



PENRYN FIRE PROTECTION DISTRICT

NOTICE OF A REGULAR MEETING OF THE BOARD OF DIRECTORS

Monday, January 19, 2026

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:** December 15, 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 and within its jurisdiction. 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. Items from the public will be considered without discussion by the Board and may be referred to staff.)

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'Ambrogi
 - 3) Battalion Chiefs 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. Status on Placer County Local Hazard Mitigation Plan update for 2026
 - E. Discuss performance reporting, against strategic plan goals

ACTION ITEMS

9. Consider and appoint a strategic plan ad-hoc subcommittee
10. Consider and approve the first reading of an addendum to the Wellness and Fitness Program Policy

MEETING ADJOURNMENT

Next meeting: Monday, February 16, 2026 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 December 15, 2025

1. **Call the meeting to order and Roll Call:** Chair Hotaling called the meeting to order at 6:30 pm.
Directors in attendance: Danielle Hardesty, Cheryl Hotaling, Larry Shields, Diego Heimlich, and Robert Verdugo
Directors absent: N/A
Staff in attendance: Fire Chief Gow, Fire Marshall 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 reported that on item I it needs to be changed from I to Chair Hotaling. Vice-Chair moved to approve the amended minutes from the November 17, 2025 meeting. Director Verdugo seconded the motion which passed unanimously.
5. **Financial Report & Bill Approval:** Vice-Chair Hardesty moved to approve the financial report and expenses. Chair Hotaling seconded the motion that passed unanimously.
6. **Correspondence:** N/A
7. **Public Comment:**
Public Member – Susan Jones sent an email tonight about the Penryn Fire letter and how its authored by the district president and not the fire chief or fire marshal. Requesting the board to clarify somehow.
Public Member – A certification was presented to AJ Hardesty for forming the first Penryn Firewise community and to Fire Marshal D'Ambrogi for all that he has done for the area.
8. **Informational/Non-Action Items:**
 - A. **Sierra Nevada Firefighters, Local 3800 (Local 3800):** N/A
 - B. **Fire Chief Gow's Report:**
 1. Staff is still working on the Injury and Illness Prevention Program
 2. Good progress on the driveway and collecting bids on the roof
 3. Heard updates about other fire districts; Foresthill has been approved for PERS, South Placer has a hired a new chief. South Placer is working on going back to the public for funding and interested in expanding their ambulance services.**Battalion Chief Williamson report:**
 1. Completed 1 propane inspection, 1 final review and 1 film permit**Fire Marshal D'Ambrogi report:**
 1. Reviewed the overall fire prevention program; includes pre-development, new construction, vegetation management/risk reduction, and inspections/investigation**Battalion Chief Slusher report:**
 1. Response statistics; up about 10% on the call volume
 2. Planning for pump testing
 - C. **Director Committee Reports**
 1. **Personnel Committee:** N/A
 2. **Administrative Contract & Finance Oversight Committee:** N/A
 3. **Ad hoc committee for future cooperation with other fire departments.** N/A

- D. Update on Hope Way Project:** Fire Marshal D'Ambrogi reported that the appeal hearing is scheduled for the Board of Supervisors meeting tomorrow. Chair Hotaling reported that a member of the community reached out, asked if two exits on the same road met the requirements of two separate points. In reviewing past practice and doing research it was found that it does meet the requirement. The community member also asked about the turning radius within the complex.

Public Comment:

Public Member – The community member went to Rocklin to get the turning radius for their ladder truck. The complex radius is less than what is needed. The issue that is important to you is the response time of a ladder truck, it doesn't meet the standards. The round-a-bout has another adverse safety impact and will cause a challenge with evacuations. Their own study indicates that the round-a-bout will fail if you try to evacuate Penryn and Hope Way at the same time.

- E. Update from LAFCO Meetings:**

Chief Gow reported that we have our final dates for our reorganization, the application hearing will take place at the February LAFCO meeting. Plan to have some public meetings to prepare the public and answer questions. The next step would be a 30-day protest hearing.

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

Fire Marshal D'Ambrogi shared there is nothing to report on currently, anticipate a draft document in January. CWPP – Meeting monthly, discussing location for fuel reduction projects.

- G. Discuss performance reporting, against strategic plan goals**

Chair Hotaling reported that a letter should be out this week and will be posted on the website.

- H. Review and discuss the Sub-Joint Operations Agreement by and between Placer Hills Fire Protection District and Auburn City Fire Department**

Chief Gow reported that this plan will improve our response times and free up the Battalion Chiefs to manage stations, run calls and train crews. At the administrative level anticipate a need for EMS, radio/dispatch and ongoing prevention needs. This plan also addresses succession planning, improved opportunities. All of our agencies working together makes us stronger. Attorney reviewed the Sub-Joint JOA agreement and indicated it has no issues, including LAFCo concerns, and additionally reviewed the administrative services agreements for any conflicts.

Chair Hotaling shared she has some concern about not having a relationship in writing with the City of Auburn, feels like there should be some type of document.

Vice-Chair Hardesty shared she has concern that it's different than our admin agreement.

Director Verdugo shared his concerns with supervision.

Chief Gow reported that Local 3800 has been involved from the beginning.

Public Comment:

Alex Harvey – Shared that this is something our attorney could take a look at, reported about his excitement and how it will benefit all of the districts.

9. Action Items:

- A. Consider and approve the first reading of an addendum to the Wellness and Fitness Program Policy**

Chef Gow reported that the board committee, the local, and the chief met to develop a health screening program for all our personnel. Researched vendors, Penryn selected Kaiser to provide the service. In the packet is an addendum that addresses specific items that came up

during the meetings. Attorney provided a waiver, to address those that do not want to complete any type of physical.

Vice Chair Hardesty shared a few suggested changes;

- Addendum, 2; add if the employee elects to use the districts provider
- Waiver, first paragraph; remove Hills
- Waiver, first paragraph; change it requires employees to complete annual exams to encourages
- Waiver, 2c.; asked what medical evaluations are required by law

Battalion Chief Slusher shared that spirometry is a required test

- Waiver, 3; add or provide a doctor's note
- Waiver, 5; release of liability, suggest reworking
- Waiver, 6; change consequences to ramification

After board discussion, it was decided this item should stay in the document

Chief Gow reported that the requested changes will be made and shared at next months board meeting.

B. Consider and approve meeting dates for 2026

Motion made by Chair Hotaling to approve the meeting dates for 2026. Director Verdugo seconded the motion, the motion passed unanimously.

C. Elect board officers and review committee assignment for calendar year 2026

Chair: Vice-Chair Hardesty nominated Cheryl Hotaling. Director Heimlich seconded the motion, which passed unanimously.

Vice-Chair: Chair Hotaling nominated Danielle Hardesty. Director Verdugo seconded the motion, which passed unanimously.

Secretary: Chair Hotaling nominated Larry Shields. Director Verdugo seconded the motion, which passed unanimously.

Committee Assignments;

Personnel: Motion made by Director Heimlich that the committee remain the same; Chair Hotaling and Vice Chair Hardesty. Director Shields seconded the motion, which passed unanimously.

Finance and Contract Oversight: Motion made by Chair Hotaling that the committee remain the same; Vice Chair Hardesty and Director Shields. Director Verdugo seconded the motion, which passed unanimously.

Ad Hoc for Future Cooperation: Motion made by Chair Hotaling that the committee remain the same; Vice Chair Hardesty and Director Shields. Director Heimlich seconded the motion, which passed unanimously.

Next Board Meeting: Monday, February 16, 2026 6:30 PM - 8:00 PM (PST)

Respectfully submitted,



District Manager

Penryn Fire Protection District
FY 2025-2026 through November 2025
OPERATING FUND

ASSETS		
Cash		1,532,267.05
Total Assets		1,532,267.05
 LIABILITIES		
Other payables		3,471.10
Payroll payables		27,753.25
Compensated Absences		-
Total Liabilities		31,224.35
 FUND BALANCE		
Beginning Balance		1,328,496.92
Beginning Balance - Committed		679,178.30
Revenues		84,289.96
Expenses		(590,922.48)
Ending Balance		821,864.40
Ending Balance - Committed		679,178.30
Total Liabilities and Fund Balance		1,532,267.05

Penryn Fire Protection District
FY 2025-2026 through November 2025
MITIGATION FUND

ASSETS		
Cash		511,416.50
Total Assets		511,416.50
 LIABILITIES		
Payables		-
Total Liabilities		-
 FUND BALANCE		
Beginning Balance - Unrestricted		452,650.33
Beginning Balance - Capital		-
Revenues		58,766.17
Expenses		-
Ending Balance - Unrestricted		511,416.50
Ending Balance - Capital		-
Total Liabilities and Fund Balance		511,416.50

Trial Balance - Composite

Company: CO500 Penryn Fire
 Ledger: Actuals
 Time Period: Current Period
 Period: FY2026 - Nov
 Translation Currency: USD
 Account Translation Rule Set: Placer Translation Rule Set
 Worktags: Fund: FD32807 Penryn Fire
 Perform Intercompany Eliminations: No
 Perform Interworktag Eliminations: No

Ledger Account	Beginning Balance	Debit Amount	Credit Amount	Ending Balance
10010:Cash in Treasury - Unrestricted	1,593,814.93	79,414.02	140,961.90	1,532,267.05
10099:Cash - Conversion	0.00	10,860.12	10,860.12	0.00
10120:Claim on Cash	0.00	0.00	0.00	0.00
10290:Other Accounts Receivable	0.00	0.00	0.00	0.00
10330:Investment Interest Receivable	0.00	0.00	0.00	0.00
10441:Due from Other Governments - External System	0.00	0.00	0.00	0.00
20020:Vouchers Payable	4,331.38	13,807.78	21,610.26	(3,471.10)
20030:Vouchers DD Payable	0.00	0.00	0.00	0.00
20060:Sales Tax Payable	0.00	0.00	0.00	0.00
20180:Salaries & Benefits Payable	(29,224.72)	59,068.98	56,475.79	(26,631.53)
20240:Payroll Liabilities	(1,167.80)	600.00	553.92	(1,121.72)
20410:Deferred Inflows Related to Unavailability	0.00	0.00	0.00	0.00
20640:Compensated Leave Balance - Long-Term	0.00	0.00	0.00	0.00
30120:Unassigned Fund Balance	0.00	0.00	0.00	0.00
30121:Fiduciary Net Position	(1,328,496.92)	0.00	0.00	(1,328,496.92)
30310:Committed Fund Balance	(679,178.30)	0.00	0.00	(679,178.30)
40060:Taxes - Current Unsecured Property	(12,184.64)	0.00	1,033.12	(13,217.76)
40090:Taxes - Delinquent Unsecured Property	(5.69)	0.00	165.86	(171.55)
40100:Taxes - Current Supplemental Property	(233.14)	0.00	0.00	(233.14)
40110:Taxes - Delinquent Supplemental Property	(1.22)	0.00	11.05	(12.27)
40180:Other Taxes	(1,155.00)	0.00	613.60	(1,768.60)
42010:Investment Income	(23,765.91)	9.23	5,045.71	(28,802.39)
44350:State Homeowners Property Tax Relief	0.00	0.00	459.09	(459.09)
46030:Direct Charges	(3,268.36)	0.00	1,670.30	(4,938.66)
46090:Planning and Engineering Services	(4,750.00)	0.00	250.00	(5,000.00)
46350:Fire Services	(3,197.10)	0.00	0.00	(3,197.10)
46360:Other Fees and Charges	(11,124.40)	0.00	0.00	(11,124.40)
48030:Miscellaneous	(15.00)	0.00	350.00	(365.00)
49030:Proceeds from Sale of Capital Assets	(15,000.00)	0.00	0.00	(15,000.00)
51010:Salaries and Wages	176,353.18	39,171.44	0.00	215,524.62
51030:Extra Help - Salaries and Wages	2,455.77	0.00	0.00	2,455.77
51040:Overtime and Call Back	115,522.50	10,968.82	0.00	126,491.32
51210:Retirement	25,188.94	5,634.74	0.00	30,823.68
51220:Payroll Tax	4,111.92	700.79	0.00	4,812.71
51270:PERS Pension Expense	170.18	0.00	39.96	130.22
51310:Employee Group Insurance	25,312.05	8,774.01	1,810.50	32,275.56
51360:Workers Comp Insurance	35,671.00	0.00	0.00	35,671.00
52030:Clothing and Personal	19,952.52	0.00	0.00	19,952.52
52040:Communication Services Expense	1,331.19	483.91	0.00	1,815.10
52080:Insurance	4,974.25	4,974.25	0.00	9,948.50
52160:Maintenance	9,099.19	815.00	0.00	9,914.19

Trial Balance - Composite

Ledger Account	Beginning Balance	Debit Amount	Credit Amount	Ending Balance
52170:Fuels & Lubricants	2,225.17	7.67	0.00	2,232.84
52180:Materials - Buildings & Improvements	1,950.34	1,938.14	0.00	3,888.48
52240:Professional / Membership Dues	1,200.00	0.00	0.00	1,200.00
52260:Misc Expense	3,436.25	1,500.00	0.00	4,936.25
52310:Subrogation Costs	0.00	0.00	0.00	0.00
52320:Printing	118.99	0.00	0.00	118.99
52330:Other Supplies	7,018.96	1,080.94	0.00	8,099.90
52360:Professional and Special Services - General	47,300.93	0.00	0.00	47,300.93
52370:Professional and Special Services - Legal	36.12	0.00	0.00	36.12
52390:Professional and Special Services - County	2,750.00	0.00	0.00	2,750.00
52510:Commissioner's Fees	1,050.00	225.00	75.00	1,200.00
52580:Special Department Expense	20,400.92	0.00	0.00	20,400.92
52785:Training / Education	108.64	0.00	0.00	108.64
52800:Utilities	6,815.80	1,951.34	0.00	8,767.14
53190:Taxes and Assessments	67.08	0.00	0.00	67.08
59998:Labor Hours Debit	8,852.92	1,614.00	0.00	10,466.92
59999:Labor Hours Credit	(8,852.92)	(1,614.00)	0.00	(10,466.92)
Total	0.00	241,986.18	241,986.18	0.00

Placer Special Districts Budget to Actuals

Company: CO500 Penryn Fire
 Budget Structure: Special District Budget - Detail Level
 Period: FY2026 - Nov
 Time Period: Current Period YTD
 Cost Center(s): CC81000 Penryn Fire District
 Ignore Commitments: No
 Fund(s): FD32807 Penryn Fire
 Program: PG810000 Penryn Fire

Account Set	Budget	Commitments	Obligations	Actuals	Balance	Percentage of Budget
Total Revenue	(1,363,095.00)	0	0	(79,351.30)	(\$1,283,743.70)	5.82%
40010:Taxes - Current Secured Property	(629,094.00)	0	0	0	(\$629,094.00)	0.00%
40040:Taxes - Railroad Unitary Property	(715.00)	0	0	0	(\$715.00)	0.00%
40050:Taxes - Unitary and Op Non-Unitary Property	(14,474.00)	0	0	0	(\$14,474.00)	0.00%
40060:Taxes - Current Unsecured Property	(13,789.00)	0	0	(13,217.76)	(\$571.24)	95.86%
40090:Taxes - Delinquent Unsecured Property	0	0	0	(171.55)	\$171.55	0.00%
40100:Taxes - Current Supplemental Property	(13,724.00)	0	0	(233.14)	(\$13,490.86)	1.70%
40110:Taxes - Delinquent Supplemental Property	0	0	0	(12.27)	\$12.27	0.00%
40180:Other Taxes	(114,768.00)	0	0	(1,768.60)	(\$112,999.40)	1.54%
42010:Investment Income	(55,000.00)	0	0	(28,802.39)	(\$26,197.61)	52.37%
44350:State Homeowners Property Tax Relief	(3,001.00)	0	0	(459.09)	(\$2,541.91)	15.30%
46030:Direct Charges	(513,530.00)	0	0	0	(\$513,530.00)	0.00%
46090:Planning and Engineering Services	(3,000.00)	0	0	(5,000.00)	\$2,000.00	166.67%
46350:Fire Services	0	0	0	(3,197.10)	\$3,197.10	0.00%
46360:Other Fees and Charges	0	0	0	(11,124.40)	\$11,124.40	0.00%
48030:Miscellaneous	(2,000.00)	0	0	(365.00)	(\$1,635.00)	18.25%
49030:Proceeds from Sale of Capital Assets	0	0	0	(15,000.00)	\$15,000.00	0.00%
Total Expenses	1,426,163.00	0	0	590,873.09	\$835,289.91	41.43%
Total Capital Assets	88,000.00	0	0	0	\$88,000.00	0.00%
54460:Capital Assets - Other Agencies - Equipment	88,000.00	0	0	0	\$88,000.00	0.00%
Total Expenses (Non Capital Assets)	1,338,163.00	0	0	590,873.09	\$747,289.91	44.16%
51010:Salaries and Wages	551,291.00	0	0	215,524.62	\$335,766.38	39.09%

Placer Special Districts Budget to Actuals

Account Set	Budget	Commitments	Obligations	Actuals	Balance	Percentage of Budget
51030:Extra Help - Salaries and Wages	0	0	0	2,455.77	(\$2,455.77)	0.00%
51040:Overtime and Call Back	96,863.00	0	0	126,491.32	(\$29,628.32)	130.59%
51110:Other Payroll	4,000.00	0	0	0	\$4,000.00	0.00%
51210:Retirement	77,181.00	0	0	30,823.68	\$46,357.32	39.94%
51220:Payroll Tax	16,814.00	0	0	4,812.71	\$12,001.29	28.62%
51270:PERS Pension Expense	850.00	0	0	130.22	\$719.78	15.32%
51310:Employee Group Insurance	101,197.00	0	0	32,275.56	\$68,921.44	31.89%
51360:Workers Comp Insurance	71,273.00	0	0	35,671.00	\$35,602.00	50.05%
52030:Clothing and Personal	39,600.00	0	0	19,952.52	\$19,647.48	50.39%
52040:Communication Services Expense	6,500.00	0	0	1,815.10	\$4,684.90	27.92%
52080:Insurance	21,989.00	0	0	9,948.50	\$12,040.50	45.24%
52160:Maintenance	22,000.00	0	0	9,914.19	\$12,085.81	45.06%
52170:Fuels & Lubricants	15,000.00	0	0	2,232.84	\$12,767.16	14.89%
52180:Materials - Buildings & Improvements	5,700.00	0	0	3,888.48	\$1,811.52	68.22%
52240:Professional / Membership Dues	0	0	0	1,200.00	(\$1,200.00)	0.00%
52260:Misc Expense	3,000.00	0	0	4,936.25	(\$1,936.25)	164.54%
52310:Subrogation Costs	0	0	0	0.00	\$0.00	0.00%
52320:Printing	500.00	0	0	118.99	\$381.01	23.80%
52330:Other Supplies	29,700.00	0	0	8,099.90	\$21,600.10	27.27%
52360:Professional and Special Services - General	218,507.00	0	0	47,300.93	\$171,206.07	21.65%
52370:Professional and Special Services - Legal	10,000.00	0	0	36.12	\$9,963.88	0.36%
52390:Professional and Special Services - County	7,128.00	0	0	2,750.00	\$4,378.00	38.58%
52510:Commissioner's Fees	0	0	0	1,200.00	(\$1,200.00)	0.00%
52560:Small Equipment	8,500.00	0	0	0	\$8,500.00	0.00%
52580:Special Department Expense	4,500.00	0	0	20,400.92	(\$15,900.92)	453.35%
52785:Training / Education	4,000.00	0	0	108.64	\$3,891.36	2.72%
52800:Utilities	22,000.00	0	0	8,767.14	\$13,232.86	39.85%
53190:Taxes and Assessments	70.00	0	0	17.69	\$52.31	25.27%
Facilities and Administration Cost Revenue and Expense	0	0	0	0	0.00	0.00%
42840:Facilities and Administration Cost Revenue	0	0	0	0	0.00	0.00%
52840:Facilities and Administrative Costs Expense	0	0	0	0	0.00	0.00%

Placer Special Districts Budget to Actuals

Company: CO500 Penryn Fire
 Budget Structure: Special District Budget - Detail Level
 Period: FY2026 - Nov
 Time Period: Current Period YTD
 Cost Center(s): CC81000 Penryn Fire District
 Ignore Commitments: No
 Fund(s): FD32807 Penryn Fire
 Program: PG810002 Penryn Fire Measure A

Account Set	Budget	Commitments	Obligations	Actuals	Balance	Percentage of Budget
Total Revenue	0	0	0	(4,938.66)	\$4,938.66	0.00%
46030:Direct Charges	0	0	0	(4,938.66)	\$4,938.66	0.00%
Total Expenses	0	0	0	49.39	(\$49.39)	0.00%
Total Capital Assets	0	0	0	0	0.00	0.00%
Total Expenses (Non Capital Assets)	0	0	0	49.39	(\$49.39)	0.00%
53190:Taxes and Assessments	0	0	0	49.39	(\$49.39)	0.00%
Facilities and Administration Cost Revenue and Expense	0	0	0	0	0.00	0.00%
42840:Facilities and Administration Cost Revenue	0	0	0	0	0.00	0.00%
52840:Facilities and Administrative Costs Expense	0	0	0	0	0.00	0.00%

Placer Income Statement

Company: CO500 Penryn Fire
 Ledger: Actuals
 Period: FY2026 - Nov
 Translation Currency: USD
 Account Translation Rule Set: Placer Translation Rule Set
 Worktags: FD32807 Penryn Fire

	Current Period Actuals	YTD Actuals	Prior YTD Actuals	Variance	% Variance
		2025-11	2024-11		
Income					
Charges for Services	1,920	24,260	76,003	(74,082.51)	(97.5%)
Taxes	1,824	15,403	14,534	(12,710.52)	(87.5%)
Intergovernmental Revenue	459	459	466	(6.86)	(1.5%)
Licenses, Permits & Franchises	0	0	0	0.00	0.0%
Miscellaneous Revenues	350	365	721	(371.23)	(51.5%)
Revenue from Use of Money & Property	0	0	0	0.00	0.0%
Other Financing Sources	0	15,000	0	0.00	0.0%
Donations	0	0	0	0.00	0.0%
Fines, Forfeits & Penalties	0	0	0	0.00	0.0%
Non-Operating Revenue	5,036	28,802	18,338	(13,301.52)	(72.5%)
Total Revenue	9,590	84,290	110,062	100,472.64	(91.3%)
Expenses					
Salaries & Employee Benefits	63,399	448,185	396,849	(333,450.00)	(84.0%)
Services and Supplies	12,901	142,671	149,995	(137,093.28)	(91.4%)
Capital Asset Expenses	0	0	0	0.00	0.0%
Other Charges	0	67	65	(65.18)	(100.0%)
Capital Asset Transfer (Out)	0	0	0	0.00	0.0%
Other Financing Uses	0	0	0	0.00	0.0%
Imprest Cash Clearing Category	0	0	0	0.00	0.0%
Appropriation for Contingencies Category	0	0	0	0.00	0.0%
Cost Allocation Category	0	0	0	0.00	0.0%
Total Operating Expenses	76,301	590,922	546,909	(470,608.46)	(86.0%)
Intra Fund Transfers	0	0	0	0.00	0.0%
Total Other Income/Expenses	0	0	0	0.00	0.0%
Net Income	66,711	506,633	436,847	(370,135.82)	(84.7%)

Trial Balance - Composite

Company: CO500 Penryn Fire
 Ledger: Actuals
 Time Period: Current Period
 Period: FY2026 - Nov
 Translation Currency: USD
 Account Translation Rule Set: Placer Translation Rule Set
 Worktags: Fund: FD32808 Penryn Fire Development Fees
 Perform Intercompany Eliminations: No
 Perform Interworktag Eliminations: No

Ledger Account	Beginning Balance	Debit Amount	Credit Amount	Ending Balance
10010:Cash in Treasury - Unrestricted	508,277.05	3,139.45	0.00	511,416.50
10030:Cash in Bank	0.00	0.00	0.00	0.00
10099:Cash - Conversion	0.00	0.00	0.00	0.00
10120:Claim on Cash	0.00	0.00	0.00	0.00
10330:Investment Interest Receivable	0.00	0.00	0.00	0.00
20060:Sales Tax Payable	0.00	0.00	0.00	0.00
30120:Unassigned Fund Balance	0.00	0.00	0.00	0.00
30121:Fiduciary Net Position	(452,650.33)	0.00	0.00	(452,650.33)
42010:Investment Income	(6,214.89)	0.00	1,635.97	(7,850.86)
46440:Mitigation Fees	(49,411.83)	0.00	1,503.48	(50,915.31)
Total	0.00	3,139.45	3,139.45	0.00

Placer Special Districts Budget to Actuals

Company: CO500 Penryn Fire
 Budget Structure: Special District Budget - Detail Level
 Period: FY2026 - Nov
 Time Period: Current Period YTD
 Cost Center(s): CC81001 Penryn Fire District Development Fees
 Ignore Commitments: No
 Fund(s): FD32808 Penryn Fire Development Fees
 Program: PG810001 Penryn Fire Development Fees

Account Set	Budget	Commitments	Obligations	Actuals	Balance	Percentage of Budget
Total Revenue	(51,220.00)	0	0	(58,766.17)	\$7,546.17	114.73%
42010:Investment Income	(17,500.00)	0	0	(7,850.86)	(\$9,649.14)	44.86%
46440:Mitigation Fees	(33,720.00)	0	0	(50,915.31)	\$17,195.31	150.99%
Total Expenses	51,220.00	0	0	0	\$51,220.00	0.00%
Total Capital Assets	0	0	0	0	0.00	0.00%
Total Expenses (Non Capital Assets)	51,220.00	0	0	0	\$51,220.00	0.00%
53040:Lease Purchase Principal	35,743.00	0	0	0	\$35,743.00	0.00%
53080:Lease Purchase Interest	15,477.00	0	0	0	\$15,477.00	0.00%
Facilities and Administration Cost Revenue and Expense	0	0	0	0	0.00	0.00%
42840:Facilities and Administration Cost Revenue	0	0	0	0	0.00	0.00%
52840:Facilities and Administrative Costs Expense	0	0	0	0	0.00	0.00%

Placer Income Statement

Company: CO500 Penryn Fire
 Ledger: Actuals
 Period: FY2026 - Nov
 Translation Currency: USD
 Account Translation Rule Set: Placer Translation Rule Set
 Worktags: FD32808 Penryn Fire Development Fees

	Current Period Actuals	YTD Actuals	Prior YTD Actuals	Variance	% Variance
		2025-11	2024-11		
Income					
Charges for Services	1,503	50,915	30,834	(29,330.76)	(95.1%)
Taxes	0	0	0	0.00	0.0%
Intergovernmental Revenue	0	0	0	0.00	0.0%
Licenses, Permits & Franchises	0	0	0	0.00	0.0%
Miscellaneous Revenues	0	0	0	0.00	0.0%
Revenue from Use of Money & Property	0	0	0	0.00	0.0%
Other Financing Sources	0	0	0	0.00	0.0%
Donations	0	0	0	0.00	0.0%
Fines, Forfeits & Penalties	0	0	0	0.00	0.0%
Non-Operating Revenue	1,636	7,851	14,890	(13,254.23)	(89.0%)
Total Revenue	3,139	58,766	45,724	42,584.99	(93.1%)
Expenses					
Salaries & Employee Benefits	0	0	0	0.00	0.0%
Services and Supplies	0	0	5,357	(5,357.26)	(100.0%)
Capital Asset Expenses	0	0	0	0.00	0.0%
Other Charges	0	0	0	0.00	0.0%
Capital Asset Transfer (Out)	0	0	0	0.00	0.0%
Other Financing Uses	0	0	0	0.00	0.0%
Imprest Cash Clearing Category	0	0	0	0.00	0.0%
Appropriation for Contingencies Category	0	0	0	0.00	0.0%
Cost Allocation Category	0	0	0	0.00	0.0%
Total Operating Expenses	0	0	5,357	(5,357.26)	(100.0%)
Intra Fund Transfers	0	0	0	0.00	0.0%
Total Other Income/Expenses	0	0	0	0.00	0.0%
Net Income	(3,139)	(58,766)	(40,367)	37,227.73	(92.2%)

Penryn Fire Protection District
FY 2025-2026 through December 2025
OPERATING FUND

ASSETS		
Cash		2,156,933.81
Total Assets		2,156,933.81
 LIABILITIES		
Other payables		1,539.97
Payroll payables		27,270.61
Compensated Absences		
Total Liabilities		28,810.58
 FUND BALANCE		
Beginning Balance		1,328,496.92
Beginning Balance - Committed		679,178.30
Revenues		795,318.91
Expenses		(674,870.90)
Ending Balance		1,448,944.93
Ending Balance - Committed		679,178.30
Total Liabilities and Fund Balance		2,156,933.81

Penryn Fire Protection District
FY 2025-2026 through November 2025
MITIGATION FUND

ASSETS		
Cash		526,253.70
Total Assets		526,253.70
 LIABILITIES		
Payables		51,220.10
Total Liabilities		51,220.10
 FUND BALANCE		
Beginning Balance - Unrestricted		452,650.33
Beginning Balance - Capital		-
Revenues		73,603.37
Expenses		51,220.10
Ending Balance - Unrestricted		475,033.60
Ending Balance - Capital		-
Total Liabilities and Fund Balance		526,253.70

Trial Balance - Composite

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Company: CO500 Penryn Fire
 Ledger: Actuals
 Time Period: Current Period
 Period: FY2026 - Dec
 Translation Currency: USD
 Account Translation Rule Set: Placer Translation Rule Set
 Worktags: Fund: FD32807 Penryn Fire
 Perform Intercompany Eliminations: No
 Perform Interworktag Eliminations: No

Ledger Account	Beginning Balance	Debit Amount	Credit Amount	Ending Balance
10010:Cash in Treasury - Unrestricted	1,532,267.05	778,919.03	154,252.27	2,156,933.81
10099:Cash - Conversion	0.00	12,046.38	12,046.38	0.00
10120:Claim on Cash	0.00	0.00	0.00	0.00
10290:Other Accounts Receivable	0.00	0.00	0.00	0.00
10330:Investment Interest Receivable	0.00	0.00	0.00	0.00
10441:Due from Other Governments - External System	0.00	0.00	0.00	0.00
20020:Vouchers Payable	(3,471.10)	11,663.16	9,732.03	(1,539.97)
20030:Vouchers DD Payable	0.00	0.00	0.00	0.00
20060:Sales Tax Payable	0.00	0.00	0.00	0.00
20180:Salaries & Benefits Payable	(26,631.53)	52,349.73	51,913.17	(26,194.97)
20240:Payroll Liabilities	(1,121.72)	600.00	553.92	(1,075.64)
20410:Deferred Inflows Related to Unavailability	0.00	0.00	0.00	0.00
20640:Compensated Leave Balance - Long-Term	0.00	0.00	0.00	0.00
30120:Unassigned Fund Balance	0.00	0.00	0.00	0.00
30121:Fiduciary Net Position	(1,328,496.92)	0.00	0.00	(1,328,496.92)
30310:Committed Fund Balance	(679,178.30)	0.00	0.00	(679,178.30)
40010:Taxes - Current Secured Property	0.00	18.81	345,920.82	(345,902.01)
40040:Taxes - Railroad Unitary Property	0.00	0.00	393.44	(393.44)
40050:Taxes - Unitary and Op Non-Unitary Property	0.00	0.00	7,960.49	(7,960.49)
40060:Taxes - Current Unsecured Property	(13,217.76)	0.00	0.00	(13,217.76)
40090:Taxes - Delinquent Unsecured Property	(171.55)	0.00	0.00	(171.55)
40100:Taxes - Current Supplemental Property	(233.14)	2.67	6,255.65	(6,486.12)
40110:Taxes - Delinquent Supplemental Property	(12.27)	0.00	0.00	(12.27)
40180:Other Taxes	(1,768.60)	0.00	62,498.03	(64,266.63)
42010:Investment Income	(28,802.39)	4.67	6,368.85	(35,166.57)
44350:State Homeowners Property Tax Relief	(459.09)	0.00	1,071.21	(1,530.30)
46030:Direct Charges	(4,938.66)	0.00	281,951.40	(286,890.06)
46090:Planning and Engineering Services	(5,000.00)	0.00	0.00	(5,000.00)
46350:Fire Services	(3,197.10)	3,197.00	0.00	(0.10)
46360:Other Fees and Charges	(11,124.40)	0.00	3,197.00	(14,321.40)
47010:Donations	0.00	0.00	350.00	(350.00)
48030:Miscellaneous	(365.00)	350.00	135.21	(150.21)
49030:Proceeds from Sale of Capital Assets	(15,000.00)	1,500.00	0.00	(13,500.00)
51010:Salaries and Wages	215,524.62	38,755.92	0.00	254,280.54
51030:Extra Help - Salaries and Wages	2,455.77	0.00	2,455.77	0.00
51040:Overtime and Call Back	126,491.32	6,611.13	0.00	133,102.45
51210:Retirement	30,823.68	5,565.71	0.00	36,389.39
51220:Payroll Tax	4,812.71	980.41	0.00	5,793.12
51270:PERS Pension Expense	130.22	0.00	39.96	90.26
51310:Employee Group Insurance	32,275.56	7,271.70	1,810.50	37,736.76
51360:Workers Comp Insurance	35,671.00	0.00	0.00	35,671.00

Trial Balance - Composite

Ledger Account	Beginning Balance	Debit Amount	Credit Amount	Ending Balance
52030:Clothing, Uniforms, and Personal Hygiene	19,952.52	0.00	0.00	19,952.52
52040:Communication Services Expense	1,815.10	483.32	0.00	2,298.42
52080:Insurance	9,948.50	0.00	0.00	9,948.50
52160:Maintenance	9,914.19	197.34	0.00	10,111.53
52170:Fuels & Lubricants	2,232.84	6.55	0.00	2,239.39
52180:Materials - Buildings & Improvements	3,888.48	0.00	0.00	3,888.48
52240:Professional / Membership Dues	1,200.00	0.00	0.00	1,200.00
52260:Misc Expense	4,936.25	2,455.77	1,500.00	5,892.02
52310:Subrogation Costs	0.00	0.00	0.00	0.00
52320:Printing	118.99	0.00	0.00	118.99
52330:Other Supplies	8,099.90	264.20	0.00	8,364.10
52360:Professional and Special Services - General	47,300.93	19,125.25	0.00	66,426.18
52370:Professional and Special Services - Legal	36.12	0.00	0.00	36.12
52390:Professional and Special Services - County	2,750.00	7,128.43	0.00	9,878.43
52510:Commissioner's Fees	1,200.00	225.00	0.00	1,425.00
52580:Special Department Expense	20,400.92	0.00	0.00	20,400.92
52785:Training / Education	108.64	0.00	0.00	108.64
52800:Utilities	8,767.14	683.92	0.00	9,451.06
53190:Taxes and Assessments	67.08	0.00	0.00	67.08
59998:Labor Hours Debit	10,466.92	1,494.00	0.00	11,960.92
59999:Labor Hours Credit	(10,466.92)	(1,494.00)	0.00	(11,960.92)
Total	0.00	950,406.10	950,406.10	0.00

Placer Special Districts Budget to Actuals

Company: CO500 Penryn Fire
 Budget Structure: Special District Budget - Detail Level
 Period: FY2026 - Dec
 Time Period: Current Period YTD
 Cost Center(s): CC81000 Penryn Fire District
 Ignore Commitments: No
 Fund(s): FD32807 Penryn Fire
 Program: PG810000 Penryn Fire

Account Set	Budget	Commitments	Obligations	Actuals	Balance	Percentage of Budget
Total Revenue	(1,363,095.00)	0	0	(508,428.85)	(\$854,666.15)	37.30%
40010:Taxes - Current Secured Property	(629,094.00)	0	0	(345,902.01)	(\$283,191.99)	54.98%
40040:Taxes - Railroad Unitary Property	(715.00)	0	0	(393.44)	(\$321.56)	55.03%
40050:Taxes - Unitary and Op Non-Unitary Property	(14,474.00)	0	0	(7,960.49)	(\$6,513.51)	55.00%
40060:Taxes - Current Unsecured Property	(13,789.00)	0	0	(13,217.76)	(\$571.24)	95.86%
40090:Taxes - Delinquent Unsecured Property	0	0	0	(171.55)	\$171.55	0.00%
40100:Taxes - Current Supplemental Property	(13,724.00)	0	0	(6,486.12)	(\$7,237.88)	47.26%
40110:Taxes - Delinquent Supplemental Property	0	0	0	(12.27)	\$12.27	0.00%
40180:Other Taxes	(114,768.00)	0	0	(64,266.63)	(\$50,501.37)	56.00%
42010:Investment Income	(55,000.00)	0	0	(35,166.57)	(\$19,833.43)	63.94%
44350:State Homeowners Property Tax Relief	(3,001.00)	0	0	(1,530.30)	(\$1,470.70)	50.99%
46030:Direct Charges	(513,530.00)	0	0	0	(\$513,530.00)	0.00%
46090:Planning and Engineering Services	(3,000.00)	0	0	(5,000.00)	\$2,000.00	166.67%
46350:Fire Services	0	0	0	(0.10)	\$0.10	0.00%
46360:Other Fees and Charges	0	0	0	(14,321.40)	\$14,321.40	0.00%
47010:Donations	0	0	0	(350.00)	\$350.00	0.00%
48030:Miscellaneous	(2,000.00)	0	0	(150.21)	(\$1,849.79)	7.51%
49030:Proceeds from Sale of Capital Assets	0	0	0	(13,500.00)	\$13,500.00	0.00%
Total Expenses	1,426,163.00	0	0	669,695.12	\$756,467.88	46.96%
Total Capital Assets	88,000.00	0	0	0	\$88,000.00	0.00%
54460:Capital Assets - Other Agencies - Equipment	88,000.00	0	0	0	\$88,000.00	0.00%
Total Expenses (Non Capital Assets)	1,338,163.00	0	0	669,695.12	\$668,467.88	50.05%
51010:Salaries and Wages	551,291.00	0	0	254,280.54	\$297,010.46	46.12%

Placer Special Districts Budget to Actuals

Account Set	Budget	Commitments	Obligations	Actuals	Balance	Percentage of Budget
51030:Extra Help - Salaries and Wages	0	0	0	0.00	\$0.00	0.00%
51040:Overtime and Call Back	96,863.00	0	0	133,102.45	(\$36,239.45)	137.41%
51110:Other Payroll	4,000.00	0	0	0	\$4,000.00	0.00%
51210:Retirement	77,181.00	0	0	36,389.39	\$40,791.61	47.15%
51220:Payroll Tax	16,814.00	0	0	5,793.12	\$11,020.88	34.45%
51270:PERS Pension Expense	850.00	0	0	90.26	\$759.74	10.62%
51310:Employee Group Insurance	101,197.00	0	0	37,736.76	\$63,460.24	37.29%
51360:Workers Comp Insurance	71,273.00	0	0	35,671.00	\$35,602.00	50.05%
52030:Clothing, Uniforms, and Personal Hygiene	39,600.00	0	0	19,952.52	\$19,647.48	50.39%
52040:Communication Services Expense	6,500.00	0	0	2,298.42	\$4,201.58	35.36%
52080:Insurance	21,989.00	0	0	9,948.50	\$12,040.50	45.24%
52160:Maintenance	22,000.00	0	0	10,111.53	\$11,888.47	45.96%
52170:Fuels & Lubricants	15,000.00	0	0	2,239.39	\$12,760.61	14.93%
52180:Materials - Buildings & Improvements	5,700.00	0	0	3,888.48	\$1,811.52	68.22%
52240:Professional / Membership Dues	0	0	0	1,200.00	(\$1,200.00)	0.00%
52260:Misc Expense	3,000.00	0	0	5,892.02	(\$2,892.02)	196.40%
52310:Subrogation Costs	0	0	0	0.00	\$0.00	0.00%
52320:Printing	500.00	0	0	118.99	\$381.01	23.80%
52330:Other Supplies	29,700.00	0	0	8,364.10	\$21,335.90	28.16%
52360:Professional and Special Services - General	218,507.00	0	0	61,299.79	\$157,207.21	28.05%
52370:Professional and Special Services - Legal	10,000.00	0	0	36.12	\$9,963.88	0.36%
52390:Professional and Special Services - County	7,128.00	0	0	9,878.43	(\$2,750.43)	138.59%
52510:Commissioner's Fees	0	0	0	1,425.00	(\$1,425.00)	0.00%
52560:Small Equipment	8,500.00	0	0	0	\$8,500.00	0.00%
52580:Special Department Expense	4,500.00	0	0	20,400.92	(\$15,900.92)	453.35%
52785:Training / Education	4,000.00	0	0	108.64	\$3,891.36	2.72%
52800:Utilities	22,000.00	0	0	9,451.06	\$12,548.94	42.96%
53190:Taxes and Assessments	70.00	0	0	17.69	\$52.31	25.27%
Facilities and Administration Cost Revenue and Expense	0	0	0	0	0.00	0.00%
42840:Facilities and Administration Cost Revenue	0	0	0	0	0.00	0.00%
52840:Facilities and Administrative Costs Expense	0	0	0	0	0.00	0.00%

Placer Special Districts Budget to Actuals

Company: CO500 Penryn Fire
 Budget Structure: Special District Budget - Detail Level
 Period: FY2026 - Dec
 Time Period: Current Period YTD
 Cost Center(s): CC81000 Penryn Fire District
 Ignore Commitments: No
 Fund(s): FD32807 Penryn Fire
 Program: PG810002 Penryn Fire Measure A

Account Set	Budget	Commitments	Obligations	Actuals	Balance	Percentage of Budget
Total Revenue	0	0	0	(286,890.06)	\$286,890.06	0.00%
46030:Direct Charges	0	0	0	(286,890.06)	\$286,890.06	0.00%
Total Expenses	0	0	0	5,175.78	(\$5,175.78)	0.00%
Total Capital Assets	0	0	0	0	0.00	0.00%
Total Expenses (Non Capital Assets)	0	0	0	5,175.78	(\$5,175.78)	0.00%
52360:Professional and Special Services - General	0	0	0	5,126.39	(\$5,126.39)	0.00%
53190:Taxes and Assessments	0	0	0	49.39	(\$49.39)	0.00%
Facilities and Administration Cost Revenue and Expense	0	0	0	0	0.00	0.00%
42840:Facilities and Administration Cost Revenue	0	0	0	0	0.00	0.00%
52840:Facilities and Administrative Costs Expense	0	0	0	0	0.00	0.00%

Placer Income Statement

Company: CO500 Penryn Fire
 Ledger: Actuals
 Period: FY2026 - Dec
 Translation Currency: USD
 Account Translation Rule Set: Placer Translation Rule Set
 Worktags: FD32807 Penryn Fire

	Current Period Actuals	YTD Actuals	Prior YTD Actuals	Variance	% Variance
		2025-12	2024-12		
Income					
Charges for Services	281,951	306,212	344,990	(63,038.10)	(18.3%)
Taxes	423,007	438,410	419,806	3,201.42	0.8%
Intergovernmental Revenue	1,071	1,530	1,553	(481.97)	(31.0%)
Licenses, Permits & Franchises	0	0	0	0.00	0.0%
Miscellaneous Revenues	(215)	150	905	(1,119.34)	(123.7%)
Revenue from Use of Money & Property	0	0	0	0.00	0.0%
Other Financing Sources	(1,500)	13,500	0	(1,500.00)	0.0%
Donations	350	350	0	350.00	0.0%
Fines, Forfeits & Penalties	0	0	0	0.00	0.0%
Non-Operating Revenue	6,364	35,167	24,501	(18,136.47)	(74.0%)
Total Revenue	711,029	795,319	791,753	80,724.46	(10.2%)
Expenses					
Salaries & Employee Benefits	54,879	503,064	461,790	(406,911.79)	(88.1%)
Services and Supplies	29,070	171,740	181,250	(152,180.09)	(84.0%)
Capital Asset Expenses	0	0	0	0.00	0.0%
Other Charges	0	67	65	(65.18)	(100.0%)
Capital Asset Transfer (Out)	0	0	0	0.00	0.0%
Other Financing Uses	0	0	0	0.00	0.0%
Imprest Cash Clearing Category	0	0	0	0.00	0.0%
Appropriation for Contingencies Category	0	0	0	0.00	0.0%
Cost Allocation Category	0	0	0	0.00	0.0%
Total Operating Expenses	83,948	674,871	643,105	(559,157.06)	(86.9%)
Intra Fund Transfers	0	0	0	0.00	0.0%
Total Other Income/Expenses	0	0	0	0.00	0.0%
Net Income	(627,081)	(120,448)	(148,648)	(478,432.60)	321.9%

Trial Balance - Composite

Company: CO500 Penryn Fire
 Ledger: Actuals
 Time Period: Current Period
 Period: FY2026 - Dec
 Translation Currency: USD
 Account Translation Rule Set: Placer Translation Rule Set
 Worktags: Fund: FD32808 Penryn Fire Development Fees
 Perform Intercompany Eliminations: No
 Perform Interworktag Eliminations: No

Ledger Account	Beginning Balance	Debit Amount	Credit Amount	Ending Balance
10010:Cash in Treasury - Unrestricted	511,416.50	14,837.20	0.00	526,253.70
10030:Cash in Bank	0.00	0.00	0.00	0.00
10099:Cash - Conversion	0.00	0.00	0.00	0.00
10120:Claim on Cash	0.00	0.00	0.00	0.00
10330:Investment Interest Receivable	0.00	0.00	0.00	0.00
20020:Vouchers Payable	0.00	0.00	51,220.10	(51,220.10)
20060:Sales Tax Payable	0.00	0.00	0.00	0.00
30120:Unassigned Fund Balance	0.00	0.00	0.00	0.00
30121:Fiduciary Net Position	(452,650.33)	0.00	0.00	(452,650.33)
42010:Investment Income	(7,850.86)	0.00	1,651.60	(9,502.46)
46440:Mitigation Fees	(50,915.31)	0.00	13,185.60	(64,100.91)
53040:Lease Purchase Principal	0.00	35,742.66	0.00	35,742.66
53080:Lease Purchase Interest	0.00	15,477.44	0.00	15,477.44
Total	0.00	66,057.30	66,057.30	0.00

Placer Special Districts Budget to Actuals

Company: CO500 Penryn Fire
 Budget Structure: Special District Budget - Detail Level
 Period: FY2026 - Dec
 Time Period: Current Period YTD
 Cost Center(s): CC81001 Penryn Fire District Development Fees
 Ignore Commitments: No
 Fund(s): FD32808 Penryn Fire Development Fees
 Program: PG810001 Penryn Fire Development Fees

Account Set	Budget	Commitments	Obligations	Actuals	Balance	Percentage of Budget
Total Revenue	(51,220.00)	0	0	(73,603.37)	\$22,383.37	143.70%
42010:Investment Income	(17,500.00)	0	0	(9,502.46)	(\$7,997.54)	54.30%
46440:Mitigation Fees	(33,720.00)	0	0	(64,100.91)	\$30,380.91	190.10%
Total Expenses	51,220.00	0	0	51,220.10	(\$0.10)	100.00%
Total Capital Assets	0	0	0	0	0.00	0.00%
Total Expenses (Non Capital Assets)	51,220.00	0	0	51,220.10	(\$0.10)	100.00%
53040:Lease Purchase Principal	35,743.00	0	0	35,742.66	\$0.34	100.00%
53080:Lease Purchase Interest	15,477.00	0	0	15,477.44	(\$0.44)	100.00%
Facilities and Administration Cost Revenue and Expense	0	0	0	0	0.00	0.00%
42840:Facilities and Administration Cost Revenue	0	0	0	0	0.00	0.00%
52840:Facilities and Administrative Costs Expense	0	0	0	0	0.00	0.00%

Placer Income Statement

Company: CO500 Penryn Fire
 Ledger: Actuals
 Period: FY2026 - Dec
 Translation Currency: USD
 Account Translation Rule Set: Placer Translation Rule Set
 Worktags: FD32808 Penryn Fire Development Fees

	Current Period Actuals	YTD Actuals	Prior YTD Actuals	Variance	% Variance
		2025-12	2024-12		
Income					
Charges for Services	13,186	64,101	53,291	(40,105.84)	(75.3%)
Taxes	0	0	0	0.00	0.0%
Intergovernmental Revenue	0	0	0	0.00	0.0%
Licenses, Permits & Franchises	0	0	0	0.00	0.0%
Miscellaneous Revenues	0	0	0	0.00	0.0%
Revenue from Use of Money & Property	0	0	0	0.00	0.0%
Other Financing Sources	0	0	0	0.00	0.0%
Donations	0	0	0	0.00	0.0%
Fines, Forfeits & Penalties	0	0	0	0.00	0.0%
Non-Operating Revenue	1,652	9,502	16,280	(14,628.48)	(89.9%)
Total Revenue	14,837	73,603	69,572	54,734.32	(78.7%)
Expenses					
Salaries & Employee Benefits	0	0	0	0.00	0.0%
Services and Supplies	0	0	5,357	(5,357.26)	(100.0%)
Capital Asset Expenses	0	0	0	0.00	0.0%
Other Charges	51,220	51,220	0	51,220.10	0.0%
Capital Asset Transfer (Out)	0	0	0	0.00	0.0%
Other Financing Uses	0	0	0	0.00	0.0%
Imprest Cash Clearing Category	0	0	0	0.00	0.0%
Appropriation for Contingencies Category	0	0	0	0.00	0.0%
Cost Allocation Category	0	0	0	0.00	0.0%
Total Operating Expenses	51,220	51,220	5,357	45,862.84	856.1%
Intra Fund Transfers	0	0	0	0.00	0.0%
Total Other Income/Expenses	0	0	0	0.00	0.0%
Net Income	36,383	(22,383)	(64,214)	100,597.16	(156.7%)

**Penryn Fire General
Check Detail
December 10, 2025 through January 13, 2026**

<u>Num</u>	<u>Date</u>	<u>Name</u>	<u>Memo</u>	<u>Account</u>	<u>Paid Amount</u>
	12/17/2025	AT&T Mobility		General Operating Funds	
	12/17/2025			52040 Communication Services	-160.96
TOTAL					-160.96
	12/17/2025	Danielle Hardesty		General Operating Funds	
	12/17/2025			52580 Commision Reimbursen...	-75.00
TOTAL					-75.00
	12/17/2025	Kaiser Foundation He...		General Operating Funds	
	12/17/2025		Employer	51310 Employee Group Insurance	-4,928.86
			Employee	51310 Employee Group Insurance	-1,647.08
TOTAL					-6,575.94
	12/17/2025	Larry Shields		General Operating Funds	
	12/17/2025			52580 Commision Reimbursen...	-75.00
TOTAL					-75.00
	12/17/2025	Robert Verdugo		General Operating Funds	
	12/17/2025			52510 Commissioner Fees	-75.00
TOTAL					-75.00
	12/31/2025	AT&T Inc.		General Operating Funds	
	12/31/2025			52040 Communication Services	-124.40
TOTAL					-124.40
	12/31/2025	North State Tire Co.		General Operating Funds	
	12/31/2025		Tire repair	52160 Maintenance - vehicles	-197.34
TOTAL					-197.34
	12/31/2025	Pacific Gas & Electric		General Operating Funds	
	12/31/2025			52800 Utilities	-683.92
TOTAL					-683.92
	01/08/2026	AT&T Mobility		General Operating Funds	
	01/08/2026			52040 Communication Services	-162.96
TOTAL					-162.96
	01/08/2026	Dawson Oil Co.		General Operating Funds	
	01/08/2026			52170 Fuel	-6.55
TOTAL					-6.55

**Penryn Fire General
Check Detail
December 10, 2025 through January 13, 2026**

<u>Num</u>	<u>Date</u>	<u>Name</u>	<u>Memo</u>	<u>Account</u>	<u>Paid Amount</u>
	01/08/2026	Harris Industrial Gases	3148	General Operating Funds	
	01/08/2026			52330 Supplies-Equipment	-57.92
TOTAL					-57.92
	01/08/2026	Placer Hills Fire Distri...		General Operating Funds	
	01/08/2026			52260 Miscellaneous	-392.04
TOTAL					-392.04
	01/08/2026	Recology Auburn Pla...		General Operating Funds	
	01/08/2026			52800 Utilities	-242.04
TOTAL					-242.04

JOA REIMBURSEMENT (Receivable)

PLACER HILLS JULY - SEPT 2025

PAID STATUS

Last Name	Assignment	Start Date	End Date	Length	Payrate	OT	Subtotal	Taxes	WC	Total
Garrison	Engine 86	07/23/2025 08:00	07/24/2025 08:00	24	\$ 25.97	\$ 38.96	\$ 934.92	\$ 13.56	\$ 112.66	1,061.13
Garrison	Engine 84	07/31/2025 08:00	08/01/2025 08:00	24	\$ 25.97	\$ 38.96	\$ 934.92	\$ 13.56	\$ 112.66	1,061.13
Garrison	Engine 84	08/01/2025 08:00	08/01/2025 18:30	10.5	\$ 25.97	\$ 38.96	\$ 409.03	\$ 5.93	\$ 49.29	464.25
Garrison	Engine 84	08/07/2025 08:00	08/07/2025 18:30	10.5	\$ 25.97	\$ 38.96	\$ 409.03	\$ 5.93	\$ 49.29	464.25
Garrison	Engine 86	08/22/2025 08:00	08/23/2025 08:00	24	\$ 25.97	\$ 38.96	\$ 934.92	\$ 13.56	\$ 112.66	1,061.13
Gordon	Engine 86	09/05/2025 09:00	09/05/2025 18:00	9	\$ 28.67	\$ 43.01	\$ 387.05	\$ 5.61	\$ 46.64	439.30
Gordon	Engine 86	09/24/2025 08:00	09/25/2025 08:00	24	\$ 28.67	\$ 43.01	\$ 1,032.12	\$ 14.97	\$ 124.37	1,171.46

Total: \$ 5,722.65 PD 10/2025

PLACER HILLS OCT - DEC 2025

Last Name	Assignment	Start Date	End Date	Length	Payrate	OT	Subtotal	Taxes	WC	Total
Keeler	Engine 86	10/03/2025 08:00	10/04/2025 08:00	24	\$ 25.97	\$ 38.96	\$ 934.92	\$ 13.56	\$ 112.66	1,061.13
Garrison	Engine 86	10/04/2025 08:00	10/05/2025 08:00	24	\$ 25.97	\$ 38.96	\$ 934.92	\$ 13.56	\$ 112.66	1,061.13
Garrison	Engine 86	10/15/2025 08:00	10/16/2025 08:00	24	\$ 25.97	\$ 38.96	\$ 934.92	\$ 13.56	\$ 112.66	1,061.13
Garrison	Engine 86	10/16/2025 08:00	10/17/2025 08:00	24	\$ 25.97	\$ 38.96	\$ 934.92	\$ 13.56	\$ 112.66	1,061.13
Garrison	Engine 86	10/21/2025 08:00	10/22/2025 08:00	24	\$ 25.97	\$ 38.96	\$ 934.92	\$ 13.56	\$ 112.66	1,061.13
Garrison	Engine 86	10/23/2025 08:00	10/24/2025 08:00	24	\$ 25.97	\$ 38.96	\$ 934.92	\$ 13.56	\$ 112.66	1,061.13
Garrison	Engine 86	10/24/2025 08:00	10/24/2025 18:00	10	\$ 25.97	\$ 38.96	\$ 389.55	\$ 5.65	\$ 46.94	442.14
Garrison	Engine 86	10/28/2025 08:00	10/29/2025 08:00	24	\$ 25.97	\$ 38.96	\$ 934.92	\$ 13.56	\$ 112.66	1,061.13
Garrison	Engine 84	10/30/2025 08:00	10/31/2025 08:00	24	\$ 25.97	\$ 38.96	\$ 934.92	\$ 13.56	\$ 112.66	1,061.13

Total: \$ 8,931.21 PD 01/2026

FORESTHILL JULY - SEPT 2025

Last Name	Assignment	Start Date	End Date	Length	Payrate	OT	Subtotal	Taxes	WC	Total
Gordon	Engine 90	08/13/2025 08:00	08/14/2025 08:00	24	\$ 28.67	\$ 43.01	\$ 1,032.12	\$ 14.97	\$ 124.37	1,171.46
Gordon	Engine 90	08/24/2025 13:30	08/25/2025 08:00	18.5	\$ 28.67	\$ 43.01	\$ 795.59	\$ 11.54	\$ 95.87	903.00
Gordon	Medic 90	08/25/2025 08:00	08/26/2025 07:00	23	\$ 28.67	\$ 43.01	\$ 989.12	\$ 14.34	\$ 119.19	1,122.65

Total: \$ 3,197.10 PD 10/2025

FORESTHILL OCT - DEC 2025

Last Name	Assignment	Start Date	End Date	Length	Payrate	OT	Subtotal	Taxes	WC	Total
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Gordon	Engine 90	10/18/2025 14:15	10/19/2025 08:00	17.75	\$	28.67	\$	43.01	\$	763.34	\$	11.07	\$	91.98	866.39
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Total:														\$	866.39
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NEWCASTLE JULY - SEPT 2025

Last Name	Assignment	Start Date	End Date	Length	Payrate	OT	Subtotal	Taxes	WC	Total
Keeler	Engine 41	08/26/2025 08:00	08/27/2025 08:00	24	25.97	38.96	934.92	13.56	112.66	1,061.13

Total										1,061.13	PD 10/2025
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JOA REIMBURSEMENT (Payable)

PLACER HILLS JULY - SEPT 2025

PAID STATUS

Last Name	Assignment	Start Date	End Date	Length	Payrate	OT	Subtotal	Taxes	WC	Total
Burbank	Engine 38	07/22/2025 08:00	07/23/2025 08:00	24	26.22	\$ 39.33	\$ 943.92	\$ 13.69	\$ 83.73	\$ 1,041.33
Craig	Engine 38	09/08/2025 07:00	09/08/2025 12:00	5	33.31	\$ 49.97	\$ 249.83	\$ 3.62	\$ 22.16	\$ 275.61
Craig	Engine 38	09/10/2025 08:00	09/10/2025 18:00	10	33.31	\$ 49.97	\$ 499.65	\$ 7.24	\$ 44.32	\$ 551.21

TOTAL: \$ 1,868.15 PD 10/2025

PLACER HILLS OCT - DEC 2025

Last Name	Assignment	Start Date	End Date	Length	Payrate	OT	Subtotal	Taxes	WC	Total
Burbank	Engine 38	10/11/2025 08:00	10/11/2025 13:30	5.5	\$ 26.22	\$ 39.33	\$ 216.32	\$ 3.14	\$ 19.19	\$ 238.64
Wood	Engine 38	11/07/2025 10:00	11/07/2025 13:00	3	\$ 30.90	\$ 46.35	\$ 139.05	\$ 2.02	\$ 12.33	\$ 153.40

TOTAL: \$ 392.04 PD 01/2026

NEWCASTLE OCT - DEC 2024

Last Name	Assignment	Start Date	End Date	Length	Payrate	OT	Subtotal	Taxes	WC	Total
Hicks	Engine 38	09/17/2025 08:00	09/18/2025 08:00	24	27.04	\$ 40.56	\$ 973.44	\$ 14.11	\$ 117.30	\$ 1,104.85
Hicks	Engine 38	09/18/2025 08:00	09/18/2025 16:00	8	27.04	\$ 40.56	\$ 324.48	\$ 4.70	\$ 39.10	\$ 368.28

TOTAL: \$ 1,473.14 PD 10/2025

STRIKE TEAM / PREPOSITIONING

PENRYN STRIKE TEAM - PREPOSITIONING

Incident	Equipment	Depart date	Return date	Hours	Personnel	Equipment	Admin	Expenses	Total	Staffing	Paid Status
Prepo	E38	8/23/2025	8/26/2025	57	8,532.90	8,326.56	2,528.92		19,388.38	3 RYN	
Actual cost of staffing for Prepo			***Estimate Only***						(7,702.18)		
Garnet	BR38	8/26/2025	9/18/2025	563	84,281.10	57,680.32	21,294.21	756.90	163,255.63	3 RYN	
Actual cost of staffing for Garnet			***Estimate Only***						(75,671.11)		
Total FY 2025/2026									99,270.72		



PENRYN FIRE PROTECTION DISTRICT

PO Box 219, 7206 Church St., PENRYN, CA 95663
916-663-3389 FAX 916-663-1262

BOARD OF DIRECTORS

Cheryl Hotaling
Danielle Hardesty
Diego Heimlich
Larry Shields
Robert Verdugo

An Organization Committed to Serving the Community of the Penryn Fire Protection District

December 20, 2025

Penryn Fire District Board of Directors
7206 Church Street
Penryn, CA 95663

Dear Board Members:

Below is a final evaluation of the Penryn Fire Protection District's ("District") achievements against the goals set forth in the District's Strategic Plan 2019-2024 (Revised December 2022). This evaluation is based on input from Command Staff as well as actions taken by the Board. Although this Strategic Plan was set through 2024, the development of a new Strategic Plan was put on-hold, pending adoption by the Local Agency Formation Commission (LAFCO) of the Municipal Services Review (completed Spring 2025), anticipated adoption of the Sphere of Influence (SOI) by the LAFCO (completion is still pending), and action by the LAFCO related to the Placer Hills Fire Protection Agency/Newcastle Fire Protection Agency merger request (in process – anticipated completion Spring 2026).

Since the last update in December 2022, the District has:

- Continued to maintain response times (Goal #1);
- Made great strides in bringing employee compensation and benefits into better alignment with surrounding districts (Goal #4). The District has not had any paid staff turnover in the last 3+ years; and
- Set aside funding during the past few years for capital equipment replacement (Goal #5).

The regional environment of providing fire services has undergone significant changes during the last several years. Based on this, it is likely that the District will need to merge with other fire agency(s) in the future to enable the effective and efficient delivery of fire protection services to the District. As such, my recommendation to the Board is to initiate a new Strategic Planning effort in 2026. During the development of a new Strategic Plan, community outreach will be paramount and a strategy to obtain community input should be a key component of the Strategic Plan development framework.

Goal #1 *Maintain or improve response times.* Current response times are 5-8 minutes which is above the state average of 12 minutes. The District will continue to improve response times by using technology as a tool for mapping and continuing the implementation of our driveway access and visible address program.

[December 2025 Update:](#) [We continue to meet this goal, as shown in the Response Time table below:](#)

Fiscal Year	Average Response Times ¹ (Dispatched to Arrive on Scene)
2024-2025	6.18
2023-2024	6.13
2022-2023	6.27
2021-2022	6.13
2020-2021	6.46
2019-2020	6.05

Goal #2 Expand the Basic Life Support/Optional Skills EMS delivery to Advanced Life Support delivery. To meet this goal, the District will need to move from 2/0 staffing (2 staff on the engine and 1 officer on duty) to 3/0 staffing with the third person being a paramedic. Current budget projections indicate that this goal can only be met with increased development (growth) within the District’s current boundaries. Alternatively, a merger with a neighboring fire agency may provide the budgetary means for the District to expand from a BLS to an ALS service level.

December 2025 Update: No change specific to the District, although Sierra College now offers a Paramedic program that is very cost efficient that may be an option in the future. Budgetary limitations still exist that impact the District’s ability to transition to ALS; on-going staffing levels would need to increase, as well as cost for equipment.

Goal #3 Provide the safest possible environment for our firefighters. Safety for the residents and staff is the number one priority for the District. In addition to allocating operating funds annually to purchase and maintain safety equipment, the District will actively seek safety related grants.

December 2025 Update: The District continues to seek safety related grants. In addition, the following activities have occurred:

1. 2025: Leveling and graveling of area for parking on the side of Station 38.
2. 2025: Replacement of exterior windows in Stations 38’s bay.
3. 2025: Replacement/upgrade of self-contained breathing apparatus for staff to enable interoperability with neighboring agencies and improve firefighter safety through equipment standardization.
4. 2022: Refinishing of the front wall exterior of Station 38 to remove safety hazards and stop water leaks.
5. 2020: Installation of vehicle exhaust removal equipment in the engine bays. Installing a vehicle exhaust removal system protects firefighter health by capturing and removing toxic and carcinogenic exhaust fumes at the source before they spread throughout the station. This reduces cancer risk, improves indoor air quality in living and work areas, and aligns the department with National Fire Protection Association and occupational safety best practices.
6. 2019: Renovations to the staff dorm to increase efficiency and comfort.

Goal #4 Implement a salary and benefit structure that is within 5% of surrounding Placer County fire protection agencies. Maintaining a competitive salary and benefit structure is key to attracting and retaining outstanding staff.

December 2025 Update: The following activities have occurred:

¹ Data includes all responses within District jurisdictional boundaries and excludes code 2 (non-emergency) calls for service and mutual aid responses.

1. 07/2025: Implemented District coverage of dental and vision insurance for paid staff and their families and implemented a 2.5% wage increase as part of the new Memorandum of Understanding (MOU) agreement.
2. 12/2023: Implemented a 7% wage increase effective 12/1/2023 and a 5% wage increase effective 7/1/2024, implemented District coverage for 50% of paid staff's family medical coverage, specified process surrounding commercial sleeping arrangements for Strike Teams, increased vacation carryover from 48 hours to 96 hours per year, and included a District-paid 457 contribution amount is \$1500 per year of service for paid staff (partial years of service were prorated).
3. 07/2022: Entered into a contract with California Public Employees' Pension System (CalPERS) to provide retirement for all paid staff. The retirement formula of 2.7% at 57 is the most favorable pension formula available.
4. 07/2022: Implemented a 6.8% wage increase as part of MOU agreement amendment (to offset CalPERS member contribution costs).
5. 01/2022: Implemented a 4.5% pay increase in addition to other staff benefits as part of MOU agreement.
6. 12/2021: Implemented a 5% pay increase in addition to other staff benefits as part of MOU agreement.
7. 12/2019: Implemented a one-time payment of \$450 for each year of service for regular, full-time employees as of January 1, 2020 into the District-provided 457 plan with a one-year vesting period.

Goal #5 *Create a vehicle replacement program.* The District has recently replaced its 1993 Type I engine and is currently working on securing funding for replacement of its Type III engine. Once Goal #4 has been reached, operating funds will be set aside annually to replace equipment that is no longer serviceable.

December 2025 Update: The District has a Capital Improvement Plan and also has over \$679,000 of funds set-aside (committed) in the Operating Fund for Capital Equipment replacement, in addition to over \$509,000 in the Mitigation Fund. The District reviewed specifications and costs associated with procuring a new Type III Brush but has decided to hold off ordering in hopes that prices and wait times will decrease. The current Type III Brush is still serviceable.

Goal #6 *Consolidate services with adjacent fire protection agencies when economically feasible and in the best interest of our residents.* The District understands the economies of scale that can be achieved by consolidating with a neighboring fire protection agency. In discussions with neighboring fire agencies, it has been determined that the District needs to generate additional revenue to make a merger with any agency cost neutral. The District understands that growth and annual increases to the voter approved Measure A annual property tax assessment may, in time, provide the revenue needed to make the District a fiscally cost-neutral addition to a larger agency. Alternatively, additional funding may be needed from Placer County to enable a merger of the District agency cost neutral.

December 2025 Update: The District is part of a regional group of Fire Protection Districts (PFDs), which includes Penryn FPD, Placer Hills PFD, Newcastle PFD, Foresthill PFD and South Placer FPD, that meet to discuss cross-district collaboration. In addition, a decision regarding the application for merging Newcastle PFD with Placer Hills PFD should be made in spring 2026.

Goal #7 Maximize available revenue sources. The District will work with the development community to provide plan review and approval quickly and efficiently. The District's fees will be reviewed annually to ensure full cost recovery of these services. The voter approved Measure A tax assessment will be reviewed annually and may be increased up to 4% annually to meet District goals.

December 2025 Update: Plan review and approval services are being provided through the Placer Hills support services contract. The Measure A tax assessment has been increased 4% each year to meet District goals. The District Fee Schedule for Residential and Commercial building fees:

1. 2025/26: Fee increased to \$2.05/sq foot of new construction effective 7/1/2026.
2. 2024/25: Fee increased to \$2.01/sq foot of new construction.
3. 2023/24: Nexus Study performed. Based on the results of the study, a single fee for all development types was implemented (\$1.84/sq foot of new construction).
4. 2017: Fees were set at different rates for specific types of development (Residential, Retail Commercial, Office Commercial, Industrial Commercial, and Agriculture/Commercial). Fees ranged from \$0.69/sq foot of new construction to \$1.33/sq foot of new construction.

Goal #8 Improve community involvement and outreach through social media. An ad hoc committee made up of Board members and staff will pursue additional ways to provide information to our citizens which will include an annual newsletter and the use of social media.

December 2025 Update: Progress related to this goal has been minimal. Additional documents have been placed on the District's website. The approach to improving community involvement and outreach should be a focal point of community input during the new Strategic Plan development effort.

Respectfully,



Cheryl Hotaling, Chair
Penryn Fire Protection District



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, 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 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
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90746	Vaccine: Hepatitis B, may need series of 3 injections	\$130.00/injection
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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
Hemocult 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:

- | | |
|---------------|--|
| 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. |
|---------------|--|

- | | |
|---------------|---|
| Tier 2 | Meets NFPA 1582 Medical Standards. Firefighter is encouraged to <u>improve</u> current fitness level to comply with NFPA 1582 fitness standards. |
|---------------|---|

- | | |
|---------------|--|
| Tier 3 | Meets NFPA 1582 Medical Standards. Participation in a prescribed fitness program is <u>required</u> to comply with NFPA 1582 fitness standards. |
|---------------|--|

- | | |
|---------------|---|
| Tier 4 | <u>May require removal</u> from firefighting duty due to fitness level |
|---------------|---|

- | | |
|---------------|---|
| 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





ON DUTY
HEALTH

**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		
<ul style="list-style-type: none">• 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		
<ul style="list-style-type: none">• 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		
<ul style="list-style-type: none">• 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 WF1 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 		
<hr/>		
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 <ul style="list-style-type: none"> • Silver package Labs 		
Full Physical <ul style="list-style-type: none"> • Silver package Physical 		
Cardiopulmonary Screening & Fitness Assessment <ul style="list-style-type: none"> • Silver package Cardiopulmonary Assessment 		
Ultrasound Enhanced Cancer Screening <ul style="list-style-type: none"> • Silver package Ultrasound Screening 		
Low Dose CT Lung Screening <ul style="list-style-type: none"> • Lung Cancer CT Screening • Conducted through regional partner • Conducted every 5 years (1/5 department annually) 		
Brain MRI Screening <ul style="list-style-type: none"> • Brain Cancer MRI Screening • Conducted through regional partner • Conducted every 5 years (1/5 department annually) 		
Galleri Multicancer Test <ul style="list-style-type: none"> • 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-PLA ₂	√				
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

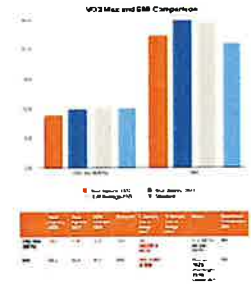
Additional Services Available (per person)

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)
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.



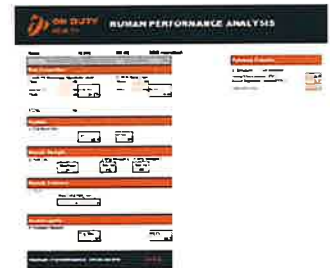
Electronic Medical Records & Patient Portal

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 patients 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

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

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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 Penryn 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

Penryn Fire District Policy Manual

Wellness and Fitness Program

- 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.

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.



PENRYN 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. The District will schedule and pay for the annual exam.
3. The District will pay for the DMV paperwork if needed by the employee.
4. Employees who decline the District physical may see their own physicians, and may provide a signed letter from the examiner. The District will pay for any costs not covered by the employees' insurance.
5. Employees who decline any physical exam must pass the pack test, which will be administered by the District. They will be required to sign a waiver regarding refusing the exam and taking the pack test.