



PENRYN FIRE PROTECTION DISTRICT

NOTICE OF A REGULAR MEETING OF THE BOARD OF DIRECTORS

Monday, July 21, 2025

Fire Station 38, 7206 Church Street, Penryn, CA 95663

Members of the public seeking to attend and to address the Board who require reasonable accommodations to access the meeting, based on disability or other reasons, should contact marmstrong@placerhillsfire.org at least twenty-four (24) hours in advance of a Regular meeting to make arrangements for such reasonable accommodations. (For Special meetings, please request accommodations no less than 12 hours prior to the meeting.)

MEETING AGENDA @ 6:30 P.M.

- 1. CALL MEETING TO ORDER / ROLL CALL**
- 2. PLEDGE OF ALLEGIANCE**
- 3. APPROVAL OF AGENDA**
- 4. APPROVAL OF MINUTES:** June 23, 2025 Meeting Minutes
- 5. FINANCIAL REPORT & BILL APPROVAL**
- 6. CORRESPONDENCE**
- 7. PUBLIC COMMENT**

(The Penryn Fire Protection District Board of Directors has provided this period for members of the public to be given the opportunity to address the board on items of interest to the public, which are applicable to the district. No action may be taken on any matter, which is not already on the agenda for consideration. The reasonable time frame for public comment will be limited to three (3) minutes per person, unless specifically authorized otherwise by the Chair.)

- 8. INFORMATIONAL / NON-ACTION ITEMS:**
 - A. Nevada County Professional Firefighters, Local 3800 Report
 - B. Administrative Staff Monthly Reports:
 - 1) Fire Chief Gow
 - 2) Fire Marshal D'Ambrogio
 - 3) Battalion Chiefs Nelson, Slusher and Williamson
 - C. Director Committee Reports
 - 1) Personnel Committee
 - 2) Finance and Administrative Contract Oversight
 - 3) Ad hoc Committee for future cooperation with other fire departments
 - D. Update on Hope Way project
 - E. Status on Placer County Local Hazard Mitigation Plan update for 2026
 - F. Review and discuss the Draft Injury Illness Prevention Program (IIPP)
 - G. Review and discuss the Draft Employee Physical Exam Position Paper

ACTION ITEMS

MEETING ADJOURNMENT

Next meeting: Monday, July 21, 2025 6:30 PM - 8:00 PM (PST)



PENRYN FIRE PROTECTION DISTRICT

BOARD OF DIRECTORS

MEETING MINUTES

Chair Hotaling, Vice-Chair Hardesty, Secretary Shields, Directors Heimlich and Verdugo

MINUTES OF THE REGULAR MEETING June 23, 2025

1. **Call the meeting to order and Roll Call:** Chair Hotaling called the meeting to order at 6:30 pm.

Directors in attendance: Cheryl Hotaling, Danielle Hardesty, Diego Heimlich, and Larry Shields, and Robert Verdugo

Directors absent: N/A

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

2. **Pledge of Allegiance:** Chair Hotaling led the Pledge of Allegiance.
3. **Approval of Agenda:** Director Heimlich moved to approve the agenda. Director Verdugo seconded the motion that passed unanimously.
4. **Approval of Minutes:** Vice-Chair Hardesty moved to approve the minutes for the meeting on May 19, 2025. Director Heimlich seconded the motion that passed unanimously.
5. **Financial Report & Bill Approval:** Vice-Chair Hardesty moved to approve the financial report and expenses. Director Shields seconded the motion that passed unanimously.
6. **Correspondence:** N/A
7. **Public Comment:** N/A
8. **Informational/Non-Action Items:**

A. Nevada County Professional Firefighters, Local 3800 (Local 3800): Chair Hotaling reported that the MOU would be posted for union approval.

B. Fire Chief Gow's Report:

1. New windows have been installed, surplussed SCBA's going on the market shortly
2. The Placer Hills/Newcastle Reorg; the financial study has been accepted and posted as a public document, just waiting for the Sphere of Influence and the boards are reviewing the financial study
3. Approved a 10% pay increase for strike teams, same as at Placer Hills and completing with Newcastle. The state approved an admin fee increase from 10 to 15%
4. Working on the Injury Illness Prevention Program, staff and board reviewing, anticipate it will need some fine-tuning. The Admin Contract Oversight committee will review with the local 3800.
5. Physical exam position paper will also be reviewed by the committee as well

Fire Marshal D'Ambrogi's Report:

1. Planning Projects; Winery 8 working on the infrastructure including the water lines and roads, infrastructure of a warehouse on Taylor Rd., land division of 4 lots on Callison
2. New mitigation fees go into effect on July 12th
3. Local Hazard Mitigation Plan; In the process of updating, including a Penryn annex. The county is coordinating with a consultant, recently had a kickoff meeting. It takes about a year to go through the process. They are requesting that the agencies complete community outreach. I would like to request that we include an information

item on the monthly agendas to provide outreach over the next year. The plan assists with grant applications and FEMA funding during a disaster.

Chair Hotaling requested if information can be put together and shared on the website.

Battalion Chief Slusher report:

1. Fire activity up this month, including 10 fires. Will start to see high dispatch on fires.
2. Found a small leak on Engine 38 pump, Brush 38 also due for some maintenance, anticipate it will be out for a few weeks.

Battalion Chief Williamson report: No report

C. Director Committee Reports

1. **Personnel Committee:** Chair Hotaling reported that the committee met with the labor negotiation team, will review during closed session.
2. **Administrative Contract & Finance Oversight Committee:** Vice-Chair Hardesty reported that the committee met to review the prelim FY 25-26 budget, amended FY 24-25 budget and a transfer to committed funds.
3. **Ad hoc committee for future cooperation with other fire departments.** Vice-Chair Hardesty reported that the group met last month and scheduled a meeting for July 3rd. Working to compare finances and the Ad Hoc committee met with the county Board of Supervisors Ad Hoc committee.

- D. Update on Hope Way Project:** Fire Marshal D'Ambrogi reported that staff recently met with the developer, where we reviewed the mitigation fees and assessments and the property tax that would normally be collected. The goal of our conversations is try and be made whole, for what typically would be collected.

- E. Review and discuss updated made to SOG#66 Volunteer Firefighter Appointment Process:** Chief Gow reported that a minor modification was made to identify when volunteers can be eligible for training

9. Action Items

- A. Consider and adopt Resolution 2025-08 approving a transfer of \$80,766.23 into the general committed funds**

Vice-Chair Hardesty reported that the transfer is for the budgeted \$50,000 for equipment and the \$30,766.23 is for the reimbursement from strike teams, related to apparatus use. Motion made by Vice-Chair Hardesty to adopt Resolution 2025-08 approving a transfer of \$80,766.23 into general committed funds. Director Verdugo seconded the motion, the motion passed unanimously.

- B. Consider and adopt Resolution 2025-09 amending the budget for Fiscal Year 2024-2025**

Motion made by Vice-Chair Hardesty to adopt Resolution 2025-09 amending the budget for Fiscal Year 2024-2025. Director Heimlich seconded the motion, the motion passed unanimously.

- C. Consider and approve Placer County Auditor/Controller's agreement for services for Fiscal Year 2025-2026 at a cost of \$7,128.00**

Motion made by Vice-Chair Hardesty to approve the Placer County Auditor/Controllers agreement for Fiscal Year 25-26. Director Verdugo seconded the motion, the motion passed unanimously.

- D. Consider and approve the rates for Fiscal Year 2025-2026 for Kingsley Bogard LLP**

Chief Gow reported that only a few of the rates have had a modest adjustment. Motion made by Vice-Chair Hardesty to approve the rates for Fiscal Year 2025-2026 for Kingsley Bogard LLC. Director Heimlich seconded the motion, the motion passed unanimously.

E. Consider submitting a nomination for the vacancy of the alternate member seat representing special districts on Placer County LAFCo

Chief Gow reported that there was previously an opening for the special district representative, the current alternate was appointed to that seat creating this opening. The board decided to not nominate anyone and wait to vote after nominations were closed.

The public meeting was adjourned and the Board went into Closed Session at 7:07pm

F. Closed Session: Pursuant to California Govt. Code § 54957.6(a) LABOR NEGOTIATIONS; Discussion of the Memorandum of Understanding with Local 3800, District negotiators: Hotaling and Hardesty

The open meeting was reconvened at 7:11pm. Chair Hotaling reported that they discussed the MOU during the closed session which includes a 2.5% pay increase, employee and family dental and vision insurance and a 10% pay increase during strike team deployments.

G. Consider and approve the Memorandum of Understanding between the Nevada County Professional Firefighters, Local 3800 and the Penryn Fire Protection District expiring on June 30, 2026

Motion made by Chair Hotaling to approve the Memorandum of Understanding with Local 3800. Director Shields seconded the motion, the motion passed unanimously.

H. Consider and adopt Resolution No. 2025-10 approving the Preliminary Budget for Fiscal Year 2025-2026

Chair Hotaling reported that the typical process is to approve the preliminary budget by July 30th and then once more information is received from the county we process an adjustment for the Final budget by September 30th. Vice-Chair Hardesty reviewed the staff report and prelim budget.

Motion made by Vice-Chair Hardesty to adopt Resolution 2025-10 approving the Preliminary Budget for Fiscal Year 2025-2026. Director Shields seconded the motion, the motion passed unanimously.

The meeting was adjourned at 7:19pm.

Next Board Meeting: Monday, July 21, 2025 6:30 PM - 8:00 PM (PST)

Respectfully submitted,



District Manager

**Penryn Fire General
Check Detail
June 19 through July 11, 2025**

<u>Num</u>	<u>Date</u>	<u>Name</u>	<u>Memo</u>	<u>Account</u>	<u>Paid Amount</u>
	06/27/2025	Foresthill Fire Protect...		General Operating Funds	
	06/27/2025		JOA Reimbursement	52260 Miscellaneous	-190.52
TOTAL					-190.52
	06/27/2025	KleenAir Heating & C...		General Operating Funds	
	06/27/2025		Mini Split Cleaning and ...	52180 Bldng Materials, Improve	-1,394.00
TOTAL					-1,394.00
	06/30/2025	Dawson Oil Co.		General Operating Funds	
	06/30/2025			52170 Fuel	-824.73
TOTAL					-824.73
	06/30/2025	Loomis Ace Hardware		General Operating Funds	
	06/30/2025			52180 Bldng Materials, Improve	-71.01
TOTAL					-71.01
	06/30/2025	Newcastle Fire Prote...		General Operating Funds	
	06/30/2025			52330 Office Supplies	-56.13
TOTAL					-56.13
	07/01/2025	Allstar Fire Equipment		General Operating Funds	
	07/01/2025		Turnouts	52030 Clothing and Personal	-17,512.42
TOTAL					-17,512.42
	07/01/2025	FRMS		General Operating Funds	
	07/01/2025		25-26 Quarterly Install...	51360 Workers Comp Ins.	-17,835.50
TOTAL					-17,835.50

JOA REIMBURSEMENT (Receivable)

PLACER HILLS JULY - SEPT 2024

PAID STATUS

Last Name	Assignment	Start Date	End Date	Length	Payrate	OT	Subtotal	Taxes	WC	Total
Miller	Engine 84	07/20/2024 08:00	07/21/2024 08:00	24	\$ 27.97	\$ 41.96	\$ 1,006.92	\$ 14.60	\$ 113.98	\$ 1,135.50
Miller	Engine 84	07/21/2024 08:00	07/22/2024 08:00	24	\$ 27.97	\$ 41.96	\$ 1,006.92	\$ 14.60	\$ 113.98	\$ 1,135.50
Hodsdon	Engine 84	08/14/2024 09:30	08/15/2024 08:00	22.5	\$ 25.34	\$ 38.01	\$ 855.23	\$ 12.40	\$ 96.81	\$ 964.44
Garrison	Engine 84	08/21/2024 08:00	08/22/2024 08:00	24	\$ 25.34	\$ 38.01	\$ 912.24	\$ 13.23	\$ 103.27	\$ 1,028.73
Gordon	Engine 86	07/01/2024 08:00	07/02/2024 08:00	24	\$ 27.97	\$ 41.96	\$ 1,006.92	\$ 14.60	\$ 113.98	\$ 1,135.50
Keeler	Engine 86	07/04/2024 08:00	07/05/2024 08:00	24	\$ 25.34	\$ 38.01	\$ 912.24	\$ 13.23	\$ 103.27	\$ 1,028.73
Gordon	Engine 86	07/16/2024 08:00	07/17/2024 08:00	24	\$ 27.97	\$ 41.96	\$ 1,006.92	\$ 14.60	\$ 113.98	\$ 1,135.50
Keeler	Engine 86	07/17/2024 08:00	07/18/2024 08:00	24	\$ 25.34	\$ 38.01	\$ 912.24	\$ 13.23	\$ 103.27	\$ 1,028.73

Total: \$ 8,592.65 PD 10/2024

PLACER HILLS OCT - DEC 2024

Last Name	Assignment	Start Date	End Date	Length	Payrate	OT	Subtotal	Taxes	WC	Total
Gordon	Engine 86	12/08/2024 08:00	12/09/2024 08:00	24	\$ 27.97	\$ 41.96	\$ 1,006.92	\$ 14.60	\$ 113.98	\$ 1,135.50
Gordon	Engine 86	12/20/2024 09:00	12/21/2024 08:00	23	\$ 27.97	\$ 41.96	\$ 964.97	\$ 13.99	\$ 109.23	\$ 1,088.19

Total: \$ 2,223.69 PD 01/2025

PLACER HILLS JAN - MAR 2025

Last Name	Assignment	Start Date	End Date	Length	Payrate	OT	Subtotal	Taxes	WC	Total
Keeler	Engine 84	01/31/2025 08:00	02/01/2025 08:00	24	\$ 25.34	\$ 38.01	\$ 912.24	\$ 13.23	\$ 103.27	1,028.73

Total: \$ 1,028.73 PD 04/2025

PLACER HILLS APR - JUNE 2025

Last Name	Assignment	Start Date	End Date	Length	Payrate	OT	Subtotal	Taxes	WC	Total
Gordon	Engine 84	04/03/2025 08:00	04/03/2025 18:00	10	\$ 27.97	\$ 41.96	\$ 419.55	\$ 6.08	\$ 47.49	473.13
Gordon	Engine 86	04/15/2025 08:00	04/16/2025 08:00	24	\$ 27.97	\$ 41.96	\$ 1,006.92	\$ 14.60	\$ 113.98	1,135.50
Keeler	Engine 84	04/16/2025 08:00	04/17/2025 08:00	24	\$ 25.34	\$ 38.01	\$ 912.24	\$ 13.23	\$ 103.27	1,028.73

Total: \$ 2,637.36 PD 07/2025

FORESTHILL JULY - SEPT 2024

Last Name	Assignment	Start Date	End Date	Length	Payrate	OT	Subtotal	Taxes	WC	Total
Gordon	Engine 90	07/01/2024 00:00	07/01/2024 08:00	24	\$ 27.97	\$ 41.96	\$ 1,006.92	\$ 14.60	\$ 113.98	\$ 1,135.50

Gordon	Engine 90	07/13/2024 08:00	07/14/2024 08:00	24	\$	27.97	\$	41.96	\$	1,006.92	\$	14.60	\$	113.98	\$	1,135.50
Gordon	Engine 90	07/19/2024 08:00	07/20/2024 08:00	24	\$	27.97	\$	41.96	\$	1,006.92	\$	14.60	\$	113.98	\$	1,135.50
Gordon	Engine 90	08/29/2024 08:00	08/30/2024 08:00	24	\$	27.97	\$	41.96	\$	1,006.92	\$	14.60	\$	113.98	\$	1,135.50
Keeler	Engine 90	09/06/2024 16:00	09/07/2024 08:00	16	\$	25.34	\$	38.01	\$	608.16	\$	8.82	\$	68.84	\$	685.82
Gordon	Engine 90	09/22/2024 20:00	09/23/2024 08:00	12	\$	27.97	\$	41.96	\$	503.46	\$	7.30	\$	56.99	\$	567.75
Gordon	Engine 90	09/23/2024 08:00	09/24/2024 08:00	24	\$	27.97	\$	41.96	\$	1,006.92	\$	14.60	\$	113.98	\$	1,135.50
Gordon	Medic 88	07/22/2024 15:30	07/23/2024 08:00	16.5	\$	27.97	\$	41.96	\$	692.26	\$	10.04	\$	78.36	\$	780.66
Gordon	Medic 88	07/23/2024 08:00	07/24/2024 08:00	24	\$	27.97	\$	41.96	\$	1,006.92	\$	14.60	\$	113.98	\$	1,135.50
Gordon	Medic 88	08/15/2024 08:00	08/16/2024 08:00	24	\$	27.97	\$	41.96	\$	1,006.92	\$	14.60	\$	113.98	\$	1,135.50
Gordon	Medic 88	08/28/2024 08:00	08/29/2024 08:00	24	\$	27.97	\$	41.96	\$	1,006.92	\$	14.60	\$	113.98	\$	1,135.50
Gordon	Medic 88	08/30/2024 08:00	08/31/2024 08:00	24	\$	27.97	\$	41.96	\$	1,006.92	\$	14.60	\$	113.98	\$	1,135.50
Gordon	Medic 88	09/04/2024 08:00	09/05/2024 08:00	24	\$	27.97	\$	41.96	\$	1,006.92	\$	14.60	\$	113.98	\$	1,135.50
Gordon	Medic 88	09/05/2024 11:00	09/06/2024 08:00	21	\$	27.97	\$	41.96	\$	881.06	\$	12.78	\$	99.74	\$	993.57
Gordon	Medic 88	09/26/2024 08:00	09/27/2024 08:00	18.5	\$	27.97	\$	41.96	\$	776.17	\$	11.25	\$	87.86	\$	875.28
Gordon	Medic 88	09/28/2024 08:00	09/29/2024 08:00	24	\$	27.97	\$	41.96	\$	1,006.92	\$	14.60	\$	113.98	\$	1,135.50

Total: \$ 16,393.62 PD 10/2024

FORESTHILL OCT - DEC 2024

Last Name	Assignment	Start Date	End Date	Length	Payrate	OT	Subtotal	Taxes	WC	Total
Gordon	Engine 90	10/04/2024 08:00	10/05/2024 08:00	24	\$ 27.97	\$ 41.96	\$ 1,006.92	\$ 14.60	\$ 113.98	1,135.50
Keeler	Medic 88	10/07/2024 08:00	10/08/2024 08:00	24	\$ 25.34	\$ 38.01	\$ 912.24	\$ 13.23	\$ 103.27	1,028.73
Keeler	Engine 90	10/09/2024 08:00	10/10/2024 08:00	24	\$ 25.34	\$ 38.01	\$ 912.24	\$ 13.23	\$ 103.27	1,028.73
Keeler	Engine 90	10/14/2024 08:00	10/15/2024 08:00	24	\$ 25.34	\$ 38.01	\$ 912.24	\$ 13.23	\$ 103.27	1,028.73
Keeler	Medic 88	10/25/2024 08:00	10/26/2024 08:00	24	\$ 25.34	\$ 38.01	\$ 912.24	\$ 13.23	\$ 103.27	1,028.73
Gordon	Engine 90	10/29/2024 17:30	10/30/2024 08:00	14.5	\$ 27.97	\$ 41.96	\$ 608.35	\$ 8.82	\$ 68.86	686.03
Miller	Engine 90	11/03/2024 08:00	11/04/2024 08:00	24	\$ 27.97	\$ 41.96	\$ 1,006.92	\$ 14.60	\$ 113.98	1,135.50
Gordon	Medic 88	11/27/2024 08:00	11/28/2024 08:00	24	\$ 27.97	\$ 41.96	\$ 1,006.92	\$ 14.60	\$ 113.98	1,135.50

Total: \$ 6,043.24 PD 01/2025

FORESTHILL JAN - MAR 2025

Last Name	Assignment	Start Date	End Date	Length	Payrate	OT	Subtotal	Taxes	WC	Total
Garrison	Engine 90	01/14/2025 08:00	01/15/2025 08:00	24	\$ 25.34	\$ 38.01	\$ 912.24	\$ 13.23	\$ 103.27	1,028.73
Gordon	Engine 90	01/27/2025 08:00	01/28/2025 08:00	24	\$ 27.97	\$ 41.96	\$ 1,006.92	\$ 14.60	\$ 113.98	1,135.50
Gordon	Engine 90	02/07/2025 09:00	02/08/2025 08:00	23	\$ 27.97	\$ 41.96	\$ 964.97	\$ 13.99	\$ 109.23	1,088.19
Gordon	Engine 90	02/14/2025 08:00	02/15/2025 08:00	24	\$ 27.97	\$ 41.96	\$ 1,006.92	\$ 14.60	\$ 113.98	1,135.50
Gordon	Medic 88	03/22/2025 06:30	03/22/2025 19:30	13	\$ 27.97	\$ 41.96	\$ 545.42	\$ 7.91	\$ 61.74	615.06

Total: \$ 2,838.76 PD 04/2025

NEWCASTLE JAN - MAR 2025

Last Name	Assignment	Start Date	End Date	Length	Payrate	OT	Subtotal	Taxes	WC	Total
Garrison	Engine 41	01/18/2025 08:00	01/19/2025 08:00	24	25.34	38.01	912.24	13.23	103.27	1,028.73

Total 1,028.73 PD 04/2025

AUBURN JAN - MAR 2025

Last Name	Assignment	Start Date	End Date	Length	Payrate	OT	Subtotal	Taxes	WC	Total
Gordon	Special Assign	03/28/2025 08:00	03/29/2025 08:00	24	27.97	41.96	1006.92	14.60	113.98	1,135.50

Total 1,135.50

JOA REIMBURSEMENT
(Payable)

PLACER HILLS OCT - DEC 2025

Last Name	Assignment	Start Date	End Date	Length	Payrate	OT	Subtotal	Taxes	WC	Total	
Craig	Engine 38	10/12/2024 08:00	10/13/2024 08:00	24	\$ 32.40	\$ 48.60	\$ 1,166.40	\$ 16.91	\$ 85.50	\$ 1,268.81	
							Total:				\$ 1,268.81

PLACER HILLS APR - JUNE 2025

Last Name	Assignment	Start Date	End Date	Length	Payrate	OT	Subtotal	Taxes	WC	Total
Wright-palon	Engine 38	04/24/2025 08:00	04/25/2025 08:00	24	30.31	\$ 45.47	\$ 1,091.16	\$ 15.82	\$ 79.98	\$ 1,186.96
Craig	Engine 38	04/25/2025 08:00	04/26/2025 08:00	24	32.4	\$ 48.60	\$ 1,166.40	\$ 16.91	\$ 85.50	\$ 1,268.81
Total:										\$ 2,455.77

NEWCASTLE OCT - DEC 2024

Last Name	Assignment	Start Date	End Date	Length	Payrate	OT	Subtotal	Taxes	WC	Total
Hicks	Engine 38	10/22/2024 08:30	10/22/2024 16:00	7.5	\$ 27.04	\$ 40.56	\$ 304.20	\$ 4.41	\$ 34.44	\$ 343.05
Total										343.05

STRIKE TEAM / PREPOSITIONING

PENRYN STRIKE TEAM - PREPOSITIONING

Incident	Equipment	Depart date	Return date	Hours	Personnel	Equipment	Admin	Expenses	Total	Staffing	Paid Status
ABH	B38	7/25/2024	8/31/2024	144	18,809.28	22,570.56	4,137.98		45,517.82	3 RYN	PD 11/2024
Actual cost of staffing for ABH									(16,940.04)		
Palisades	E41	1/8/2025	1/18/2025	254.5	33,245.34	-	3,324.53		36,569.87	3 RYN	PD 04/2025
	E84	1/8/2025	1/18/2025	254.5	10,602.47	-	1,060.25		11,662.72	1 RYN	
Actual cost of staffing for Palisades									(46,044.14)		
Total FY 2024/2025									30,766.23		



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:	June 12 th , 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, CICCIS 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. CICCIS notes 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.

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 three local vendors (Occu-Med, Kaiser, and 1582).
- b. See services provided and optional costs.

5. Discussion:

- a. Kaiser is costly considering the product offered, and not covered by our Worker's Comp carrier. 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 insurance-provided subsidy. Their service is mobile and will come to us. The level of care and options seem efficient. We have received very favorable reports from neighboring districts.
 - d. The likelihood of being able to collaborate with neighboring departments such as the City of Auburn, Rocklin Fire, South Placer Fire, and Lincoln Fire, is high. This would decrease the on-site fee upon each district.
- 6. Staff's Recommendation:
 - a. Keep Occu-Med for pre-employment exams.
 - b. Contract with 1582 for all three agencies. Any costs above the basic exam will be at the employee's expense.
- 7. Mitigation of Potential Issues:
 - a. Cost: 1582 seems to be the best option for the level of service received.
 - b. Contract will be written that only allows the District to receive the two attached forms. All medical information is between the employee and the provider.
 - c. Employees who decline a physical will be allowed to present a note from their own physicians stating they are fit for duty (employee cost).
 - i. Employees who decline any physician visit will have to pass a pack test given by the Fire District. They will be required to submit a note declining the physical and a waiver for the pack test.
 - d. Issues with Occu-Med will not adversely affect our pre-employment exams.
- 8. Procedure:
 - a. Review with Command Staff.
 - b. Review with Board Presidents.
 - c. Send draft to All Staff, Boards, and Local 3800.
 - d. Add to board agendas for 2-3 months for input and revisions as needed.
 - e. Once staff, Local 3800 and Directors are supportive, final adoption and addendum to policy #1021.

Respectfully Submitted,

Ian Gow, Fire Chief

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

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

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

Laboratory Blood / Urine Testing:	1582 FASIS Panel
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 <i>(Chapter 8.2.2.1 - An evaluation of aerobic capacity shall be performed after appropriate medical evaluation)</i>	Included
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

NFPA 1582 Medical Standard Evaluation

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