

BOARD OF DIRECTORS

PLACER HILLS FIRE PROTECTION DISTRICT
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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