



Notice and Agenda

Of the Gold Ridge Fire Board of Directors Regular Meeting

To be held on July 8, 2026 – 7pm

Location: The Annex (Located next to Sebastopol Station 83)
7351 Bodega Avenue, Sebastopol, CA 95472

Assistance for the disabled: If you are disabled in any way and need accommodation to participate in the meeting, please call the Board Clerk at least 48 hours in advance at (707) 823-1084 so the necessary arrangements can be made.

1. CALL TO ORDER AND PLEDGE OF ALLEGIANCE

2. ROLL CALL OF DIRECTORS

3. **PUBLIC INPUT:** *At this time, members of the public may address the Board with any item not appearing on the agenda. It is recommended that you limit your comment to 3 minutes or less. Under State Law, matters presented under this item cannot be discussed or acted upon by the Board at this time.*

4. APPROVAL OF MINUTES FROM PREVIOUS MEETINGS:

- a. June 10, 2026 Regular Meeting Minutes (**Action Item**)

5. **CORRESPONDENCE:** *Review of any correspondence that might have been received after distribution of the board packet.*

6. REVIEW AND APPROVAL OF FINANCIAL REPORTS:

- a. June 2026 Bank Accounts Register (**Action Item**)

7. REPORTS:

- a. June 2026 Monthly Activity Report (MAR) Review
- b. Fire Chief's Report

8. OLD BUSINESS: None

9. NEW BUSINESS:

- a. The Board will consider approval of Resolution 26/27-01 adopting a Memorandum of Understanding between the Gold Ridge Fire Protection District and the Gold Ridge Paid Firefighters Association for the period of July 1, 2026 through June 30, 2028. (**Action Item**)
- b. The Board will consider approving Resolution 26/27-02 adopting the Publicly Available Pay Schedule for Fiscal Year 2026-2027 pursuant to California Code of Regulations Section 570.5. (**Action Item**)
- c. Sonoma LAFCO Special District Representative Class I election. The board shall vote for either William Norton or Rob Stewart. (**Action Item**)

10. ADJOURNMENT INTO CLOSED SESSION:

- a) The Board will meet in closed session to discuss the following:
 - i) CONFERENCE WITH LEGAL COUNSEL – ANTICIPATED LITIGATION
Exposure to litigation pursuant to Government Code § 54956.9(d)(2): (One case)

11. RECONVENE INTO OPEN SESSION: (Report on closed session if applicable)

12. GOOD OF THE ORDER

13. ADJOURNMENT

Materials related to an item on this agenda submitted to the Gold Ridge Fire Protection District after the distribution of the agenda & packet are available for public inspection at the administrative office located at 4500 Hessel Road, Sebastopol, CA during normal business hours.



GOLD RIDGE FIRE PROTECTION DISTRICT

4500 Hessel Road · Sebastopol, CA 95472

Phone (707) 823-1084 · Fax (707) 829-1175 · www.goldridgefire.org

Proudly serving the communities of Hessel, Twin Hills, Freestone, Fort Ross, Camp Meeker, Bodega, Valley Ford, Bloomfield, Two Rock, Wilmar, San Antonio, and Lakeville

June 10, 2026 Regular Meeting Minutes

- 1) **Call to Order:** The Regular Meeting of the Gold Ridge Fire Protection District was held at The Annex 7351 Bodega Avenue, Sebastopol California. The meeting was called to order at 7:00pm with Director Gloeckner leading the Pledge of Allegiance.
- 2) **Roll Call of Directors:**

Robert Glockner	Charlie Lachman
Chris Tachouet	David Warburg
Dominic Carinalli	Steve Petrucci
Stacey Gambonini	
- 3) **Public Input:** Several members from the town of Bodega came to report that the Bodega Community meeting held the night before resulted in overwhelming support from the community and a vote for a signed lease with Gold Ridge Fire.
- 4) **Approval of the Minutes from the Previous Meeting:** The May 13, 2026 Regular Meeting minutes were reviewed. A motion was made by Director Petrucci to approve the meeting minutes. The motion was seconded by Director Warburg and passed unanimously.
- 5) **Correspondence:** None
- 6) **Review and approval of the Financial Reports:** The revenue and expenses for the Month of May were reviewed and discussed. Director Gambonini made a motion to approve the May 2026 Bank Accounts Register Report. The motion was seconded by Director Tachouet and passed unanimously.
- 7) **Reports:**
 - a. May 2026 Monthly Activity Report (MAR) attached
 - b. Chief's Report: Chief Schroth-Cary reported that they are waiting to hear back from Bodega regarding the terms of the lease and gave a brief building project update.
- 8) **Old Business:** None
- 9) **New Business:**
 - a. The Board considered approval of Resolution 25/26-06 Ordering an election to be held and requesting consolidation with the November 3, 2026 General Election. Director Warburg made a motion to approve Resolution 25/26-06, Director Petrucci seconded, motion passed unanimously.

- b. The Board considered approval of Resolution 25/26-07 Adopting a Preliminary Budget for the 2026/2027 Fiscal Year. Director Lachman made a motion to approve Resolution 25/26-07 and the adoption of the 26/27 Preliminary Budget, Director Warburg seconded, motion passed unanimously.
- c. Resolution 25/26-08 adopting a Memorandum of Understanding between the Gold Ridge Fire Protection District and the Gold Ridge Paid Firefighters Association for the period of July 1, 2026 through June 30, 2028 – Tabled until next meeting
- d. Resolution 25/26-09 adopting the Publicly Available Pay Schedule for Fiscal Year 2026-2027 pursuant to California Code of Regulations Section 570.5. – Tabled until next meeting
- e. The District is seeking Board direction regarding the 2026/2027 fiscal year Special Tax Rates and Cost of Living options for Public Hearing Noticing. After some discussion the board gave staff direction that the cost-of-living increase to the 2019 special tax shall not exceed 6%.

10)8:00 PM - ADJOURNMENT INTO CLOSED SESSION

- a. The Board met in closed session to discuss the following:
 - i. CONFERENCE WITH LEGAL CONSEL – ANTIPATED LITIGATION (Govt Code Section 54956.9 (d)(2)) – One Case

11)RECONVENE INTO OPEN SESSION 8:35PM: Direction was given to staff, no action taken.

12)GOOD OF THE ORDER: None

13)ADJOURMENT: There being no further business, Director Carinalli made a motion to adjourn the meeting at 8:36PM, seconded by Director Petrucci, and passed unanimously.

Minutes approved as written – Motion/Second: _____

Clerk of the Board: _____ *Date:* _____



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Bodega, Valley Ford, Bloomfield, Two Rock, Wilmar, San Antonio, Lakeville, Monte
Rio and Sebastopol*

June 25, 2026 Special Meeting Minutes

- 1) **Call to Order:** The Special Meeting of the Gold Ridge Fire Protection District was held at The Annex 7351 Bodega Avenue, Sebastopol California. The meeting was called to order at 6:59pm with Director Gloeckner leading the Pledge of Allegiance.

- 2) **Roll Call of Directors:**
- | | |
|-------------------|-----------------|
| Robert Glockner | Charlie Lachman |
| Chris Tachouet | David Warburg |
| Dominic Carinalli | Steve Petrucci |

Absent: Stacey Gambonini

- 3) **Public Input:** None

- 4) **ADJOURNMENT INTO CLOSED SESSION 7:05 PM**

- i. **CONFERENCE WITH LEGAL COUNSEL -ANTICIPATED LITIGATION** Exposure to litigation pursuant to Government Code§ 54956.9(d)(2): (One case)

- 5) **REPORT FROM CLOSED SESSION:** Nothing to report. Direction given to staff

- 6) **ADJOURMENT:** There being no further business, Director Lachman made a motion to adjourn the meeting at 7:32 pm, seconded by Director Petrucci, and passed unanimously.

Minutes approved as written - Motion/Second: _____

Clerk of the Board: _____ Date _____

May 2026 CONSOLIDATED MAR

GENERAL INFORMATION	CALL VOLUME AND CALL TYPE BREAKDOWN	NOTABLE INCIDENTS	TURNOUT TIME, AVG	RESPONSE TIME, AVG	VOLUNTEER RESPONSE NUMBERS FOR THE MONTH	CURRENT CALL #s -VS- LAST YEAR
N/A	FIRES: 4 EMS: 148 MVA: 12 Hazardous: 6 Non-Emergency: 33 Public Service: 28 Other: 57 TOTAL- 288	RV Fire on Elphick Rd. Plane into Pet River	0:00:52	0:05:30	94	2026: 2,158 vs. 2025: 1,083
APPARATUS						
GENERAL INFORMATION		APPARATUS MAINTENANCE - COMPLETED		OOS APPARATUS, DAYS OOS, & REPAIR TIMELINE		
New Type 3's delayed a month, likely to land at GFD July 1st. New 8383 final inspection complete.		N/A		N/A		
EQUIPMENT						
PENDING ANNUAL EQUIPMENT TESTING	GENERAL INFORMATION	SCBA STATUS	OOS EQUIP.	EMS INVENTORY UPDATE	PPE INVENTORY / QUALITY CONCERNS - PORTABLE RADIO / PAGER INVENTORY CONCERNS	PENDING
Hose/ Ladders in June. SCBA flow testing in July dates TBD.	N/A	Repairs completed and inservice.	None	Large purchase of epinephrine completed for expiring items.	Large turnout purchase made due to new vol. onboarding and expiring items Received pagers from 83, raising inventory numbers to a more comfortable level	N/A
FACILITIES						
GENERAL INFORMATION		FACILITY MAINTENANCE - COMPLETED		Capital Improvement - NEEDED		
Ongoing Maintenance for all facilities		Grading and emergency repair of driveway completed at Stn 97		Ongoing Exploration of Stn 97 build, Stn 86 improvement, Stn 54 build.		
PERSONNEL						
GENERAL INFORMATION		INTERN UPDATE		TOTAL STIPEND HOURS FOR THE MONTH		
N/A		We currently have 7 active Firefighter-Interns, 4 new Interns will begin filling Stipend shifts in June.		1,752 volunteer hours worked in April.		
TRAINING						
GENERAL INFORMATION		TOTAL VOL. TRN HRS	VOL. TRN HRS BY Station	VOL. DRILL ATTEND. BY Station	TRAINING HOURS BY STATION (PAID PERSONNEL)	

May nightly drills focused on wildland firefighting skills for the 2026 season. Topics: Mobile attack, hoselays, weighted pack test, and fire shelter deployment.	1,355.5 (Including the volunteer academy final hours), 319.25 (excluding the volunteer academy)	FS43: 22.75 FS54: 0 FS55: 9.75 FS81: 284 FS82: 735 FS83: 117 FS86: 0.25 FS87: 3.25 FS94: 57.5 FS96: 9.75 FS97: 117	FS43: 14 FS55: 15 FS80: 2 FS81: 6 FS82: 7 FS83: 14 FS87: 6 FS94: 4 FS96: 4 FS97: 4	FS54: 55 FS81: 147.5 FS82: 134 FS83: 164 FS94: 232.5 FS97: 137 Training: 55.75 Total: 743.5
FIRE MARSHAL'S REPORT				
	BLD'G INSP / PRE-FIRE PLANS COMP'D	DSI/WEED ABATE COMP'D	ADDRESS SIGNAGE UPDATE	PUB ED COMPLETED & UPCOMING
Nothing to Report	N/A	N/A	N/A	N/A
FIREFIGHTER ASSOCIATIONS				
NOTABLE REPORT FROM MONTHLY MEETINGS		ASSOCIATION UPDATE(S), INCLUDING EVENTS OR ACTIVITIES		
	No Data Available			
EXPLORERS POST				
GENERAL INFORMATION		EXPLORER POST UPDATE, EVENTS OR ACTIVITIES		
New helmets/shields and gear bags purchased for Explorers. The Explorer posts have moved is moving their banking account to RCU to be more in line with the associations 501(c)(3). We will be closing the existing account at West American bank with-in the next month. We continue to get great support for the district and the association in all matters pertaining to the program.		The Explorer Striped Program has been reimplemented. This program allows our Explorers to work towards a set of objectives and tests that mimic our Intern Program such as Company Standards testing, CPR, Radios, inventory and more. Upon successful completion of the program, Explorers will be given a custom, duty approved shield. Pancake Breakfast is approaching and we have asked our Explorer group to partake with set up/clean up and more importantly to invite family and friends and enjoy the family event. Added two new Explorers in May, (Justin Senn and Noah Weaver), and two have resigned due to other obligations. We are currently sitting at 16 active members in our posts. We are working to add more Explorers from our waitlist. We have talked with the Captains at 94 to add explorers to the Zone 9 training nights to be able to extend our program south and reach those who are interested and live in the area. The next big event for the Explorers will be the Pancake breakfast on 6/28.		
Given in person during the Board of Directors' Meeting				

Gold Ridge Fire Protection District
Bank Transaction Report
June 2026

Date	Type	Num	Name	Description	Split	Amount
1120	Summit					147,374.93
06/04/2026	Check	10913	Non Stop Towing, Inc.	cars for training	60 Services/Supplies:6140 Fleet Mainte	(500.00)
06/04/2026	Check	10947	All Star Fire Equipment Inc.	Turnouts	60 Services/Supplies:6881 Safety Equip	(14,072.10)
06/04/2026	Check	10948	AT&T	Phonelines FS81 54 96 83 87 80		(688.72)
06/04/2026	Check	10949	Bauer Compressors	FS81 & 94 compressor service		(3,785.99)
06/04/2026	Check	10950	Big Brand Tire & Service	8113 oil change	60 Services/Supplies:6140 Fleet Mainte	(122.52)
06/04/2026	Check	10951	Bodega Water Company, Inc.	FS87 water service	60 Services/Supplies:7320 Utilities	(209.19)
06/04/2026	Check	10952	California Municipal Advisors, LLC	Long term Financial Planning-reissued	60 Services/Supplies:6650 Financial Se	(1,500.00)
06/04/2026	Check	10953	Complete Wireless Technologies	Radio repair	60 Services/Supplies:6149 Radio Maint	(252.52)
06/04/2026	Check	10954	Grainger	House hold & cleaning supplies, trash t		(1,865.94)
06/04/2026	Check	10955	Greg LeDoux & Associates	Remodel FS87	85 Assets:8510 Building	(866.25)
06/04/2026	Check	10957	Investigation Firm LLP	Legal matters	60 Services/Supplies:6610 Legal Servic	(5,925.00)
06/04/2026	Check	10958	L.N. Curtis & Sons	FS54 compressor service	60 Services/Supplies:6145 Maintenance	(2,603.79)
06/04/2026	Check	10959	McPhail Fuel Company	Bodega propane	60 Services/Supplies:7201 Fuel	(23.43)
06/04/2026	Check	10960	Napa Auto Parts	Anti-freeze, drain valve, air valve, wiper		(300.79)
06/04/2026	Check	10961	Non Stop Towing, Inc.	cars for training	60 Services/Supplies:6140 Fleet Mainte	(500.00)
06/04/2026	Check	10962	North Bay Petroleum	35-0002369 FUEL FS81 82 43		(7,893.56)
06/04/2026	Check	10963	Opperman & Son Inc.	Hump hose	60 Services/Supplies:6140 Fleet Mainte	(38.39)
06/04/2026	Check	10964	Partners In Public Innovation	Public relations	60 Services/Supplies:6610 Legal Servic	(2,370.00)
06/04/2026	Check	10965	PG&E	Utilities FS 96, 94 97		(2,019.00)
06/04/2026	Check	10966	Power Business Technology	Copier move from FS81 to Annex	60 Services/Supplies:6400 Office Expe	(282.35)
06/04/2026	Check	10967	Primo Brands Water Delivery	FS97 potable water	60 Services/Supplies:6080 Household I	(150.91)
06/04/2026	Check	10968	Recology Sonoma Marin	Trash service x 9 stations		(1,152.86)
06/04/2026	Check	10969	Sebastopol Hardware	Building maintenance supplies, fleet sui		(455.43)
06/04/2026	Check	10970	Zoll Medical Corporation	Medical supplies	60 Services/Supplies:6261 Medical Sur	(14.87)
06/11/2026	Check	10971	Blomberg & Griffin	FS54 FY end June 2025 tax return	60 Services/Supplies:6630 Audit Servic	(750.00)

Date	Type	Num	Name	Description	Split	Amount
06/11/2026	Check	10972	George Peterson Insurance Company	Endorsement premium - Annex	60 Services/Supplies:6100 Insurance	(372.49)
06/11/2026	Check	10973	H and S Associates	Fire plan review		(7,437.50)
06/11/2026	Check	10974	KS Kustom Signs & Auto Graphics	Renumbering & new badges	90 Appropriations:9000 Contingencies	(776.00)
06/11/2026	Check	10975	L.N. Curtis & Sons	8363 equipment	60 Services/Supplies:6145 Maintenance	(1,755.66)
06/11/2026	Check	10976	McPhail Fuel Company	Bodega propane 54, 55, 87, Bodega H		(199.33)
06/11/2026	Check	10977	Noels Automotive	5401 oil change	60 Services/Supplies:6140 Fleet Mainte	(287.62)
06/11/2026	Check	10978	North Bay Petroleum	35-0002369 FUEL FS83	60 Services/Supplies:7201 Fuel	(2,083.56)
06/11/2026	Check	10979	North-Cal Fire Equipment, LLC	Fire extinguisher service FS 87	60 Services/Supplies:6145 Maintenance	(292.50)
06/11/2026	Check	10980	Quality Septic Service	FS97 septic pumping	60 Services/Supplies:6180 Building Ma	(625.00)
06/11/2026	Check	10981	Robert Illia	Annex weather stripping installation	60 Services/Supplies:6180 Building Ma	(221.92)
06/11/2026	Check	10982	Sonoma County Resource	FS83 Trash service	60 Services/Supplies:6080 Household I	(731.80)
06/11/2026	Check	10983	The Rental Place	FS81 propane & pack files	60 Services/Supplies:6461 Operating S	(76.11)
06/11/2026	Check	10984	True Value - Guerneville	FS54 chair saw parts	60 Services/Supplies:6880 Small Tools	(482.01)
06/11/2026	Check	10985	USCG	Overpayment reimbursement	60 Services/Supplies:7120 Training	(3.00)
06/11/2026	Check	10986	William L. Adams PC	Legal Svcs May	60 Services/Supplies:6610 Legal Servic	(9,478.00)
06/17/2026	Check	10987	Nick Guidry	FS83 redwood dining table	90 Appropriations:9000 Contingencies	(9,000.00)
06/18/2026	Check	10988	Big Brand Tire & Service	8640 oil change	60 Services/Supplies:6140 Fleet Mainte	(84.57)
06/18/2026	Check	10989	Cinquini & Passarino Inc.	LAFCO Annexation mapping		(10,847.41)
06/18/2026	Check	10990	Dish	FS97 cable	60 Services/Supplies:7320 Utilities	(165.05)
06/18/2026	Check	10991	Erickson Engineering Inc	FS87 septic evaluation	90 Appropriations:9000 Contingencies	(564.00)
06/18/2026	Check	10992	Leavitt Communications	Radio charges	60 Services/Supplies:6149 Radio Maint	(2,347.92)
06/18/2026	Check	10993	North Bay Petroleum	35-0002369 FUEL FS94, 97, 82		(3,237.63)
06/18/2026	Check	10994	Pardini Trucking, Inc.	water service FS97	60 Services/Supplies:7320 Utilities	(400.00)
06/18/2026	Check	10995	PG&E	Utilities FS 43 82 87 55		(838.85)
06/18/2026	Check	10996	Power Business Technology	Copier expense	60 Services/Supplies:6400 Office Expe	(15.95)
06/18/2026	Check	10997	Primo Brands Water Delivery	FS97 potable water	60 Services/Supplies:6080 Household I	(116.93)
06/18/2026	Check	10998	Reliable Crane & Rigging Inc	FS81 move/load tank	90 Appropriations:9000 Contingencies	(1,811.25)
06/18/2026	Check	10999	Sean Norman	SFT Motorized Watercraft course x5	60 Services/Supplies:7120 Training	(4,875.00)
06/18/2026	Check	11000	Valley Ford Water Association	Water service FS86	60 Services/Supplies:7320 Utilities	(89.40)

Date	Type	Num	Name	Description	Split	Amount
06/18/2026	Check	11001	Western Extrication Specialists, Inc.	Holmatro Hydraulic cap	60 Services/Supplies:6145 Maintenance	(34.96)
06/25/2026	Check	11002	Ameriprints Live Scan	DOJ fingerprint submission	60 Services/Supplies:6654 Medical Exe	(57.00)
06/25/2026	Check	11003	Big Brand Tire & Service	8740 oil change	60 Services/Supplies:6140 Fleet Mainte	(159.46)
06/25/2026	Check	11004	Burton's Fire, Inc.	8182 glass & frame	60 Services/Supplies:6140 Fleet Mainte	(139.50)
06/25/2026	Check	11005	Nippon Sanso Matheson Inc	O2 cylinder lease	60 Services/Supplies:6461 Operating S	(207.77)
06/25/2026	Check	11006	North-Cal Fire Equipment, LLC	FS94 Fire extinguisher service	60 Services/Supplies:6145 Maintenance	(504.05)
06/25/2026	Check	11007	PG&E	Utilities FS 54, 81		(813.58)
06/25/2026	Check	11008	Precision Wireless Service	Radio/communications equipment repa	60 Services/Supplies:6149 Radio Maint	(3,000.00)
06/25/2026	Check	11009	Primo Brands Water Delivery	FS97 potable water	60 Services/Supplies:6080 Household I	(125.12)
06/25/2026	Check	11010	Renne Public Law Group LLC	Legal services	60 Services/Supplies:6610 Legal Servic	(2,870.00)
06/25/2026	Check	11011	Sonoma Co DPI-CSA41 Freestone	FS80 456 Bohemian Hwy Acct# 26 wat	60 Services/Supplies:7320 Utilities	(105.00)
06/25/2026	Check	11012	Topo Collective Benefit Corporation	Map Data Updates	60 Services/Supplies:6290 Other Dept.	(1,603.75)
06/25/2026	Check	11013	Toshiba Financial Services	Copier leases FS 81 & 83		(745.97)
06/25/2026	Check	11014	WebPerception, LLC.	FS97 Internet	60 Services/Supplies:7320 Utilities	(118.99)
06/25/2026	Check	11015	WEX Bank	FS54 Fuel	60 Services/Supplies:7201 Fuel	(2,731.73)
06/30/2026	Check	11016	U.S. Bank	4246 04** **** 3785	Cal Card	(22,246.57)
06/30/2026	Check	11017	Adobe Associates, Inc.	FS81 review septic RFIs		(864.98)
06/30/2026	Check	11018	Big Brand Tire & Service	9741 & 8740 oil change		(308.93)
06/30/2026	Check	11019	Bodega Water Company, Inc.	FS87 water service	60 Services/Supplies:7320 Utilities	(198.72)
06/30/2026	Check	11020	Burton's Fire, Inc.	8191 crank kit, ball valve, PVG valve		(805.81)
06/30/2026	Check	11021	Ferrellgas	FS54 propane station and garage		(211.99)
06/30/2026	Check	11022	Greg LeDoux & Associates	Remodel FS87	85 Assets:8510 Building	(576.00)
06/30/2026	Check	11023	Hanson Bridgett LLP	Personnel Matters	60 Services/Supplies:6610 Legal Servic	(31,051.00)
06/30/2026	Check	11024	L.N. Curtis & Sons	Wildland pants x9	60 Services/Supplies:6145 Maintenance	(2,411.31)
06/30/2026	Check	11025	Leete Generators, Inc.	FS80, 82 & 87 Generator service		(3,541.60)
06/30/2026	Check	11026	McPhail Fuel Company	Bodega propane FS87	60 Services/Supplies:7201 Fuel	(18.94)
06/30/2026	Check	11027	Napa Auto Parts	Bulb	60 Services/Supplies:6140 Fleet Mainte	(19.68)
06/30/2026	Check	11028	North Bay Petroleum	35-0002369 FUEL FS81 82 97 96 94		(5,273.58)
06/30/2026	Check	11029	North Bay Vehicle Registration	New engine registrations	60 Services/Supplies:6140 Fleet Mainte	(332.00)

Date	Type	Num	Name	Description	Split	Amount
06/30/2026	Check	11031	Pardini Trucking, Inc.	water service FS97	60 Services/Supplies:7320 Utilities	(325.00)
06/30/2026	Check	11032	PG&E	Utilities FS 86 96 9 83 Annex		(11,803.29)
06/30/2026	Check	11033	Quality Septic Service	FS97 septic pumping	60 Services/Supplies:6180 Building Ma	(625.00)
06/30/2026	Check	11034	Randy Hanson Auto Body & Paint	Repairs 8980, 8101, 8182		(13,635.51)
06/30/2026	Check	11035	Sebastopol Hardware	Building maintenance supplies, fleet sup		(604.41)
06/30/2026	Check	11036	Thompson Gas	FS86 Propane		(319.42)
06/30/2026	Check	11037	Pacific Gas & Electric	FS81 & Logistics Bldg Gas & Electric e	90 Appropriations:9000 Contingencies	(44,783.41)
06/01/2026	Deposit		CCATT Holdings LLC	cell tower lease	40 Miscellaneous Revenues:4040 Cell	1,570.00
06/01/2026	Expense		Blue Shield of California	June employee health insurance	50 Salaries/Emp Benefits:5930 Health I	(36,238.45)
06/01/2026	Expense		Kaiser Permanente Grp Ins	June employee health insurance	50 Salaries/Emp Benefits:5930 Health I	(65,302.93)
06/05/2026	Expense		Rosenbauer	2 Rosenbauer pumps		(1,243,867.58)
06/10/2026	Deposit		County of Sonoma	Measure H FY 25/26 Q3	20 Intergovernmental Revenues:2905 M	2,046,399.83
06/11/2026	Deposit			Deposit		17,636.43
06/11/2026	Deposit		State of California	Strike team Garnet Fire	20 Intergovernmental Revenues:2500 S	1,733.90
06/12/2026	Deposit		GovDeals	Asset sale 2013 Ford Expedition & 201	40 Miscellaneous Revenues:4101 Misc	9,200.00
06/17/2026	Deposit			Refund & address sign sale		108,497.22
06/23/2026	Deposit		Analy High School	Graduation EMT coverage reimbursem	40 Miscellaneous Revenues:4101 Misc	225.00
06/24/2026	Expense		Principal Insurance	Vision, dental, life AD&D insurance	50 Salaries/Emp Benefits:5930 Health I	(8,861.52)
06/30/2026	Expense		Kaiser Permanente Grp Ins	July employee health insurance	50 Salaries/Emp Benefits:5930 Health I	(65,302.93)
06/30/2026	Check		William L. Adams PC	Legal Svcs June	60 Services/Supplies:6610 Legal Servic	(11,144.00)
06/30/2026	Check		Archer Tractor Service	8762 broken fan belt	60 Services/Supplies:6140 Fleet Mainte	(800.00)
06/30/2026	Check		AT&T	Phonelines FS81 83 80 54 96 87		(688.12)
06/30/2026	Check		Blomberg & Griffin	FS54 FY end June 2025 audit	60 Services/Supplies:6630 Audit Servic	(8,750.00)
06/30/2026	Check		Comcast	FS55 internet	60 Services/Supplies:7320 Utilities	(120.97)
06/30/2026	Check		Farr Construction Co.	FS97 earthwork	90 Appropriations:9000 Contingencies	(58,255.62)
06/30/2026	Check		H and S Associates	Fire inspection	60 Services/Supplies:7121 Fire Preveni	(350.00)
06/30/2026	Check		True Value Hardware	FS54 Storm door handle	60 Services/Supplies:6180 Building Ma	(49.14)
06/30/2026	Check		PG&E	Utilities FS 97	60 Services/Supplies:7320 Utilities	(782.18)
06/30/2026	Check		Recology Sonoma Marin	Trash service x 9 stations		(1,547.87)

Date	Type	Num	Name	Description	Split	Amount
06/01/2026	Transfer			Sweep transfer deposit 6/1/26	1126 Summit ICS	100,185.47
06/02/2026	Transfer			Sweep transfer deposit 6/2/26	1126 Summit ICS	7,592.85
06/03/2026	Transfer			Sweep transfer deposit 6/03/26	1126 Summit ICS	65,356.90
06/04/2026	Transfer			Sweep transfer deposit 6/4/26	1126 Summit ICS	629.00
06/05/2026	Transfer			Transfer for Rosenbauser payment	1126 Summit ICS	1,250,000.00
06/09/2026	Transfer			Sweep transfer deposit 6/09/26	1126 Summit ICS	26,839.66
06/12/2026	Transfer			Sweep transfer deposit 6/12/26	1126 Summit ICS	14,657.88
06/11/2026	Transfer			Sweep transfer deposit 6/11/26	1126 Summit ICS	(2,017,271.01)
06/15/2026	Transfer			Sweep transfer deposit 6/15/26	1126 Summit ICS	3,965.91
06/16/2026	Transfer			Sweep transfer deposit 6/16/26	1126 Summit ICS	2,536.67
06/17/2026	Transfer			Sweep transfer deposit 6/17/26	1126 Summit ICS	(105,172.32)
06/18/2026	Transfer			Sweep transfer deposit 6/18/26	1126 Summit ICS	1,258.01
06/22/2026	Transfer			Sweep transfer deposit 6/22/26	1126 Summit ICS	21,020.50
06/24/2026	Transfer			Sweep transfer deposit 6/24/26	1126 Summit ICS	21,062.98
06/23/2026	Transfer			Sweep transfer deposit 6/23/26	1126 Summit ICS	(225.00)
06/26/2026	Transfer			Sweep transfer deposit 6/26/26	1126 Summit ICS	898.81
06/25/2026	Transfer			Sweep transfer deposit 6/25/26	1126 Summit ICS	10,484.56
06/29/2026	Transfer			Sweep transfer deposit 6/29/26	1126 Summit ICS	9,785.42
06/05/2026	Transfer			Sweep transfer deposit 6/05/26	1126 Summit ICS	(5,931.15)
06/10/2026	Transfer			Sweep transfer deposit 6/10/26	1126 Summit ICS	(6,412.52)
06/30/2026	Transfer			sweep transfer deposit 6/30/26	1126 Summit ICS	66,375.00
Total for 1120 Summit						37,479.52

1122 Summit Payroll						204,461.13
06/10/2026	Expense	50847	Ivan Aceves	May PR	50 Salaries/Emp Benefits:5911 Vol. Re	(18.47)
06/10/2026	Expense	50848	Wesley Albini	May PR	50 Salaries/Emp Benefits:5911 Vol. Re	(36.94)
06/10/2026	Expense	50849	Henry Baker	May PR	50 Salaries/Emp Benefits:5911 Vol. Re	(166.23)
06/10/2026	Expense	50850	Tom W Baumgras	May PR	50 Salaries/Emp Benefits:5911 Vol. Re	(36.94)
06/10/2026	Expense	50851	Justin Bibee	May PR	50 Salaries/Emp Benefits:5911 Vol. Re	(18.47)

Date	Type	Num	Name	Description	Split	Amount
06/10/2026	Expense	50852	Andrew Britts	May PR	50 Salaries/Emp Benefits:5911 Vol. Rei	(664.92)
06/10/2026	Expense	50853	Orion Burnham-Pohlmann	May PR	50 Salaries/Emp Benefits:5911 Vol. Rei	(18.47)
06/10/2026	Expense	50854	Lorenzo Calavetta	May PR	50 Salaries/Emp Benefits:5911 Vol. Rei	(18.47)
06/10/2026	Expense	50855	Rodrigo Calvillo-Perez	May PR	50 Salaries/Emp Benefits:5911 Vol. Rei	(18.47)
06/10/2026	Expense	50856	Gavin Christy	May PR	50 Salaries/Emp Benefits:5911 Vol. Rei	(18.47)
06/10/2026	Expense	50857	Jacob Fitch	May PR	50 Salaries/Emp Benefits:5911 Vol. Rei	(18.47)
06/10/2026	Expense	50858	Andrew Liput	May PR	50 Salaries/Emp Benefits:5911 Vol. Rei	(129.29)
06/10/2026	Expense	50859	Alicia Sokoloski	May PR	50 Salaries/Emp Benefits:5911 Vol. Rei	(55.41)
06/10/2026	Expense	50860	Christopher N Tachouet	May PR	50 Salaries/Emp Benefits:5911 Vol. Rei	(184.70)
06/10/2026	Expense	50861	John Williams	May PR	50 Salaries/Emp Benefits:5911 Vol. Rei	(55.41)
06/10/2026	Expense	50862	Tim Williams	May PR	50 Salaries/Emp Benefits:5911 Vol. Rei	(36.94)
06/30/2026	Expense	50863	Andrew Britts	May PR	50 Salaries/Emp Benefits:5911 Vol. Rei	(664.92)
06/10/2026	Expense		IBS - Volunteer Payroll	6/10/2026 Monthly Payroll for May 2026		(28,738.35)
06/18/2026	Expense		Innovative Business Solutions, Inc.	6/18/2026 PR		(316,604.00)
06/05/2026	Expense		PERS	6/05/26 PERS reporting		(95,873.05)
06/05/2026	Expense		Cal PERS 457 Plan	6/05/26 Payroll	50 Salaries/Emp Benefits:5910 Payroll	(10,895.30)
06/19/2026	Expense		PERS	1959 Survivors Billing 25/26	50 Salaries/Emp Benefits:5910 Payroll	(244.40)
06/16/2026	Transfer			6/19/26 PR Transfer	1126 Summit ICS	300,000.00
06/19/2026	Transfer			6/19/26 PR Transfer	1126 Summit ICS	110,000.00
Total for 1122 Summit Payroll						159,945.04

1126 Summit ICS						3,298,907.41
06/30/2026	Deposit		Interest	Interest earned	17 Use of Money/Property:1701 Interes	4,426.41
06/30/2026	Deposit		Interest	Interest earned	17 Use of Money/Property:1701 Interes	84.58
06/01/2026	Transfer			Sweep transfer deposit 6/1/26	1120 Summit	(100,185.47)
06/02/2026	Transfer			Sweep transfer deposit 6/2/26	1120 Summit	(7,592.85)
06/03/2026	Transfer			Sweep transfer deposit 6/03/26	1120 Summit	(65,356.90)
06/04/2026	Transfer			Sweep transfer deposit 6/4/26	1120 Summit	(629.00)
06/05/2026	Transfer			Transfer for Rosenbauser payment	1120 Summit	(1,250,000.00)

Date	Type	Num	Name	Description	Split	Amount
06/09/2026	Transfer			Sweep transfer deposit 6/09/26	1120 Summit	(26,839.66)
06/16/2026	Transfer			6/19/26 PR Transfer	1122 Summit Payroll	(300,000.00)
06/12/2026	Transfer			Sweep transfer deposit 6/12/26	1120 Summit	(14,657.88)
06/11/2026	Transfer			Sweep transfer deposit 6/11/26	1120 Summit	2,017,271.01
06/15/2026	Transfer			Sweep transfer deposit 6/15/26	1120 Summit	(3,965.91)
06/16/2026	Transfer			Sweep transfer deposit 6/16/26	1120 Summit	(2,536.67)
06/17/2026	Transfer			Sweep transfer deposit 6/17/26	1120 Summit	105,172.32
06/19/2026	Transfer			6/19/26 PR Transfer	1122 Summit Payroll	(110,000.00)
06/18/2026	Transfer			Sweep transfer deposit 6/18/26	1120 Summit	(1,258.01)
06/22/2026	Transfer			Sweep transfer deposit 6/22/26	1120 Summit	(21,020.50)
06/24/2026	Transfer			Sweep transfer deposit 6/24/26	1120 Summit	(21,062.98)
06/23/2026	Transfer			Sweep transfer deposit 6/23/26	1120 Summit	225.00
06/26/2026	Transfer			Sweep transfer deposit 6/26/26	1120 Summit	(898.81)
06/25/2026	Transfer			Sweep transfer deposit 6/25/26	1120 Summit	(10,484.56)
06/29/2026	Transfer			Sweep transfer deposit 6/29/26	1120 Summit	(9,785.42)
06/05/2026	Transfer			Sweep transfer deposit 6/05/26	1120 Summit	5,931.15
06/10/2026	Transfer			Sweep transfer deposit 6/10/26	1120 Summit	6,412.52
06/30/2026	Transfer			sweep transfer deposit 6/30/26	1120 Summit	(66,375.00)
Total for 1126 Summit ICS						3,425,780.78
1127 CalTRUST Investment						
06/30/2026	Deposit		Interest	Interest	17 Use of Money/Property:1701 Interes	16,710,302.09
Total for 1127 CalTRUST Investment						16,761,791.78
Total for Petty Cash						455.45
TOTAL for All Accounts						20,385,452.57

Date	Type	Num	Name	Description	Split	Amount
			Charles Lachman			
			Steve Petrucci			
			Robert Gloeckner			
			Domenic Carinalli			
			David Warburg			
			Christopher Tachouet			
			Stacey Gambonini			
			Shepley Schroth-Cary, Fire Chief			
			Date Approved			

Gold Ridge Fire Protection District

Cal Card Report

June 2026

Transaction date	Transaction type	Num	Name	Description	Split	Amount	Balance
Cal Card							
06/23/2026	Expense		Adobe Software	Subscription PDF	60 Services/Supplies:6280 Memberships	239.88	239.88
06/30/2026	Expense		76	Strike team fuel		296.02	535.90
06/30/2026	Expense		Strike Team Hotel	Strike Team hotel	60 Services/Supplies:7300 Transportation/Travel	408.82	944.72
06/30/2026	Expense		AIM Mail Center #10	Legal/Insurance Notary	60 Services/Supplies:6610 Legal Services	31.05	975.77
06/30/2026	Expense		apple.com	iPhone/ipad storage/app	60 Services/Supplies:6280 Memberships	35.98	1,011.75
06/30/2026	Expense		Adobe Software	Subscription PDF	60 Services/Supplies:6280 Memberships	299.76	1,311.51
06/30/2026	Expense		Starlink	FS54 Satellite internet	60 Services/Supplies:6040 Communications	335.00	1,646.51
06/30/2026	Expense		Comcast	FS 94 87 80 83 82 54 Cable, internet & phones		1,626.05	3,272.56
06/30/2026	Expense		Peloton	PT subscription Bikes		149.97	3,422.53
06/30/2026	Expense		Verizon Wireless	Phones/Tablets cell services	60 Services/Supplies:6040 Communications	1,488.05	4,910.58
06/30/2026	Expense		Office Depot	trifold paper towels FS83 & Annex	60 Services/Supplies:6080 Household Expense	95.84	5,006.42
06/30/2026	Expense		Two Rock LAN	FS86 Internet	60 Services/Supplies:7320 Utilities	69.00	5,075.42
06/30/2026	Expense		Vista Print	Business cards - Eastland	60 Services/Supplies:6400 Office Expense	49.14	5,124.56
06/30/2026	Expense		Frontier Communications	FS43 phone station 1	60 Services/Supplies:7320 Utilities	152.61	5,277.17
06/30/2026	Expense		Black Mountain Communications	FS43 internet	60 Services/Supplies:7320 Utilities	310.34	5,587.51
06/30/2026	Expense		Amazon.com	HVAC filters, file drawer rails, business card holder		93.89	5,681.40
06/30/2026	Expense		Fircrest Market	Drinks for FF academy	60 Services/Supplies:6060 Food	48.07	5,729.47
06/30/2026	Expense		Round Table Pizza	Pizza for FF academy	60 Services/Supplies:6060 Food	351.89	6,081.36
06/30/2026	Expense		International Code Council	CA Fire Code online subscription	60 Services/Supplies:7121 Fire Prevention	142.00	6,223.36
06/30/2026	Expense		Trellis Communications, Inc.	FS96 internet	60 Services/Supplies:7320 Utilities	75.00	6,298.36
06/30/2026	Expense		Riley Street Art	Address Sign Letters	60 Services/Supplies:6461 Operating Supplies	11.12	6,309.48
06/30/2026	Expense		Amazon.com	Truck parts-2 coolant sensors	60 Services/Supplies:6140 Fleet Maintenance	46.96	6,356.44
06/30/2026	Expense		apple.com	iPhone/ipad storage/app		72.98	6,429.42
06/30/2026	Expense		Adobe Software	Subscription PDF	60 Services/Supplies:6280 Memberships	19.99	6,449.41
06/30/2026	Expense		TeeVax	Range & hood freight	90 Appropriations:9102 Measure H CIP Reserves	110.50	6,559.91
06/30/2026	Expense		OPENAI	Subscription	60 Services/Supplies:6280 Memberships	50.00	6,609.91
06/30/2026	Expense		Onescreen Solutions	Annex smart board	60 Services/Supplies:6280 Memberships	243.46	6,853.37
06/30/2026	Expense		Lowe's	FS81 recessed light	85 Assets:8510 Building	131.97	6,985.34

Transaction date	Transaction type	Num	Name	Description	Split	Amount	Balance
06/30/2026	Expense		Intuit	housing QuickBooks Subscription MR & GFD monthly		138.00	7,123.34
06/30/2026	Expense		Costco	House hold supplies & food staples		2,370.42	9,493.76
06/30/2026	Expense		State Fire Training	S130, S190 & S131 classes		2,780.73	12,274.49
06/30/2026	Expense		Amazon.com	Starlink power point, paper towel dispensers & bathroom fan motors		392.67	12,667.16
06/30/2026	Expense		Conway Shield	probationary helmet shields	60 Services/Supplies:6881 Safety Equipment/PPE	525.58	13,192.74
06/30/2026	Expense		Amazon.com	Refillable gallons & water filters		142.00	13,334.74
06/30/2026	Expense		Grace Alley	FS97 Flags	60 Services/Supplies:6180 Building Maintenance	60.14	13,394.88
06/30/2026	Expense		Sonoma Central Transfer	Warehouse disposal fee	60 Services/Supplies:6180 Building Maintenance	47.00	13,441.88
06/30/2026	Expense		Distinctive Recognition	Uniforms	60 Services/Supplies:6020 Clothing/Personal	1,419.21	14,861.09
06/30/2026	Expense		Emblem Enterprises	shoulder patches	60 Services/Supplies:6020 Clothing/Personal	1,306.57	16,167.66
06/30/2026	Expense		Adobe Software	Subscription PDF	60 Services/Supplies:6280 Memberships	29.99	16,197.65
06/30/2026	Expense		WPSG, Inc.	Valve for 8182	60 Services/Supplies:6140 Fleet Maintenance	2,567.34	18,764.99
06/30/2026	Expense		Starlink	BCs Satellite internet	60 Services/Supplies:6040 Communications	370.00	19,134.99
06/30/2026	Expense		Lowe's	FS81 & Logistics sprinklers	85 Assets:8510 Building	839.90	19,974.89
06/30/2026	Expense		Amazon.com	PPE	60 Services/Supplies:6881 Safety Equipment/PPE	229.40	20,204.29
06/30/2026	Expense		49er Communications, Inc.	Lapel mics	60 Services/Supplies:6149 Radio Maintenance	1,595.00	21,799.29
06/30/2026	Expense		MyPilotStore	Headset ear pieces	60 Services/Supplies:6149 Radio Maintenance	78.70	21,877.99
06/30/2026	Expense		Amazon.com	Door handle 8640	60 Services/Supplies:6140 Fleet Maintenance	23.59	21,901.58
06/30/2026	Expense		Bailey's Inc.	Chainsaw parts	60 Services/Supplies:6880 Small Tools	268.38	22,169.96
06/30/2026	Expense		Forestry Suppliers	Chainsaw parts	60 Services/Supplies:6880 Small Tools	55.24	22,225.20
06/30/2026	Expense		Amazon.com	FS54	60 Services/Supplies:6140 Fleet Maintenance	21.37	22,246.57
06/30/2026	Check	11016	U.S. Bank	June charges	1120 Summit	-	0.00
						22,246.57	

Gold Ridge Fire Protection District

Balance Sheet

As of Jun 30, 2026

	Total
Assets	
Current Assets	
Bank Accounts	
1100 Sonoma County Treasury	0.00
1120 Summit	37,479.52
1122 Summit Payroll	159,945.04
1126 Summit ICS	3,425,780.78
1127 CalTRUST Investment	16,761,791.78
Petty Cash	455.45
Total for Bank Accounts	\$20,385,452.57
Other Current Assets	
1499 Undeposited Funds	0.00
Measure H - Receivables	2,224,038.31
Total for Other Current Assets	\$2,224,038.31
Total for Current Assets	\$22,609,490.88
Fixed Assets	
1400 Fixed Assets	\$5,233.79
1420 Accumulated Depreciation	-3,704,675.00
Total for 1400 Fixed Assets	-\$3,699,441.21
1500 Land	40,066.00
1510 Building + Improvements	2,061,358.36
1520 Equipment + Vehicles	6,853,044.14
Building+Impro - WIP	119,060.00
Total for Fixed Assets	\$5,374,087.29
Other Assets	
Bond Costs - Issuance Fund	-4,961.00
Deferred Outflows of Resources	2,244,178.00
Total for Other Assets	\$2,239,217.00
Total for Assets	\$30,222,795.17

	Total
Liabilities and Equity	
Liabilities	
Current Liabilities	
Accounts Payable	
2000 Accounts Payable	-10,075.00
Total for Accounts Payable	-\$10,075.00
Credit Cards	
Cal Card	0.00
Total for Credit Cards	\$0.00
Other Current Liabilities	
2100 Payroll Liabilities	-503.58
Accrued Interest	103,517.70
Accrued Payroll	230,816.23
Bond Payable - Current	185,000.00
Lease Payable - Current	21,055.64
Loan Payable - Current	48,960.12
Total for Other Current Liabilities	\$588,846.11
Total for Current Liabilities	\$578,771.11
Long-term Liabilities	
2300 Loan Payable	0.00
Bond Premiums	-7,361.00
Compensated Absences	423,785.08
Deferred Inflows of Resources	501,158.00
Lease Payable - Noncurrent	145,737.43
Loan Payable - Noncurrent	267,565.66
Net Pension Liability	2,443,054.00
Note Payable - Bonds	-185,000.00
Total for Long-term Liabilities	\$3,588,939.17
Total for Liabilities	\$4,167,710.28
Equity	
3000 Opening Bal Equity	18,833.82
Net Investment in FA	4,343,495.53
Opening Balance Equity	-100,000.00
Reserve	100,000.00
3900 Retained Earnings	15,685,287.62
Net Income	6,007,467.92
Total for Equity	\$26,055,084.89
Total for Liabilities and Equity	\$30,222,795.17

Gold Ridge Fire Protection District

Budget vs. Actuals: Budget_FY26_P&L - FY26 P&L

July 2025 - June 2026

	TOTAL			
	ACTUAL	BUDGET	OVER BUDGET	% OF BUDGET
Income				
10 Tax Rev				
1000 Prop Tax - CY secured	3,939,309.90	3,931,253.00	8,056.90	100.20 %
1001 Flat Charges - CY	3,951,820.99	4,190,000.00	-238,179.01	94.32 %
1008 RDA Increment	-370,333.70	-360,735.00	-9,598.70	102.66 %
1011 SB 2557 Prop Tax Admin	-40,553.00	-28,007.00	-12,546.00	144.80 %
1014 RDA Pass Throughs	137,633.27	126,683.00	10,950.27	108.64 %
1017 Residual Prop Tax - RPTTF	122,680.08	113,229.00	9,451.08	108.35 %
1020 Prop Tax CY sup	60,686.26	129,718.00	-69,031.74	46.78 %
1040 Prop Tax -CY unsec	111,679.48	113,140.00	-1,460.52	98.71 %
1060 Prop Tax PY sec	-1.74	-425.00	423.26	0.41 %
1061 Flat Charges PY	51,430.53	33,605.00	17,825.53	153.04 %
1070 1100 Prop Tx PY unsec		1,218.00	-1,218.00	
1080 Property Taxes-PY Supp		-935.00	935.00	
Total 10 Tax Rev	7,964,352.07	8,248,744.00	-284,391.93	96.55 %
17 Use of Money/Property				
1700 Interest on Pooled Cash	3,459.34	4,497.00	-1,037.66	76.93 %
1701 Interest Earned	577,026.24	100,000.00	477,026.24	577.03 %
Total 17 Use of Money/Property	580,485.58	104,497.00	475,988.58	555.50 %
20 Intergovernmental Revenues				
2080 ST - Other In-Lieu	65.35	-12,245.00	12,310.35	-0.53 %
2440 ST-Homeowners Prop Tax Relief	7,882.75	14,345.00	-6,462.25	54.95 %
2470 Timber Yield Tax	30.42	253.00	-222.58	12.02 %
2500 ST -Other	1,751,579.38	100.00	1,751,479.38	1,751,579.38 %
2900 So. Co. Funding Agreement	4,435,812.22	4,435,812.00	0.22	100.00 %
2905 Measure H Sales Tax	8,895,400.62	8,340,000.00	555,400.62	106.66 %
2910 Government Agency - MRFD	2,680,000.00	2,680,000.00	0.00	100.00 %
2915 Government Agency - Sebastopol	1,110,000.00	1,100,000.00	10,000.00	100.91 %
2930 So. Co. DSI		100.00	-100.00	
Total 20 Intergovernmental Revenues	18,880,770.74	16,558,365.00	2,322,405.74	114.03 %
30 Charges for Services				
3600 Address Signs	680.00	100.00	580.00	680.00 %
3700 Copy Fees		10.00	-10.00	
Total 30 Charges for Services	680.00	110.00	570.00	618.18 %
40 Miscellaneous Revenues				
4040 Cell Tower	17,270.00	18,840.00	-1,570.00	91.67 %
4050 Grant Income	91,631.66	100.00	91,531.66	91,631.66 %
4100 Workers' comp Ins. Refund	81,624.41	0.00	81,624.41	
4101 Miscellaneous Revenues	214,908.53	100.00	214,808.53	214,908.53 %
4102 Donations/Reimbursements	40,167.36	100.00	40,067.36	40,167.36 %
Total 40 Miscellaneous Revenues	445,601.96	19,140.00	426,461.96	2,328.12 %
Total Income	\$27,871,890.35	\$24,930,856.00	\$2,941,034.35	111.80 %

	TOTAL			
	ACTUAL	BUDGET	OVER BUDGET	% OF BUDGET
GROSS PROFIT	\$27,871,890.35	\$24,930,856.00	\$2,941,034.35	111.80 %
Expenses				
50 Salaries/Emp Benefits				
5910 Payroll Expenses	9,674,979.05	9,323,963.00	351,016.05	103.76 %
5911 Vol. Reimb. Drill/Call/Stipend	465,153.68	600,000.00	-134,846.32	77.53 %
5912 Strike Team Payroll Expenses		100.00	-100.00	
5913 Boards	36.94	2,100.00	-2,063.06	1.76 %
5915 Overtime		600,000.00	-600,000.00	
5922 FICA Retirement	61,133.14	95,000.00	-33,866.86	64.35 %
5923 PERS	1,536,887.66	1,871,013.00	-334,125.34	82.14 %
5924 Medicare	300,319.10	180,000.00	120,319.10	166.84 %
5930 Health Insurance	1,528,877.54	1,722,793.00	-193,915.46	88.74 %
5931 Disability Insurance	6,515.00	10,000.00	-3,485.00	65.15 %
5935 Unemployment	1,182.00	10,000.00	-8,818.00	11.82 %
5940 Workers' Comp	488,966.00	1,099,366.00	-610,400.00	44.48 %
Total 50 Salaries/Emp Benefits	14,064,050.11	15,514,335.00	-1,450,284.89	90.65 %
60 Services/Supplies				
6020 Clothing/Personal	59,803.36	87,500.00	-27,696.64	68.35 %
6040 Communications	45,237.63	100,000.00	-54,762.37	45.24 %
6060 Food	7,530.90	10,000.00	-2,469.10	75.31 %
6080 Household Expense	63,763.50	50,000.00	13,763.50	127.53 %
6100 Insurance	198,345.14	250,000.00	-51,654.86	79.34 %
6140 Fleet Maintenance	325,851.21	300,000.00	25,851.21	108.62 %
6145 Maintenance Equipment	39,329.63	120,000.00	-80,670.37	32.77 %
6149 Radio Maintenance	57,411.68	25,000.00	32,411.68	229.65 %
6180 Building Maintenance	129,519.15	150,000.00	-20,480.85	86.35 %
6261 Medical Supplies	73,387.74	36,000.00	37,387.74	203.85 %
6280 Memberships	44,531.53	63,000.00	-18,468.47	70.68 %
6290 Other Dept. Expense	9,678.55	10,000.00	-321.45	96.79 %
6400 Office Expense	6,048.40	10,000.00	-3,951.60	60.48 %
6405 Computer Expenses	15,025.84	9,000.00	6,025.84	166.95 %
6410 Postage	1,580.38	2,400.00	-819.62	65.85 %
6461 Operating Supplies	9,744.41	10,000.00	-255.59	97.44 %
6526 Dispatch Services	18,068.70		18,068.70	
6540 Payroll Services	17,463.94	25,000.00	-7,536.06	69.86 %
6587 LAFCO Charges	8,448.00	10,000.00	-1,552.00	84.48 %
6610 Legal Services	313,841.12	100,000.00	213,841.12	313.84 %
6620 Grant Services	4,000.00	5,000.00	-1,000.00	80.00 %
6630 Audit Services	21,425.00	15,000.00	6,425.00	142.83 %
6640 ALS Professional Services	175,839.99	258,440.00	-82,600.01	68.04 %
6650 Financial Services	19,128.75	30,000.00	-10,871.25	63.76 %
6654 Medical Exams	6,611.00	45,000.00	-38,389.00	14.69 %
6800 Public/Legal Notices	1,172.00	2,000.00	-828.00	58.60 %
6820 Equipment Lease	8,688.64	5,000.00	3,688.64	173.77 %
6880 Small Tools	113,713.39	100,000.00	13,713.39	113.71 %
6881 Safety Equipment/PPE	196,337.14	300,000.00	-103,662.86	65.45 %
7005 Election Expense		17,000.00	-17,000.00	
7120 Training	137,311.17	150,000.00	-12,688.83	91.54 %
7121 Fire Prevention	35,415.16	235,000.00	-199,584.84	15.07 %

	TOTAL			
	ACTUAL	BUDGET	OVER BUDGET	% OF BUDGET
7201 Fuel	196,471.30	200,000.00	-3,528.70	98.24 %
7202 RENT/Station Leases	35,506.09	35,000.00	506.09	101.45 %
7300 Transportation/Travel	29,283.41	13,000.00	16,283.41	225.26 %
7320 Utilities	159,354.34	175,000.00	-15,645.66	91.06 %
Total 60 Services/Supplies	2,584,868.19	2,953,340.00	-368,471.81	87.52 %
75 Other Charges				
7910 L.T. Debt Principal	70,015.76	70,016.00	-0.24	100.00 %
7930 L.T. Debt Interest	16,262.49	16,262.00	0.49	100.00 %
7940 L.T. Dept Bond Payment	507,536.50	478,310.00	29,226.50	106.11 %
7970 Taxes/Assessments	5,350.14	2,500.00	2,850.14	214.01 %
Total 75 Other Charges	599,164.89	567,088.00	32,076.89	105.66 %
85 Assets				
8510 Building	423,205.16	750,000.00	-326,794.84	56.43 %
8560 Equipment	2,519,899.41	1,500,000.00	1,019,899.41	167.99 %
Total 85 Assets	2,943,104.57	2,250,000.00	693,104.57	130.80 %
90 Appropriations				
9000 Contingencies	624,673.99	1,112,893.00	-488,219.01	56.13 %
9030 Wellness Program	26,733.44	25,000.00	1,733.44	106.93 %
9102 Measure H CIP Reserves	1,025,539.33	2,508,200.00	-1,482,660.67	40.89 %
Total 90 Appropriations	1,676,946.76	3,646,093.00	-1,969,146.24	45.99 %
Unapplied Cash Bill Payment Expense	-3,636.08		-3,636.08	
Total Expenses	\$21,864,498.44	\$24,930,856.00	\$ -3,066,357.56	87.70 %
NET OPERATING INCOME	\$6,007,391.91	\$0.00	\$6,007,391.91	0.00%
NET INCOME	\$6,007,391.91	\$0.00	\$6,007,391.91	0.00%

June 2026 CONSOLIDATED MAR

OPERATIONS						
GENERAL INFORMATION	CALL VOLUME AND CALL TYPE BREAKDOWN	NOTABLE INCIDENTS	TURNOUT TIME, AVG	RESPONSE TIME, AVG	VOLUNTEER RESPONSE NUMBERS FOR THE MONTH	CURRENT CALL #s -VS- LAST YEAR
Provided Fire/EMS standby at Analy HS Graduation	FIRES: 11 EMS: 187 MVA: 18 Hazardous: 8 Non-Emergency: 47 Public Service: 28 Other: 86 TOTAL- 385		0:00:56	0:05:39	163	2026: 2,580 vs. 2025: 1,305
APPARATUS						
GENERAL INFORMATION		APPARATUS MAINTENANCE - COMPLETED		OOS APPARATUS, DAYS OOS, & REPAIR TIMELINE		
New Type 3s are arriving and upfitting is underway.		N/A		N/A		
EQUIPMENT						
PENDING ANNUAL EQUIPMENT TESTING	GENERAL INFORMATION	SCBA STATUS	OOS EQUIP.	EMS INVENTORY UPDATE	PPE INVENTORY / QUALITY CONCERNS - PORTABLE RADIO / PAGER INVENTORY CONCERNS	PENDING
Hose/ladder testing complete. Final report pending to support a hose purchase plan. A policy for purchase and replacement may be needed. SCBA/mask flow testing starts next week.	New Fiscal Year approaching. Several large purchase items anticipated.	Nothing out of the ordinary. Some Engine identification tags will need to be removed (apparatus sold)	1 SCBA (2-3 weeks). Fire hose (aged) more details to come.	In FY26/27, AED purchases will be needed (BC Pierce is aware and has a plan in place) Station inventory project coming soon for universal organization.	The new fiscal plan will include a phased compliance plan to align with the budget. Approximately a dozen paid staff are in non-compliant backup turnouts. A new policy should be implemented to ensure compliance with NFPA 1850 (CALOSHA, Title 8). Recommend that the future radio plan include all zones with the same radio model. (BKR 5000)	N/A
FACILITIES						
GENERAL INFORMATION		FACILITY MAINTENANCE - COMPLETED		Capital Improvement - NEEDED		
Ongoing Maintenance for all facilities		N/A		Ongoing Exploration of Stn 97 build, Stn 86 improvement, Stn 54 build.		
PERSONNEL						
GENERAL INFORMATION		INTERN UPDATE		TOTAL STIPEND HOURS FOR THE MONTH		

N/A	4 new Firefighter-Interns are now online and started to fill shifts. Recruitment and Fire Academy sponsorship is ongoing.	2,136 volunteer hours worked in April.																													
TRAINING																															
GENERAL INFORMATION	<table border="1"> <thead> <tr> <th>TOTAL VOL. TRN HRS</th> <th>VOL. TRN HRS BY Station</th> <th>VOL. DRILL ATTEND. BY Station</th> <th>TRAINING HOURS BY STATION (PAID PERSONNEL)</th> </tr> </thead> <tbody> <tr> <td rowspan="12">544.75</td> <td>FS43: 103.5</td> <td>FS43: 9</td> <td rowspan="12"> FS54: 78.25 FS81: 87.87 FS82: 118.5 FS83: 72.5 FS94: 129.75 FS97: 62.25 </td> </tr> <tr><td>FS54: 28.25</td><td>FS54: 1</td></tr> <tr><td>FS55: 46.25</td><td>FS55: 6</td></tr> <tr><td>FS80: 6</td><td>FS80: 1</td></tr> <tr><td>FS81: 55.75</td><td>FS81: 5</td></tr> <tr><td>FS82: 79.25</td><td>FS82: 6</td></tr> <tr><td>FS83: 71.25</td><td>FS83: 8</td></tr> <tr><td>FS86: 2</td><td>FS87: 2</td></tr> <tr><td>FS87: 9.25</td><td>FS94: 10</td></tr> <tr><td>FS94: 57.25</td><td>FS96: 7</td></tr> <tr><td>FS96: 53.5</td><td>FS97: 1</td></tr> <tr><td>FS97: 29</td><td></td></tr> </tbody> </table>	TOTAL VOL. TRN HRS	VOL. TRN HRS BY Station	VOL. DRILL ATTEND. BY Station	TRAINING HOURS BY STATION (PAID PERSONNEL)	544.75	FS43: 103.5	FS43: 9	FS54: 78.25 FS81: 87.87 FS82: 118.5 FS83: 72.5 FS94: 129.75 FS97: 62.25	FS54: 28.25	FS54: 1	FS55: 46.25	FS55: 6	FS80: 6	FS80: 1	FS81: 55.75	FS81: 5	FS82: 79.25	FS82: 6	FS83: 71.25	FS83: 8	FS86: 2	FS87: 2	FS87: 9.25	FS94: 10	FS94: 57.25	FS96: 7	FS96: 53.5	FS97: 1	FS97: 29	
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FIRE MARSHAL'S REPORT																															
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N/A	N/A	N/A	Couple of school tours																												
FIREFIGHTER ASSOCIATIONS																															
NOTABLE REPORT FROM MONTHLY MEETINGS	ASSOCIATION UPDATE(S), INCLUDING EVENTS OR ACTIVITIES																														
No Data Available	No Data Available																														
EXPLORERS' POST																															
GENERAL INFORMATION	EXPLORER POST UPDATE, EVENTS OR ACTIVITIES																														
6 Explorers assisted on 6/28/2026 with the GRFD Pancake breakfast.	One Explorer completed the striped program. Cadet was awarded a shield for his helmet. Post is still active with 17 explorers currently rostered.																														
FIRE CHIEF'S REPORT																															
Given in person during the Board of Directors' Meeting																															

A RESOLUTION OF THE BOARD OF DIRECTORS OF THE GOLD RIDGE FIRE PROTECTION DISTRICT ADOPTING A MEMORANDUM OF UNDERSTANDING BETWEEN THE DISTRICT AND THE GOLD RIDGE PAID FIREFIGHTERS ASSOCIATION FOR THE PERIOD OF JULY 1, 2026 THROUGH JUNE 30, 2028

WHEREAS, representatives of the Gold Ridge Fire Protection District (the "District") and representatives of the Gold Ridge Paid Firefighters Association (the "Association") have met and conferred in good faith regarding wages, hours, and other terms and conditions of employment for employees represented by the Association pursuant to the Meyers-Milias-Brown Act (Government Code Section 3500 et seq.); and

WHEREAS, the designated representatives of the District and the Association have reached an agreement, and the members of the Association have ratified said agreement; and

WHEREAS, the agreement has been memorialized in a written Memorandum of Understanding (the "MOU"), attached hereto as **Exhibit A** and incorporated herein by this reference; and

WHEREAS, the Board of Directors desires to formally approve and implement the terms and conditions set forth in said MOU.

NOW, THEREFORE, BE IT RESOLVED BY THE BOARD OF DIRECTORS OF THE GOLD RIDGE FIRE PROTECTION DISTRICT AS FOLLOWS:

SECTION 1. Incorporation of Recitals. The foregoing recitals are true and correct and are incorporated into this Resolution.

SECTION 2. Approval of MOU. The Board of Directors hereby approves and adopts the Memorandum of Understanding between the District and the Association, attached hereto as **Exhibit A**.

SECTION 3. Term. The term of the approved MOU shall be effective from July 1, 2026, and shall expire on June 30, 2028, unless extended or modified by mutual written agreement of both parties.

SECTION 4. Authorization to Execute. The Fire Chief is hereby authorized to execute the MOU on behalf of the District, and to take all necessary administrative and financial actions to implement its provisions.

SECTION 5. Severability. If any section, subsection, sentence, clause, or phrase of this Resolution or Exhibit A is for any reason held to be unconstitutional or otherwise invalid, such decision shall not affect the validity of the remaining portions.

SECTION 6. Effective Date. This Resolution shall take effect immediately upon its adoption.

PASSED, APPROVED, AND ADOPTED by the Board of Directors of the Gold Ridge Fire Protection District at a regular meeting thereof held on the _____ day of _____, 2026, by the following vote:

DIRECTORS: Gloeckner_____, Carinalli_____, Gambonini_____,

Petrucci_____, Lachman_____, Warburg_____, Tachouet_____

AYES:_____ NOES:_____ ABSENT:_____ ABSTAIN:_____

WHEREUPON, the Chairman of the Board of Directors declared the foregoing resolution adopted, and SO ORDERED.

Chairman of the Board

Attest:

Clerk of the Board

MEMORANDUM OF UNDERSTANDING

Between the

Gold Ridge Fire Protection District

And the

Gold Ridge ~~Paid~~ Professional Firefighters Association

Term Expiring June 30, 2028

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DEFINITIONS

Anniversary Date	Shall be the annual date of which an employee was either hired or promoted, whichever is the most recent. In the event of demotion, this will be the date of the previous hire or promotion date.
Anniversary Month	Shall be defined as the first day of the month in which an employee's anniversary date falls.
Anniversary Period	Shall be defined as the first day of the pay period in which an employee's anniversary date falls.
Battalion Chief	Shall be the first step in management and operations of the organization through the daily supervision of supervisors and employees.
Board of Directors	The Gold Ridge Board of Directors are elected officials duly appointed by the public that is serviced by the Gold Ridge Fire Protection District. The Board oversees the District finances, operations, and Fire Chief through governance with meetings that are held every second Wednesday of each month. The Board has the ultimate authority and responsibility over the District, Fire Chief, and all members.
Calendar Year	Shall be defined as January 1 st through December 31 st of any given year.
District	The Gold Ridge Fire Protection District is a governing body that provides fire protection services to a given geographical area and is a culmination of elected officials by the public.
District Executive	Is a Board member that has been designated by the Board of Directors to oversee specific aspects of the District. The Board Executive will oversee specific aspects, represent the Board's best interests, make recommendations to the Board, and in special cases give direction on behalf of the Board.
Employee	Shall be defined as any member that is employed by the District to provide staffing for fire suppression, administration, or logistical activities.
Fire Chief	Shall be appointed by the Board and shall report only to the Board. The Fire Chief shall act as a median between the Board and Association when appointed to do so. The Fire Chief shall be responsible for the overall management and operations of the organization.
Fiscal Year	Shall be defined as July 1 st through June 30 th of any given year. The fiscal year will reflect any financial budgeting of the District for the period of which the fiscal year represents.

Gold Ridge Firefighters Association	Shall be defined as the Labor Group consisting of all career staff within the rank of Captain, Engineer, and Firefighter. The Association is managed by an executive board that is elected by the employees that the Association represents. The Association Director will act as the representative for all employees the Association represents.
Member	Shall be defined as any personnel within the Gold Ridge Fire Protection District regardless of rank, job classification, or status. A member is a broad description covering all personnel.
Memorandum of Understanding	Shall be defined as an agreement between the District and the Association that outlines their shared intentions, goals, working conditions, and general terms. The MOU is established with "Good Faith" bargaining between the two entities that is done on a scheduled basis or can be bargained when both parties agree to meet.
Meet and Confer	Shall be the process in which the Fire Chief and the Association Director meet to discuss resolutions for changes to the MOU, working conditions, or leaders intent of the Fire Chief. A meet and confer may only occur between the Fire Chief and Association Director with witnesses available for both sides as appropriate.
Pay Period	Shall begin and end every 14 calendar days, resting on a Sunday cut-off at 0800 hrs. There shall be 26 pay periods per year. Each pay period will be represented in each employee's paycheck and will include any days worked within that given period.
Seniority Date	The date upon which an employee began full time permanent employment.
Step Date	Occurs one year after the start of the employee's current step.
Supervisor	Shall be established as any employee holding the rank of Captain and be responsible for the daily supervision and operations of the fire station they are assigned to.

SECTION 1 EMPLOYEE REPRESENTATION

1.1 The District recognizes the Association as exclusive representatives of employees in classifications covered by the Memorandum. This Memorandum shall apply to all permanent employees working in classifications listed below and to any other classifications, which may be established within the scope of the duties now included within these classifications:

1. CAPTAIN
2. ENGINEER
3. FIREFIGHTER

1.2 The following rules and regulations, as they exist now or as they may be amended through the meet and confer process, shall be applicable unless superseded by any provision of the Agreement:

- Personnel Rules and Regulations;
- Employer-Association Member Relations Rules and Regulations;
- Fire District Standard Operating Procedures/Guidelines ("SOP" or "SOG").

The District shall not change the rules and regulations listed in this section without first providing the Association with notice and an opportunity to meet and confer about matters within the scope of the representation under the Meyers-Milias-Brown Act. —

SECTION 2 OBJECTIVES

2.1 The purpose of the Memorandum of Understanding is to promote an orderly and equitable policy for labor-management relations.

2.2 The District and the Association agree not to discriminate for or against any employee regardless of membership in the Association or because of reasonable activities on behalf of the Association.

2.3 Both parties recognize their mutual obligation to cooperate with each other to assure maximum service of the highest quality and efficiency to the citizens of the Gold Ridge Fire Protection District.

2.4 The term of this Memorandum of Understanding expires on June 30, 2026.

SECTION 3

WAGES & HOURS

3.1 Salaries

The salaries of all employees covered in this Memorandum of Understanding shall be as stated in Appendix A. The basis of these computations shall be as follows:

3.1.1 Hourly rates for 56-hour employees shall be calculated by dividing an employee's annual salary by 2920.

3.1.2 Hourly rates for 40-hour employees shall be calculated by dividing an employee's annual salary by 2080.

3.2 FLSA Work Period

The Gold Ridge Fire Protection District establishes a regular recurring work period of twenty-eight (28) consecutive days for its fire protection personnel, pursuant to 29 U.S.C. 207(k) of the Fair Labor Standards Act (FLSA).

The District's 28-day, 207(k) work period begins at 0800 on July 1, 2017, ends twenty-eight days later on July 28, 2017 and recurs regularly thereafter.

The FLSA overtime threshold for the District's 28-day, 207(k) work period is 212 hours. FLSA overtime is based on actual, physical hours worked in excess of the applicable FLSA threshold. For personnel subject to the 28-day, 207(k) work period, the FLSA overtime threshold is exceeded when an employee's actual, physical hours worked during the 28-day period exceed 212.

Vacation and Sick Leave usage shall not reduce an employee's entitlement to this additional compensation.

3.3 Overtime

Employees shall be paid overtime in accordance with Section 207(k) of the Fair Labor Standards Act. Recall assignments shall be determined based on a list that will be maintained to track recall of full time staff. The purpose of the list will be to assure that staff receive equal overtime opportunities. Employees may cover either 56hr or 40hr station assignments if approved by the District to staff the station needing coverage. The rate of pay for overtime shall be one and one-half times the employee's hourly rate of pay inclusive of all applicable incentives. If an employee is working for a different hour schedule than their normal assignment, their base pay will be converted to the appropriate pay scale for which they are working.

3.4 Recall Pay

3.4.1 The District may recall off-duty personnel due to significant emergency incidents (fire, rescue, disasters) and to provide additional on-duty staffing during periods of elevated community risk (storms, Red Flag Warnings). Members recalled to duty on regularly scheduled day(s) off shall be paid at their overtime rate. ~~The minimum~~

~~compensated period for recalled staff will be 2 hours for incidents where the on-duty Battalion Chief has requested staffing.~~

3.4.2 If an employee is called back to work by the on-duty battalion chief within 6 hours before or any time during the shift needing coverage, the employee will be paid at their overtime rate from the time they are notified to come to work. This applies to voluntary and force hired work assignments.

3.4.3 If an employee receives notification of a work assignment being cancelled within 8 hours of start of the assignment, the employee will receive a minimum of (4) hours of pay or shall be paid hour for hour for work exceeding (4) hours.

3.5 Jury Duty and Compensation

No deductions shall be made from the salary of any employee while the employee is on jury duty, provided the employee shall reimburse the District any compensation received, less mileage and expenses, received as a juror.

District employees will be paid and excused from work while assigned to jury duty. The jury duty process is unpredictable, particularly regarding when an individual may be required to appear. Having employees remain on duty while in the jury selection process may put them at risk of legal complications if they miss jury-related deadlines due to emergency response activities.

To avoid these potential conflicts, GFD employees shall be taken off duty and will continue to receive compensation for their normally assigned shifts from the time they are summoned for jury duty until they are officially released or unassigned from the obligation.

3.6 Salary Steps

Salary step increases shall be in one-year increments on the employee's anniversary date.

In the case of promotions, the employee will receive salary step increases in the anniversary period of promotion.

This step increase will automatically be applied on the appropriate anniversary or promotional date and will not be dependent on pending performance reviews except in the case where the employee has been subjected to disciplinary action that explicitly delays or cancels the step increase.

3.7 Out of Class Pay

Employees who are approved by the Fire Chief to work out of classification will be paid at the first step rate of the higher class position they are temporarily assigned to fill. For example, an Engineer temporarily assigned to the Captain position will be paid at the Captain step 1 rate for all time worked in that role. Strike team out of class pay is defined in SOP 1050.

3.8 Light Duty and Alternate Duty Assignments

Employees unable to perform their normal work duties may be assigned Light Duty if

requested by the employee and authorized by the Fire Chief.

Employees may be assigned Alternate Duty to meet the needs of the department for district projects requiring resources beyond the on-duty staff. All alternate duty assignments are voluntary and must be authorized by the Fire Chief.

Light Duty and Alternate Duty assignments shall be treated as regular hours worked and subject to overtime in accordance with Section 207(k).

3.9 Meal Contribution

Employees are required by the District as a condition of employment to contribute financially to meals in the Fire Station at a charge equal to the value of the meal, irrespective of whether the employee chooses to eat the meal. Employees shall be solely responsible for any financial or tax liability regarding this provision. Accordingly, the District shall be held harmless from any such liability. The District also shall not be responsible for maintaining any records or providing administration regarding this provision.

SECTION 4 STAFFING LEVELS

4.1 First Right of Refusal

~~The Association shall have "First Right of Refusal" for all available shifts.~~

- 4.1.1 All career staff working within the rank of a vacancy, or eligible for working within the rank of a vacancy, shall possess the first right of refusal as outlined in SOP 1001 & 1012 for any open career position at any career station within the Gold Ridge Fire Protection District.
- 4.1.2 Career staff assigned in fire suppression assignments shall possess the first right of refusal for auxiliary assignments such as strike team and/or task force assignments as outlined in SOP 1012. The first right of refusal will pertain to one (1) Captain or Acting Captain, one (1) Engineer or Acting Engineer, and one (1) Firefighter per fire apparatus as outlined in SOP 208. Any additional personnel, such as an additional person, will be available to all Gold Ridge Fire Protection District personnel.
- 4.1.3 If a first right of refusal as outlined above is not fulfilled, that position will be available to all Gold Ridge Fire Protection personnel who qualify for the position or assignment.
- 4.1.4 If the career staff meet the threshold for maximum drawdown, the first right of refusal will go to all Gold Ridge Fire Protection personnel that are qualified for the position or assignment.
- 4.1.5 Overhead or individual assignments to an incident are not covered under this section. The assignment is requested, assigned, and filled through an external agency. The Duty Chief reserves the right to deny overhead or special assignments due to maximum draw down limits.

4.2 **Shift Trades**

The members of the Association shall have the right to work shift trades with other qualified members at no disservice to the District.

The District is not responsible for ensuring trades are paid back; this responsibility solely rests upon the individuals who are engaged in this practice.

4.3 **Minimum Staffing**

4.3.1 The minimum staffing level for Stations 54/81/82/83/94 shall be:

- Each station will be staffed with one (1) Captain, one (1) Engineer, one (1) Firefighter

4.3.2 The minimum staffing level for Station 97 **and West County Station** shall be:

- Each station will be staffed with one (1) Captain, one (1) Engineer

4.3.3 Staffing may be covered by volunteers for short durations (not to exceed 24hrs) until employees are recalled to fill vacancies that occur.

4.4 **40 Hour Assignments**

When there is a vacancy or other operational need, the District shall first solicit members in the affected classification for voluntary assignment to a 40 hour or 56 hour work week. Involuntary assignment to 40 hour or 56 hour work week shall be limited to 3 months and shall be assigned to the least senior member in the affected classification. Shift personnel reassigned to a forty (40) hour work week shall continue to accrue all benefits based on the fifty-six (56) hour work week.

4.5 **Out of County Assignment**

When on out of county assignment, the District will pay the cost of hotel accommodations if requested by all other engines of the strike team.

4.6 **Work Down**

The District shall allow Captains and Engineers to work down to prevent mandatory overtime.

SECTION 5 GENERAL BENEFITS

The District agrees to provide the following general benefits to employees covered by this Memorandum of Understanding, subject to the rights and limitations imposed by the

California Public Employees' Pension Reform Act:

5.1 Health Insurance

- 5.1.1 Represented employees of the District and their legal dependents, as defined by the State of California and the Internal Revenue Service, are eligible to participate in a group medical plan provided by the District.
- 5.1.2 Regardless of the plan chosen by the individual employee, the District shall pay the actual premium charged by the approved health care provider for providing the coverage to the employees and their dependents under the terms of the plan up to the following monthly maximum amounts. Should there be an increase in the premium rate, the District will cover up to 7% of the increase **annually**:
- | | |
|------------------------------------|--------------------------------|
| Employee with no dependents | \$940 1,137/month |
| Employee plus 1 dependent | \$1,840 1,976/month |
| Employee plus 2 or more dependents | \$2,350 2,445/month |
- 5.1.3 The employee may choose any plan made available to the District. The employee shall be responsible for paying the difference between the amounts listed in 5.1.2 and the actual cost of the plan selected unless the District agrees to cover any or all of that cost for all employees. Any difference shall be deducted from the employee's pay.
- 5.1.4 For employees that receive health insurance from another source and decline health insurance for themselves and any dependents, the District will provide a ~~\$4500~~/month payment to assist with outside insurance costs.

5.2 Dental & Vision Insurance

5.2.1 Dental

Full-time employees and their legal dependents, as defined by the State of California and the Internal Revenue Service, are eligible to participate in a group dental plan selected by the District. The District shall pay the actual premium charged by the approved dental insurance provider for providing coverage to the employees and their dependents under the terms of the plan.

5.2.2 Vision

Full-time employees and their legal dependents, as defined by the State of California and the Internal Revenue Service, are eligible to participate in a group vision plan selected by the District. The District shall pay the actual premium charged by the approved vision insurance provider for providing coverage to the employees and their dependents under the terms of the plan.

5.3 **Deferred Compensation**

The District shall offer the employees a deferred compensation plan under IRS Regulation 457. The District shall make no contribution to said plan.

5.4 **Retirement**

5.4.1 The District shall provide Classic employees with 3% @ 55 plan, formula (Classic PERS). Classic employees shall pay 9% employee contribution of applicable compensation.

5.4.2 The District shall provide PEPRA employees, hired after January 1, 2013 with 2.7% @ 57 plan, formula (PEPRA Members). PEPRA employees will pay 50% of the normal cost, as set annually by PERS, contribution of applicable salary.

5.4.3 Retirement benefits for all employees covered in this Memorandum of Understanding shall be stated in the California Public Employees Retirement System Benefit Summary for each of the above plans.

5.5 **Holidays**

5.5.1 Holiday Pay is defined as compensation within the meaning of Section 20636 of the California Government Code and Section 571(a)(5) of the PERS Regulations.

5.5.2 Employees who are normally required to work on an approved holiday because they work in positions that require scheduled staffing without regard to holidays and are covered under this agreement shall receive a payment equal to twelve (12) hours of pay equal to the employee's regular rate of pay inclusive of applicable incentives for each holiday listed in this agreement. This totals one hundred and thirty two (132) hours per calendar year. Holiday pay shall be paid for each of the observed holidays as they occur. Employees assigned to a 40 hr schedule shall receive eight and one-half (8.5) hours of pay equal to the employee's regular rate of pay inclusive of applicable incentives for each holiday listed in this agreement totalling ninety three and one-half (93.5) hours per calendar year. The following holidays shall be recognized by the District:

1. New Years Day
2. Martin Luther King's Birthday
3. Lincoln's Birthday
4. Presidents Day
5. Easter
6. Memorial Day
7. Independence Day
8. Labor Day
9. Veteran's Day
10. Thanksgiving Day
11. Christmas Day

- 5.5.3 For 40-hour employees, if the holiday falls on a weekday, the employee shall have that day off for the duration of their scheduled hours. If the holiday falls on a weekend day, the previous Friday or following Monday will be taken off for the duration of their scheduled hours. 40-Hour employees shall be compensated for a day of work or hour-for-hour of pay on holidays.

5.6 Uniforms

- 5.6.1 The District will provide the employee ~~uniforms and safety equipment.~~ \$1000 annually paid out the first pay period of the fiscal year and shall be utilized as a uniform allowance. Uniforms will be replaced as needed ~~and as approved by a program manager~~ employees per the District Uniform Policy. The employee will be responsible for all uniform items with the exception of dual compliant uniform pants (PPE).

- 5.6.2 Boots
~~The District will provide the employee with boot replacement on an as-needed basis. Maximum allowance of \$450 per year and in accordance with District Uniform Policy.~~ Employees will be responsible for purchasing and maintaining station and wildland boots as funded by the \$1000 dollar uniform allowance.

- 5.6.3 Class A Uniforms
The district will purchase and maintain Class A uniforms at no cost to the employee. All Class A uniform items will remain district property.

- 5.6.4 Uniform Accessories (Badges, Collar Brass, Name Plates)
The district will purchase badges, collar brass and name plates. Badges and collar brass will remain district property.

- 5.6.5 CalPERS Reporting (Classic Members)
For Classic CalPERS members as defined by Government Code Section 7522.04(f), the District shall report the established monetary value of the uniform allowance to CalPERS as earned compensation.

- 5.6.6 PEPRA Members
In accordance with CalPERS regulations, the uniform allowance for PEPRA members is not reportable as compensation for retirement purposes, but shall still be paid as a non-reportable benefit.

- ~~5.6.3 Laundering and basic maintenance of uniforms shall be the responsibility of the employee. District laundering facilities and laundry supplies shall be made available to employees for laundering uniforms.~~

- ~~5.6.4 Uniform allowance is defined as compensation within the meaning of Section 20636 of the California Government Codes and Section 571(a)(5) of the PERS Regulations and shall be reported to PERS for Classic Members.~~

5.7 **Leave of Absence**

5.7.1 **Personal Leave**

5.7.1.1 **Alternative Leave**

Employees shall receive twenty-four (24) hours of Alternative Leave per calendar year. The Alternative Leave hours may be used at the employee's discretion, subject to scheduling considerations of the District. Alternative Leave will not accumulate and can only be used within the calendar year it was received. Alternative Leave must be used in a whole twenty-four (24) hour block.

Alternate Leave shall be paid by salary and not drawn from vacation or sick hours.

5.7.1.2 **Bereavement Leave**

Bereavement Leave is intended for use after the death of immediate family member, live-in or domestic partner, grandparent, grandchild, or in-law.

An employee shall advise the on Duty-Chief officer as soon as possible, but no later than one (1) hour prior to the beginning of shift.

The employee will be allowed up to two (2) shifts (for 24-hour shift employees) or three (3) days (for 40-hour employees) per event; for example the employee may choose to use 24 hours immediately after the death and an additional 24 hours when services are held or any combination thereof.

Bereavement Leave shall be paid by salary and not drawn from vacation or sick hours.

5.7.2 **Sick Leave**

5.7.2.1 **Sick Leave is an absence from work due to non-industrial illness or injury to an employee.**

Sick Leave may also include absence due to the birth of an employee's child, or illness or injury to a family member. Family members are the employee's child, mother, father, mother-in-law, father-in-law, brother, sister, grandparents, step parents, foster parents or any close relative residing in the employee's household.

Non-industrial illness or injury does not include injury or illness suffered in the course and scope of employment for the District or any other person or entity.

5.7.2.2 **Accrual**

All personnel assigned to a 56-hour schedule shall accrue twelve (12) hours

per month of sick leave. ~~All personnel assigned to a 40-hour schedule shall accrue eight (8) hours per month of sick leave.~~ 40-hour personnel shall accrue ten (10) hours per month of sick leave up to and including the fifteenth (15th) year of service. The accrual rate shall increase to sixteen (16) hours per month beginning with the sixteenth (16th) year of service.

5.7.2.3 Use

Personnel shall use Sick Leave at the rate of one hour for each hour off.

Employees must report Sick Leave absences at least one (1) hour in advance of the start of their shift to Company Officer at the staffing station or on-duty Battalion Chief.

5.7.2.4 Sick Leave Payout Due to Death

Survivor(s) of each employee separated from the District service by death shall be entitled to payment at such employee's hourly rate of pay for one-half (1/2) of any accumulated but unused sick leave up to a maximum of (720) hours. The rate of pay shall be the regular hourly rate of pay at the time the position is vacated.

5.7.3 New Parent Leave Act

State Eligible employees may take parental leave up to 12 weeks to bond with a new child within one year of the child's birth, adoption, or foster care placement.

The employee shall be able to utilize accrued vacation pay, paid sick time, other accrued paid time off, or other paid or unpaid time off negotiated with the District during the period of parental leave. Paid leave will be taken at the employee's discretion from sick or vacation leave. If both parents are employed by the District and both qualify for the requested leave, the leave is limited to 12 weeks combined.

Employees eligible for both FMLA and CFRA are not eligible for parental leave (Government Code § 12945.6).

5.7.4 Leave-of-Absence Without Pay

Under exceptional circumstances, the Fire Chief may, on written request, authorize a leave-of-absence without pay or benefits in accordance with federal law.

5.7.5 Union leave

5.7.5.1 A time bank shall be established, allowing members of the Association designated by its Director to utilize the time bank for Association activities. Time taken off by Association members on Association Business Leave shall be counted by the District as time worked.

5.7.5.2 The time bank of vacation hours contributed by employees shall be maintained by the District's payroll department. Represented employees

shall contribute two (2) vacation hours to the time bank per year from employee accrual amount in July of each year.

- 5.7.5.3 Use of Association Business Leave shall not be unreasonably denied by the District. The employee using the Union Leave credits will be responsible for finding coverage and using the same process as outlined in SOP 1054.5 First Come, First Serve.
- 5.7.5.4 The District shall be reimbursed for these leaves from the time bank at the rate of one hour per hour of Association Business Leave used.
- 5.7.5.5 When an Association member takes Association Business Leave, it shall be charged to the time bank of vacation hours contributed by employees. The Director shall notify the payroll department of the approved hours for an employee to utilize Union Leave hours.
- 5.7.5.6 In the event there are insufficient hours in the time bank to reimburse the District, the employee's personal vacation leave will be charged.

5.8 Compensatory Time Off (CTO)

5.8.1 Accrual Eligibility and Threshold:

In lieu of receiving cash overtime pay, employees may elect to accrue Compensatory Time Off (CTO) at the rate of one and one-half (1.5) hours for each hour of overtime worked, subject to the following conditions:

- a. An employee is only eligible to elect and earn CTO if their total accrued vacation balance is less than one hundred sixty eight (168) hours at the time the overtime is worked.
- b. If an employee's vacation balance is one hundred sixty eight (168) hours or greater, all overtime worked shall be compensated strictly as cash overtime.
- c. The maximum amount of CTO an eligible employee may accumulate in their bank at any given time is seventy-two (72) hours. Once an employee's CTO bank reaches seventy-two (72) hours, all subsequent overtime worked shall automatically be compensated in cash.

5.8.2 Mandatory Order of Leave Usage:

To prevent the concurrent compounding of leave liabilities, employees who request approved time off must exhaust their accrued CTO bank prior to utilizing any accrued vacation leave.

5.8.3 Annual Cash-Out:

All accrued, unused CTO remaining on the books shall be automatically cashed out and paid to the employee at their current regular rate of pay. This mandatory cash-out shall occur exactly one (1) pay period prior to the scheduled MOU salary increases or Promotion in rank. No CTO balances shall be permitted to roll over past these pay periods except with prior written permission from the district.

5.9 Vacation

- 5.9.1 Vacation Accrual shall occur at the rates below. If an employee separates from the District but returns within 18 months, then the cumulative time worked before and after the separation will be applied to Years of Service.

<u>Years of Service</u>	<u>Hours Accrued per Month</u>	
	<u>56-hour employees</u>	<u>40-hour employees</u>
0-5	16	12
6-10	20	15
11-15	22	17
16 or more	26	20

5.9.2 Vacation Rate

5.8.2.1 56-Hour Personnel

Twenty-four (24) hours equals one (1) shift.

5.8.2.2 40-Hour Personnel

One (1) hour off will be charged at one (1) hour of vacation.

5.9.3 Vacation Use

All personnel shall use Vacation Leave at a rate of one hour for each hour off.

5.9.4 Payout Upon Separation

For purposes of remuneration, at time of separation, employees will be credited at their hourly rate of pay for accrued hours of vacation.

Employees shall be compensated for unused vacation at the time of separation from the District either as monetary remuneration or as compensatory time off upon the agreement of both parties.

5.9.6 Maximum Allowable Accumulated Vacation

Vacation accrual shall be capped at two years at the maximum rate of accrual (624 hours).

- 5.9.7 Vacation may be donated by employees to each other for the purpose of trades or assistance to a coworker experiencing prolonged illness or injury. The donated vacation shall be submitted via a written request to the District and credited to the receiving employee's sick leave once their sick leave has been exhausted. If the receiving member terminates employment before using the donated leave then the

hours shall be credited back to the donor employee.

5.10 Longevity

5.10.1 Longevity pay is defined as compensation within the meaning of section 20636 of the California Government Codes and section 571(a)(1) of the PERS Regulations. In case of a merger or annexation, years of full-time permanent service shall begin at the full-time permanent hire date to a fire suppression position of the predecessor agency.

After completing five (5) years of full-time permanent service (60 months), employees will receive 3% additional per month of base pay as specified in appendix A.

After completing ten (10) years of full-time permanent service (120 months), employees will receive 3% additional per month of base pay (for a total of 6%) as specified in appendix A.

After completing fifteen (15) years of full-time permanent service (180 months), employees will receive 3% additional per month of base pay (for a total of 9%) as specified in appendix A.

SECTION 6 QUALIFICATIONS & CERTIFICATIONS

6.1 EMT Requirement

All members must possess and maintain a valid EMT certification at all times and as a condition of employment. If the member fails to maintain certification, the member will be placed on unpaid leave (or allowed to use any accrued vacation time) until such time as they can regain their EMT certification for a period not to exceed six (6) months. If the EMT certification has not been regained after six (6) months, the District reserves the right to administratively disqualify and release the member from employment in accordance with procedures established in the Firefighters Procedural Bill of Rights.

As a courtesy, the District will track the employee's expiration of certification and provide a reminder to the employee three (3) months in advance of the expiration date and reasonable accommodation for recertification. Maintaining this certification remains the responsibility of the employee.

6.2 Drivers License

All members are required to possess DMV licensure (as appropriate for the employee's position), at all times during employment as a condition of employment. If the member fails to maintain licensure, the member will be placed on unpaid leave (or allowed to use any accrued vacation time) until such time they can regain their license for a period not to exceed six (6) months. If the license has not been regained after six (6) months, the District reserves the right to administratively disqualify and release the member from employment in accordance with procedures established in the Firefighters Procedural Bill

of Rights.

As a courtesy the District will track the employee's expiration of certification and provide a reminder to the employee three (3) months in advance of the expiration date and reasonable accommodation for recertification. Maintaining this license remains the responsibility of the employee.

6.3 Position Continuity in the Event of Merger

In a case of a merger or annexation, employees will retain current positions while assigned to Gold Ridge stations. Employees may be posted to new district stations and will retain their position but if additional training, classes, etc. are required to meet new district requirements, then the cost of this training and overtime will be covered by the Fire District.

SECTION 7 SENIORITY

7.1 Seniority

Seniority for competitive purposes (e.g. vacation selections, layoffs, etc) is defined as the total length of full-time continuous service with the Gold Ridge Fire Protection District. In case of a merger or annexation, the full-time permanent hire date to a fire suppression position of the predecessor agency.

7.1.1 In the event of identical promotional/hire dates, testing rank for employees evaluated in the same hiring test will be utilized for determining seniority.

7.1.2 In the event of identical test scores the District will utilize a commercially available randomizer as a tie breaker.

7.2 Continuity of Service

Continuity of service will not be broken and seniority will accrue where an employee:

- Is inducted, enlists, or is called to active duty in the Armed Forces of the United States or service in the Merchant Marines, under any Act of Congress which provides that the employee is entitled to re-employment rights.
- Is on duty with the National Guard.
- Is absent due to lay-off for a period of less than 2 years.

7.3 Layoff

In case of personnel reduction, the employee with the least seniority will be laid off first. If an eliminated position is reestablished within 24 months from the date of layoff, the laid-off employee shall have a right to reinstatement with only pre-employment fit for duty exam pursuant to NFPA 1582.

SECTION 8 GRIEVANCE PROCEDURES

8.1 Purpose And Scope

This policy establishes processes for resolving disputes or concerns regarding conditions of employment, unethical, wasteful or other inappropriate conduct.

This policy does not apply to complaints related to alleged acts of discrimination or harassment or complaints of discrimination on the basis of other protected categories subject to the Discriminatory Harassment Policy. This policy also does not apply to complaints consisting of any alleged misconduct or improper job performance by any member that, if true, would constitute a violation of federal, state or local law, or a violation of department policy or the standards established in the Personnel Complaints Policy.

This policy does not prohibit adverse administrative action taken for legitimate non-discriminatory or non-retaliatory reasons, including for-cause discipline.

The procedures set forth herein are intended to supplement and not limit a member's access to other applicable remedies. Nothing in this policy shall diminish the rights or remedies of a member pursuant to any applicable federal law, provision of the U.S. Constitution, state law, local ordinance or collective bargaining agreement.

8.1.1 Grievance Defined

A grievance is any difference of opinion concerning terms or conditions of employment or the dispute involving the interpretation or application of any of the following documents:

- A collective bargaining agreement
- Department Policy and Procedures Manual
- Rules and regulations covering personnel practices or working conditions of members

A grievance includes any claim of waste, abuse of authority, gross mismanagement and any practice within the Department which may pose a threat to health, safety or security.

Grievances may be brought by an individual member or by a group representative.

8.2 Policy

It is the policy of this department that all grievances be handled quickly and fairly without retaliation against a member who files a grievance, whether or not there is a basis for the grievance. It is the philosophy of this department to promote free verbal communication between members and supervisors.

8.3 **Retaliation Prohibited**

No member may retaliate against any person for reporting or making a complaint under this policy or for opposing a practice believed to be improper, unethical, wasteful, retaliatory or participating in any investigation pursuant to this policy or any other policy in this policy manual.

Employees found to be in violation of this policy are subject to discipline. Supervisors who condone or ignore violations of this policy or otherwise fail to take appropriate action to enforce this policy are also subject to discipline.

8.4 **Procedure**

Except as otherwise required under a collective bargaining agreement, grievances as defined above, should be resolved using the following procedure.

8.4.1 **Communicating Grievances**

Members are encouraged to communicate with command personnel regarding any workplace problem or issue they feel needs immediate attention. Generally, any concern about a workplace situation should be first raised with the member's immediate supervisor unless that supervisor is part of the member's concern. It is recognized, however, that there may be occasions where the use of the normal chain of command may not be appropriate.

Any member who feels threatened in any manner or is otherwise concerned about reporting to his/ her immediate supervisor may report this information directly to the Fire Chief or Administration without first reporting the information to their immediate supervisor or following the chain of command.

This alternate process shall not be used to circumvent or avoid addressing issues through the normal chain of command.

8.4.2 **Grievance Receipt**

Upon receipt of an oral or written grievance, the receiving supervisor will promptly document the grievance, initiate the investigative process and ensure that the appropriate supervisor and the Administration are notified.

Investigations are generally more effective when the identity of the grieving member is known, thereby allowing investigators to obtain additional information from the reporting member. However, a grievance may be made anonymously.

All reasonable efforts should be made to protect the reporting member's identity. However, confidential information may be disclosed to the extent required by law or to the degree necessary to conduct an adequate investigation and make a determination regarding a grievance. In some situations, the investigative process may not be complete unless the source of the information and a statement by the member is produced as part of the process.

The supervisor receiving the grievance should explain to the grieving member how the matter will be handled.

8.4.3 Resolving Grievances

- (a) Supervisors receiving grievances should attempt to resolve the issue through informal discussion with the member.
- (b) If after a reasonable amount of time, generally seven days, the grievance cannot be settled by the immediate supervisor, the member may request a meeting with the Battalion Chief.
- (c) If a successful resolution is not found with the Battalion Chief, the member may request a meeting with the Fire Chief.
- (d) If the member and the Fire Chief are unable to arrive at a mutual solution, then the member shall proceed as follows:
 - 1. Submit in writing a written statement of the grievance and deliver one copy to the Fire Chief and another copy to the immediate supervisor and include the following information:
 - (a) The basis for the grievance
 - (b) What remedy or goal is being sought by this grievance
- (e) The Fire Chief will receive the grievance in writing. The Fire Chief and the District executive will review and analyze the facts or allegations and respond to the member within 14 calendar days. The response shall identify any corrective measures or other remedies as appropriate. The decision of the District executive is considered final.

8.5 Responsibilities

8.5.1 Member Responsibilities

This policy is intended to support efforts to identify and remediate when appropriate, workplace issues. Members are encouraged to identify workplace issues to bring about positive change in the Department. Members shall act in good faith and not file trivial grievances or grievances intended to harass or deflect scrutiny or blame to another.

Members shall make reasonable efforts to verify facts before making a grievance. Members shall not report or threaten to report information or a grievance knowing it to be false, with willful or reckless regard for the truth or falsity of the information or otherwise made in bad faith.

When making a grievance, members should provide as much information as possible and should cooperate fully with all investigations. Members shall maintain the confidentiality of any statements made in conjunction with an active grievance pursuant to this policy. This provision is not intended to diminish a member's rights

or remedies afforded by applicable federal law, constitutional provision or collective bargaining agreement.

Any employee who believes that he/she has been subjected to reprisal or retaliation should immediately report the matter to a supervisor in the member's chain of command or to the Administration.

8.5.2 Supervisors

Supervisors should make reasonable efforts to identify and remediate workplace issues and bring about positive change in the Department before issues escalate to the grievance level. Once a member has made the decision to file a grievance, supervisors shall not attempt to discourage the member, shall accept grievances and shall ensure that reasonable efforts are made to reach a prompt and fair resolution.

Supervisory personnel will:

- (a) Document all grievances received and all steps taken to resolve the issue.
- (b) Forward the documentation to the Administration Division Chief through the chain of command.
- (c) Monitor the work environment to ensure that any member making a grievance is treated with respect and no differently than non-complaining employees.
- (d) Communicate to all members the obligation not to engage in retaliation and follow-up periodically with the grieving member to ensure that retaliation is not occurring.

8.5.3 Command Staff

Command staff should ensure prompt resolution of all grievances, including the following:

- (a) Timely grievance recognition and acceptance
- (b) Appropriate documentation of the process and investigation
- (c) Remediation of any inappropriate conduct or condition and the implementation of measures to minimize the likelihood of reoccurrence
- (d) Timely communication of the outcome to the grieving member

8.6 Member Representation

Members are entitled to have representation during the grievance process and may seek advice, counsel or the assistance of other employees or representatives in their presentation of a grievance.

8.7 Grievance Records

At the conclusion of the grievance process, all documents pertaining to the process shall be forwarded to the Administration Division Chief.

8.8 Grievance Audits

The Administration Division Chief or the authorized designee should perform an annual audit of all grievances filed the previous calendar year to evaluate whether any policy, procedure or training changes may be appropriate. The Administration Division Chief shall record these findings in a confidential memorandum to the Fire Chief without including any identifying information from any individual grievance.

SECTION 9 PEACEFUL RESOLUTION OF DIFFERENCES

Both parties recognize the desirability of continuous and uninterrupted operation of the District during the term of this contract and the avoidance of disputes which threaten to interfere with such operation. Since the parties are establishing a comprehensive grievance procedure under which unresolved disputes may be settled, the parties have removed the basic cause to work interruptions during the period of this Memorandum of Understanding.

The Association accordingly agrees that during the period of this Memorandum of Understanding, no strikes of any kind shall be caused or sanctioned by the Association.

The District agrees that no lockouts of employees shall be instituted by the District during the term of this Memorandum of Understanding.

SECTION 10 MANAGEMENT RIGHTS

10.1 The District, on its own behalf and on the behalf of the taxpayers of the District, hereby retains and reserves unto itself, without limitation, all powers, rights, authority, duties and responsibilities conferred upon and vested in it by the laws and the Constitution of the State of California and of the United States, including but not without limiting the generality of the foregoing, the right:

10.1.1 To exercise executive management and administrative control of the District and its properties and facilities, and the duties of its employees during the hours of work.

10.1.2 To hire all employees and subjects to the provision of the law, to determine their qualifications and the conditions of their continued employment or their dismissal and/or assign and transfer such employees.

10.1.3 The exercise of the forgoing powers, rights, authority, duties and responsibilities by the District, the adoption of policies, rules, regulations

and practices in furtherance thereof, and the use of judgment and discretion in connection therewith shall be limited only by the specific and express terms hereof, and the Constitution and laws of the United States.

SECTION 11 SAVINGS CLAUSE

If any provision of this Memorandum of Understanding is held invalid, illegal or unenforceable by operation of law or by any tribunal of competent jurisdiction, such provision shall be separable, the remainder of this agreement shall not be affected thereby.

SECTION 12 TERM OF AGREEMENT

This Memorandum of Understanding shall be effective as of the date signed and shall remain in full force and effect until June 30 2026, unless the District and Association agree, in writing, sixty (60) days prior to the expiration date, to continue the Memorandum.

SECTION 13 FULL UNDERSTANDING CLAUSE

This Memorandum of Understanding sets forth the full and entire understanding of the parties regarding the matters set forth herein; and any other prior or existing understanding or agreements by the parties, whether formal or informal, regarding any such matters are hereby suspended or terminated in their entirety, if they conflict with this Memorandum of Understanding.

It is agreed and understood that each party hereto voluntarily waives its right to negotiate and agrees that the other party shall not be required to negotiate, with respect to any matter covered herein during the term of this Memorandum of Understanding. However, in the event of a fiscal or operational crisis that could result in layoff of personnel and/or changes in statutory or decisional law, the District may implement change only after exhausting all obligations of meet and confer.

Nothing herein shall preclude or limit the District from making changes in matters not covered by the Memorandum but within the scope of representation. If the District intends to make such changes, it will give prior notice to the Association and an opportunity to meet and confer over said changes.

Nothing in this section shall preclude the parties from jointly agreeing to meet and confer on an issue(s) within the scope of representation during the term of this Memorandum of Understanding.

SECTION 14 REOPENER CLAUSE

~~14.1 Training Captain Position~~

~~The parties agree that the terms and conditions specific to the Training Captain position shall be~~

~~subject to reopener negotiations no later than October 1, 2025. Either party may initiate negotiations by providing written notice to the other party no later than thirty (30) calendar days prior to the reopener date. The scope of the reopener shall be limited to~~

~~matters directly related to the duties, compensation, schedule, and working conditions of the Training Captain classification, unless mutually agreed otherwise by both parties. All other terms and conditions of the current agreement shall remain in full force and effect.~~

~~14.2 40-Hour Captain~~

~~The parties agree to reopen negotiations regarding the 40-Hour Captain position no later than **October 1, 2025**. Either party may trigger this reopener by submitting written notice to the other party no later than **thirty (30) calendar days** prior to the reopener date. The scope of negotiations shall be limited to issues directly related to the 40-Hour Captain classification, including but not limited to compensation, schedule, duties, and working conditions, unless both parties mutually agree to expand the scope. All other provisions of the existing agreement shall remain unchanged and in full effect.~~

~~14.3 Staffing of Fire Station on Western Area of District~~

~~The parties agree that, in the event the District initiates plans to open a fire station in the Western portion of the District, either party may request to reopen the Memorandum of Understanding (MOU) for the limited purpose of negotiating impacts related to the staffing, scheduling, assignments, and operational deployment associated with the new station. Written notice to reopen shall be provided within **thirty (30) calendar days** of the District's formal announcement or decision to proceed with opening the station. The scope of negotiations shall be confined to matters directly affected by the opening of the new station unless both parties mutually agree to broaden the scope. All other terms of the current agreement shall remain in full force and effect.~~

14.1 Fire Prevention

The parties agree that the terms and conditions specific to Fire Prevention positions shall be subject to reopener negotiations prior to the hiring and or filling of the position. Either party may initiate negotiations by providing written notice to the other party no later than thirty (30) calendar days prior to the reopener date. The scope of the reopener shall be limited to matters directly related to the duties, compensation, schedule, and working conditions of the Fire Prevention classification, unless mutually agreed otherwise by both parties. All other terms and conditions of the current agreement shall remain in full force and effect.

14.2 Logistics Officer

The parties agree that the terms and conditions specific to a Logistics Officer positions shall be subject to reopener negotiations prior to the hiring and or filling of the position. Either party may initiate negotiations by providing written notice to the other party no later than thirty (30) calendar days prior to the reopener date. The scope of the reopener shall be limited to matters directly related to the duties, compensation, schedule, and working conditions of the Logistics classification, unless mutually agreed otherwise by both parties. All other terms and conditions of the current agreement shall remain in full force and effect.

14.3 AB 1383

The parties agree that the terms and conditions specific to shall have the right to reopen this MOU for the sole and exclusive purpose of meeting and conferring over the implementation of enhanced PEPRA public safety retirement benefits as authorized under California Assembly Bill 1383 (2025).

Matters subject to this reopener shall be strictly limited to:

1. The adoption of modified normal retirement ages and upgraded PEPRA safety pension formulas.
2. Adjustments to pensionable compensation caps in compliance with applicable federal and state laws.
3. Employee cost-sharing arrangements required to satisfy PEPRA 50% normal cost obligations for the enhanced tiers.

Either party may activate this reopener by providing written notice to the other party no earlier than the passing of the AB 1383 into legislation. Upon receipt of such notice, the parties agree to schedule a date to meet and confer within thirty (30) calendar days.

RATIFICATION

Gold Ridge Professional Firefighters Association

Association Director

Date

Gold Ridge Fire Protection District

President, Board of Directors

Date

APPENDIX A - Suppression Salary Schedule

Appendix A MOU ending 06/30/2028

Suppression Salary Schedule		Effective 7/1/2026		+ 6%		
Position/Classification	Time Base	Step 1	Step 2	Step 3	Step 4	
Captain	Annually	\$ 131,740	\$ 136,824	\$ 141,876	\$ 147,008	
Engineer	Annually	\$ 109,229	\$ 113,817	\$ 118,486	\$ 123,330	
Firefighter	Annually	\$ 91,338	\$ 96,391	\$ 101,459	\$ 106,511	

Suppression Salary Schedule		Effective 7/1/2027		+ 3%		
Position/Classification	Time Base	Step 1	Step 2	Step 3	Step 4	
Captain	Annually	\$ 135,692	\$ 140,929	\$ 146,132	\$ 151,418	
Engineer	Annually	\$ 112,506	\$ 117,232	\$ 122,041	\$ 127,030	
Firefighter	Annually	\$ 94,078	\$ 99,282	\$ 104,503	\$ 109,706	

Suppression Salary Schedule		Effective 1/1/28		+ 3%		
Position/Classification	Time Base	Step 1	Step 2	Step 3	Step 4	
Captain	Annually	\$ 139,763	\$ 145,157	\$ 150,516	\$ 155,961	
Engineer	Annually	\$ 115,881	\$ 120,749	\$ 125,702	\$ 130,841	
Firefighter	Annually	\$ 96,900	\$ 102,261	\$ 107,638	\$ 112,997	

Board Approved on: _____

**A RESOLUTION OF THE BOARD OF DIRECTORS OF THE
GOLD RIDGE FIRE PROTECTION DISTRICT APPROVING AND ADOPTING A
MASTER EMPLOYEE PAY SCHEDULE IN COMPLIANCE WITH CALIFORNIA
CODE OF REGULATIONS, TITLE 2, SECTION 570.5**

WHEREAS, the California Public Employees' Retirement System (CalPERS) enforces rules under California Government Code Sections 20636 and 7522.34 determining what constitutes reportable "compensation earnable" for pension calculations; and

WHEREAS, California Code of Regulations (CCR) Title 2, Section 570.5 mandates that employee base payrates must be paid pursuant to a unified, publicly available pay schedule that has been formally approved and adopted by the agency's governing body; and

WHEREAS, to protect the retirement benefits of its public employees and maintain local agency transparency, the Board of Directors of the Gold Ridge Fire Protection District desires to maintain a consolidated Master Employee Pay Schedule identifying all active employee positions, corresponding payrates, and designated time bases; and

WHEREAS, the proposed Master Employee Pay Schedule contains no references to external documents, explicitly details all base salary amounts or salary ranges, and complies with every requirement established under 2 CCR § 570.5.

NOW, THEREFORE, BE IT RESOLVED by the Board of Directors of the Gold Ridge Fire Protection District as follows:

SECTION 1. Incorporation of Recitals. The structural recitals listed above are true, accurate, and are incorporated formally into this Resolution.

SECTION 2. Approval of Pay Schedule. The Board of Directors of the Gold Ridge Fire Protection District hereby approves and adopts the comprehensive Master Employee Pay Schedule, attached hereto as **Exhibit A** and incorporated herein by this reference.

SECTION 3. Requirements and Effective Date. In accordance with 2 CCR § 570.5, the Master Employee Pay Schedule explicitly lists position titles, exact base salary amounts or ranges, and the specific time base for every single agency classification. This schedule shall become effective on July 1, 2026.

SECTION 4. Public Accessibility. Agency staff is directed to ensure this adopted schedule is made immediately available for public review during standard business hours at the agency's primary office and is posted conspicuously on the agency's public website.

SECTION 5. Retention. This Resolution and its accompanying Exhibit A shall be maintained in agency records and kept open for public inspection for a duration of no less than five (5) consecutive years from its effective date.

PASSED, APPROVED, AND ADOPTED by the Board of Directors of the Gold Ridge Fire Protection District at a regular meeting thereof held on the _____ day of _____, 2026, by the following vote:

DIRECTORS: Gloeckner_____, Carinalli_____, Gambonini_____,

Petrucci_____, Lachman_____, Warburg_____, Tachouet_____

AYES:_____ NOES:_____ ABSENT:_____ ABSTAIN:_____

WHEREUPON, the Chairman of the Board of Directors declared the foregoing resolution adopted, and SO ORDERED.

Chairman of the Board

Attest:

Clerk of the Board

Gold Ridge Fire Protection District
Publicly Available Pay Schedule

Exhibit A

Suppression Salary Schedule

Effective 7/1/2026

Position/Classification	Time Base	Step 1	Step 2	Step 3	Step 4
Captain	Annually	\$ 131,740	\$ 136,824	\$ 141,876	\$ 147,008
Engineer	Annually	\$ 109,229	\$ 113,817	\$ 118,486	\$ 123,330
Firefighter	Annually	\$ 91,338	\$ 96,391	\$ 101,459	\$ 106,511
Fire Inspector 40 hours	Annually	\$ 91,338	\$ 96,391	\$ 101,459	\$ 106,511

Chief Officers Salary Schedule

Position/Classification	Time Base	Step 1	Step 2	Step 3	Step 4
Fire Chief 40 hours	Annually	\$ 243,800	\$ 255,990	\$ 268,789	\$ 282,229
Division Chief 40 hours	Annually	\$ 221,134	\$ 232,190		
Battalion Chief 56 hours	Annually	\$ 166,147	\$ 174,454	\$ 183,177	\$ 192,336

Administration Salary Schedule

Position/Classification	Time Base	Step 1	Step 2	Step 3	Step 4
Executive Assistant	Annually	\$ 119,610	\$ 125,591	\$ 131,870	\$ 138,464

Administration Salary Schedule

Position/Classification	Time Base	Hourly Minimum	Hourly Maximum
Admin Assistant/Bookeeper	Hourly	\$ 40.00	\$ 48.00
Admin Assistant/Volunteer Coordinator	Hourly	\$ 32.00	\$ 39.00
Admin Assistant/Prevention	Hourly	\$ 32.00	\$ 39.00

Addendum: Statutory Items of Special Compensation

Uniform Allowance: \$1,000 annually to all uniformed suppression staff, distributed on the first pay period in July. *Note: Not pensionable for PEPRAs members per GC §7522.34*

FLSA Premium Pay: Paid bi-weekly to all 56-hour non-exempt suppression staff \$208 - \$356 monthly

Longevity Pay:

After 5th year of completed service - 3% of base salary
 After 10th year of completed service - 6% of base salary
 After 15th year of completed service - 9% of base salary

Board Approved on: _____

**Gold Ridge Fire Protection District
Suppression Salary Schedule**

Effective 7/1/26

Firefighter

STEP	With FLSA	FLSA	Annual BASE	Base Hourly	OT	Bi-weekly Regular	Bi-wkly FLSA	Bi-weekly TOTAL	Bi-weekly Classic PERS	Bi-weekly PEPR PERS	Holiday Pay	Total Earnings
1	\$ 93,845	\$ 2,506.81	\$ 91,337.89	\$ 31.28	\$46.92	\$3,513.00	96.42	3,609.41	324.85	523.36	\$ 4,129	\$ 97,974
2	\$ 99,036	\$ 2,645.48	\$ 96,390.69	\$ 33.01	\$49.52	\$3,707.33	101.75	3,809.08	342.82	552.32	\$ 4,357	\$ 103,394
3	\$ 104,244	\$ 2,784.59	\$ 101,459.18	\$ 34.75	\$52.12	\$3,902.28	107.10	4,009.38	360.84	581.36	\$ 4,587	\$ 108,830
4	\$ 109,434	\$ 2,923.23	\$ 106,510.77	\$ 36.48	\$54.71	\$4,096.57	112.43	4,209.00	378.81	610.31	\$ 4,815	\$ 114,249

Engineer

STEP	With FLSA	FLSA	Annual BASE	Base Hourly	OT	Bi-weekly Regular	Bi-wkly FLSA	Bi-weekly TOTAL	Bi-weekly Classic PERS	Bi-weekly PEPR PERS	Holiday Pay	Total Earnings
1	\$ 112,227	\$ 2,997.84	\$ 109,229.10	\$ 37.41	56.11	\$4,201.12	115.30	\$4,316.42	388.48	625.88	\$ 4,938	\$ 117,165
2	\$ 116,941	\$ 3,123.76	\$ 113,817.18	\$ 38.98	58.47	\$4,377.58	120.14	\$4,497.73	404.80	652.17	\$ 5,145	\$ 122,086
3	\$ 121,738	\$ 3,251.90	\$ 118,486.13	\$ 40.58	60.87	\$4,557.16	125.07	\$4,682.23	421.40	678.92	\$ 5,356	\$ 127,094
4	\$ 126,715	\$ 3,384.85	\$ 123,330.11	\$ 42.24	63.35	\$4,743.47	130.19	\$4,873.65	438.63	706.68	\$ 5,575	\$ 132,290

Captain

STEP	With FLSA	FLSA	Annual BASE	Base Hourly	OT	Bi-weekly Regular	Bi-wkly FLSA	Bi-weekly TOTAL	Bi-weekly Classic PERS	Bi-weekly PEPR PERS	Holiday Pay	Total Earnings
1	\$ 135,355	\$ 3,615.65	\$ 131,739.77	\$ 45.12	67.67	\$5,066.91	139.06	\$5,205.98	468.54	754.87	\$ 5,955	\$ 141,311
2	\$ 140,579	\$ 3,755.19	\$ 136,823.96	\$ 46.86	70.29	\$5,262.46	144.43	\$5,406.89	486.62	784.00	\$ 6,185	\$ 146,764
3	\$ 145,769	\$ 3,893.84	\$ 141,875.55	\$ 48.59	72.88	\$5,456.75	149.76	\$5,606.51	504.59	812.94	\$ 6,414	\$ 152,183
4	\$ 151,043	\$ 4,034.70	\$ 147,008.02	\$ 50.35	75.52	\$5,654.15	155.18	\$5,809.34	522.84	842.35	\$ 6,646	\$ 157,688

Fire Inspector 40 hours

STEP	Annual BASE	Base Hourly	OT	Bi-weekly TOTAL	Bi-weekly Classic PERS	Bi-weekly PEPR PERS	Total Earnings
1	\$ 91,337.89	\$ 43.91	\$65.87	3,513.00	316.17	509.38	\$ 91,338
2	\$ 96,390.69	\$ 46.34	\$69.51	3,707.33	333.66	537.56	\$ 96,391
3	\$ 101,459.18	\$ 48.78	\$73.17	3,902.28	351.20	565.83	\$ 101,459
4	\$ 106,510.77	\$ 51.21	\$76.81	4,096.57	368.69	594.00	\$ 106,511

FLSA Rate 0.02671230 56 Hrs./Year 2920 40 Hrs/Year 2080 Classic PERS 9% PEPR PERS 14.5%

Gold Ridge Fire Protection District
Chief Officers Salary Schedule

Effective 7/1/26

Fire Chief 40 hours

STEP	Annual	BI- WEEKLY	Base Hourly	OT	PERS Classic	PERS PEPRA		Total Earnings
1	\$ 243,799.79	\$ 9,376.92	\$ 117.21	\$ 175.82	\$ 843.92	\$ 1,359.65		\$ 243,799.79
2	\$ 255,989.78	\$ 9,845.76	\$ 123.07	\$ 184.61	\$ 886.12	\$ 1,427.64		\$ 255,989.78
3	\$ 268,789.27	\$ 10,338.05	\$ 129.23	\$ 193.84	\$ 930.42	\$ 1,499.02		\$ 268,789.27
4	\$ 282,228.74	\$ 10,854.95	\$ 135.69	\$ 203.53	\$ 976.95	\$ 1,573.97		\$ 282,228.74

Division Chief 40 hours

STEP	Annual	BI- WEEKLY	Base Hourly	OT	PERS Classic	PERS PEPRA		Total Earnings
1	\$ 221,133.60	\$ 8,505.14	\$ 106.31	\$ 159.47	\$ 765.46	\$ 1,233.25		\$ 221,133.60
2	\$ 232,190.28	\$ 8,930.40	\$ 111.63	\$ 167.44	\$ 803.74	\$ 1,294.91		\$ 232,190.28

Battalion Chief 56 hours

STEP	Annual	BI- WEEKLY	Base Hourly	OT	PERS Classic	PERS PEPRA	Holiday Pay	Total Earnings
1	\$ 166,146.99	\$ 6,390.27	\$ 56.90	\$ 85.35	\$ 575.12	\$ 926.59	\$ 7,510.75	\$ 173,657.74
2	\$ 174,454.34	\$ 6,709.78	\$ 59.74	\$ 89.62	\$ 603.88	\$ 972.92	\$ 7,886.29	\$ 182,340.63
3	\$ 183,177.06	\$ 7,045.27	\$ 62.73	\$ 94.10	\$ 634.07	\$ 1,021.56	\$ 8,280.61	\$ 191,457.66
4	\$ 192,335.91	\$ 7,397.53	\$ 65.87	\$ 98.80	\$ 665.78	\$ 1,072.64	\$ 8,694.64	\$ 201,030.55

40 hour week	2,080
56 hour week	2,920
Longevity Pay	3%
Hrs Holiday Pay	132
Classic PERS	9%
PEPRA PERS	14.50%

Gold Ridge Fire Protection District
Admin Salary Schedule

Effective 7/1/26

Executive Assistant 40 hours

7.75%

STEP	ANNUAL	BI- WEEKLY	HOURLY	OT	PERS Misc
1	\$ 119,610.19	\$ 4,600.39	\$ 57.50	\$ 86.26	\$ 356.53
2	\$ 125,590.70	\$ 4,830.41	\$ 60.38	\$ 90.57	\$ 374.36
3	\$ 131,870.24	\$ 5,071.93	\$ 63.40	\$ 95.10	\$ 393.07
4	\$ 138,463.75	\$ 5,325.53	\$ 66.57	\$ 99.85	\$ 412.73

Administrative Assistant - Bookkeeper up to 32 hours

7.75%

STEP	ANNUAL	BI- WEEKLY	HOURLY	OT	PERS Misc
1	\$ 77,226.24	\$ 2,970.24	\$ 46.41	\$ 69.62	\$ 230.19

Administrative Assistant - Volunteer Coordinator up to 32 hours

7.75%

STEP	ANNUAL	BI- WEEKLY	HOURLY	OT	PERS Misc
1	\$ 59,970.56	\$ 2,306.56	\$ 36.04	\$ 54.06	\$ 178.76

SONOMA LOCAL AGENCY FORMATION COMMISSION

111 Santa Rosa Ave Suite 240, SANTA ROSA, CA 95404
PO Box 1428, SANTA ROSA, CA 95404
(707) 565-2577 FAX (707) 565-3778
www.sonomalafco.org

Date: June 26, 2026
To: All Independent Special Districts
Subject: Election of Special District Representative Class I
From: Kasandra Bowen

Attached please find the materials associated with an election to fill the position of Special District Representative Class I Regular Member to Sonoma LAFCO for the remainder of the term ending May 2029. As a result of an earlier notification by Sonoma LAFCO to special districts, two nominations were submitted by the June 15, 2026, deadline. Nominations for this position were restricted to board members of fire protection, community services, and life support districts

All independent special districts have the right to vote in the election.

The election process requires that Sonoma LAFCO send to each district copies of all applications received by the established deadline, a ballot and certification form, and voting instructions. In addition to these documents, I have included a stamped envelope for you to use to return the certified ballot.

All ballots should be returned to the LAFCO office by August 19, 2026. Ballots received by the deadline will be counted and the results announced within seven days.

Please note that ballots representing a majority of the districts must be received by the deadline for the election to be considered valid. In the event a majority of districts have not cast ballots by the deadline, Sonoma LAFCO will extend the deadline by 60 days to allow those districts that have not returned a ballot to do so.

On behalf of the Commission, I urge your district to participate in this election for special district representation to Sonoma LAFCO and to return the ballot by the August 19, 2026, deadline.

If you have any questions or need additional information, please contact me at 707-565-4855.

SONOMA LOCAL AGENCY FORMATION COMMISSION

BALLOT

Special District Representative Class I Term of Office Ending May 2029

1. Vote for only one candidate for Special District Representative.
2. The presiding officer or his/her designated alternate, acting on behalf of the district, must cast the district's vote by marking the space to the right of a candidate's name and then complete, sign, and date the certification.
3. Place the marked ballot sheet and certification into the envelope provided and mail to Sonoma LAFCO, PO Box 1428, Santa Rosa, CA 95404. Ballot sheet and certification may be emailed to Kassandra.Bowen@sonomacounty.gov, to meet deadline requirements. However, originals must be mailed to the LAFCO office as soon as possible thereafter.
4. **Submit ballot and certification by Monday, August 19, 2026**

VOTE

William Norton, Sonoma Valley Fire District

Rob Stewart, Northern Sonoma County Fire Protection District

CERTIFICATION

I certify, under penalty of perjury, that I, _____
(Print Name of Presiding Officer or Alternate)

I am the Presiding Officer of _____,
(Print Name of Special District)

or his/her designated alternate, and I am authorized by my district to cast the district's vote for Special District Representative to the Local Agency Formation Commission in this election.

(Date)

(Signature)