



PLACER HILLS FIRE PROTECTION DISTRICT

BOARD OF DIRECTORS

Established 1949

Alex Harvey Fred Lofrano Russell McCray Nicole Paskey Mark Wright

NOTICE of a REGULAR MEETING and AGENDA

Thursday, February 12, 2026 at 6 p.m.

17020 Placer Hills Road, Unit 2A, Meadow Vista CA 95722

1. Call to Order, Pledge of Allegiance and Roll Call
2. Agenda Approval; Board action may be taken on any item on this agenda.
3. Minutes Approval; Prior meeting(s) minutes:
4. Public Comment; Persons may address the Board on matters not on the agenda. Topics should be of jurisdictional interest to the Fire District. Please limit your comments to 5 min. as the Board is not permitted to take any action on non-agenda items.
5. Correspondence (not covered in agenda items):
6. Information Items:
 - a. Fire Chief report
 - b. Operations report
 - c. Prevention report
 - d. Placer Hills Firefighters Association report:
 - e. Nevada County Professional Firefighters (Local 3800) report
 - f. Board Committee reports:
 - i. Finance Committee: Lofrano and McCray
 - ii. Ad Hoc Committee for reorganizations: Harvey and Paskey
7. Discussion and Action Items:
 - a. Board to review and discuss upcoming LAFCO meetings
 - b. Status on Placer County Local Hazard Mitigation Plan update for 2026
 - c. Approve the budget update and monthly expenses (action)
 - d. Consider and approve the second reading of an addendum to the Wellness and Fitness Program Policy (action)
 - e. Consider and approve updated job description 4-002.2 Division Chief (action)
 - f. Consider and adopt Resolution No. 2026-03 Review and accept the State Mandated Annual Fire Inspection Report for 2025 (action)
 - g. Consider and approve the purchase of a replacement command vehicle, not to exceed \$115,000 (action)
 - h. Closed Sessions
 - i. Pursuant to California Govt. Code § 54957.6(a) **LABOR NEGOTIATIONS**; Discussion of the Memorandum of Understanding with Local 3800, District negotiators: Harvey and Lofrano.
8. Director's comments; This time is designated for Directors to:
 - a. Report on activities of interest to the District which the Director is engaged in or is considering. No action will be taken on these items at this meeting.
 - b. Request item(s) for inclusion in subsequent meetings, or request a Special Meeting.

PO Box 350 Meadow Vista CA 95722 (530) 878-0405 www.placerhillsfire.org

Note: Placer Hills Fire District is committed to ensuring that persons with disabilities are provided the resources to participate fully in its public meetings. Please contact the District Office at (530) 878-0405 in advance of the meeting to enable the District to arrange reasonable accommodations for participation in the meeting. Except for records that are exempt from disclosure under the California Public Records Act, agendas and other writings relating to this agenda and meeting which are distributed to the Board Members prior to or at this meeting are available to the public.

- c. Reminder of the next Board meeting (regular or special) date, time and location.
- 9. Adjournment

Next meeting: March 12, 2026

BOARD OF DIRECTORS

PLACER HILLS FIRE PROTECTION DISTRICT
P.O. Box 350, Meadow Vista, CA 95722
(530) 878-0405 Fax (530) 878-0959
www.placerhillsfire.org



Alex Harvey
Fred Lofrano
Russell McCray
Nicole Paskey
Mark Wright

MINUTES OF THE REGULAR MEETING: January 8, 2026

17020 Placer Hills Rd. Suite 2A, Meadow Vista

1. Call to order; Flag salute; Roll call:

Director Paskey convened the regular meeting at 6:00 p.m.

Directors in attendance: Lofrano, McCray, Paskey, and Wright

Directors absent: Harvey

Staff in attendance: Fire Chief Ian Gow, Fire Marshal D'Ambrogi, District Manager Armstrong, Battalion Chief Williamson, and Battalion Chief Slusher.

2. Agenda approval:

Director McCray moved to approve the agenda. Director Wright seconded the motion which passed 4 to 0.

3. Approval of the minutes:

Director McCray moved to approve the minutes. Director Wright seconded the motion which passed 4 to 0.

4. Public Comment: N/A

5. Correspondence (not covered in Agenda items below): N/A

6. Information Items:

a. Fire Chief Gow's Report

- i. Assembly bill going through the approval process that would allow for agencies to select different PERS plans/categories, will be monitoring the progress
- ii. Held an in-house Battalion Chief test today with 4 in-house applicants. The position was offered to Eric Reams.
- iii. Recently had a few vacancies, appreciate all of the staff efforts to keep everything covered.
- iv. Fence at the administrative office has fallen down, have a plan in place to repair.
- v. Battalion Chief vehicle was recently involved in an accident, working on a replacement plan.

b. Battalion Chief Williamson

- i. Completed 1 plan review, 1 rough hydro, 2 finals and 2 propane inspections. Not too many new projects in the month of December.

c. Battalion Chief Slusher

- i. Operations report in the board packet, next month an annual report will be shared for 2025.

d. Placer Hills Firefighters Association report: N/A

e. Local 3800: Engineer Burbank reported that the negotiation committee will be meeting again tomorrow.

f. Board Committee reports:

- i. Finance Committee: N/A
- ii. Ad hoc Committee for reorganizations: N/A

7. Discussion and Action Items:

a. *Board to review and discuss upcoming LAFCO Meetings*

Chief Gow reported that LAFCo put a notice out about our reorganization application hearing on February 11th. The ad-hoc committee met to arrange for two community meetings, to be held on January 31st and February 3rd at the Long Valley Hall. The application will be heard at the February 11th LAFCo meeting, and then a protest hearing will be held in March.

Public Comment:

Jennifer – It would be helpful to notify people to send a short email to the LAFCo commission to show their support.

b. *Status on Placer County Local Hazard Mitigation Plan update for 2026*

Fire Marshal D'Ambrogi reported that a draft of our annex's should be put out next week, staff will need to provide input by the end of the month. Anticipate it being put out for public review next month.

c. *Approve the budget update and monthly expenses (action)*

District Manager Armstrong shared that this month's report includes payment information for the strike team reimbursements.

Director McCray motions to approve the budget update and monthly expenses. Director Wright seconded the motion, which passed 4-0.

d. *Consider and approve the first reading of an addendum to the Wellness and Fitness Program Policy (action)*

Chief Gow reported that a few changes were made since last months reading. The changes include removal of the pack test option, removal of the waiver form and adding the need to complete a spirometry test.

Director Lofrano motions to approve the first reading of an addendum to the Wellness and Fitness Program Policy. Director Wright seconded the motion, which passed 4-0.

e. *Consider and adopt Resolution No. 2026-01 Compensation and Terms of employment for unrepresented employees of the fire district (action)*

Chief D'Ambrogi reported that this addresses positions that are not currently included in the MOU's or an employment contract. This is in addition to needing to include the position of Assistant and Division Chief positions, for the JOA with the City of Auburn. Two classifications are included in the document; exempt and non-exempt classified. The terms and conditions are similar to what you would find in the MOU's but changed to reflect a 40-hour work week employee. The compensation schedule has been developed with 3 steps, using only the budgeted monies for the current fiscal year.

Director Lofrano motions to approve Resolution 2026-01. Director McCray seconded the motion, which passed 4-0.

f. *Consider and adopt Resolution No. 2026-02 Identifying the terms and conditions for fire district response away from their official duty station and assigned to emergency incidents (action)*

Chief D'Ambrogi reported that this is a template from OES, identifies every employee in case they get deployed and that we get reimbursed portal to portal. The resolution will be on file with us and the State of California.

Director Wright motions to approve Resolution 2026-02. Director Lofrano seconded the motion, which passed 4-0.

g. *Update and approval of employment agreement for the Fire Chief (action)*

Chief D'Ambrogi reported that this is an updated employment agreement for the chief and coordinates with the terms and conditions for unrepresented employees. The only difference is that there is a 2-year term and it defines the CalPERS plan the Chief is enrolled in.

Director Lofrano motions to approve the updated employment agreement for the Fire Chief. Director McCray seconded the motion, which passed 4-0.

h. *Board to consider and approve abolishing the Battalion Chief (BC) bargaining unit and incorporate the single position into the remaining bargaining unit (action)*

Chief Gow reported that this was a request by the union president due to our JOA with the City of Auburn. The JOA creates only one Battalion Chief position and they have requested that the position be included in with the other bargaining unit.

Director Wright motions to approve abolishing the Battalion Chief bargaining unit. Director McCray seconded the motion, which passed 4-0.

The meeting was closed at 6:36pm.

i. *Closed session*

j. Pursuant to California Govt. Code § 54957.6(a) **LABOR NEGOTIATIONS**; Discussion of the Memorandum of Understanding with Local 3800, District negotiators: Harvey and Lofrano.

The open meeting was reconvened at 6:58pm.

The board provided direction to the labor committee on negotiations.

8. *Directors' comments:*

a. *Report on activities of interest to the District which the Director is engaged in or is considering.*
No action will be taken on these items at this meeting.

b. *Reminder of next Board meeting(s): Regular Meeting on February 12, 2026.*

9. *Adjournment:*

There being no further business, the meeting was adjourned at 6:58pm.

Respectfully submitted by:



Michelle Armstrong, District Manager



PLACER HILLS – NEWCASTLE – PENRYN FIRE PROTECTION DISTRICTS



Date: February 9, 2026
To: Placer Hills Fire Protection District Board of Directors
From: Matthew Slusher, Acting Fire Chief
Subject: Placer Hills Fire Response Statistics – Calendar Year 2025



Response Statistics

• Calls for Service –	
○ Fires –	88
○ Over Pressure, Rupture, Explosion –	2
○ Rescue & EMS –	700
○ Hazardous Condition –	30
○ Service Call –	138
○ Good Intent Call –	460
○ False Alarm & False Call –	65
○ Severe Weather –	2
• Total Incidents 2025 –	1486
• Total Unit Responses –	2022
• Aid Given to other fire agencies –	128
• Aid Received from other fire agencies –	19
• Total Incidents Calendar Year 2024	1520

Placer Hills Fire District
Revenues and Expenses Budget vs. Actual
02/04/2026 65% FY elapsed

	Jul 1, '25 - Feb 4, 26	Budget	% of Budget
Ordinary Income/Expense			
Income			
Revenue			
42010 Rental income	13,370.00	22,920.00	58.3%
Taxes			
40010 Current Secured Property	872,318.88	1,586,481.00	55.0%
40040 Railroad Unitary Property	860.17	1,564.00	55.0%
40050 Unitary Non-Unitary	16,980.48	30,874.00	55.0%
40060 Current Unsecured Prpty	33,334.18	34,773.00	95.9%
40090 Delinquent Unsecured	435.38	0.00	100.0%
40100 Current Supplemental	16,431.33	34,610.00	47.5%
40110 Delinquent Supplemental	31.15	0.00	100.0%
40180-RC0240 Timber tax	0.06	0.00	100.0%
40180 PHDFEE	241,671.63	439,403.00	55.0%
Total Taxes	1,182,063.26	2,127,705.00	55.6%
Non-operating Revenue			
42010 Investment income	23,766.66	45,000.00	52.8%
Total Non-operating Revenue	23,766.66	45,000.00	52.8%
Intergovernmental Revenue			
44350 Homeowners Tax Relief	3,859.60	7,567.00	51.0%
Total Intergovernmental Revenue	3,859.60	7,567.00	51.0%
Charges for Services			
46030 Direct Charges			
46030 PHDFEE 2004	198,531.57	360,966.00	55.0%
46030 MEASURE A	613,767.79	1,115,941.00	55.0%
Total 46030 Direct Charges	812,299.36	1,476,907.00	55.0%
46350 Fire Services			
Cal Fire requested resources	1,536.68	5,000.00	30.7%
Total 46350 Fire Services	1,536.68	5,000.00	30.7%
46360 Other Fees and Charges			
JOA Staffing reimbursement	13,145.39	15,000.00	87.6%
Administrative Services	142,362.50	376,000.00	37.9%
Code Inspection Fees	10,750.00	20,000.00	53.8%
Response recovery fees	451.50	2,500.00	18.1%
Total 46360 Other Fees and Charges	166,709.39	413,500.00	40.3%
Total Charges for Services	980,545.43	1,895,407.00	51.7%
48030 Miscellaneous Revenues			
Fleet Services	12,136.19	25,000.00	48.5%
48030 Miscellaneous Revenues - Other	3,062.90	10,000.00	30.6%
Total 48030 Miscellaneous Revenues	15,199.09	35,000.00	43.4%
47010 Donations	0.49	200.00	0.2%
Grants			
California Fire Foundation	23,000.00	23,000.00	100.0%
EMS improvement Fund	12,140.70	12,141.00	100.0%
Total Grants	35,140.70	35,141.00	100.0%
Total Revenue	2,253,945.23	4,168,940.00	54.1%
Total Income	2,253,945.23	4,168,940.00	54.1%
Gross Profit	2,253,945.23	4,168,940.00	54.1%
Expense			
Pension Obligation Bond	72,175.00	72,175.00	100.0%

Placer Hills Fire District
Revenues and Expenses Budget vs. Actual
02/04/2026 65% FY elapsed

	Jul 1, '25 - Feb 4, 26	Budget	% of Budget
Dues and Subscriptions	150.00	2,000.00	7.5%
Fire Prevention	2,024.97	3,700.00	54.7%
Gas, Diesel and Oil	23,229.85	55,000.00	42.2%
Insurance	151,236.50	256,078.00	59.1%
Lease Payments	8,176.40	10,500.00	77.9%
Legal Fees	8,804.80	10,000.00	88.0%
Medical	6,356.06	17,500.00	36.3%
Miscellaneous	5,360.50	3,500.00	153.2%
Office	3,057.78	7,500.00	40.8%
Payroll Expenses			
JOA staffing Benefits	37,802.33	0.00	100.0%
CalPERS retirement	142,604.70	267,722.00	53.3%
CalPERS UAL annual contribution	62,326.00	62,226.00	100.2%
Health/Dental/Life benefits	196,595.40	281,050.00	70.0%
457 Deferred Compensation	96,436.37	169,386.00	56.9%
Total Benefits	497,962.47	780,384.00	63.8%
Wages			
51010 Salaries and Wages	1,029,480.24	2,083,571.00	49.4%
51030 Extra Help	45,412.69	48,490.00	93.7%
51120 Uniform Allowance	14,750.00	27,300.00	54.0%
51040 Overtime	328,316.35	302,500.00	108.5%
Total Wages	1,417,959.28	2,461,861.00	57.6%
51220 Payroll Taxes	26,816.80	40,460.00	66.3%
51370 Disability/Absence Com	37,917.00	0.00	100.0%
Unemployment Insurance	0.00	4,000.00	0.0%
Total Payroll Expenses	2,018,457.88	3,286,705.00	61.4%
Planned Expenditure			
Grant Expenditures			
CA Fire Foundation	23,000.00	23,000.00	100.0%
EMS Improvement Fund	12,140.70	12,141.00	100.0%
Total Grant Expenditures	35,140.70	35,141.00	100.0%
Safety Equipment	532.67	4,000.00	13.3%
Planned Assets			
Apparatus			
Smeal 2024	0.00	82,189.00	0.0%
Total Apparatus	0.00	82,189.00	0.0%
Total Planned Assets	0.00	82,189.00	0.0%
Total Planned Expenditure	35,673.37	121,330.00	29.4%
Professional Fees	52,863.50	80,685.00	65.5%
Repairs and Maintenance			
PPE repairs and maintenance	233.45	2,500.00	9.3%
Facilities	11,170.77	19,000.00	58.8%
Equipment Repairs	21,862.85	100,000.00	21.9%
Total Repairs and Maintenance	33,267.07	121,500.00	27.4%
Station Supplies & Tools	1,705.12	6,000.00	28.4%
Tax Collections	47,042.71	47,043.00	100.0%

Placer Hills Fire District
Revenues and Expenses Budget vs. Actual
02/04/2026 65% FY elapsed

	Jul 1, '25 - Feb 4, 26	Budget	% of Budget
Training and Fitness	13,372.93	17,500.00	76.4%
Uniform Costs	1,206.98	6,500.00	18.6%
Utilities	47,059.04	70,000.00	67.2%
Volunteer Awards	503.84	4,000.00	12.6%
Total Expense	2,531,724.30	4,199,216.00	60.3%
Net Ordinary Income	-277,779.07	-30,276.00	917.5%
Net Income	-277,779.07	-30,276.00	917.5%

Placer Hills Fire District

2/4/2026 1:37 PM

Register: Placer County Treasury

From 01/01/2026 through 02/04/2026

Sorted by: Date, Type, Number/Ref

Date	Number	Payee	Account	Memo	Payment C	Deposit	Balance
01/09/2026			-split-	Deposit		1,585.00	2,053,372.99
01/09/2026	To Print	Cascade Fire Equip. ...	Accounts Payable		532.67		2,052,840.32
01/09/2026	To Print	Donnoe & Associates	Accounts Payable		420.00		2,052,420.32
01/09/2026	To Print	G & T Truck Repair	Accounts Payable		5,416.48		2,047,003.84
01/09/2026	To Print	Hall's Towing Inc.	Accounts Payable		225.00		2,046,778.84
01/09/2026	To Print	Hunt & Sons, Inc	Accounts Payable	Account # 89473	933.83		2,045,845.01
01/09/2026	To Print	Meadow Vista Water...	Accounts Payable		197.65		2,045,647.36
01/09/2026	To Print	Napa Auto Parts	Accounts Payable	p	456.53		2,045,190.83
01/09/2026	To Print	Newcastle Fire Prote...	Accounts Payable		13,175.34		2,032,015.49
01/09/2026	To Print	Penryn Fire Protectio...	Accounts Payable		8,931.21		2,023,084.28
01/09/2026	To Print	PG & E	Accounts Payable	Acct 45044653...	464.40		2,022,619.88
01/09/2026	To Print	Principal Life	Accounts Payable		2,731.80		2,019,888.08
01/09/2026	To Print	Prism	Accounts Payable		222.18		2,019,665.90
01/09/2026	To Print	Recology Auburn Pla...	Accounts Payable	Accounts 0421...	1,298.38		2,018,367.52
01/09/2026	To Print	Spoor's Heating & Ai...	Accounts Payable		97.00		2,018,270.52
01/09/2026	To Print	US Bank Equipment ...	Accounts Payable	Acct 36187600	360.28		2,017,910.24
01/09/2026	To Print	William L Adams PC	Accounts Payable		745.50		2,017,164.74
01/09/2026	2023-624		Payroll Expenses:5137...		111,108.80		1,906,055.94
01/12/2026			Revenue:Charges for S...	Deposit		40,862.26	1,946,918.20
01/14/2026			-split-	Deposit		877.70	1,947,795.90
01/23/2026	2023-625		Payroll Expenses:5137...		111,313.85		1,836,482.05
01/26/2026	To Print	AT&T Calnet	Accounts Payable		165.49		1,836,316.56
01/26/2026	To Print	CA Dept of Tax & F...	Accounts Payable		558.00		1,835,758.56
01/26/2026	To Print	Cal PERS Health	Accounts Payable		25,444.61		1,810,313.95
01/26/2026	To Print	Capitol Public Finan...	Accounts Payable		800.00		1,809,513.95
01/26/2026	To Print	CoPower	Accounts Payable		342.20		1,809,171.75
01/26/2026	To Print	Dept. of Justice	Accounts Payable		32.00		1,809,139.75
01/26/2026	To Print	Dillon Burbank	Accounts Payable		504.00		1,808,635.75
01/26/2026	To Print	Entenmann-Rovin Co.	Accounts Payable		995.69		1,807,640.06
01/26/2026	To Print	Fire Apparatus Soluti...	Accounts Payable		517.50		1,807,122.56
01/26/2026	To Print	Foresthill FPD	Accounts Payable		2,083.45		1,805,039.11
01/26/2026	To Print	HME Inc.	Accounts Payable		2,102.39		1,802,936.72
01/26/2026	To Print	Hunt & Sons, Inc	Accounts Payable	Account # 89473	344.29		1,802,592.43
01/26/2026	To Print	Kaden E Ahlberg {In...	Accounts Payable		711.00		1,801,881.43
01/26/2026	To Print	Kone	Accounts Payable		173.68		1,801,707.75
01/26/2026	To Print	Meadow Vista Hard...	Accounts Payable	Acct 2405n	19.28		1,801,688.47
01/26/2026	To Print	Optimum	Accounts Payable		140.00		1,801,548.47
01/26/2026	To Print	PG & E	Accounts Payable	Acct 45044653...	1,599.97		1,799,948.50
01/26/2026	To Print	Tall Boots Pumping	Accounts Payable		915.00		1,799,033.50
01/26/2026	To Print	US Bank	Accounts Payable		4,233.96		1,794,799.54

Placer Hills Fire District

2/4/2026 1:37 PM

Register: Placer County Treasury

From 01/01/2026 through 02/04/2026

Sorted by: Date, Type, Number/Ref

Date	Number	Payee	Account	Memo	Payment C	Deposit	Balance
01/26/2026	2023-615		Payroll Liabilities:Plac...	AFLAC		1,904.65	1,796,704.19
01/28/2026			-split-	Deposit		1,425.00	1,798,129.19
01/30/2026	To Print	Banner Comm. & Ele...	Accounts Payable		525.00		1,797,604.19
01/30/2026	To Print	HME Inc.	Accounts Payable		459.47		1,797,144.72
01/30/2026	To Print	Kingsley Bogard LLP	Accounts Payable	26804	566.10		1,796,578.62
01/30/2026	To Print	Life Assist Inc.	Accounts Payable	Account 95722...	131.45		1,796,447.17
01/30/2026	To Print	Norris Electric Corp	Accounts Payable		1,340.44		1,795,106.73
01/30/2026	To Print	Shell Small Business	Accounts Payable		595.81		1,794,510.92
01/30/2026	To Print	UnitedHealthcare Ins...	Accounts Payable		141.53		1,794,369.39

PLACER HILLS FIRE MITIGATION
Revenues and Expenses Budget vs. Actual
 July 1, 2025 through February 4, 2026

	Jul 1, '25 - Feb 4, 26	Budget	\$ Over Budget	% of Budget
Income				
PG700022 Mitigation Fees				
Revenues				
Mitigation Fees	88,421.92	110,000.00	-21,578.08	80.4%
Total Revenues	88,421.92	110,000.00	-21,578.08	80.4%
42010 Investment Income	1,132.41	1,000.00	132.41	113.2%
Total PG700022 Mitigation Fees	89,554.33	111,000.00	-21,445.67	80.7%
Total Income	89,554.33	111,000.00	-21,445.67	80.7%
Expense				
GL52260 Misc Expense	3,483.35	24,750.00	-21,266.65	14.1%
GL54460 Fixed Assets	82,189.32	82,189.00	0.32	100.0%
Total Expense	85,672.67	106,939.00	-21,266.33	80.1%
Net Income	<u>3,881.66</u>	<u>4,061.00</u>	<u>-179.34</u>	<u>95.6%</u>

**California Fire Assistance Agreement
Reimbursement Invoice
Cal OES-CAL FIRE-USFS-BLM-NPS-FWS-BIA
Cal OES F-142**

Federal Tax ID Number: 68-0099514
UEI Number: T2JCJNTN33W5
FI\$Cal Supplier ID: 0000030661
FI\$Cal Address ID: 1

Invoice Number: F-20251453-PHF
Invoice Date: 11/14/2025
Incident Order Number: CA-SHF-001036
Incident Name: ROOT
MACS Designator: PHF

Remit Payment to:

Placer Hills Fire Protection District
 17020 PLACER HILLS RD STE 1A,
 Meadow Vista, CA, 95722

Local Agency, Return Invoice to:

Governor's Office of Emergency Services
 Fire and Rescue Division
 Reimbursement Processing

SUMMARY INFORMATION

Resource	Req. No.	Strike Team	Depart Date/Time	Return Date/Time	Personnel Total	Equipment Total	Support Vehicle	Expense Total	Admin Surchg
E-86	E-58.2	OES-4811-TF	09/02/2025 1000	09/07/2025 1400	\$19,486.6	\$13,166.16	\$0.00	\$2,879.64	\$5,329.86

CLAIM TOTAL: \$40,862.26
USFS (100.00%): \$40,862.26

Mileage for Privately Owned Vehicle(POV) only and is figured at a of 0.700 per actual mile.

Support Vehicle Rates are:

Sedan = \$227.00 per day
 Pick-Up (1/2 Ton) = \$170.000 per day
 Van = \$312.000 per day
 SUV = \$283.000 per day
 Other (3/4 Ton & Above) = \$270.000 per day

Engine Hours are based on a 16 hour portal to portal day for each 24 hour period.

Apparatus Rates are:

Type I = \$173.470 per hour
 Type II = \$163.550 per hour
 Type III = \$156.740 per hour
 Water Tender Tactical I = \$148.070 per hour
 Water Tender Tactical II = \$127.210 per hour
 Type IV - VII = \$150.470 per hour

Personnel Rates are:

Chief = \$105.21
 Deputy Chief = \$38.16
 Division Chief = \$38.16
 Assistant Chief = \$38.16
 Battalion Chief = \$47.23
 Co. Officer/Capt./Lt. = \$38.62
 App. Officer/Eng = \$33.07
 Firefighter/FF-PMedic = \$33.07
 Administrative Rate: 0.15000

The Invoice amounts are computed on the California Fire Assistance Agreement currently in place between Cal OES, CAL FIRE, USFS, BLM, NPS, FWS and BIA. Local agencies that have wages that exceed the minimum base rate shall be reimbursed using the Salary Rate otherwise the established base rate shall be used for reimbursement.

Formulas: Salary Rate: $[(S \times H \times 1.5) + M + E] \times A$ or Established Base Rate: $[(B \times H \times 1.5) + M + E] \times A$
 Where S = Salary Rate; H = Total hours on Incident; A = Administrative Rate (%); B = Established Hourly Base Rate; E = Engine Reimbursement, where applicable; M = Claimed Miles

Reminder: As per the California Fire Assistance Agreement, there will be a delay in payment for invoices not returned to Cal OES by the local agency within 30 days of receipt.

I Certify that to the best of my knowledge and belief, and under penalty of perjury that the data above is correct.



Battalion Chief

11/16/2025

Signature

Title

Date

Placer Hills Fire District
Transaction Detail By Account

02/04/26

Accrual Basis

July 1, 2025 through February 4, 2026

Type	Date	Num	Name	Memo	Class	Cir	Split	Debit	Credit	Balance
Payroll Expenses										
Wages										
51040 Overtime										
Strike Teams										
General Journal	10/23/2025	2023-...		Green Fire -			Strike Team D...	51,937.79		-51,937.79
General Journal	12/17/2025	2023-...		Pickett Strike			Strike Team D..	35,044.45		-86,982.24
General Journal	01/12/2026	2023-...		Root Fire			Strike Team r...	19,486.60		-106,468.84
Total Strike Teams								0.00	106,468.84	-106,468.84
51040 Overtime - Other										
General Journal	07/09/2025	2023-...			51370 Disabili...		10,076.95			10,076.95
General Journal	07/25/2025	2023-...			51370 Disabili...		19,887.16			29,964.11
General Journal	08/08/2025	2023-...			51370 Disabili...		56,508.00			86,472.11
General Journal	08/22/2025	2023-...			51370 Disabili...		16,729.47			103,201.58
General Journal	09/05/2025	2023-...			51370 Disabili...		28,944.19			132,145.77
General Journal	09/19/2025	2023-...			51370 Disabili...		63,020.99			195,166.76
General Journal	10/03/2025	2023-...			457 Deferred		23,826.47			218,993.23
General Journal	10/17/2025	2023-...			457 Deferred		42,956.19			261,949.42
General Journal	10/31/2025	2023-...			51370 Disabili...		26,884.14			288,833.56
General Journal	11/14/2025	2023-...			51370 Disabili...		26,315.66			315,149.22
General Journal	11/28/2025	2023-...			51370 Disabili...		30,100.25			345,249.47
General Journal	12/10/2025	2023-...			51370 Disabili...		26,075.95			371,325.42
General Journal	12/26/2025	2023-...			51370 Disabili...		18,393.71			389,719.13
General Journal	01/09/2026	2023-...			51370 Disabili...		22,207.00			411,926.13
General Journal	01/23/2026	2023-...			51370 Disabili...		22,859.06			434,785.19
Total 51040 Overtime - Other								434,785.19	0.00	434,785.19
Total 51040 Overtime										
Total Wages										
Total Payroll Expenses										
TOTAL								434,785.19	106,468.84	328,316.35

Placer Hills Fire District
Transaction Detail By Account

02/04/26

Accrual Basis

July 1, 2025 through February 4, 2026

Type	Date	Num	Name	Memo	Class	Cir	Split	Debit	Credit	Balance
Repairs and Maintenance										
Equipment Repairs										
Apparatus Maintenance										
Bill	07/09/2025		HME Inc.	Flange Pipe	General		Accounts Pay...	185.16		185.16
Bill	08/08/2025		Napa Auto Parts	8805282 PL...			Accounts Pay...			185.16
Bill	08/22/2025		G & T Truck Repair		General		Accounts Pay...			387.70
Bill	08/22/2025		US Bank				Accounts Pay...	202.54		
Bill	10/23/2025		Reliable Auto Glass		Windshield i...		Accounts Pay...	51.91		439.61
General Journal	12/17/2025	2023-...		Pickett Strike...			Strike Team D...		23,667.74	-23,168.13
Bill	12/31/2025		L. N. Curtis & Sons	Air sample kit	General		Accounts Pay...	548.75		-22,619.38
General Journal	01/12/2026	2023-...		Root Fire			Strike Team F...		13,166.16	-35,785.54
Total Apparatus Maintenance										
Total Equipment Repairs										
Total Repairs and Maintenance										
TOTAL								1,048.36	36,833.90	-35,785.54

Placer Hills Fire District
Transaction Detail By Account

02/04/26

Accrual Basis

July 1, 2025 through February 4, 2026

Type	Date	Num	Name	Memo	Class	Clr	Split	Debit	Credit	Balance
Miscellaneous										
Bill	08/08/2025		Rhiannon Fairchild	Ad Hoc Meeting - Lunch	General F...		Accounts Payable	26.29		26.29
Bill	09/22/2025		US Bank	Strike Team Expenses	General F...		Accounts Payable	1,003.53		1,029.82
Bill	09/17/2025		US Bank	Strike Team			Accounts Payable	332.69		1,362.51
Bill	10/23/2025		US Bank	Strike Team			Accounts Payable	3,320.93		4,683.44
Bill	11/21/2025		Rhiannon Fairchild	Reimburse for food items - FF	General F...		Accounts Payable	24.00		4,707.44
Bill	11/24/2025		US Bank	Incorrectly put in Gen, instead			Accounts Payable	3,483.35		8,190.79
Bill	12/17/2025		US Bank	Reimburse for food items	General F...		Accounts Payable	5.94		8,196.73
Bill	12/30/2025		Rhiannon Fairchild	Root Fire			Strike Team rei...		2,879.64	5,317.09
General Journal	01/12/2026	2023-6...	US Bank				Accounts Payable	43.41		5,360.50
Bill	01/26/2026									
Total Miscellaneous										5,360.50
TOTAL										
								8,240.14	2,879.64	
								8,240.14	2,879.64	
										5,360.50

Placer Hills Fire District
Transaction Detail By Account

02/04/26

Accrual Basis

July 1, 2025 through February 4, 2026

Type	Date	Num	Name	Memo	Class	Clr	Split	Debit	Credit	Balance
Payroll Expenses										
Wages										
51010 Salaries and Wages										
General Journal	07/09/2025	2023-...			51370 Disabili...		72,509.27			72,509.27
General Journal	07/25/2025	2023-...			51370 Disabili...		72,331.29			144,840.56
General Journal	08/08/2025	2023-...			51370 Disabili...		77,438.24			222,278.80
General Journal	08/22/2025	2023-...			51370 Disabili...		72,245.66			294,524.46
General Journal	09/05/2025	2023-...			51370 Disabili...		72,083.68			366,608.14
General Journal	09/19/2025	2023-...			51370 Disabili...		73,711.68			440,319.82
General Journal	10/03/2025	2023-...			457 Deferred ...		72,567.45			512,887.27
General Journal	10/17/2025	2023-...			457 Deferred ...		72,492.45			585,379.72
General Journal	10/23/2025	2023-...		Green Fire - ...	Strike Team D...		7,790.66			577,589.06
General Journal	10/31/2025	2023-...			51370 Disabili...		67,977.08			645,566.14
General Journal	11/14/2025	2023-...			51370 Disabili...		64,850.67			710,416.81
General Journal	11/28/2025	2023-...			51370 Disabili...		64,860.67			775,277.48
General Journal	12/10/2025	2023-...			51370 Disabili...		65,976.95			841,254.43
General Journal	12/17/2025	2023-...		Pickett Strike...	Strike Team D...		8,806.83			832,447.60
General Journal	12/26/2025	2023-...			51370 Disabili...		75,436.28			907,883.88
General Journal	01/09/2026	2023-...			51370 Disabili...		64,325.21			972,209.09
General Journal	01/12/2026	2023-...		Root Fire	Strike Team r...		5,329.86			966,879.23
General Journal	01/23/2026	2023-...			51370 Disabili...		62,601.01			1,029,480.24
Total 51010 Salaries and Wages							1,051,407.59		21,927.35	1,029,480.24
Total Wages							1,051,407.59		21,927.35	1,029,480.24
Total Payroll Expenses							1,051,407.59		21,927.35	1,029,480.24
TOTAL							1,051,407.59		21,927.35	1,029,480.24



PLACER HILLS-NEWCASTLE-PENRYN FIRE PROTECTION DISTRICTS

STAFF REPORT

To: Board of Directors, Placer Hills, Newcastle, and Penryn Fire Districts
From: Ian Gow, Fire Chief
By: Rhiannon Fairchild, Administrative Assistant
Date: September 24th, 2025
Subject: Position Paper: Physical Exams for Employees

1. Discussion:
 - a. The industry standard is a pre-employment physical followed by an annual exam. See NFPA, CICCS Qualification Guide (California Incident Command Certification System) and the IAFF/IAFC Wellness and Fitness Initiative.
 - b. District Policy #1021 states all employees should have an annual physical.
2. Purpose:
 - a. Primarily as a cancer/cardiac screening for our employees.
 - b. All employees must have a red card in order to respond to wildland incidents. A red card is issued on the sole authority of the Fire Chief. CICCS states that in order to receive a red card, an exam plus an evaluation tool to show that physical demands can be met (pack test) must be completed. Note: The District has historically used the physical exam to be sufficient to determine fitness.
 - c. Regulations also require an annual respiratory clearance form.
3. Potential Issues:
 - a. Cost (See cost comparison spreadsheet).
 - b. Employee concerns that medical data will become known to the Fire District.
 - c. Employees who do not wish to complete physicals/medical care.
 - d. Staff has received multiple complaints regarding Occu-Med.
 - i. Difficulty getting appointments.
 - ii. Difficulty getting to remote sites.
 - iii. Displeasure with Occu-Med staff/procedures/policies.
4. Options:
 - a. See cost comparison spreadsheet for the four local vendors (Occu-Med, Kaiser, 1582, and On-Duty).
 - b. See services provided and optional costs.
5. Discussion:
 - a. Kaiser is costly considering the product offered, and not covered by any of our Worker's Comp carriers. Location is the Roseville facility.
 - b. Occu-Med is the cheapest option with known issues.
 - c. 1582 cost to Placer Hills is moderate. Cost for Newcastle and Penryn is much less due to the insurance-provided subsidy. Their service is mobile, and they will come to us. The level of care is provided by physicians. The tests done are comprehensive with good added

options. They do handle our respiratory requests, plus the "meets medical standards" form. We have received favorable comments from neighboring agencies. They provide a 3-year contract that we can opt out of.

- d. On-Duty cost is higher for Placer Hills. Cost for Newcastle and Penryn is much less due to the insurance-provided subsidy. Their service is mobile and they will come to us. The level of care is provided by Nurse Practitioners/Physician's Assistants. The tests done are adequate with good added options. They can handle our respiratory requests plus the "meets medical standards" form (they provide more information to the employer than 1582). They were moderately difficult to get ahold of and much less responsive than 1582. They will provide a 1-3 year contract. 3 years locks the price in.
- e. Current users of 1582: Rocklin and Lincoln Fire. Current user of On-Duty: South Placer.
 - i. Note: Auburn will choose a vendor soon. We are collaborating with them.
 - ii. Rocklin has asked to "team up" with us as well.
- f. Total staff numbers: Placer Hills FPD (20), Newcastle (6), Penryn (6), Auburn (15)

6. Mitigation of Potential Issues:

- a. Cost: 1582 seems to be the best option for the level of service received.
- b. Our contract with 1582 will be written such as to only allow the district to receive the two attached forms. All medical information will be between the employee and the provider.
- c. Employees who decline a physical will be allowed to present a note from their physician stating that they are fit-for-duty. (The Districts will pick up any cost not covered by the employees' insurance.)
 - i. Employees who decline any physician visit will have to pass a pack test given by the District. They will be required to sign a note declining the physical, plus a waiver for the pack test.
- d. Our issues with Occu-Med will not adversely affect our pre-employment exams.

7. Chief's Recommendations

- a. Keep Occu-Med for pre-employment exams.
- b. Contract with 1582 for all three agencies.
 - i. Districts will cover the cost for DMV paperwork if needed.
 - ii. Any costs above the basic exam will be paid for by the employee.

8. Procedure

- a. Review with Command Staff and Local 3800 President
- b. Send to all 3 Board Presidents for pre-review
- c. Send to All Staff
- d. Meet with all 3 committees and shop stewards
- e. Add to Board Agendas
- f. Create addendum to Policy #1021
- g. Add as side letter for MOU with Local 3800

Respectfully Submitted,



Ian Gow, Fire Chief

District Physical Cost Comparison				
	Kaiser	Occumed	1582 (Mobile Company)	On-Duty
Placer Hills	602 or 642	418.72		675* 859**
Newcastle	602 or 642	0	212.06*	396.06**
Penryn	602 or 642	0	212.06*	396.06**

**Does not account for the on-site visit fee of \$2500. 40 employee minimum requirement per site visit.*

***30 Employee Minimum with no added site fee.*

Occu-Med

MECP Name	MECP Line Item Component
Firefighter Series (Pre-Employment)	General Physical Examination, Per Occu-Med Guidelines Authorization for Release of Information from Medical Record Form Dipstick Urinalysis Audiogram with OSHA Approved Sound Booth (500 - 6000Hz) Examinee Consent & Acknowledgment Occu-Med NEW Medical History Questionnaire (5-Page) Pulmonary Function Test with Interpretation (Clinical Reference Laboratory) Complete Blood Count WITH DIFF (WQ17) [CRL][CBC] (Clinical Reference Laboratory) Chem 23 (WQ18) [CRL]
Annual Firefighter Series (Annual Physical)	General Physical Examination, Per Occu-Med Guidelines Authorization for Release of Information from Medical Record Form Dipstick Urinalysis Audiogram with OSHA Approved Sound Booth (500 - 6000Hz) Examinee Consent & Acknowledgment Occu-Med NEW Medical History Questionnaire (5-Page) Pulmonary Function Test with Interpretation (Clinical Reference Laboratory) Chem 23 (WQ18) [CRL] (Clinical Reference Laboratory) Complete Blood Count WITH DIFF (WQ17) [CRL][CBC]
DOT Exam & Certificate	Authorization for Release of Information from Medical Record Form Examinee Consent & Acknowledgment DOT Exam & Certificate

Kaiser Physical Exams

FIREFIGHTER PREPLACEMENT EXAM (FFPP)		
300398	Firefighter Physical Exam	\$127.00
92552	Audiogram, screening	\$54.00
94010	Spirometry	\$60.00
85025	CBC with automated differential	\$20.00
80053	Chem Comprehensive Panel	\$41.00
36415	Venipuncture	\$15.00
71046	Chest X-Rays (2 views, PA & Lateral)	\$75.00
300422	PPD, 2 step, 2 placements and readings -OR-	\$30.00
86480	QuantiFERON	\$145.00
93000	EKG, resting	\$50.00
93015	Cardiac Stress Test with Treadmill	\$230.00
86706	Titer: Hepatitis B Surface Antibody (HBsAb)	\$35.00
86704	Titer: Hepatitis B Core Antibody (HBcAb)	\$31.00
86803	Titer: Hepatitis C Antibody Screen	\$56.00
86708	Titer: Hepatitis A IgG Antibody (HAAb)	\$40.00
As Employer Requested:		
300420	Collection for Drug Screen-Preferred Alliance "Quick Test" -OR-	Billed by Preferred Alliance
300411	Collection for Drug Screen-Preferred Alliance -OR-	Billed by Preferred Alliance
99000	Collection for Drug Screen – Other TPA	\$20.00
As Clinically Indicated:		
90746	Vaccine: Hepatitis B, may need series of 3 injections	\$130.00/injection
90632	Vaccine: Hepatitis A, may need series of 2 injections	\$114.00/injection
90636	Vaccine: Twinrix (Hep B and Hep A combo), series of 3 injections	\$191.00/injection
90707	Vaccine: Measles Mumps Rubella (MMR), may need series of 2 injections	\$103.00/injection
90716	Vaccine: Varivax (Varicella or Chickenpox), may need series of 2 injections	\$152.00/injection
90715	Vaccine: Tdap	\$63.00
90658	Vaccine: Influenza (when seasonally available)	\$20.00
86735	Titer: Mumps Antibody Screen	\$35.00
86762	Titer: Rubella Antibody Screen (German Measles)	\$35.00
86765	Titer: Rubeola Antibody Screen (Measles)	\$35.00
86787	Titer: Varicella (Varicella or Chickenpox) Antibody Screen	\$35.00
81001	Urinalysis with microscopy	\$16.00

86580	PPD, 1 step, placement and reading	\$20.00
71045	Chest X-Ray, 1 view	\$55.00
75571	Cardiac calcium scoring CT scan	\$265.00
300408	Physician Consultation, each 15 minutes	\$64.00/15 mins

FIREFIGHTER ANNUAL/PERIODIC EXAM (FFANN)

300398	Firefighter Physical Exam	\$127.00
92552	Audiogram, screening	\$54.00
94010	Spirometry	\$60.00
80053	Chem Comprehensive Panel	\$41.00
85025	CBC with automated differential	\$20.00
36415	Venipuncture	\$15.00
86580	PPD, 1 step, placement and reading -OR-	\$20.00
86480	QuantiFERON	\$145.00
93000	EKG, resting	\$50.00
93015	Cardiac Stress Test with Treadmill	\$230.00

As Employer Requested:

300420	Collection for Drug Screen-Preferred Alliance "Quick Test" -OR-	Billed by Preferred Alliance
300411	Collection for Drug Screen-Preferred Alliance -OR-	Billed by Preferred Alliance
99000	Collection for Drug Screen – Other TPA	\$20.00

As Clinically Indicated:

71045	Chest X-Ray, 1 view	\$55.00
71046	Chest X-Ray, 2 views	\$75.00
81001	Urinalysis with microscopy	\$16.00
86706	Titer: Hepatitis B Surface Antibody (HBsAb)	\$35.00
86708	Titer: Hepatitis A IgG Antibody (HAAb)	\$40.00
86735	Titer: Mumps Antibody Screen	\$35.00
86762	Titer: Rubella Antibody Screen (German Measles)	\$35.00
86765	Titer: Rubeola Antibody Screen (Measles)	\$35.00
86787	Titer: Varicella (Varicella or Chickenpox) Antibody Screen	\$35.00
90746	Vaccine: Hepatitis B, may need series of 3 injections	\$130.00/injection
90632	Vaccine: Hepatitis A, may need series of 2 injections	\$114.00/injection
90636	Vaccine: Twinrix (Hep B and Hep A combo), series of 3 injections	\$191.00/injection
90707	Vaccine: Measles Mumps Rubella (MMR), may need series of 2 injections	\$103.00/injection
90716	Vaccine: Varivax (Varicella or Chickenpox), may need series of 2 injections	\$152.00/injection
90715	Vaccine: Tdap	\$63.00

90658	Vaccine: Influenza (when seasonally available)	\$20.00
75571	Cardiac calcium scoring CT scan	\$265.00
300408	Physician Consultation, each 15 minutes	\$64.00/15 mins

RESPIRATOR BASELINE/PERIODIC (RESP)		
300415	Review of OSHA Respirator Questionnaire by MD/NP/RN	\$35.00
As Employer Requested:		
94010	Spirometry	\$60.00
300391	Respirator Clearance Physical Exam	\$64.00
300410	Respirator Fit Test, qualitative	\$41.00
As Clinically Indicated:		
300391	Respirator Clearance Physical Exam	\$64.00
94010	Spirometry	\$60.00
71046	Chest X-Ray (2 views)	\$75.00
93000	EKG, resting	\$50.00
93015	Cardiac Stress Test with Treadmill	\$230.00
300408	Physician Consultation, each 15 minutes	\$64.00/15 mins

DMV/DOT EXAM (DMV/DOT)		
300390	DMV/DOT Physical Exam	\$115.00
As Clinically Indicated:		
92552	Audiogram, screening	\$54.00

VACCINATION ONLY (VAX)		
300406	History/Review of Tests/Brief Screen - No Physical Exam	\$42.00
As Clinically Indicated:		
90746	Vaccine: Hepatitis B, may need series of 3 injections	\$130.00/injection
90632	Vaccine: Hepatitis A, may need series of 2 injections	\$114.00/injection
90636	Vaccine: Twinrix (Hep B and Hep A combo), series of 3 injections	\$191.00/injection
90707	Vaccine: Measles Mumps Rubella (MMR), may need series of 2 injections	\$103.00/injection
90716	Vaccine: Varivax (Varicella or Chickenpox), may need series of 2 injections	\$152.00/injection
90715	Vaccine: Tdap	\$63.00
90658	Vaccine: Influenza (when seasonally available)	\$20.00

LABORATORY ONLY (LAB)		
300406	History/Review of Tests/Brief Screen - No Physical Exam	\$42.00
36415	Venipuncture	\$15.00
As Clinically Indicated:		
86706	Titer: Hepatitis B Surface Antibody (HBsAb)	\$35.00
86708	Titer: Hepatitis A IgG Antibody (HAAb)	\$40.00
86735	Titer: Mumps Antibody Screen	\$35.00
86762	Titer: Rubella Antibody Screen (German Measles)	\$35.00
86765	Titer: Rubeola Antibody Screen (Measles)	\$35.00
86787	Titer: Varicella (Varicella or Chickenpox) Antibody Screen	\$35.00

TB CLEARANCE PPD – INTRADERMAL SKIN TEST (PPD/TB CLEARANCE)		
86580	PPD, 1 step, 1 placement and reading	\$20.00
As Clinically Indicated:		
300422	PPD, 2 step, 2 placements and readings	\$30.00
71045	Chest X-Ray, 1 view	\$55.00
71046	Chest X-Ray, 2 views	\$75.00
99211	Brief encounter with non-MD Provider (PPD-Review of Symptoms Form)	\$25.00
TB CLEARANCE QUANTIFERON (PPD/TB CLEARANCE)		
86480	QuantiFERON	\$145.00
36415	Venipuncture	\$15.00
As Clinically Indicated:		
71045	Chest X-Ray, 1 view	\$55.00
71046	Chest X-Ray, 2 views	\$75.00
99211	Brief encounter with non-MD Provider (PPD-Review of Symptoms Form)	\$25.00

FRMS Subsidized
1582 Compliant Exam – 2025

This “all-inclusive” **NFPA 1582 Compliant Exam** has been approved and supported by **FRMS**. We are contracted to provide these services to members of **FRMS**. Our exams are conducted onsite on your Fire District.

As required in **NFPA 1582**, we use only licensed physicians for your evaluations. Many our competitor(s) use mid-level providers, such as nurse practitioners or physician assistants to conduct your member evaluations which does not achieve the NFPA standard.

1582 FASIS Panel

	1582 FASIS Panel
Laboratory Blood / Urine Testing:	
Complete Blood Count w/ Differential	Included
Comprehensive Metabolic Panel	Included
Fasting Lipid Panel (LDL, HDL, Trig, Cholesterol)	Included
Urinalysis (with Micro if indicated)	Included
Diabetes Screening - Fasting Blood Glucose / Hemoglobin A1C	Included
Thyroid Panel with TSH	Included
Hemoccult Test (at age 40+)	Included
CA-125 (female fighters only)	Included
Prostate Specific Antigen Screening (male firefighters only)	Included
Vitamin D	Included
High-Sensitivity C-Reactive Protein (hs-CRP)	Included
Occupational Health Testing	
Audiogram (OSHA Rated Hearing Booth)	Included
Biometric Screening (BMI or Calipers Skinfold)	Included
Spirometry (Pulmonary Function Test)	Included
Vital Signs	Included
Vision Screening	Included
Blood Pressure Monitoring	Included
Resting EKG	Included
Cardiopulmonary / Fitness Evaluation (Chapter 8)	
Stress EKG, WFI Protocol	Included
<i>(Chapter 8.2.2.1 - An evaluation of aerobic capacity shall be performed after appropriate medical evaluation)</i>	
Physician Exam - (NFPA 1582 Compliant)	
Physical Examination (as outlined in Chapter 7.6)	Included
Medical History Review	Included
Skin Cancer Assessment	Included
Health Promotion Counseling	Included
Sleep Disturbance Apnea Questionnaire	Included
Cardiac Risk Stratification	Included
OSHA Resp. Questionnaire / Clearance Letter	Included
Firefighter Medical Clearance – 1582 Tiers	Included

Total Cost per Fire Member **\$675.00**
FRMS Subsidized Amount to 1582 **- \$462.94**

Final Cost to the Fire District per Member **\$212.06**

Minimum of 40 appointments at this rate, volumes less than 40 requires possible negotiation

ONSITE FEE of \$2,500.00 is required due to Increased Cost in California for Travel Expenses

Optional Additional Services	Price
------------------------------	-------

Ultrasound Screening Panel*	\$ 200.00
Thyroid, Carotid and Aortic Aneurysm Ultrasounds*	
Pancreas, Liver, Gallbladder, Spleen and Kidney Ultrasounds*	
Optional: External Pelvic Ultrasound (Females)*, Prostate Ultrasound (Males)*, Testicular Ultrasound (Males)*	
<i>Must have Sonographer Scheduled and Minimum Volumes are required</i>	
<i>* denotes this is a non-diagnostic screening only</i>	

Chapter 8 - Muscular Strength, Endurance & Flexibility	\$ 50.00
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Lab Testing	
Grail (One Test) Cancer Screening	\$ 699.00
Hepatitis A Titer	\$ 30.00
Hepatitis B Titer	\$ 30.00
Measles, Mumps, Rubella (MMR) Titer	\$ 80.00
Meningococcal Titer	\$ 30.00
Polio Titer	\$ 50.00
Tetanus Diphtheria Titer	\$ 45.00
Varicella Titer	\$ 45.00
Testosterone Blood Test	\$ 35.00
C Reactive Protein (Cardiac)	\$ 45.00
NMR Lipoprotein	\$ 75.00
Heavy Metal (24 Hour Urine Occupational Exposure – Hazmat Testing)	\$ 125.00
Cholinesterase (Hazmat)	\$ 76.00

Infectious Disease Screening	
Hepatitis A Virus Screening Test	\$ 35.00
Hepatitis B Virus Screening Test	\$ 35.00
Hepatitis C Virus Screening Test	\$ 35.00
Hepatitis Profile Screening (Immunization and Infection Hep A,B,C)	\$ 80.00
HIV Screening	\$ 40.00
PPD TB Skin Test	\$ 40.00
QuantiFERON Gold TB Blood Test	\$ 75.00

Additional Services	
MET Test Cardiopulmonary Stress Test (with Cardiology Overread)	\$ 200.00
CDL Paperwork (if bundled with 1582 Physical)	\$ 50.00
DOT CDL Examination and Paperwork (Standalone)	\$ 100.00

FIRE DEPARTMENT:**FIRE CONTACT:****FIREFIGHTER:** _____

The following Firefighter completed the Annual 1582 Medical Evaluation and has been deemed as:

<input type="checkbox"/>	Tier 1 Meets NFPA 1582 Medical Standards. Firefighter is <u>at</u> or <u>above</u> the recommended NFPA 1582 fitness level and is encouraged maintain their current fitness level.
<input type="checkbox"/>	Tier 2 Meets NFPA 1582 Medical Standards. Firefighter is encouraged to <u>improve</u> current fitness level to comply with NFPA 1582 fitness standards.
<input type="checkbox"/>	Tier 3 Meets NFPA 1582 Medical Standards. Participation in a prescribed fitness program is <u>required</u> to comply with NFPA 1582 fitness standards.
<input type="checkbox"/>	Tier 4 <u>May require removal</u> from firefighting duty due to fitness level
<input type="checkbox"/>	Tier 5 <u>May require removal</u> from firefighting duty due to medical condition

Doctor Signature

Date:

Doctor Name (Printed)**Disclaimer:**

Per NFPA 1582, it is up to each department to decide who is or is not qualified. That is not a decision that we are making, as the Medical Provider. Our objective is to identify if members are or are not meeting the NFPA 1582 standard. In closure, the Fire department is required to decide whether any particular standard in NFPA 1582 applies to their department, as well as that particular individual's essential job duties and position.



Respirator Use Clearance

Last Name

First Name

M.I.

Date of Birth

Department

Employee is eligible to use the following respirator types:

- Disposable Filter Mask, non-cartridge type
- Not Powered Air-Purifying Half-Face, cartridge type
- Not Powered Air-Purifying Full-Face, cartridge type
- Powered Air-Purifying Full-Face
- Continuous Flow Air-Line
- Pressure Demand Air-Line
- Open circuit SCBA
- Closed circuit SCBA

The above employee has been advised of the findings of this exam and recommendation for further care if necessary.

Provider's Signature

Date

Provider's Printed Name

Firefighter & Physician Owned



**Keeping First Responders
Healthy & Fit For Service**





Keeping First Responders
Healthy & Fit For Service

- ▶ Proposal for

Placer Hills/Newcastle/Penryn Fire Districts

**Health and Fitness Assessments with enhanced
Cancer, Cardiac and Mental Health Screening**

**On-site Occupational Health
Providers Specialized in
First Responder Health**

Prepared For
Rhiannon Fairchild

Proposed On
9-12-2025

Proposal is CONFIDENTIAL

Dear Placer Hills/Newcastle/Penryn Fire Districts:

Thank you for your proposal request from On Duty Health regarding your upcoming annual first responder health & fitness assessments. We take very seriously the high calling that it is to serve this critical population. And we're confident that we'll provide you with expert health assessments as well as excellent customer service.

Included in this proposal, you'll find the outline of services we offer, including a full NFPA 1580 and WFI compliant annual assessment at your department. This includes a full body ultrasound screening, comprehensive labs, maximal stress testing utilizing WFI protocol, TRUE VO2 Max testing, vision and audiometry testing, muscular strength and endurance testing, in-depth behavioral health assessment, and more.

Our medical record system is fully electronic, meaning that each of your patients will always have a secure online portal through which they can track their health results year to year. And, we provide administration with a department-wide analytics dashboard to help inform your decisions on where to implement health improvement plans, with our guidance.

We also hope to partner with you to offer continuing services such as return-to-duty assessments, new hire assessments, health education seminars, behavioral health support, nutrition counseling and fitness training. Consider us your one-stop-shop for all your fire health needs.

Our Co-owner and Chief Operating Officer is a recently retired Fire Chief with 29 years in the industry, bringing a first responder-tailored experience and perspective to everything we do. We practice evidence-based medicine, following current peer-reviewed research, offering novel cancer screening tools such as the Galleri Multi-Cancer Detection Blood Test and Low Dose CT. Our physicians are board certified in cardiology, radiology, dermatology, general and preventative medicine. And our team of Physician Assistants, Nurse Practitioners, Ultrasound Technicians, Exercise Physiologists, Counselors, Nutritionists, Personal Trainers and Phlebotomists are all specifically trained in first responder occupational health.

Again, thank you for your request. I'm hopeful that we'll be working together soon to help keep your first responders healthy and fit for service. And please don't hesitate to call or email us if you have any questions.



Warm regards,

A handwritten signature in black ink that reads "Kristin Batla".

Kristin Batla, DMSc, PA-C
Chief Medical Officer, Co-owner
On Duty Health

Highlights

- Full NFPA 1580 and WFI compliant annual assessment at your department.
- Full body ultrasound screening, including Radiology followup for abnormal findings
- CPET - Cardiopulmonary Exercise Testing (stress testing with TRUE VO2 Max testing), including Cardiology followup for abnormal findings
- Comprehensive labs and urinalysis
- Vision and audiometry testing
- Muscular strength and endurance testing
- In-depth behavioral health assessments
- Department-wide de-identified Health Dashboards
- Human Performance Data Analysis
- Return-to-duty assessments
- New hire assessments
- Health education seminars
- Behavioral health support
- Nutrition counseling
- Fitness training
- Conducting, participating in, and incorporating the latest research in first responder health



Company Profile

On Duty Health is a physician, firefighter and female-owned, customer-service-centered healthcare company specifically specialized in mobile first responder health. We currently serve over 9,000 first responders in 138 agencies across California, Texas, Missouri, Iowa & Colorado with our comprehensive annual health and fitness assessments.

This company was founded specifically to improve health outcomes for first responders; a highly at-risk population. These risks include:

Elevated Risk for Cancers (Firefighters)

Cardiac Deaths (Law Enforcement & Firefighters)

Behavioral Health Issues (Law Enforcement & Firefighters)



With the above issues in mind, our system has been designed to identify life threatening issues early so a first responder may have the best chance at not only surviving, but thriving well into retirement. We go well beyond any standard occupational medicine physical by incorporating the latest research and knowledge in first responder-specific health concerns. And, we bring the best value for your taxpayer dollars by focusing on providing the most comprehensive option, for the best pricing; This includes providing our full physical assessment for every patient, every year, as well as providing for Radiology and Cardiology followups when indicated.

Packages & Options

BRONZE PACKAGE

Offers Basic NFPA 1580 compliance

Description	Crew	Unit Price
BRONZE HEALTH & FITNESS ASSESSMENT PACKAGE	30	\$859
Labs & Urinalysis		
• Urinalysis • Complete Blood Count • Complete Metabolic Panel • Lipid Panel with LDL/HDL Ratio (Total Cholesterol) • A1C (Glucose/Hemoglobin) • Thyroid Stimulating Hormone • Prostate Specific Antigen (males patients over 40)		
Comprehensive Physical Examination		
• Vitals • Health History & Review of Symptoms • Vision Testing • Audiometry Testing • Skin Cancer Assessment • Behavioral Health Assessment • Review of Results w/ Personalized Health Plan		
Cardiopulmonary Screening & Fitness Assessment		
• EKG Treadmill Stress Testing: Consisting of 12-lead EKG treadmill/bicycle stress test to maximal volition utilizing WFI protocol, VO2 Max Calculation • Pulmonary Function Testing (Spirometry) • Metabolic Analysis w/ Body Composition • Muscular Endurance, Strength and Flexibility Evaluation		
		Total \$25,770

SILVER PACKAGE (most popular)

Description	Crew	Unit Price
SILVER HEALTH & FITNESS ASSESSMENT PACKAGE	30	\$959
Labs & Urinalysis		
<ul style="list-style-type: none"> • Urinalysis • Complete Blood Count: • Complete Metabolic Panel • Lipid Panel with LDL/HDL Ratio • A1C • Thyroid Stimulating Hormone • Prostate Specific Antigen (male patients 40 and over) • FIT Fecal Occult Screening Kit (patients 40 and over) 		
Full Physical		
<ul style="list-style-type: none"> • Comprehensive Physical with Health History & Vitals • Titmus V2 Advanced Vision Testing • Audiometry Testing • Skin Cancer Assessment • Behavioral Health Assessment (Questionnaires & Oral exam) • Sleep Disruption Questionnaire • Review of Results w/ Personalized Health Plan 		
Cardiopulmonary Screening & Fitness Assessment		
<ul style="list-style-type: none"> • Cardiopulmonary Exercise Testing (CPET) consisting of 12-lead EKG treadmill or bicycle stress test to maximal volition utilizing WFI protocol, Blood Pressure readings, and TRUE VO2 Max Testing • Pulmonary Function Testing (Spirometry) • Metabolic Analysis w/ Body Composition • Muscular Endurance, Strength and Flexibility Evaluation • Cardiology followup as indicated 		
Ultrasound Enhanced Cancer Screening		
<ul style="list-style-type: none"> • Ultrasound imaging of the carotid arteries, aorta & aortic valves, thyroid, liver, pancreas, gall bladder, spleen, kidneys, bladder, pelvic (women), testicular and prostate (men) • Radiology followup for abnormal findings, as indicated 		
		Total \$28,770

GOLD PACKAGE

Description	Crew	Unit Price
GOLD HEALTH & FITNESS ASSESSMENT PACKAGE	30	\$1,359
Labs & Urinalysis		
• Silver package Labs		
Full Physical		
• Silver package Physical		
Cardiopulmonary Screening & Fitness Assessment		
• Silver package Cardiopulmonary Assessment		
Ultrasound Enhanced Cancer Screening		
• Silver package Ultrasound Screening		
Low Dose CT Lung Screening		
• Lung Cancer CT Screening • Conducted through regional partner • Conducted every 5 years (1/5 department annually)		
Brain MRI Screening		
• Brain Cancer MRI Screening • Conducted through regional partner • Conducted every 5 years (1/5 department annually)		
Galleri Multicancer Test		
• Able to detect over 50 types of active cancers with very high specificity (99.5%) and very low false positivity (~0.5%) • Twelve of the most deadly cancers detected • Conducted every 5 years (1/5 department annually)		
	Total	\$40,770

PLATINUM PACKAGE (5 Year Program)

Description	Crew	Unit Price
PLATINUM Five Year Screening Program	30	\$1,709
Every Year: Labs & Urinalysis Comprehensive Physical Cardiopulmonary Screening & Fitness Assessment		
Ultrasound Enhanced Cancer Screening plus Spouse/Partner* Ultrasounds Included at no additional cost ¹³⁵		
LP-PLA ₂ - Lipoprotein-associated Phospholipase A ₂ - Stroke and Cardiovascular Disease Risk Blood Test ¹ (conducted one time)		
PFAS (Perfluoroalkyl and polyfluoroalkyl) Substance Testing ¹		
Low Dose CT Lung Screening with Coronary Calcium Scoring ²		
Galleri 50+ Multicancer Detection Blood Test ³ (or equivalent)		
Brain Cancer Screening MRI ⁴		
Enhanced Psychological Screening ⁵ (may be excluded if department has program in place)		
	Total	\$51,270

¹Conducted on Year One, ²Conducted on Year Two, ³Conducted on Year Three, ⁴Conducted on Year Four,

⁵Conducted on Year Five, *Patients must provide a marriage license for this service to be provided

Element	Year 1	Year 2	Year 3	Year 4	Year 5
Standard Labs	✓	✓	✓	✓	✓
Full Physical	✓	✓	✓	✓	✓
Cardiopulmonary Assessment	✓	✓	✓	✓	✓
Ultrasound	✓		✓		✓
Spouse/Partner Ultrasound	✓		✓		✓
PFAS	✓				
LP-PLA2	✓				
Low Dose CT Lung and Coronary Calcium Scoring			✓		
Galleri Test				✓	
Brain MRI					✓
Enhanced Psychological Screening					✓

New Hire & Return to Duty Screening Options

Item	Description	Pricing
New Hire Physical	<ul style="list-style-type: none"> Includes all elements of Bronze Package (full labs, physical, and EKG Stress Testing). Physicals are to be performed at a nearby department. Rapid Strike new hire option is available on-site with a minimum of 3 patients. 	\$859
Extended New Hire Lab Panel (Optional)	<ul style="list-style-type: none"> Recommended to establish baseline, then repeated post-exposure Hepatitis Panel (A, B, C) HIV Screening TB Screening (QuantiFERON Gold Blood Test) Urine Drug Screen Heavy Metals I Profile 	\$435
Preemployment Psychological Screening	<ul style="list-style-type: none"> Hosted in-person POST Standard. Includes questionnaires and an evaluation with a licensed mental health specialist, specialized in first responder health Employer receives a "suitable" or "unsuitable" recommendation 	\$499
Annual Enhanced Psychological Screening	<ul style="list-style-type: none"> Enhanced Behavioral Health Questionnaires Telemedicine evaluation includes 30 minute check-in with a licensed mental health professional, specialized in first responder health 	\$199
Return-to-Duty Physical	<ul style="list-style-type: none"> Patient is reevaluated and cleared/not cleared based on the issue in question 	\$299

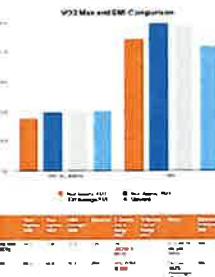
Additional Services Available (per person)

Item	Description	Pricing
Cancer Labs	Galleri Multi-Cancer Early Detection Blood Test (50+ cancers)	\$749
	CancerGuard Ex Multicancer Blood Test	\$649
	EsoGuard Esophageal Cancer Test	\$1,399
	Cancer Marker Screening Panel (CEA, CA 19-9, AFP, Amylase, Lipase)	\$99
	CA-125 (ovarian cancer screening - women)	\$49
	Cancer antigen 15-3 (CA 15-3) [breast cancer]	\$99
	Additional Fecal Occult Colorectal Cancer Screening Kits	\$69
Other Labs	Hepatitis A, B and C Test (Acute Hepatitis Panel)	\$69
	QuantiFERON Gold TB (Blood test)	\$89
	Medical Professionals Urine Drug Screen (12 drug panel)	\$99
	Nicotine Screening (Urine)	\$49
	HIV testing	\$49
	Heavy Metals Profile I, Blood (arsenic, lead, mercury)	\$129
	Heavy Metals Profile II, Blood (arsenic, cadmium, lead, mercury)	\$159
	Cholinesterase (HazMat) testing	\$69
	Testosterone levels	\$49
	Lp-PLA2 Activity - Aid in predicting risk of coronary heart disease	\$99
	PFAS Toxin Testing (Polyfluoroalkyl - man made chemicals)	\$399
CT Scanning	Low Dose CT Lung Screening (available through regional partners)	\$499
	CT Coronary Artery Calcium Scoring (available through regional partners)	\$299
MRI	Brain MRI (available through regional partners)	\$699
DMV/DOT	DOT Certified Medical Examination (Class B)	\$99
	DMV Form Sign-off (Firefighter Endorsement Form 546)	\$19
Continuous Health Monitoring	In a partnership with Transcend Health, patients wear a smartwatch to monitor their health metrics 24/7, with on-call providers to guide their health.	\$99/mo
Personal Training	Our certified personal trainer can build individual or group packages to improve health outcomes through customized workout routines and demonstrations	\$169/mo
Nutrition Counseling	Each health assessment comes standard with nutrition recommendations. However, our licensed nutritionist can build individual or group packages to work with your patients for guidance in meal planning, shopping, cooking, and more for enhanced health outcomes.	\$169/mo

On Duty Health Key Advantages:

Decision Science through Data Analytics

Awareness of your department's overall health is extremely important. We assist you by providing a de-identified Health Dashboard which shares various key health metrics, guiding you for improving the health and longevity of your crew. This data-driven model allows department administration to see exactly where attention and investment might be needed.



Electronic Medical Records & Patient Portal

Gone are the days of scribbling all of your patient history down on multiple sheets of paper, and then receiving printouts of your health information, only to misplace them and potentially compromising your Private Health Information. We are fully electronic. Every aspect of our assessment goes directly into our EMR system, and each patient gets secure access to their own Patient Portal, where they can access results, track their health from year to year, message their provider, and more.



Human Performance & Health Analysis

Each of our exams comes with a personal Human Performance health data profile that helps each patient see their health and fitness levels, by the numbers. This helps, in a tangible and visual way, for the patient to see areas for improvement. As well, it helps the patient track their health statistics from year to year to see an overall picture of their health trends.



No Patient Left Behind

We offer the most competitive pricing, while also offering the most advanced, comprehensive exam available. Our COO, as a retired Fire Chief, has made it a priority for us to offer this high-level of service, while keeping costs down to ensure taxpayers that their dollars are being spent wisely. From our lower pricing, you can see one simple, but important reality: On Duty Health is focused on First Responder Health, *not maximizing profits*. An important principle in our pricing structure is: **NO PATIENT LEFT BEHIND**. That means, for most of our packages, **every patient is receiving the Ultrasound Screening and Stress Testing every year**. While there is some research to support age stratification, where patients under 40 receive these tests over longer intervals, we regularly find cancer and life threatening heart conditions in this younger population. **Our system does not cut corners to save ourselves money**. We provide the most comprehensive option by including these important testing elements for each patient every year.



Research Driven

We are not only interested in utilizing the newest available research for first responder health, we are driving it. Currently, we are involved in multiple research studies to further first responder health and wellness, particularly in regards to first responder Behavioral Health, Cancer, and Cardiac Health. We are currently partnered with organizations such as the National Fire Academy, Fire Service Psychology Association, University of Arizona's Center for Firefighter Health Collaborative Research, the National Disease Research Interchange's Center for Fire, Rescue, and EMS Health Research, and Loma Linda University. With these current research projects, we are hoping to further the fire industry as a whole, by continuing to develop the best standards possible for patient health.



Nutrition and Fitness Coaching

We are your year-round partner for First Responder Health. That's why we offer more than just a "point in time," annual health assessment; we also offer many continuing services to improve your crews' health throughout the year. Each of our patient's gets free access to our On Duty Health app (*coming soon*), which includes Fitness Training Plans, Nutrition Plans, a quick access copy of our Health Standards to help you train, invitations to participate in Fitness Challenges, and more. We also offer personal Fitness and Nutrition programs through tele-health for your patients who need extra assistance to reach their goals, for an additional fee. And, through our partnership with Transcend Health, we offer a revolutionary system that utilizes a patient's smartwatch and AI algorithms to monitor their health on a 24/7/365 basis, giving valuable insights and recommendations for health improvements, along with constant access to tele-health medical providers for consults, followups, and coaching.



Galleri 50+ Multicancer Test

We have partnered with Grail to offer the Galleri test, which is a revolutionary new blood test that can detect over 50 different types of active cancers. Incredibly, this test has a false positivity rate of 0.5% and a specificity of 99.5%. Our rate is drastically reduced from the standard price of \$949/pp (plus provider fees) due to an agreement with the IAFF. Click the picture to the right to learn more.



Qualifications & Certifications

Our medical team is fully certified and licensed per state and national healthcare law requirements. Our Advanced Practice Providers (NPs & PAs) are currently licensed to practice in the State of California and are specifically trained in Occupational Health. They are supervised by our Medical Director, Wayne Dysinger, MD, MPH, who is a physician in Loma Linda with 38 years of experience. Dr. Dysinger is specially trained in Lifestyle Medicine.

We are also fully compliant with Corporate Practice of Medicine Laws (CPOM) in the State of California.



California Based

We are based in Southern California, and currently serve 55 California cities, from the San Diego area all the way up to Eureka.

CA References:

Wayne Seacrist, Palm Springs Fire & Police - 120 patients
wayne.Seacrist@palmspringsca.gov, 760.880.1037

Alex Kargbo, Santa Barbara Fire - 100 patients
akargbo@SantaBarbaraCA.gov, 408.964.0013

Jay Enns, Paso Robles Fire & Police - 90 patients
JEnns@prcity.com, 805.227.7560

Sid Jamotte, Marin County Firefighters (Ross Valley, CA) - 200 patients
sjamotte@gmail.com, 415.250.8236

Reviews:

★★★★★ On Duty Health has set a very high bar for Health and Wellness screenings, and consulting. The team at On Duty Health took great care of our Firefighters, spent ample time explaining the findings of our assessments, and set us up for success to better serve our community. We look forward to working with them annually. -Sid Jamotte, Health & Wellness Coordinator, Ross Valley, CA FD.

★★★★★ On Duty Health has been great for all our members at Santa Barbara City Fire and would recommend ODHs services to any and everybody. Amazing staff and end product. -Alex Kargbo, Health & Wellness Coordinator, Santa Barbara, CA FD.

★★★★★ This is our second year using this service. We are very pleased. Thank you for keeping our people healthy. Amazing staff and end product. -Brian Hayward, Division Chief, Heartland Fire & Rescue, CA.

★★★★★ To say we are thrilled with the quality of service provided by your crew is an understatement. I can't say enough how much we enjoyed having them here for four weeks and the fact that they want to come back is better yet! We would love to have any and all of them back next year - they were all very friendly, professional and clearly experienced in handling the unique challenges of providing physical assessments to members of the fire service. -Jim Wold, Health & Wellness, Stockton, CA FD

CURRENT CA CLIENTS:

Arcata
Atascadero
Barona
Big Bear
Carpenteria-Summerland
Central Marin
Chino Valley
Coronado
Culver City
El Cajon PD
Escondido
Eureka PD
Five Cities
Heartland (El Cajon, La Mesa, Lemon Grove)
Humboldt Bay
Kentfield
Loma Linda
Manteca
Montecito
Morrow Bay
Mountain View
National City
North County Fire Authority (Daly City)

North County Fire Protection Dist (Fallbrook)
Oceanside
Ontario
Oxnard
Palm Springs
Paso Robles FD & PD
Rancho Cucamonga
Rancho Santa Fe
Redwood City
Rialto
Ross Valley
San Bernardino County
San Manuel
San Miguel
San Rafael
Santa Barbara City
Santa Barbara County
Santa Maria
Santee
South Placer
Stockton
Tiburon
Ukiah
Vista

Contact

o. 512.655.3578
f. 512.528.3589
e. info@onduty.health

California:
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Redlands, CA 92374

Texas:
2028 E Ben White Blvd, STE 240-4949
Austin, TX 78741

www.onduty.health



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Wellness and Fitness Program

1021.1 PURPOSE AND SCOPE

The purpose of this policy is to establish the guidelines for the Wellness and Fitness Program that will assist members in developing greater stamina and strength, decreasing the risk of injury, disability or death from disease or injury, improving performance, increasing energy and recovering more quickly from strenuous and exhaustive work.

1021.1.1 POLICY

It is the policy of the Placer Hills-Newcastle Fire District that the wellness and fitness of its members is an organizational priority.

1021.2 PROGRAM COMPONENTS

1021.2.1 MEDICAL EXAMINATIONS

All firefighting members should have an annual medical examination. Medical examinations specifics should be established by a qualified health care professional but may include:

- Medical history
- Blood draw/analysis
- Vital signs
- Cardiovascular
- Pulmonary
- Gastrointestinal
- Genitourinary, hernia exam
- Lymph nodes exam
- Neurological exam
- Musculoskeletal
- Urinalysis
- Vision test
- Hearing
- Chest X-ray (initial baseline with repeat every five years or as required)
- Cancer screening

1021.2.2 FITNESS EVALUATIONS

All firefighting members should have an annual fitness evaluation consisting of an assessment questionnaire (developed by a qualified health care professional) and testing to evaluate immunization and disease screening, and physical fitness and conditioning.

Placer Hills-Newcastle Fire District

Joint Fire District Policy Manual

Wellness and Fitness Program

1021.2.3 IMMUNIZATION AND DISEASE SCREENING

All firefighting members should have an annual immunization and disease screening to ensure all recommended vaccinations against work-related exposures are current and that members are free from work-related disease. Specific vaccinations and diseases should be identified by a qualified medical professional but may include:

- Tuberculosis
- Hepatitis C
- Hepatitis B
- Tetanus/diphtheria vaccine (booster every 10 years)
- Measles, mumps, rubella (MMR)
- Polio
- Influenza
- H1N1
- HIV (optional)

1021.2.4 PHYSICAL FITNESS AND CONDITIONING

A physical fitness and conditioning program should correspond to the physical movement patterns and aerobic capacity required in the performance of firefighter duties. The program should also provide, for example, fitness equipment in fire stations with the available space or a fitness club membership to a facility that is within the fire station's response area. The fitness and conditioning program should be developed in coordination with a trained and certified fitness and conditioning trainer and should comply with the Physical Fitness Policy.

1021.2.5 PEER FITNESS TRAINERS

Volunteers should be solicited to serve as peer fitness trainers (PFTs). Selected PFTs shall receive specialized fitness and conditioning training and education sufficient to pass certification requirements. PFTs will assist in the promotion of the Wellness and Fitness Program and be capable of assisting firefighters on a one-to-one basis to increase levels of fitness.



PLACER HILLS FIRE PROTECTION DISTRICT



Policy 1021 Wellness and Fitness - Addendum

1021.2.6

1. The District agrees to provide cancer screening and cancer preventative screenings. Parties (District and Local 3800 Representative) agree to meet every six months to make any necessary adjustments to District practice/policy to ensure employees are properly covered.
2. Employees who decline the District physical may see their own provider. All private exams will need to include spirometry as per OSHA regulations. The examiner shall provide a work note.
3. The District will schedule the exams for those using the Districts' provider. The District will pay for the annual exams for either the District's or personal provider.
4. The District will pay for the DMV paperwork if needed by the employee.

PLACER HILLS FIRE PROTECTION DISTRICT
POLICY MANUAL SECTION IV

POLICY TITLE	DIVISION CHIEF	ADOPTED 12/19/2019
POLICY NUMBER	4-002.2	AMENDED 2/12/2026

GENERAL JOB DESCRIPTION

The Division Chief works directly for the Fire Chief cooperatively developing and overseeing all District programs and divisions.

The Division Chief is a specialty position that is part of the District's Executive Management Team that may be assigned to either a forty-hour work week or a traditional 56-hour work week, on any of the assigned three Crew Shifts (A, B, and or C), as needed.

The Division Chief may be assigned to any of the following administrative assignments: Operations, Logistics, EMS, Training and/or Fire Marshal as determined by the Fire Chief.

A Division Chief assigned to the Fire Marshal administrative function will be assigned to a 40-hour work week schedule to address day to day Fire Marshal related duties.

The Division Chief shall assume the authority and duties of the Assistant Chief in his or her absence by providing thoughtful leadership, direction and supervision for all Fire District operations and programs.

SUPERVISES

May supervise district personnel below the rank of Division Chief.

REMARKS

The Division Chief is appointed by, and serves at the will of, the Chief. Compensation for this position will be established by the Board and may be re-evaluated and/or adjusted annually as early as 6 months from hire date. This will be a full-time position and may receive the same benefits received by full-time personnel.

EQUIPMENT

UNIFORM AND PPE: Refer to District SOP.

MINIMUM EDUCATION AND QUALIFICATIONS

1. A valid driver's license for the vehicles to be operated
2. A Battalion Chief in good standing with satisfactory of better performance evaluations

PLACER HILLS FIRE PROTECTION DISTRICT POLICY MANUAL SECTION IV

RESPONSIBILITIES:

1. Assumes operation of the District in the absence of the Assistant Chief, and shall have all the authority and responsibilities of the Assistant Chief in his/her absence.
2. Planning, development, implementation, evaluation and supervision of varied and diverse programs and projects in relation to training and education of the District's personnel.
3. Assisting the Assistant Chief in the development and monitoring of the annual training budget.
4. Some weekend and evening involvement in the training of District personnel.
5. Respond to as many District alarms as possible, in accordance the District response policies, acting as Incident Commander as needed.
6. Exercise independent judgment, and maintain effective working relationships, with District personnel, officials, and the public.
7. Cooperate fully with any other Division Chief(s) so that there may be uniform application of established policies, rules, orders, and procedures of the District, and shall require all subordinates to do the same.
8. Attend Board, Officers, and other meetings as directed by the Chief.
9. Other duties and projects as assigned.

PHYSICAL DEMANDS AND WORKING ENVIRONMENT

1. Mobility to work in an office or field environment, use standard office equipment and attend off-site meetings.
2. On an intermittent basis, sit at a desk for long periods of time; intermittently walk, stand, bend, squat, twist and reach while performing office and/or field duties.
3. Manual dexterity to use standard office equipment and supplies and to manipulate both single sheets of paper and large document holders (binders, manuals etc.)
4. Vision to read handwritten and printed materials and a computer screen.
5. Hearing and speech to communicate in person and by telephone and/or radio.
6. Operating a motor vehicle. Incumbent drives on surface streets and unimproved roadways and may be exposed to traffic hazards, adverse weather conditions, fire hazards, electrical currents and air contaminants.
7. May wear appropriate PPE as needed on major fire scenes and other emergencies to determine cause, origin and to ensure required fire protection equipment and systems are functional and in compliance with applicable code and ordinance requirements.



PLACER HILLS-NEWCASTLE-PENRYN FIRE PROTECTION DISTRICTS

STAFF REPORT

To: Board of Directors, Placer Hills Fire Protection District
From: Ian Gow, Fire Chief
By: Mark D'Ambrogi, Fire Marshal/John Williamson, DC
Date: February 12, 2026
Subject: Review and Accept the State Mandated Annual Fire Inspection Report for 2025

The Issue

Shall the Board review the State Mandated Annual Fire Inspection Report and by resolution accept the 2025 Inspection Report?

Conclusion and Recommendation

Staff recommends the Board review the State Mandated Annual Fire Inspection Report and by resolution accept the 2025 Inspection Report.

Background

On September 27, 2018, California Senate Bill 1205 (SB1205) became effective, and added a new section to the California Health and Safety Code which affects every fire department or fire district in the State. Existing state law requires every fire department or district providing fire protection services to inspect every building used as a public or private school annually. This same annual inspection requirement is applicable to hotels, motels, lodging houses, and apartment houses. With the signing of SB 1205, the California Health Safety and Code was amended to require that all fire departments perform such annual inspections and report annually to its administrating authority such compliance.

The purpose of annual fire inspections is to mitigate known hazards, reduce risk to the community and ensure reasonable compliance with applicable codes and regulations. During the period of January 2025 through December 2025, the required facilities were inspected as per SB 1205.

The following is a report of those inspections:

Placer Hills Fire District

Occupancy Type	Description	Number of	Inspected	Percentage
E (educational)	Schools, public and private, includes large Day Care facilities	12	12	100%
R1/R2	Hotels, Motels, lodging houses, and apartments	4	3	75%
Totals		16	15	94%

The Fire District completed 94% of all required annual inspections of all known mandated facilities for the year 2025.

The acceptance of this compliance report by resolution will meet the statutory requirements contained in California Health and Safety Code Section 13146.2, 13146.3 and 13146.4, as amended by SB1205.

Alternatives Available to the Board

1. Review and approve by resolution, the State Mandated Annual Fire Inspection Report;
2. Take no action, the District will not be in compliance with SB 1205.

Fiscal Impact

No fiscal impact or costs incurred to the budget is associated by this action. Inspections performed by personnel are part of the services provided to our communities.

PHF

Occupancy Type	Description	Number of	Inspected	Percentage
E (educational)	Schools, public and private, includes large Day Care facilities	12	12	100%
R1/R2	Hotels, Motels, lodging houses, and apartments	4	3	75%
Totals		16	15	94%

NEW

Occupancy Type	Description	Number of	Inspected	Percentage
E (educational)	Schools, public and private, includes large Day Care facilities	6	6	100%
R1/R2	Hotels, Motels, lodging houses, and apartments	1	1	100%
Totals		7	7	100%

RYN

Occupancy Type	Description	Number of	Inspected	Percentage
E (educational)	Schools, public and private, includes large Day Care facilities	4	4	100%
R1/R2	Hotels, Motels, lodging houses, and apartments	1	1	100%
Totals		5	5	100%



Established 1949

PLACER HILLS FIRE PROTECTION DISTRICT

BOARD OF DIRECTORS

Alex Harvey Nicole Paskey Fred Lofrano Russell McCray Mark Wright

RESOLUTION No. 2026-03

A RESOLUTION OF THE BOARD OF DIRECTORS OF THE PLACER HILLS FIRE PROTECTION DISTRICT ACCEPTING THE STATE MANDATED ANNUAL FIRE INSPECTION REPORT IN COMPLIANCE WITH SB 1205 FOR JANUARY 2025 THROUGH DECEMBER 2025

WHEREAS, California Health & Safety Code Section 13146.4 was added in 2018, and became effective on September 27, 2018; and

WHEREAS, California Health & Safety Code Sections 13146.2 and 13146.3 requires all fire departments, that provide fire protection services to perform annual inspections in every building used as a public or private school, hotel, motel, lodging house, apartment house, and certain residential care facilities for compliance with building standards, as provided; and

WHEREAS, California Health & Safety Code Section 13146.4 requires all fire departments that provide fire protection services to report annually to its administering authority on its compliance with Sections 13146.2 and 13146.3; and

WHEREAS, the Placer Hills Fire District inspected 12 out of the 12 Educational Group E school facilities, which is a 100% compliance rate for this reporting period; and

WHEREAS, the Placer Hills Fire District inspected 3 out of the 4 Residential Group R facilities, which is a 75% compliance rate for this reporting period.

NOW, THEREFORE, the Board of Directors of the Placer Hills Fire District does resolve as follows:

1. That the above recitations are true and correct.
2. That the Board of Directors accepts the report on the status of all state mandated annual fire inspections in the Placer Hills Fire District in compliance with SB 1205 and California Health and Safety Code Section 13146.4 .

PASSED AND ADOPTED at a regular meeting of the Governing Board of the Placer Hills Fire Protection District on February 12, 2026 by the following vote:

AYES:

NOES:

ABSENT:

APPROVED: _____
Alex Harvey, Board President

ATTEST: _____
Fred Lofrano, Board Secretary

STAFF REPORT

TO: Placer Hills Board of Directors

FROM: Matthew Slusher, Acting Fire Chief

DATE: February 6, 2026

SUBJECT: Replacement Command Vehicle Purchase



RECOMMENDATION

It is recommended that the Placer Hills Fire Protection District Board of Directors authorize the Fire Chief or his designee to purchase and upfit a 2026 Chevrolet Tahoe command vehicle to replace a 2018 Chevrolet Silverado command vehicle that was damaged beyond repair, with a total cost not to exceed \$115,000, and amend the Fiscal Year 2025–2026 budget to reflect the anticipated insurance reimbursement and related expenditure.

BACKGROUND / ANALYSIS

In December 2025, an incident occurred that resulted in the District's 2018 Chevrolet Silverado Command Vehicle being damaged beyond repair. The District is currently working with its insurance carrier to recover the fair market value of the vehicle. At the time of this report, the insurance claim remains open and no compensation has been received.

The District anticipates completing the subrogation and reimbursement process within the next 60 to 90 days. Staff's objective is to complete the reimbursement process prior to the end of the current fiscal year; however, the final reimbursement amount will not be known until the claim is fully resolved.

The loss of this vehicle has created a gap in the District's command and response capabilities, necessitating replacement to maintain operational readiness.

EXECUTIVE SUMMARY

The District maintains a vehicle replacement schedule that is reviewed and updated annually to address operational needs and lifecycle planning. The proposed purchase represents a replacement of an existing command vehicle and does not constitute an expansion of the District's fleet.

Staff anticipates that insurance reimbursement will offset a substantial portion of the replacement cost. Upon Board approval, staff will proceed with the purchase and upfitting of the command vehicle in compliance with the District's purchasing policy (Policy 212), including applicable competitive bidding or authorized procurement methods.

The fiscal impact identified below reflects current estimates and will be refined as additional information becomes available.

FISCAL IMPACT

Total Not-to-Exceed Cost: \$115,000

Price Includes:

2026 Chevrolet Tahoe Command Vehicle purchase

Upfitting and build-out

Technology and communications equipment (radios, mobile data, internet connectivity)

The Fiscal Year 2025–2026 budget will be amended to include both the anticipated insurance reimbursement revenue and the corresponding expenditure for the vehicle replacement.

OPTIONS

Approve the Recommendation -

Authorize the Fire Chief or his designee to execute the purchase and upfitting of a 2026 Chevrolet Tahoe command vehicle, with a total cost not to exceed \$115,000, and amend the Fiscal Year 2025–2026 budget to reflect the anticipated insurance reimbursement and expenditure.

Request Additional Information -

Take no action at this time and direct staff to conduct additional research or present alternative options.

Deny or Table -

Deny the request or table the item for consideration at a future meeting.