned per day would be classified as a 3-0 staffing level. This means 3 “seats” are occupied each day.

VS

STAFFING FACTOR

Below demonstrates a **3.0** staffing factor



The staffing factor of an engine is defined by how many individuals are permanently assigned to each “seat.” This is used to account for relief since a single individual cannot fill a seat 365 days per year. If an engine is 3-0 staffed, and you need a staffing factor of 3.0, you will need nine position numbers for that engine.



Why 3-0 staffing continued...

NFPA 1710 addresses the structure and operation of organizations providing such services, which include fire suppression and other assigned emergency response responsibilities such as EMS and special operations.

The requirements intend to provide effective, efficient, and safe protective services to help prevent fires, reduce risk to lives and property, deal with incidents that occur, and help prepare for anticipated incidents.

Occupancy Type: Single-Family Dwelling Deployment: Minimum of 16 members. The initial full alarm assignment to a structure fire in a typical 2000 sq ft, two-story, single-family dwelling without a basement and with no exposures must provide for a minimum of 16 members

 **FACT SHEET**



KEY REQUIREMENTS FOR EMERGENCY SERVICES IN NFPA 1710

The minimum requirements for provision of emergency services by career fire departments can be found in NFPA 1710, *Standard for the Organization and Deployment of Fire Suppression Operations, Emergency Medical Operations, and Special Operations to the Public by Career Fire Departments*.

NFPA 1710 addresses the structure and operation of organizations providing such services, which include fire suppression and other assigned emergency response responsibilities such as EMS and special operations.

The requirements intend to provide effective, efficient, and safe protective services to help prevent fires, reduce risk to lives and property, deal with incidents that occur, and help prepare for anticipated incidents.

The requirements are listed in NFPA 1710 for fire department service deployment based on the type of occupancy, along with the appropriate response staffing levels for each. The minimum staffing level for each occupancy is listed below. For the full breakdown of staffing requirements by position, refer to the subsections specific to each occupancy in 5.2.4.

KEY REQUIREMENTS

**Occupancy Type:** Single-Family Dwelling
Deployment: Minimum of 16 members or 17 if aerial device is used

The initial full alarm assignment to a structure fire in a typical 2000 ft² (186 m²), two-story, single-family dwelling without a basement and with no exposures must provide for a minimum of 16 members (17 if an aerial device is used).

**Occupancy Type:** Open-Air Strip Mall
Deployment: Minimum of 27 members or 28 if aerial device is used

The initial full alarm assignment to a structure fire in a typical open-air strip shopping center ranging from 13,000 ft² to 196,000 ft² (1203 m² to 18,209 m²) in size must provide for a minimum of 27 members (28 if an aerial device is used).

**Occupancy Type:** Garden-Style Apartment
Deployment: Minimum of 27 members or 28 if aerial device is used

The initial full alarm assignment to a structure fire in a typical 1200 ft² (111 m²) apartment within a three-story, garden-style apartment building must provide for a minimum of 27 members (28 if an aerial device is used).

**Occupancy Type:** High-Rise
Deployment: Minimum of 42 members or 43 if building is equipped with fire pump

The initial full alarm assignment to a fire in a building with the highest floor greater than 75 ft (23 m) above the lowest level of fire department vehicle access must provide for a minimum of 42 members (43 if the building is equipped with a fire pump).



Why 3-0 staffing continued...

- In addition to being mandated by CAL FIRE, benefits include:

Increased safety for firefighters and the public

Reduced liability for the agency

Faster task completion on fire scenes

Better compliance with national standards

Higher reliability and improved ISO ratings for communities

- **Key message for Committee members:**

3-0 staffing is the minimum modern standard for safe fire and EMS operations. It is not optional - it's a recognized requirement for functional and safe service delivery.



2025-2030 Cooperative Agreement & 3-0 Staffing Glidepath

	FY 25/26	FY 26/27	FY 27/28	FY 28/29	FY 29/30
	2 FC	2 FC	2 FC	2 FC	3 FC
	4 FAE	4 FAE	5 FAE	6 FAE	6 FAE
Total Personnel	6	6	7	8	9
48204 PS/OE	1,600,387 14,761	1,680,406 15,499	1,937,331 18,012	2,194,257 20,525	2,481,917 23,039
Not To Exceed Cost	1,615,147	1,695,905	1,955,343	2,214,782	2,504,955

5-year Agreement total = 9,986,132



