



**GOLD RIDGE FIRE
PROTECTION DISTRICT**

2025

ANNUAL REPORT

Prepared by
Dave Bray

For Fire Chief
Shepley Schroth-Cary



Gold Ridge Fire Protection District
4500 Hessel Road, Sebastopol, CA 95472



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GOLD RIDGE FIRE
PROTECTION DISTRICT

2025

TABLE OF CONTENTS



FIRE CHIEF MESSAGE	01
ABOUT US	02
BOARD OF DIRECTORS	03
ADMINISTRATION	04
FIRE STATION LOCATIONS	09
FINANCIAL SUMMARY	10
OPERATIONS	11
FIRE PREVENTION	17
COMMUNITY OUTREACH	19
TRAINING BUREAU	22
FLEET & FACILITIES	29
LOGISTICS	31
EXPLORERS	32



ANNUAL REPORT



GOLD RIDGE FIRE PROTECTION DISTRICT

Service,
preparedness, and
community
partnership remain
the foundation of
everything we do!



SHEPLEY SCHROTH-CARY
FIRE CHIEF

**“Strategic leadership is the
discipline of preparing today for
the challenges we may face
tomorrow, while never losing
sight of our mission.”**

FIRE CHIEF MESSAGE

As Fire Chief of the Gold Ridge Fire Protection District, I am proud to reflect on another year of progress, resilience, and service to our community. In 2025, Gold Ridge continued to strengthen emergency response capabilities through strategic investments in staffing, training, and apparatus, while maintaining a strong commitment to fiscal responsibility and operational readiness. Our combination system—built on the dedication of both career and volunteer firefighters—remains the foundation of our success and allows us to deliver high-quality service across a diverse and geographically complex district.

This year, we placed particular emphasis on workforce development, regional collaboration, and community engagement. From expanding training opportunities and advancing officer development to participating in countywide preparedness initiatives and public outreach events, our members consistently demonstrated professionalism and a deep commitment to those we serve. None of this would be possible without the support of our Board of Directors, our labor partners, and the community members who place their trust in us every day. As we look ahead, Gold Ridge remains focused on continuous improvement, readiness for emerging risks, and delivering exceptional service now and into the future.



Gold Ridge
Fire District



About Us.



Gold Ridge Fire Protection District is committed to providing exceptional service in our communities. We accomplish this by ensuring adequate resources are positioned to protect nearly 30,000 citizens in Gold Ridge Fire Protection District's 300 square miles.

The purpose of our 2025 Annual Report is to increase transparency and to share who we are. Readers will gain insight to our operations, training, financials, our accomplishments, the overall health of our organization, and the goals for our community.

Our Mission

Our mission is to protect our communities through emergency response, public education, and community engagement.

Our Vision

We strive for excellence and seek improvement through innovation, education, training, and teamwork.

Core Values

Honesty | Professionalism | Respect | Service | Teamwork

Board of Directors

Our Board of Directors provide direction on governance, oversight, and major decision making for the fire district. Meetings are held monthly and are open to the public. Details for the monthly Board of Directors meeting, including dates and agendas, can be accessed on our Fire District's website.



Bob Gloekner
Board Chair



Dominic Carinalli
Vice Chair



Stacey Gambonini



Steve Petrucci



David Warburg



Charles Lachman



Chris Tachouet

Administration



**SHEPLEY
SCHROTH-CARY**
Fire Chief



**DARRIN
DECARLI**
Deputy Chief of Operations
and Prevention



**DAVE
BRAY**
Deputy Chief of Operations
and Training



**LESLIE
MCCORMICK**
Executive Assistant to
the Fire Chief

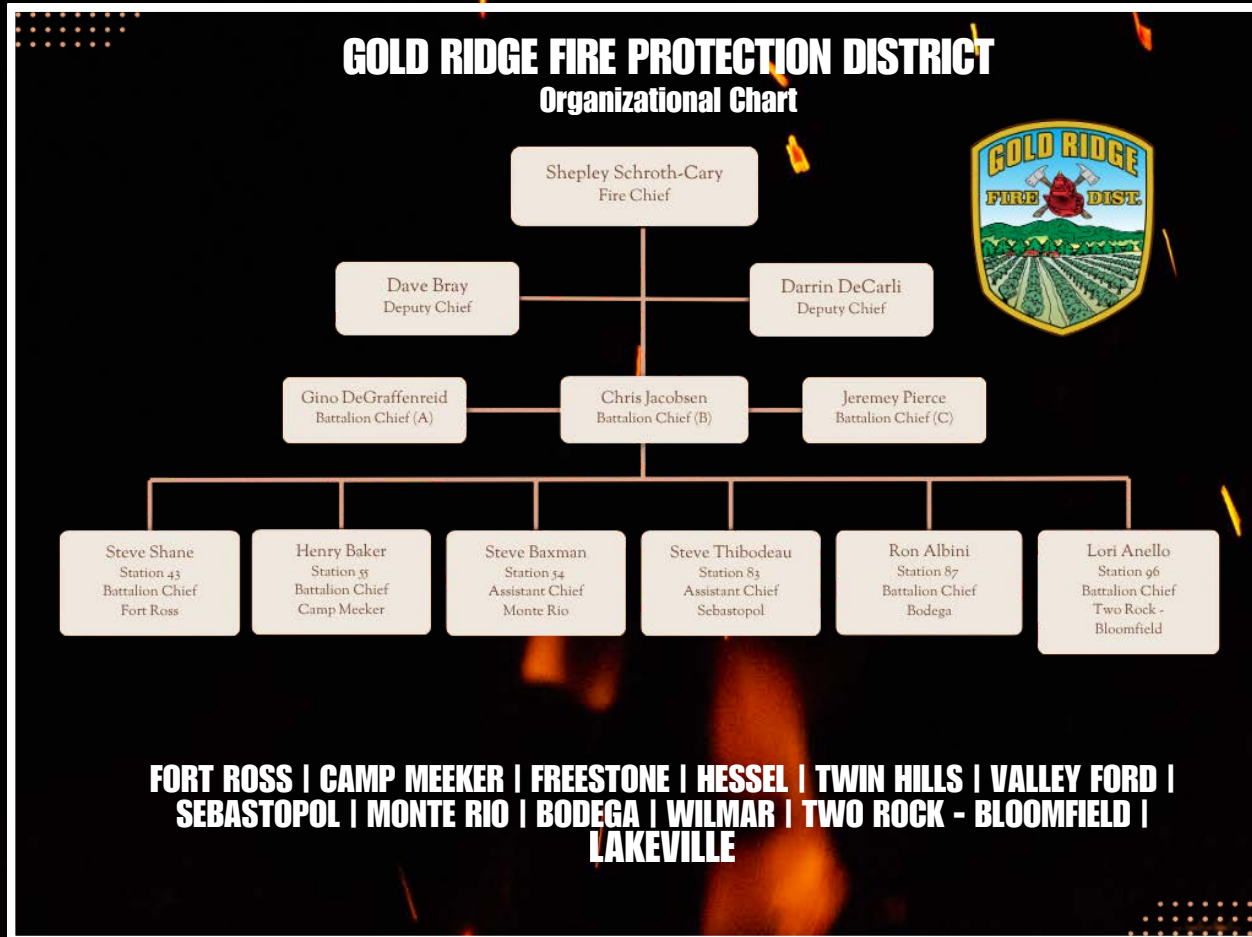


**PATTIE
MURPHY**
Administrative Assistant

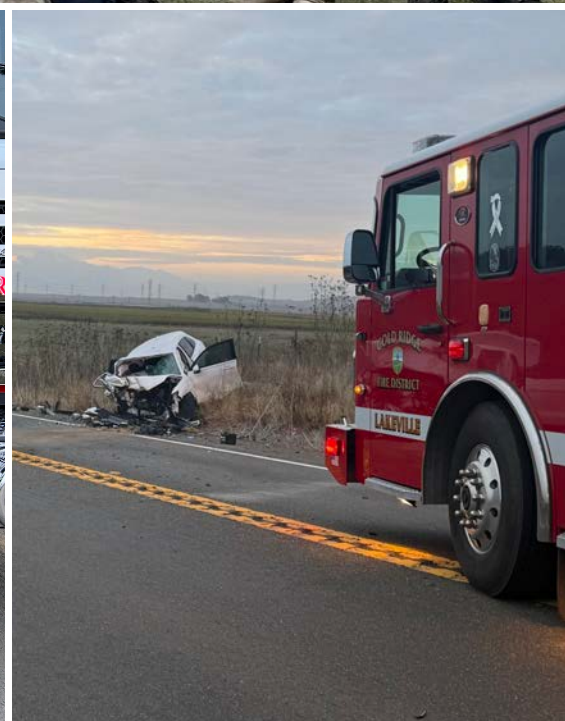


**DONNA
KURZHALS**
Volunteer Coordinator

Organizational Chart



The Gold Ridge Fire Protection District is led by Fire Chief Shepley Schroth-Cary, supported by a dedicated team of full-time staff and volunteer personnel. Deputy Chiefs provide oversight of administration, operations, training, and community risk reduction. Battalion Chiefs manage district-wide daily operations on a 24-hour shift schedule, while Station Assistant Chiefs and Station Battalion Chiefs oversee and direct volunteer operations at their assigned fire stations.



DISTRICT PRIDE

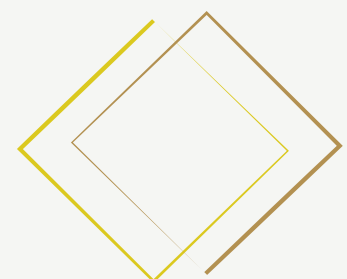


The Gold Ridge Fire Protection District was established in 1993 as a combination fire district, utilizing both paid and volunteer firefighters. We maintain an ISO Class-3 rating in hydranted areas and an ISO Class-5 rating in non-hydranted areas.

The Gold Ridge Fire Protection District takes great pride in recognizing the following personnel for their commitment and service. In 2025, Gold Ridge members reached several significant milestones, including the onboarding of 40 Volunteers and Interns, as well as hiring of the following personnel:

CONGRATULATIONS

- Fire Captain Matt Larson
- Fire Captain Ron Caselli
- Fire Captain Richard Franceschi
- Fire Captain Ian Kenealy
- Fire Captain Shawn Johnson
- Fire Captain Ethan McNamara
- Fire Captain Konner Andrade
- Fire Captain Alex Miller
- Fire Captain Alex Roa
- Fire Captain Lou Castleberry
- Fire Captain Mackinnon Porter
- Fire Engineer Colton Jones
- Fire Engineer Randy Bratton
- Fire Engineer Eric Smith
- Fire Engineer Colby Torliatt
- Fire Engineer Nicholas DeMartin
- Fire Engineer Cameron Norris
- Fire Engineer Ben Haberski
- Fire Engineer James Baier
- Fire Engineer Daniel Tracy
- Fire Engineer Matthew Murphy
- Fire Engineer Trent Ackerman
- Fire Engineer Leo Gomez
- Firefighter Laura Raffo
- Firefighter Thomas Gibson
- Firefighter Karli Gibbs
- Firefighter Brooke Santander
- Firefighter Daniel Shelton
- Firefighter Tyler Crellin
- Firefighter Brandon Bucheister
- Firefighter Armando Bautista
- Firefighter Chrisopher Ortiz
- Firefighter Margarito Hernandez
- Firefighter Jack Scott





Fire Station Locations

Station 43 - Fort Ross

- (1) 24110 Fort Ross Road, Cazadero, CA 95421
- (2) 20775 Fort Ross Road, Cazadero, CA 95421
- (3) 30908 Bohan Dillon Road, Cazadero, CA 95421
- (4) 23125 Fort Ross Road, Cazadero, CA 95421

Station 54 - Monte Rio

- 9870 Main Street, Monte Rio, CA 95462

Station 55 - Camp Meeker

- 5240 Bohemian Highway, Camp Meeker, CA 95419

Station 80 - Freestone

- 456 Bohemian Highway, Freestone, CA 95472

Station 81 - Hessel

- 4500 Hessel Road, Sebastopol, CA 95472

Station 82 - Twin Hills

- 1690 Watertrough Road, Sebastopol, CA 95472

Station 83 - Sebastopol

- 7425 Bodega Ave, Sebastopol, CA 95472

Station 86 - Valley Ford

- 14445 Highway 1, Valley Ford, CA 94952

Station 87 - Bodega

- 17240 Bodega Highway, Bodega, CA 94922

Station 94 - Wilmar

- 3825 Bodega Avenue, Petaluma, CA 94952

Station 96 - Two Rock / Bloomfield

- 7599 Valley Ford Road, Petaluma, CA 94952

Station 97 - Lakeville

- 5090 Lakeville Highway, Petaluma, CA 94952

Logistics Warehouse

- 971 Transport Way, Ste A, Petaluma, CA 94954



Financial Summary



REVENUES FY 25/26 BUDGET:

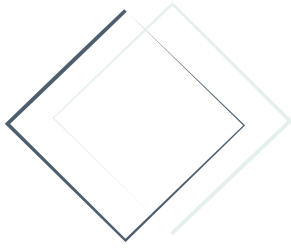
Gold Ridge Fire Protection District receives revenue from four main sources: Property Tax, Measure H, Special Tax, and County Revenue Sharing.

REVENUE OVERVIEW

Category	Percentage
Property Tax	18 %
Measure H	37 %
Special Tax	19 %
County Revenue Sharing	25 %
Other	1 %

EXPENDITURES BREAKDOWN

Category	Percentage
Salary & Benefits	65 %
Operations	15 %
Capital Improvements & Assets	15 %
Appropriations	5 %



Operations

Fire department operations encompass emergency response, fire prevention, and public safety efforts. Firefighters respond to fires, medical emergencies, hazardous materials incidents, and technical rescues while also conducting public education and training to enhance preparedness.

NOTABLE ACCOMPLISHMENTS IN 2025

- Successfully annexed the Sebastopol and Monte Rio Fire Departments into the fire district
- Achieved full-time staffing at the Sebastopol (FS 83) and Lakeville (FS 97) Fire Stations
- Achieved 3/O (three person) staffing at FS 54, 81, 82, 83, and 94
- Continued our commitment to the Firefighter Intern program with Interns working over 15,000 hours in 2025
- Enhanced fire station readiness by addressing necessary facility improvements for our firefighters



Operations

Gold Ridge Fire Protection District is an all-hazard fire district, responding to all requests for service including fires, traffic collisions, medical emergencies, floods, water rescues, and public assists.

To ensure we maintain the public's trust, we hold ourselves accountable. Measuring the number and types of incidents quantifies the risk assumed by a community and measuring our performance demonstrates how we are minimizing loss and protecting property and the environment.

CALL TYPE	VOLUME	PERCENT
FIRES	168	3.7 %
EMS	2,359	52 %
TRAFFIC COLLISIONS	268	5.9 %
RESCUES	15	0.3 %
HAZARDOUS CONDITIONS	186	4.1 %
SERVICE CALLS	429	9.5 %
GOOD INTENT	912	20 %
ALARMS	193	4.3 %
TOTAL	4,530	2024 (2,572 Calls)

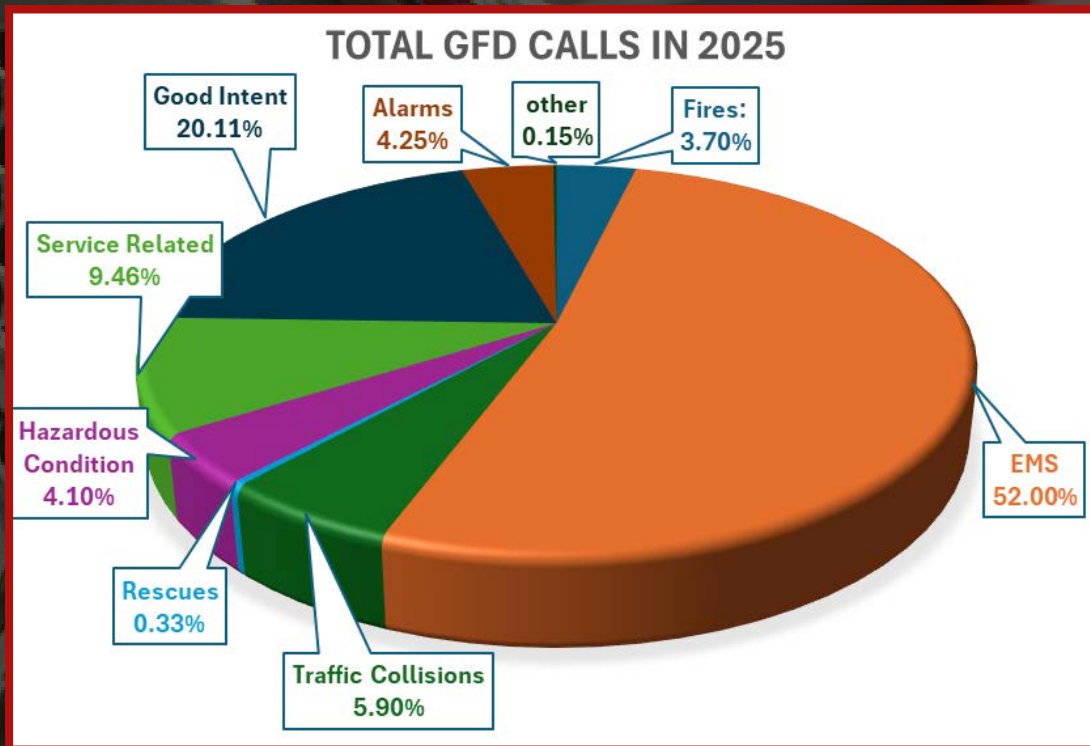
ENROUTE TIME AVERAGE

01:20
(one minute,
20 seconds)

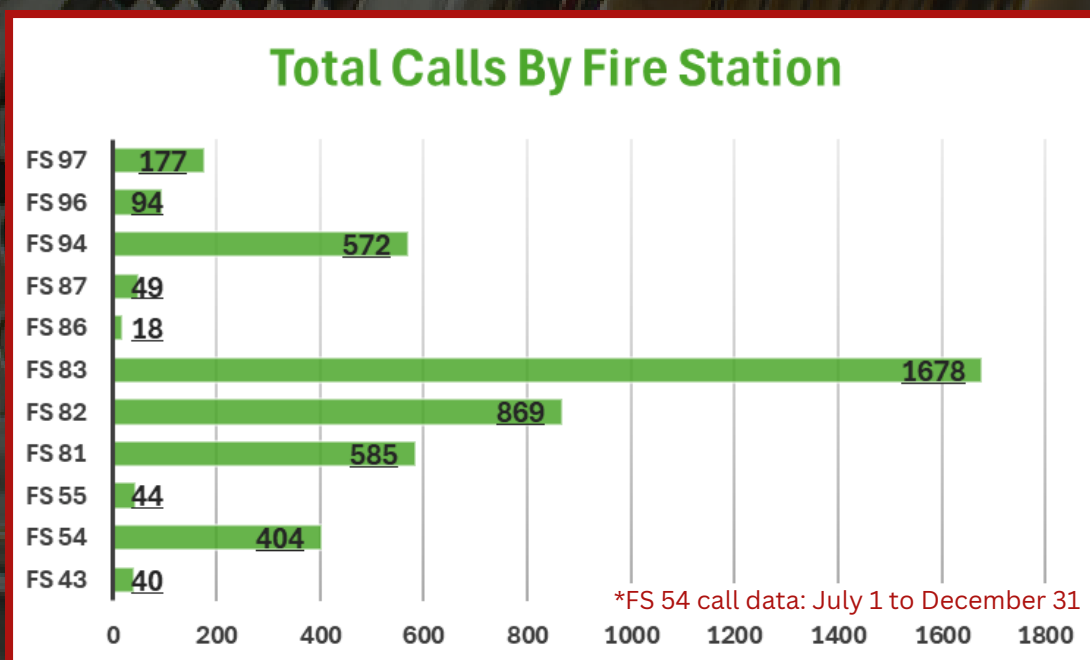
RESPONSE TIME AVERAGE

08:33
(8 minutes, 33
seconds)

Operations

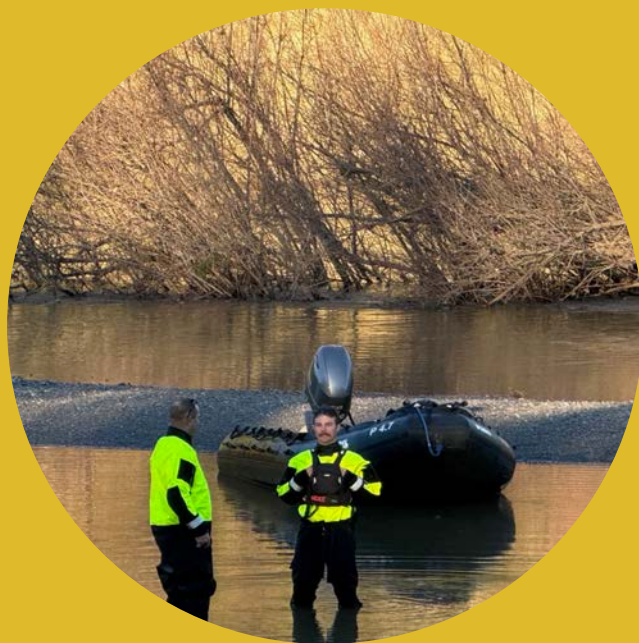


Total Calls In District:
4,530





MARITIME OPERATIONS



The Gold Ridge jurisdiction encompasses diverse geography, including open water areas. Our maritime units and personnel are equipped to respond to emergencies in the San Pablo Bay, Petaluma River, and other locations requiring their specialized skills.



Our Volunteers

Gold Ridge Fire Protection District's volunteers are the backbone of the organization, providing critical staffing depth, operational flexibility, and strong community connection across the district.



They respond to emergencies, support daily operations, participate in training, and assist with prevention and public outreach efforts—all while balancing careers and family commitments. Their dedication, local knowledge, and service-driven mindset strengthen response capability and resilience, ensuring the district can deliver reliable, high-quality service to the community. Simply put, without the continued commitment of our volunteers, the level of coverage and service Gold Ridge provides would not be possible.

OUR MOST ACTIVE VOLUNTEERS

- Marc Simpson
- Mike Simpson
- Jesus Lopez
- Cato Grace
- Assistance Chief Steve Baxman
- Nolan Lessard
- Dylan Gloeckner
- Ryan Giovando
- Ian Hoff

***3,213 Total Volunteer
Responses in 2025!***



FIRE Prevention

NOTABLE EFFORTS IN 2025

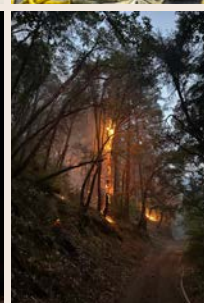
- Conducted **88** Business License Inspections for **60** Business Licenses approvals
- Conducted **118** Business inspections
 - **76** Business Fire & Life Safety
 - **10** Special Events
 - **32** Permit Inspections (sprinklers, fire alarms, etc.)
- Evaluated local school disaster preparedness plans and drills
- Provided fire extinguisher training for the public
- Made **41** High-Visibility Address Signs for residents
- Partnered with County of Sonoma Fire Prevention Division to conduct mandatory inspections of District businesses.
- Contract for Services with H & S Associates for Plan Review and New Construction Inspections in the City of Sebastopol



VEGETATION MANAGEMENT SERVICES

CHIPPER PROGRAM

In 2025, the Gold Ridge Fire Protection District collaborated with Safer West County and Fire Safe Sonoma to offer free chipper services to Camp Meeker residents working to make their properties more wildfire-resistant. This program aims to help create defensible space around homes, structures, and access routes, specifically targeting properties in Sonoma County's unincorporated areas.



Community Outreach

Our firefighters are responsive to the needs of the community. We assist with public education, disaster preparedness, and emergency standby assistance. In 2025, we:

- Taught Hands-Only CPR to over 200 residents and students
- Presented disaster preparedness to multiple community groups
- Read to Kids at McNear Elementary School
- Participated at Career Fairs in local schools
- Partnered with the Sonoma County Sheriff's Office and other community partners at Public Safety events
- Actively participated in the county-wide Active Shooter Hostile Event Response (ASHER) training and program development
- Hosted fire station Open Houses to engage with our communities
- Partnered with the Sebastopol Area Senior Center Fall Prevention Program
- Hosted Sebastopol World Friends - Ukraine delegation

In 2025, Gold Ridge strengthened its connection with the community through active participation in a wide range of special events, including:

- Alisa Ann Ruch Burn Relay
- Gravenstein Apple Fair
- NASCAR and NHRA
- Petaluma Wine Gap
- 3rd of July Fireworks
- Halloween Festivals
- Parades and Rodeos
- Numerous blood drives
- and other special events throughout our district



North Pole Fire Brigade & Interact



The Gold Ridge Fire Protection District's annual holiday toy drive collects and distributes food and toys to families in need throughout West Sonoma County.

The District proudly supports two longstanding community programs: the North Pole Fire Brigade, led by dedicated members of the Gold Ridge Firefighters' Association, and the Sebastopol Rotary Interact Club, which partners with local schools to collect and wrap toys that are delivered by the fire district using its fire engines.







INTRODUCTION

The Gold Ridge Training Bureau is responsible for delivering comprehensive training to all district personnel, including more than 50 full-time employees and approximately 150 volunteer members. The bureau ensures all members meet required certifications, maintain operational readiness, and train to consistent standards that support safe, effective emergency response across the district.

2025 TRAINING MILESTONES

STANDARDIZED ONBOARDING AND DEVELOPMENT

Developed and implemented three probationary task books to standardize onboarding and performance and expectations for:

- Firefighter
- Fire Apparatus Engineer
- Fire Captain

Supported onboarding and structured training for 25 employees using the new task book system.



NEW HIRE ACADEMIES

Three career new-hire academies, onboarding 25 new career members:

- 14 Firefighters
- 5 Fire Apparatus Engineers
- 6 Fire Captains
- 2-week Engineer Academy for 3 new Fire Apparatus Engineers
- Volunteer Firefighter Academy delivering 165 hours of training to 12 new volunteer members

AGENCY INTEGRATION & INTERAGENCY TRAINING

- Supported operational integration of:
 - Monte Rio Station 54 — 9 paid members
 - Sebastopol Station 83 — 4 paid members and 25 volunteer members
- Conducted interagency familiarization to align response expectations and operational procedures
- Trained alongside regional partners including:
 - Sonoma County Fire District
 - Rancho Adobe Fire District
 - Rohnert Park DPS
 - City of Petaluma Fire
 - CAL FIRE
 - Graton Fire
 - Occidental Fire OCD



HOSTED STATE-CERTIFIED TRAINING

CA State Fire Training courses hosted:

- Driver/Operator 1A & 1B
- ICS-300
- Company Officer 2D & 2E

TRAINING BUREAU GROWTH

- Assigned a third Training Captain, providing training coverage on all three shifts

TRUCK COMPANY PROGRAM

- Conducted initial ladder truck familiarization training for all career personnel and Station 83 members
- Ongoing proficiency and skill development training continues district-wide

TRAINING RECORDS MODERNIZATION

- Completed a mass upload of over 4,000 training certificates into district's record management system, Vector Solutions

DISTRICT-WIDE CERTIFICATIONS

- Conducted CPR training for 165 volunteer members and 64 paid members

SPECIALIZED TRAINING

- Participated in ASHER (Active Shooter/Hostile Event Response) training Modules 1 & 2 to strengthen multi-agency preparedness





2026 Training Bureau Goals



PROFESSIONAL

DEVELOPMENT

Staffing Growth & Onboarding

The Training Bureau will support anticipated hiring and promotions of Fire Captains, Engineers, and Firefighters, by ensuring new personnel are equipped with the knowledge and skills needed for success.

Probationary Program Development

Probationary employees will continue completing task books and testing throughout 2026. As the first full group to complete the updated process, their progress will help refine and improve the system for future members.

Volunteer Firefighter Academy

The district will host its first in-house Volunteer Firefighter Academy in several years. This four-month program will prepare volunteers with foundational firefighting skills and is expected to expand regional training partnerships.

Volunteer Training & Retention

Volunteer training will become more centralized at career stations to improve instructor-to-student ratios and training quality while supporting recruitment and retention.

ASHER Program Expansion

The ASHER program will continue growing with increased scenario-based training for both career and volunteer personnel.

Truck Company Development

Continued, focused training in ladder truck operations will ensure members are qualified to operate the district's newest apparatus safely and effectively.

Expanded Professional Development

Building on increased training participation in 2025, the Training Bureau will continue promoting outside training opportunities and expanding in-district certification courses.

Wildland & Driver Training

New apparatus arriving in 2026 will expand wildland response capabilities. The Training Bureau will develop and implement off-road driver training for both career and volunteer personnel.

Special Operations Support

The Training Bureau will continue supporting special operations teams through member evaluation and ongoing skills development.

Training Facilities & Props

Facility improvements will continue, including evaluation and potential refurbishment of the Station 83 drafting pit, along with additional hands-on training prop projects district-wide. Member input on prop development is encouraged.

Overall Focus

2026 will be a year of growth, modernization, and expanded training opportunities across all ranks and programs within the district.



2026 Challenges

Recruitment, Retention, and Development

Maintaining a strong volunteer workforce will require continued recruitment, meaningful training opportunities, mentorship, and integration into district operations.

Policy 330.5 Training Compliance

Ensuring all volunteers meet minimum training standards will require tracking, communication, and accessible training opportunities throughout the year.

Off-Road Apparatus Operations

Expanded use of four-wheel-drive Type 3 and Type 6 apparatus will require structured off-road driver training focused on safety, terrain management, and risk reduction.

Training Records & Compliance Audits

Ongoing audits will be necessary to maintain accurate certification tracking, refresher compliance, and position qualification records.

Driver/Engineer Skill Development

Development of a Driver/Engineer Rodeo will provide structured evaluation and reinforcement of driving and pumping skills.

Vector Solutions Compliance

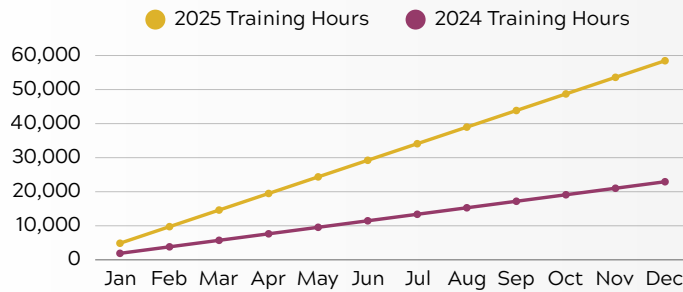
Ensuring all assigned online training is completed within 30 days will require monitoring and accountability.

EMS Qualification Maintenance

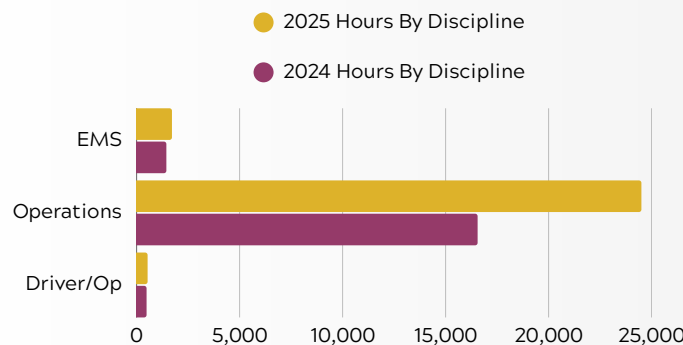
All members must maintain EMS certification levels required by Coastal Valleys EMSA. Tracking expirations and recertification timelines will remain a priority.

2025 Training

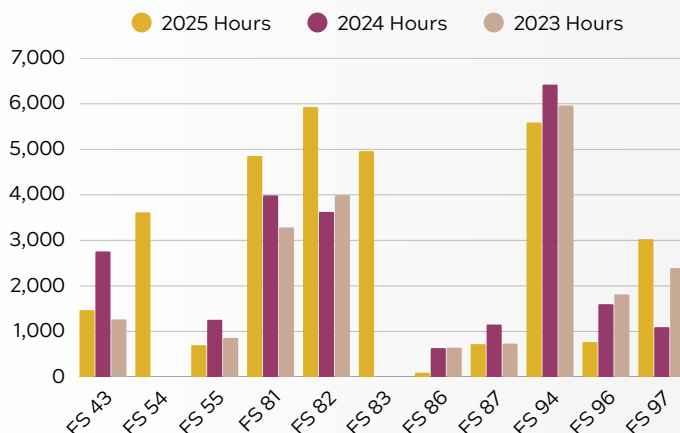
TOTAL GFD TRAINING HOURS (ALL STATIONS)



TOTAL TRAINING HOURS BY DISCIPLINE



TOTAL TRAINING HOURS BY STATION (2023, 2024, & 2025)



TRAINING AT A GLANCE

Our firefighters participate in daily training and facilitate weekly drills for each Gold Ridge fire station. The numbers highlight the activity of our members and the Training Bureau.

2025 TRAINING HOURS

Total EMS Training Hours **1,715.25**

Total Driver Training Hours **532.5**

Total Operations Training Hours **24,504.43**

Total Training Hours

ALL STATIONS:

58,466.11

Each fire station records training hours to ensure compliance with national standards. Volunteers participate in weekly training sessions, and the illustrations represent the total training hours logged by the station over the year. These totals may vary based on the number of volunteers and paid personnel in attendance.



FLEET & FACILITIES

FLEET

Gold Ridge placed a strong emphasis on replacing aging apparatus to ensure our firefighters are equipped with reliable, modern, and mission-ready vehicles and equipment. This proactive investment improves operational readiness, enhances responder safety, and strengthens our ability to deliver timely, effective service across the diverse risks and service demands of our community.



PERFORMANCE

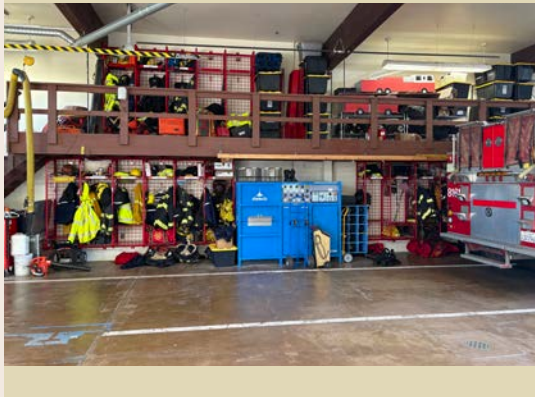
- Purchased three new Type 3 engines for FS 82, 83, and 94 for delivery in Spring 2026
- Received new 8181 (Type 1)
- Received new 4396 Water Tender
- Received new C8102 Tahoe
- Surplused 8381, 9471, 8361, and 8341
- 8182 major engine rebuild
- 8192 major pump rebuild
- 8350 repair and maintenance
- Reserve 8980 currently being rebuilt

FLEET & FACILITIES

FACILITIES

Maintaining the facilities of the Gold Ridge Fire Protection District is essential to ensuring the safety, functionality, and readiness of our operations.

This year, we addressed critical maintenance projects, including station repairs, safety upgrades, and improvements to our facilities, while implementing a long-term facility management plan to prioritize future needs.



PERFORMANCE

- FS 81 Remodel Groundbreaking
- FS 43-3 Building Repair
- Upstaffing Buildout at FS 80
- New dorms at FS 83 and 94
- New Bay Doors at FS 83
- Turnout Lockers at FS 83
- New Kitchen Appliances
- Standardized Door Codes District-wide
- Plymovent installation at FS 83 & 97
- New ice machine at FS 83
- Larger black water storage and gray water dispersal at FS 97

We remain committed to modernizing our facilities and thank the Board of Directors and community for their continued support!

LOGISTICS

PERFORMANCE

- Contracted for district-wide hose and ladder testing
- Implemented “Academy PPE” to reduce cost on front-line equipment
- Changed PPE vendor from Globe to Lion saving \$800 per set
- Acquired new Seek Thermal Imaging Cameras
- Standardized medical equipment bags at staffed stations
- Implemented bar code reader to track inventory



GOALS FOR 2026

- Surplus outdated and excess equipment prior to warehouse relocation
- Replace obsolete hose to standardize operations
- Standardize and replace aging AEDs
- Implement a five-year PPE rotation plan for backup/second sets
- Transition to a new structural firefighting boot
- Streamline the barcode inventory system through a digital platform
- Implement a seasonal work jacket, pending funding availability



The Logistics Division is led by *Fire Captain Steve Dunbar*, who ensures all personnel are properly equipped to safely and effectively respond to emergencies

CHALLENGES

- Standardize and equip new apparatus
- Support organizational growth and increased medical equipment demands
- Right-size hose inventories and replace all hose over 20 years old

GOLD RIDGE FIRE EXPLORERS

Highlights

- Received \$5,000 grant from Sonoma County Fire Chiefs' Association and Measure H
- Roster of 18 active Explorers
- Explorers are on the pathway to becoming GFD Volunteers.
- Assisted in several special events including:
 - Cal Fire Crab Feed
 - GFD Pancake Breakfasts
- Purchased new structural helmets for all Explorers

Goals for 2026

- Attend the Explorer Academy in March 2026
- Implement an Explorer Development Plan encouraging growth and retention
- Enhance our recruitment and equipment
- Increase the program's visibility at community events and career fairs
- Reinstate the Explorer Post at Station 94 in South Sonoma County



The Explorer Program gives young adults ages 14–21 a hands-on introduction to firefighting, EMS, and rescue careers. With up to 20 participants, the program provides weekly meetings and practical training led by firefighters, covering fire science, hose and ladder operations, search, forcible entry, and CPR through both classroom and drill ground instruction





Gold Ridge Fire
Protection District



THANK
YOU

Shepley Schroth-Cary
Fire Chief

www.GoldRidgeFire.org

2025

2025