

Ebbetts Pass Fire District

BOARD OF DIRECTORS NOTICE OF REGULAR MEETING

9:00 A.M. Tuesday, May 19, 2026

1037 Blagen Road, Arnold

Members of the public may participate in the meeting in person or by utilizing Zoom Meetings.

TO JOIN THE MEETING: [Click here to join the video meeting.](#)

Zoom.us Meeting ID: 822 3674 9320 Passcode: 428303

MEMBERS OF THE BOARD

Jon Vattuone, President Denny Clemens, Secretary
Mike Barr Jon Dashner J. Scott McKinney

Concerning Public Comment

Please Note: The Board of Directors offers the opportunity for the public to speak to specific agenda items during the time that agenda item is discussed by the Board. The Board also allows an opportunity for the public to speak on non-agenda items during "public comments" prior to the conclusion of the meeting. The Board may not make any decision related to non-agendized items until the next Board meeting.

AGENDA

1. **Call to Order, Flag Salute, Roll Call**
2. **Public Appearances/Comment:** The Board will hear public comment on any agendized or non-agendized item. The Board may discuss public comment but may not take action.
3. **Consent Items:** Board action limited to discussion and approval of:
 - 3.1. Minutes: 4/21/26
 - 3.2. Acceptance of April 2026 Checks Listings and Authorize to File for Audit
4. **Committee Reports:** The Board will discuss the status of the following matters. The Board may take action on recommendations and/or give direction to staff or committee members related to follow-up on specific matters addressed by the committee.
 - 4.1. **Finance Committee** (Directors Clemens & Vattuone)
 - 4.1.1. **Preliminary Budget Fiscal Year 2026-2027:** Review the draft preliminary budget for approval: End 30-day public comment period
 - 4.2. **Personnel/Safety Committee** (Directors Barr & Clemens)
 - 4.2.1. **Promotional Badge Pinning:** William Koelzow to be Pinned as Engineer Paramedic
 - 4.2.2. **Job Announcement:** Part-Time Fire Prevention Officer Position Recruitment currently open.
 - 4.3. **Fire Prevention Committee** (Directors McKinney & Vattuone)
 - 4.4. **Apparatus/Equipment Committee** (Directors Clemens & McKinney)
 - 4.5. **Sta. 3 Construction Committee** (Directors Barr / Alternate Clemens)

NOTICE OF REGULAR MEETING - continued

May 19, 2026

5. **Scheduled Items:** The Board will discuss and take action on the specific items listed below.
 - 5.1. **Capital Program Management:** Presentation to review options regarding Request For Qualifications process.
 - 5.2. **Ebbetts Pass Fire District – Policy 4060: Organizational Chart:** 2026 Draft – Introduction for Review and possible 30 Day-Review start period.
 - 5.3. **Ebbetts Pass Fire District – Policy 6319: Personnel – Position Description: Paid Battalion Chief:** 2026 Draft – Introduction for Review and possible 30 Day-Review start period.
 - 5.4. **Ebbetts Pass Fire District – Policy 1060: Fire District Records: Retention and Disposition:** 2026 Draft – Introduction for Review and possible 30 Day-Review start period.
 - 5.5. **Pursuant to Government Code Section 54957(b)(1), Closed Session:**
Performance Evaluation of the Fire Chief
 - 5.4.1. Return to Open Session: Report on actions taken
 - 5.6. **Personnel Pay Schedule 2026-2027:** The Board shall review the employees' group Pay Schedule 2026-2027 for possible approval.

6. **Reports:** The Board will hear reports on the following matters. The Board may discuss information contained in these reports.
 - 6.1. Administrative Report
 - 6.2. Legislative Report
 - 6.3. Administrative – EMS

7. **Comments, Questions, and Consideration:** The Board will entertain comments and questions from the following individuals or representatives. The Board may discuss these comments or questions on these items but may not take action.
 - 7.1. Board Members
 - 7.2. Firefighters' Association
 - 7.3. Employees' Group
 - 7.4. Public Comments

8. **Adjournment of Regular Meeting**

ADMINISTRATIVE STAFF:

Michael Johnson, Fire Chief

Cheryl Howard, Secretary

4.1.1. Preliminary Budget Fiscal Year 2026-2027

Chief Johnson reported that the proposed Preliminary Budget for 2026-27 was presented for 30-day review. It included a new engine purchase and a prepayment from the C-budget, some new Station 3 funding, and some turnout replacements. Engineer Glenn Verkerk noted the life span of current turnouts and his plan for replacement needs over time so that the District does not have to buy a large stock in any upcoming years. He added that the 10-year certification period for each turnout as set by NFPA can strain budgets.

Mr. Clemens made a motion to go forward with the 30-day review of the Preliminary Budget with the possibility of amendments. Mr. Dashner seconded; motion passed 4-0 (AYES: Clemens, Dashner, McKinney, Vattuone; ABSENT: Barr).

4.2. Personnel/Safety Committee (Directors Clemens & Barr)

Chief Johnson reported there had been a back injury during a training session.

4.3. Fire Prevention Committee (Directors McKinney & Vattuone)

Chief Johnson reported that the lot cleaners had met to get direction for lot clearing. He reported Wildfire Awareness Day was set for May 2nd with the newly appointed OES representative there along with U.S. Forest Service, PG&E, etc.

4.4. Apparatus/Equipment Committee (Directors McKinney & Clemens)

Chief Johnson reported there was no real update other than the new utility was being sent to the upfitters for siren installation.

4.5. Station 3 Construction Committee (Directors Barr & Alternate Clemens)

Chief Johnson reported there would be a Sta. 3 meeting on Friday with Mike Wasserman regarding Request for Proposal options.

5. Scheduled Items

5.1. 2025 Consumer Price Index West Urban—Cost of Living Adjustment

After some discussion, Mr. Clemens made a motion to approve the 2.7% COLA be used to set the 2026-27 Personnel Pay Schedule. Mr. Dashner seconded; motion passed 4-0 (AYES: Clemens, Dashner, McKinney, Vattuone; ABSENT: Barr).

5.2. Personnel Pay Schedule 2026-27

It was the consensus of the Board members to table this item until next month.

5.3. Resolution No. 2026-1: Calling General District Election

Mr. Clemens made a motion to Approve Resolution 2026-1. Mr. Dashner seconded; motion passed 4-0 (AYES: Clemens, Dashner, McKinney, Vattuone; ABSENT: Barr).

- 5.4. **CLOSED SESSION: Personnel Matter** (Government Code § 54957(b)(1)
Upon return to open session, the Board acted on the proposed resolution:
- 5.5. Resolution No. 2026-2: Determining that Engineer-EMT
James Eaves is Entitled to an Industrial Disability Retirement
Mr. Clemens made a motion to approve Resolution 2026-2: Resolution of the Board of Directors of Ebbetts Pass Fire District Determining That Engineer-EMT James Eaves Is Entitled to an Industrial Disability Retirement. Mr. Dashner seconded; motion passed 4-0 (AYES: Clemens, Dashner, McKinney, Vattuone; ABSENT: Barr).
- 5.6. Resolution No. 2026-3: Authorizing the Calaveras County
Auditor's Office to Make Appropriate Interclass Budget Transfers
Mr. Clemens made a motion to approve Resolution 2026-3: Authorizing the Calaveras County Auditor's Office to Make Appropriate Interclass Budget Transfers. Mr. Dashner seconded; motion passed 4-0 (AYES: Clemens, Dashner, McKinney, Vattuone; ABSENT: Barr).
- 5.7. Selection of 115 Trust Financial Provider
Chief Johnson reported the choice of providers was being placed before the Board of Directors. After some comments, Mr. Clemens made a motion to move forward with CalPERS as the 115 Trust Financial Provider. Mr. Dashner seconded; motion passed 4-0 (AYES: Clemens, Dashner, McKinney, Vattuone; ABSENT: Barr).
- 5.8. Golden State Fire Apparatus Invoice for New Fire Engine Prepayment
Chief Johnson asked the Board members to consider paying a prepayment from the Citizen's Initiative Staffing Augmentation Budget this fiscal year. He explained several advantages and the ability to expend up to 30% on non-personnel items. Mr. Dashner made a motion to approve the prepayment for the fire engine and authorize the Finance Committee to make the transaction at the appropriate time. Mr. Clemens seconded; motion passed 4-0 (AYES: Clemens, Dashner, McKinney, Vattuone; ABSENT: Barr).

6. REPORTS

- 6.1. Administrative Report
Chief Johnson reported there had been unfavorable mold found in the Training Room and remediation would soon be underway. He added that an effort to limit exposure was in place until then.
- 6.2. Legislative Report
Chief Johnson reported that SB852 would soon have electronic filing of California Statement of Economic Interests (Form 700).
- 6.3. Administrative - EMS
Chief Johnson reported that new software was transmitting each ePCR to the hospitals. Battalion Chief Rodney Hendrix reported that the billing company had recently completed an audit of the ePCRs submitted by staff and it was determined

to add a mandatory setting for signature requirements in order to maintain good data for billing purposes.

7. COMMENTS, QUESTIONS, CONSIDERATIONS

7.1. Board Members

Mr. Clemens said that he was glad to be able to provide benefit packages and to keep staff safe.

7.2. Firefighters Association

Glenn Verkerk reported the next event for the Association was the fundraiser envelope stuffing. He added that the items should be arriving within the week and then the date for stuffing could be set. He also noted that the beer booth signups would soon be up and there was a requirement to renew the registered beverage servers.

7.3. Employees' Group

Captain-EMT Nick Landuyt thanked the Board members for their support.

7.4. Public Comments

None

8. ADJOURNMENT

Mr. Dashner made a motion to adjourn. Mr. Clemens seconded; motion passed 4-0 (AYES: Clemens, Dashner, McKinney, Vattuone; ABSENT: Barr). 10:05 A.M.

Respectfully submitted,

Cheryl Howard
District Secretary

**County of Calaveras
General Ledger Summary
Balance Sheet Accounts
As of 4/30/2026**

Fund 2290 Ebbetts Pass Fire

<u>Object Code</u>	<u>Object Description</u>	<u>Balance</u>
<u>Assets</u>		
1006	Cash in Treasury	22900000 7,405,292.84
1007	Outstanding Checks	22900000 (19,399.67)
1016	Imprest Cash	22900000 17,575.37
Total Assets		\$7,403,468.54
<u>Liabilities</u>		
2009	Sales Tax Payable	22900010 (12.00)
2091	Accts Payable - Staledated Cks	22900010 4,614.29
Total Liabilities		\$4,602.29
<u>Fund Balance</u>		
3002	Fund Bal Unreserv/Undesign	22900000 6,857,316.25
3043	Reserve for Imprest Cash	22900000 17,575.37
Total Fund Balance		\$6,874,891.62
Year-to-Date Revenues		\$7,425,210.96
Year-to-Date Expenditures		\$6,901,236.33
Year-to-Date Transfers In		\$0.00
Year-to-Date Transfers Out		\$0.00
Year-to-Date Clearing Accounts		\$0.00
Total Fund Equity		\$7,398,866.25
Total Liabilities and Fund Equity		\$7,403,468.54

REVENUE ACCOUNT SUMMARY SHEET - April 2026

Fire Operations:					
ACCOUNT	No.	BUDGETED	RECEIVED	Year-To-Date	% Received Year-To-Date
Property Tax - Current Secured	4010	2,811,010	1209012.09	2,832,297.05	101%
Administrative Fee (SB2557)	4013	(51,732)	-29370.84	-58,741.68	114%
Unitary Tax	4015	76,846	53962.16	107,924.33	140%
Supplemental Tax - Current Secured	4017	57,695	30765.50	54,046.04	
Property Tax - Current Unsecured	4020	68,056	2174.18	51,900.69	76%
Supplemental Tax - Current Unsecured	4027	2,941	956.41	6,222.50	
Prior Unsecured Taxes	4040	4,804	1182.81	4,263.63	89%
Transient Occupancy Taxes	4072	61,200	0.00	58,210.38	
Interest	4300	5,000	0.00	82,377.14	
HOPTR	4463	22,007	6908.72	16,778.32	76%
State Grant - OTS & RFC	4455	30,000	0.00	0.00	
Timber Tax	4465	-	0.00	3,355.37	
State Aid for Public Safety (Prop 172)	4472	32,500	0.00	25,188.87	
Reimbursement - Personnel	4542	50,000	49228.81	147,908.47	
Reimbursement - Equipment	4543	5,000	0.00	0.00	0%
Charges for Current Service (hydrants)	4679	10,500	0.00	24,209.12	231%
Miscellaneous Revenue	4713	500	0.00	2,240.09	448%
Other revenue		-	850.00	67,907.70	
Total		3,186,327	1,325,669.84	3,426,088.02	108%

EMS/Paramedic Program					
ACCOUNT	No.	BUDGETED	RECEIVED Month	Year-To-Date	% Received Year-To-Date
Special Tax - Engine Paramedic Program	4077 P	362,578	145361.40	345,233.33	95%
Special Tax - Sustain ALS	4077 S	302,076	58977.26	58,977.26	
Other revenue		-	0.00	0.00	
Total		664,654	204338.66	0.00	0%

Ambulance Program					
ACCOUNT	No.	BUDGETED	RECEIVED Month	Year-To-Date	% Received Year-To-Date
Special Tax - Ambulance Program	4077 A	829,798	332,642.40	790,025.70	95%
Special Tax - Sustain ALS	4077 S	1,079,940	590,235.84	1,482,903.86	137%
Interest	4300		0.00	82,377.13	
Other Programs - State (GEMT)	4479	103,000	0.00	0.00	
Federal Grant - AFG	4505	30,000	0.00	0.00	
State Other Aid (IGT)	4580	300,000	0.00	266,190.54	89%
EMS Transport Revenue	4660	840,000	73,759.25	737,654.58	88%
Other revenue		30,000	2,106.80	235,760.54	
Total		3,212,738	998,744.29	3,594,912.35	112%

Citizen's Initiative Staffing Augmentation					
ACCOUNT	No.	BUDGETED	RECEIVED Month	Year-To-Date	% Received Year-To-Date
District Portion of Sales Tax	4070	575,000	58834.24	926,805.90	161%
Interest	4300	-	0.00	10,088.32	
Other revenue		-	0.00	0.00	
Total		575,000	58834.24	0.00	0%

FIRE OPERATIONS ACCOUNT SUMMARY SHEET - APR 2026

ACCOUNT	No.	BUDGET	Month	Year-To-Date	ACCOUNT BALANCE	% Disbursed Year-To-Date
SALARIES & BENEFITS	5001					
Salaries/Wages	-1.001	1,503,623	108,958.50	1,206,906.00	296,717.00	80%
Extra Hire	-1.002	10,000	0.00	9,994.15	5.85	100%
Extra Hire - Intern	-1.003	46,506	7,395.95	38,812.36	7,693.64	83%
ST/TF FF Payments	-1.004	50,000	0.00	56,462.33	(6,462.33)	113%
Volunteer FF Relief	-1.005	40,000	507.29	21,479.09	18,520.91	54%
Retirement-UAL	-1.049	196,011	0.00	189,871.76	6,139.24	97%
Retirement	-1.050	267,043	19,028.31	187,723.78	79,319.22	70%
Group Insurance	-1.055	294,000	22,012.86	224,270.02	69,729.98	76%
SERVICES & SUPPLIES	5111					
Safety Clothing	-1.111	11,690	1,706.12	5,885.38	5,804.62	50%
Safety Equipment	-1.115	8,250	51.62	2,022.65	6,227.35	25%
Communications-Radios	-1.121	9,510	3,529.45	15,653.76	(6,143.76)	165%
Communications-Phone	-1.124	14,000	793.77	10,805.15	3,194.85	77%
Food - Fire Line Meals	-1.131	800	229.82	2,609.69	(1,809.69)	326%
Housekeeping	-1.141	8,500	882.53	10,082.26	(1,582.26)	119%
Insurance-Prop/Liability	-1.151	53,500	0.00	53,500.00	-	100%
Insurance-Workers Comp	-1.153	125,350	0.00	104,560.54	20,789.46	83%
Maintenance-Apparatus	-1.181	59,000	4,512.39	103,280.18	(44,280.18)	175%
Maintenance-Utilities	-1.182	10,000	1,395.05	13,125.36	(3,125.36)	131%
Building Maintenance	-1.201	112,080	759.64	53,046.08	59,033.92	47%
Memberships	-1.221	10,715	0.00	10,315.00	400.00	96%
Office Expense	-1.241	5,000	133.89	4,898.22	101.78	98%
Office Expense-Postage	-1.243	1,000		556.59	443.41	56%
Office Expense-Copies	-1.245	400	32.24	333.11	66.89	83%
Professional Services	-1.271	32,700	7,751.44	19,143.48	13,556.52	59%
Small Tools/FF Equipment	-1.401	16,100	99.69	16,411.09	(311.09)	102%
Small Tools-Hose/SCBA	-1.402	10,600	0.00	2,358.46	8,241.54	22%
Special District Expense	-1.411	26,650	109.76	20,157.23	6,492.77	76%
SDE--Health Maintenance	-1.412	31,100	70.00	29,079.91	2,020.09	94%
Training	-1.422	20,200	491.47	3,739.74	16,460.26	19%
Travel/Education	-1.478	9,000	0.00	716.33	8,283.67	8%
Transportation Fuel	-1.480	27,700	2,853.31	26,234.49	1,465.51	95%
Utilities - Water/Sewer	-1.501	6,500	0.00	6,085.82	414.18	94%
Utilities - Electrical	-1.504	15,650	902.89	9,577.57	6,072.43	61%
Utilities - Propane	-1.505	18,360	657.60	9,361.91	8,998.09	51%
LAFCO Fee	5627	5,386	0.00	4,230.21	1,155.79	79%
FIXED ASSETS						
Building Fund: Structures	5640	286,869	105,848.61	365,081.05	(78,212.05)	127%
Equipment	5701	193,092	1,424.76	161,929.97	31,162.03	
Fire Operation Fund Totals		3,536,885	292,138.96	3,000,300.72	536,584.28	85%

CHECKS ISSUED LISTING

Fire Operations

April 2026

Check No.	PAID TO	PURPOSE	AMOUNT
5001.1.001: SALARIES			
34293, 34456	Payroll / Statutory Elective Withholding		\$97,531.26
34293, 34456	Paychex Fee	employer cost	\$421.75
1172461, 34456	PARS	EE withholding	\$184.92
34294, 34457	EPFF Local #3581	dues and meals withholding	\$913.17
34326, 34553	CalPERS	EE portion; ER paid EE portion	\$9,907.40
5001.1.002: EXTRA HIRE			<i>none issued</i>
5001.1.003: EXTRA HIRE - SPECIAL			
34293, 34456	Payroll / Statutory Withholding / Elective Withholding		\$6,864.81
1172461, 34456	PARS	EE withholding	\$531.14
5001.1.004: Expenditure: ST/TF Firefighter Payment			<i>none issued</i>
5001.1.005: Expenditure: Volunteer Firefighter Payment			
1173203	PARS	trust administration	\$507.29
5001.1.049: RETIREMENT UAL PREPAYMENT & LOAN			<i>none issued</i>
5001.1.050: RETIREMENT (PERS)			
34326, 34553	CalPERS	Employer Portion	\$19,028.31
5001.1.055: GROUP INSURANCE			
34293, 34456	Supplemental Life Premium Withholding		(\$116.42)
1173201	Fire Risk Management Service: vision/dental/life ins premium		\$1,272.88
1173202	LV FF Health & Welfare Trust	medical premium	\$1,574.00
1173450	IAFF Health & Wellness Trust	medical insurance premium	\$19,282.40
5111.1.111: SAFETY CLOTHING			
1173273	L N Curtis	wildland coats	\$1,706.12
5111.1.115: SAFETY EQUIPMENT			
1172657	US Bank	engineer badge	\$51.62
5111.1.121: COMMUNICATIONS: RADIOS			
1172652	Calaveras Fire Chief's Assoc	Tablet Command annual subsc	\$2,981.50

CHECKS ISSUED LISTING

Fire Operations

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Check No.	PAID TO	PURPOSE	AMOUNT
1172653	Comcast	Sta.1 internet	\$51.08
1172653	Comcast	Sta. 3 internet/phones	\$133.42
1172657	US Bank: Starlink	satellite internet connection	\$25.00
1173262	Columbia Communications	chargers, hardwire kit	\$204.74
1173263	Comcast	Sta.1 internet	\$89.57
1173264	Ebbetts Pass Lumber Co	batteries, cable, tape, jack, coupler	\$44.14
5111.1.124: COMMUNICATIONS: TELEPHONE			
1172650	AT&T (CalNet)	phone S2 & S4	\$32.17
1173266	Fox Security	service S1 alarm, monitoring	\$84.38
1173278	T4 Technology Solutions	monthly phone service	\$413.04
1173442	Comcast	phone/internet	\$90.92
1173441	Verizon Business	cell phones	\$173.26
5111.1.131: FOOD/FIRE LINE MEALS			
1172657	US Bank	Feb storm meals	\$229.82
5111.1.141: HOUSEHOLD EXPENSE			
1172649	Anchor Pest Control	pest control	\$120.00
1172657	US Bank	screen door, desk light	\$146.49
1173261	CA Waste Recovery	trash disposal	\$180.09
1173264	Ebbetts Pass Lumber Co	tape, ph wing	\$13.52
1173280	Vestis	rag/coverall servicing	\$181.64
1173444	El Dorado Septic Service	Sta.3 portable toilet rental	\$78.48
1173448	US Foods	Lysol floor cleaner	\$162.31
5111.1.151: INSURANCE: PROPERTY/LIABILITY			<i>none issued</i>
5111.1.153: INSURANCE: WORKER'S COMPENSATION			<i>none issued</i>
5111.1.181: MAINTENANCE: APPARATUS			
1172655	Richard Lokey	U5: BIT, grease, transport to Mello	\$1,340.00
1173259	Arnold Auto Supply	U1006: fiberglass kit, wipes, squeegee	\$60.06
1173267	Delta Truck Center	DEF	\$139.97
1173271	Interstate Truck Center	fuel filters, oil filters, oil, def filter	\$545.62
1173271	Interstate Truck Center	oil	\$414.47
1173271	Interstate Truck Center	panel, light	\$1,100.67
1173271	Interstate Truck Center	return	(\$1,444.04)
1173274	Mello Transmission Co	U1002: slider terminal remover, freig	\$162.11

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Check No.	PAID TO	PURPOSE	AMOUNT
1173274	Mello Transmission Co	U1003: treadle, freight	\$875.57
1173277	O'Reilly Auto Parts	U1005: batteries w/ refund of core c	\$517.96
1173439	Blackstone Laboratories	U1009: laboratories oil test	\$40.00
1173447	Richard Lokey	U1005: CL lights and wiper blades	\$760.00
5111.1.182: MAINTENANCE: UTILITIES			
1172657	US Bank	U6007: parts	\$1,395.05
5111.1.201: BUILDING & GROUNDS MAINTENANCE			
1172651	AlCal Glass & Supply	replace window in trng room damag	\$250.00
1173264	Ebbetts Pass Lumber Co	eye, tnb, assorted fasteners	\$14.64
1173276	Modesto Overhead Door Inc	Sta 1: labor to adjust motor & belt, l	\$495.00
5111.1.211: EMERGENCY CARE			<i>none issued</i>
5111.1.221: MEMBERSHIPS/SUBSCRIPTIONS			<i>none issued</i>
5111.1.241: OFFICE EXPENSE: SUPPLIES			
1172657	US Bank	spkr, keys, fittings	\$133.89
5111.1.243: OFFICE EXPENSE: POSTAGE			
	JE Calaveras Co.	checks postage-March	36.26
	JE Calaveras Co.	checks postage-April	
5111.1.245: OFFICE EXPENSE: COPIES			
1172656	Power Business Technology	copier maintenance	\$32.24
5111.1.271: PROFESSIONAL SERVICES			
1173260	Best Best & Krieger	legal consultation	\$2,787.75
34479	Nossaman LLP	legal consultation	\$944.32
1173440	Weist Law	legal consultation	\$4,019.37
5111.1.401: SMALL TOOLS/FF EQUIPMENT			
1172657	US Bank	ijpad mount for U3025	\$56.55
1173264	Ebbetts Pass Lumber Co	nipples, valve, fasteners, scraper,	\$43.14
5111.1.402: SMALL TOOLS: HOSE / SCBA			<i>none issued</i>
5111.1.411: SPECIAL DISTRICT EXPENSE			

CHECKS ISSUED LISTING

Fire Operations

April 2026

Check No.	PAID TO	PURPOSE	AMOUNT
1172657	US Bank: SAMBA	EPN program	\$51.33
1172657	US Bank	flags	\$58.43
5111.1.412: SPECIAL DISTRICT EXPENSE: HEALTH MAINTENANCE			
1173268	Grffiths, Eric	Reiburse DOT physical exam	\$70.00
5111.1.422: TRAINING			
1172657	US Bank	CPR/FA mat'ls, cords	\$366.47
1173279	Verkerk, Glenn	reimb paramedic cert	\$125.00
5111.1.478: TRAVEL/EDUCATION/TRAINING			<i>none issued</i>
5111.1.480: TRANSPORTATION FUEL			
34330	EPFD/Wex Bank	unl during Feb storms	\$285.12
1172654	Hunt & Sons, Inc	diesel	\$820.62
1173265	Ebbetts Pass Gas Service	unleaded	\$731.20
1173270	Hunt & Sons, Inc	diesel	\$1,016.37
1173445	Hunt & Sons, Inc	diesel	\$1,013.48
5111.1.501: UTILITIES: WATER/SEWER			<i>none issued</i>
5111.1.504: UTILITIES: ELECTRICITY			
	JE CPPA	electricity	\$902.89
5111.1.505: UTILITIES: PROPANE			
1173265, 1173443	Ebbetts Pass Gas Service	propane	\$657.89
5627 F: LAFCo			<i>none issued</i>
5640 F: STRUCTURES			
1173204	WestAmerica Bank	Lease 526-01226	\$105,848.61
5701 F: EQUIPMENT			
1172657	US Bank (Calaveras Customs)	complete U3025 wrap	\$1,424.76

AMBULANCE PROGRAM ACCOUNT SUMMARY SHEET - April 2026

ACCOUNT	No.	BUDGET	Month	Year-To-Date	ACCOUNT BALANCE	% Disbursed Year-To-Date
SALARIES & BENEFITS	5001					
Salaries/Wages	-3.001	1,908,121	132,109.60	1,502,760.96	405,360.04	79%
Retirement-UAL	-3.049	119,300	0.00	119,296.12	3.88	100%
Retirement	-3.050	295,388	19,871.58	189,684.78	105,703.22	64%
Group Insurance	-3.055	640,127	35,776.78	386,120.88	254,006.12	60%
SERVICES & SUPPLIES	5111					
Safety Clothing	-3.111	46,360	0.00	3,777.51	42,582.49	8%
Safety Equipment	-3.115	4,500	51.62	1,619.52	2,880.48	36%
Communications-Radios	-3.121	7,950	3,529.47	15,528.76	(7,578.76)	195%
Communications-Phone	-3.124	14,000	793.77	10,805.10	3,194.90	77%
Food - Fire Line Meals	-3.131	800	229.84	2,609.69	(1,809.69)	326%
Housekeeping	-3.141	8,500	882.56	10,082.37	(1,582.37)	119%
Insurance-Prop/Liability	-3.151	43,048	0.00	43,048.00	-	100%
Insurance-Workers Comp	-3.153	113,850	0.00	104,560.55	9,289.45	92%
Maintenance-Ambulances	-3.183	31,250	4,946.88	23,429.73	7,820.27	75%
Building Maintenance	-3.201	120,850	759.64	52,674.02	68,175.98	44%
Emergency Care/Rescue	-3.211	38,080	3,043.82	40,740.97	(2,660.97)	107%
Memberships	-3.221	150	0.00	150.00	-	100%
Office Expense	-3.241	4,300	133.92	4,898.22	(598.22)	114%
Office Expense - Copies	-3.245	400	32.25	333.10	66.90	83%
Professional Services	-3.271	87,100	13,390.76	65,753.82	21,346.18	75%
Small Tools/FF Equipment	-3.401	8,500	2,083.14	6,916.97	1,583.03	81%
Special District Expense	-3.411	24,200	109.76	23,598.96	601.04	98%
SDE--Health Maintenance	-3.412	43,100	70.00	28,147.64	14,952.36	65%
Training	-3.422	20,200	491.48	4,199.08	16,000.92	21%
Travel/Education	-3.478	4,500	0.00	716.34	3,783.66	16%
Transportation Fuel	-3.480	32,000	4,836.65	22,708.57	9,291.43	71%
Utilities - Water/Sewer	-3.501	6,500	0.00	6,085.81	414.19	94%
Utilities - Electrical	-3.504	15,650	902.89	9,577.57	6,072.43	61%
Utilities - Propane	-3.505	18,360	657.60	9,361.89	8,998.11	51%
Bank Charges	5403 A	-	0.00	10.00	(10.00)	
SPECIAL TAX HANDLING FEE	5411	24,544	25,378.34	74,577.43	(50,033.43)	304%
SDE DHCS IGT Pull-Down Deposit	5411		0.00	152,038.00	(152,038.00)	
REFUND OVERPAYMENT	5612	5,000	1,264.25	45,050.82	(40,050.82)	901%
Bad Debts (NSF checks)	5616	-	0.00	0.00	-	
FIXED ASSETS						
Building Fund: Structures	5640	153,420	0.00	153,383.84	36.16	
Equipment	5701	35,500	0.00	25,776.77	9,723.23	
Ambulance Program Totals		3,875,548	251,346.60	3,140,023.79	735,524.21	81%

CHECKS ISSUED LISTING

Ambulance Transport

April 2026

Check No.	PAID TO	PURPOSE	AMOUNT
5001.3.001: SALARIES			
34293, 34456	Payroll / Statutory Elective Withholding / Paychex Fee		\$115,536.67
1172461, 34456	PARS	EE withholding	0
34294, 34457	EPFF Local #3581	dues and meals withholding	\$2,000.26
34326, 34553	CalPERS	EE portion; ER paid EE portion	\$14,572.67
5001.3.049: RETIREMENT UAL PREPAYMENT & LOAN			<i>none issued</i>
5001.3.050: RETIREMENT (PERS)			
34326, 34553	CalPERS	Employer Portion	\$19,871.58
5001.3.055: GROUP INSURANCE			
34293, 34456	Supplemental Life Premium Withholding		(\$126.44)
1173201	Fire Risk Management Service	dental/life insurance premium	\$1,995.74
1173450	IAFF Health & Wellness Trust	medical insurance premium	\$33,907.48
5111.3.111: SAFETY CLOTHING			<i>none issued</i>
5111.3.115: SAFETY EQUIPMENT			
1172657	US Bank	engineer badge	\$51.62
5111.3.121: COMMUNICATIONS: RADIOS			
1172652	Calaveras Fire Chief's Assoc	Tablet Command annual subsc	\$2,981.50
1172653	Comcast	Sta.1 internet	\$51.09
1172653	Comcast	Sta. 3 internet/phones	\$133.42
1172657	US Bank: Starlink	satellite internet connection	\$25.00
1173262	Columbia Communications	chargers, hardwire kit	\$204.74
1173263	Comcast	Sta.1 internet	\$89.58
1173264	Ebbetts Pass Lumber Co	batteries, cable, tape, jack, coupler	\$44.14
5111.3.124: COMMUNICATIONS: TELEPHONE			
1172650	AT&T (CalNet)	phone S2 & S4	\$32.17
1173266	Fox Security	service S1 alarm, monitoring	\$84.37
1173278	T4 Technology Solutions	monthly phone service	\$413.04
1173442	Comcast	phone/internet	\$90.92
1173441	Verizon Business	cell phones	\$173.27

CHECKS ISSUED LISTING

Ambulance Transport

April 2026

Check No.	PAID TO	PURPOSE	AMOUNT
5111.3.131: FOOD/FIRE LINE MEALS			
1172657	US Bank	Feb storm meals	\$229.82
5111.3.141: HOUSEHOLD EXPENSE			
1172649	Anchor Pest Control	pest control	\$120.00
1172657	US Bank	screen door, desk light	\$146.51
1173261	CA Waste Recovery	trash disposal	\$180.10
1173264	Ebbetts Pass Lumber Co	tape, ph wing	\$13.52
1173280	Vestis	rag/coverall servicing	\$181.64
1173444	El Dorado Septic Service	Sta.3 portable toilet rental	\$78.48
1173448	US Foods	Lysol floor cleaner	\$162.31
5111.3.151: INSURANCE: PROPERTY/LIABILITY			<i>none issued</i>
5111.3.153: INSURANCE: WORKER'S COMPENSATION			<i>none issued</i>
5111.3.183: MAINTENANCE: AMBULANCES			
1172657	US Bank	U6003: parts	\$1,395.04
1172657	US Bank	U6003: wheel tracks	\$1,989.93
1173275	Mello Truck Repair	U3509: labor to ckeck codes, install	\$1,561.91
5111.3.201: BUILDING & GROUNDS MAINTENANCE			
1172651	AlCal Glass & Supply	replace window in trng room damag	\$250.00
1173264	Ebbetts Pass Lumber Co	eye, tnb, assorted fasteners	\$14.64
1173276	Modesto Overhead Door Inc	Sta 1: labor to adjust motor & belt, li	\$495.00
5111.3.211: EMERGENCY CARE			
1173258	Airgas	oxygen	\$476.18
1173272	Life Assist Inc	medical supplies	\$1,950.24
1173446	Life Assist Inc	medical supplies	\$555.70
1173446	Life Assist Inc	medical supplies	\$61.70
5111.3.221: MEMBERSHIPS/SUBSCRIPTIONS			<i>none issued</i>
5111.3.241: OFFICE EXPENSE: SUPPLIES			
1172657	US Bank	spkr, keys, fittings	\$133.92
5111.3.245: OFFICE EXPENSE - COPIES			

CHECKS ISSUED LISTING

Ambulance Transport

April 2026

Check No.	PAID TO	PURPOSE	AMOUNT
1172656	Power Business Technology	copier maintenance	\$32.25
5111.3.271: PROFESSIONAL SERVICES			
	JE Calaveras Co Sheriff's Office	ambulance dispatch fee	\$2,106.80
1173260	Best Best & Krieger	legal consultation	\$2,787.75
1173269	Health Management Services	IGT consultation services	\$2,092.50
34479	Nossaman LLP	legal consultation	\$944.33
1173281	Wittman Enterprises,LLC	billing services	\$1,440.00
1173440	Weist Law	legal consultation	\$4,019.38
5111.3.401: SMALL TOOLS/FF EQUIPMENT			
1173264	Ebbetts Pass Lumber Co	nipples, valve, fasteners, scraper,	\$43.14
1173449	Zoll Medical	monitor maintenance	\$2,040.00
5111.3.411: SPECIAL DISTRICT EXPENSE			
1172657	US Bank: SAMBA	EPN program	\$51.33
1172657	US Bank	flags	\$58.43
5111.3.412: SPECIAL DISTRICT EXPENSE: HEALTH MAINTENANCE			
1173268	Grffiths, Eric	Reiburse DOT physical exam	\$70.00
5111.3.413: SPECIAL DISTRICT EXPENSE: ADMINISTRATIVE FEE <i>none issued</i>			
5111.3.422: TRAINING			
1157985	Ebbetts Pass Lumber Co	magnet, dowel red	\$366.48
1157989	Mountain Counties EMSA	Paramedic Accreditation	\$125.00
5111.3.478: TRAVEL/EDUCATION/TRAINING <i>none issued</i>			
5111.3.480: TRANSPORTATION FUEL			
34330	EPFD/Wex Bank	diesel	\$695.61
1172654	Hunt & Sons, Inc	diesel	\$788.88
34478	EPFD/Wex Bank	diesel	\$296.39
1173270	Hunt & Sons, Inc	diesel	\$795.58
1173445	Hunt & Sons, Inc	diesel	\$1,246.71
5111.3.501: UTILITIES: WATER/SEWER <i>none issued</i>			

CHECKS ISSUED LISTING

Ambulance Transport

April 2026

Check No.	PAID TO	PURPOSE	AMOUNT
5111.3.504: UTILITIES: ELECTRICITY			
	JE CPPA	electricity	\$902.89
5111.3.505: UTILITIES: PROPANE			
1173265, 1173443	Ebbetts Pass Gas Service	propane	\$657.60
5403 A: TREASURER'S ADMIN FEE			<i>none issued</i>
5411 A: SPECIAL TAX HANDLING FEE / PP-GEMT			
	34458 CA DHCS	PPGEMT - CY2026 INV#2	\$13,106.15
5640 A: STRUCTURES			<i>none issued</i>
5701 A: EQUIPMENT			<i>none issued</i>
5612 A: REFUNDS			
	1173205 Kaiser permanente reimbursement		\$1,264.25

ENGINE PARAMEDIC PROGRAM

ACCOUNT SUMMARY SHEET

- APRIL 2026

ACCOUNT	No.	BUDGET	Month	Year-To-Date	ACCOUNT BALANCE	% Disbursed Year-To-Date
SALARIES & BENEFITS	5001					
Salaries/Wages	-2.001	448,000	29,870.27	328,314.12	119,685.88	73%
Retirement-UAL	-2.049	55,045	0.00	55,045.60	(0.60)	100%
Retirement	-2.050	95,000	4,449.74	52,633.10	42,366.90	55%
Group Insurance	-2.055	128,181	9,354.77	110,006.65	18,174.35	86%
SERVICES & SUPPLIES	5111					
Insurance-Workers Comp	-2.153	12,650	0.00	12,650.00	-	100%
SPECIAL TAX HANDLING FEE	5411	3,634	1,816.87	3,633.76	0.24	100%
Engine Paramedic Program Totals		742,510	45,491.65	562,283.23	180,226.77	76%

CHECKS ISSUED LISTING

Engine Paramedic

April 2026

Check No.	PAID TO	PURPOSE	AMOUNT
5001.2.001: SALARIES			
34293, 34456	Payroll / Statutory Elective Withholding / Paychex Fee		\$26,470.65
1172461, 34456	PARS	EE withholding	\$0.00
34294, 34457	EPFF Local #3581	dues and meals withholding	\$374.62
34326, 34553	PERS	EE portion; ER paid EE portion	\$3,025.00
5001.2.049: RETIREMENT UAL PREPAYMENT & LOAN			<i>none issued</i>
5001.2.050: RETIREMENT (PERS)			
34326, 34553	CalPERS	Employer Portion	\$4,449.74
5001.2.055: GROUP INSURANCE			
34293, 34456	Supplemental Life Premium Withholding		(\$19.08)
1173201	Fire Risk Management Services	vision/dental/life ins premium	\$496.85
1173450	IAFF Health & Wellness Trust	medical insurance premium	\$8,877.00
5111.2.153: INSURANCE: WORKER'S COMPENSATION			<i>none issued</i>
5411 P: SPECIAL TAX HANDLING FEE			\$1,816.67

Citizen's Initiative Staffing Augmentation Program

ACCOUNT SUMMARY SHEET

- APRIL 2026

ACCOUNT	No.	BUDGET	Month	Year-To-Date	ACCOUNT BALANCE	% Disbursed Year-To-Date
SALARIES & BENEFITS	5001					
Salaries/Wages	-4.001	1,061,692	49,697.27	400,789.49	660,902.51	38%
Retirement-UAL	-4.049	-	0.00	6,141.60	(6,141.60)	
Retirement	-4.050	59,616	4,950.66	49,439.64	10,176.36	83%
Group Insurance	-4.055	127,581	7,150.38	84,377.47	43,203.53	66%
SERVICES & SUPPLIES	5111					
Insurance-Workers Comp	-4.153	11,231	0.00	11,230.53	0.47	100%
Utility Maintenance	4.182	7,380	0.00	0.00	7,380.00	0%
FIXED ASSETS	5701	260,076	0.00	0.00	260,076.00	
Citizen's Initiative Program Totals		1,267,500	61,798.31	551,978.73	715,521.27	44%

CHECKS ISSUED LISTING

Citizen's Initiative Staffing Augmentation

April 2025

Check No.	PAID TO	PURPOSE	AMOUNT
5001.4.001: SALARIES			
	34293, 34456 Payroll / Statutory Elective Withholding / Paychex Fee		\$45,651.44
	1172461, 34456 PARS	EE withholding	\$51.95
	34294, 34457 EPFF Local #3581	dues and meals withholding	\$556.74
	34326, 34553 PERS	EE portion; ER paid EE portion	\$3,437.14
5001.4.049: RETIREMENT UAL PREPAYMENT & LOAN			
			<i>none issued</i>
5001.4.050: RETIREMENT (PERS)			
	34326, 34553 CalPERS	Employer Portion	\$4,950.66
5001.4.055: GROUP INSURANCE			
	34293, 34456 Supplemental Life Premium Withholding		(\$57.66)
	1173201 Fire Risk Management Services	vision/dental/life ins premium	\$286.99
	1173450 IAFF Health & Wellness Trust	medical insurance premium	\$6,921.05
5111.4.153: INSURANCE: WORKER'S COMPENSATION			
			<i>none issued</i>

Ebbetts Pass Fire District



Announces an Employment Opportunity for

Fire Prevention Officer (Part-Time)

Current Pay Range (Maximum 999 hours annually)

\$25.35 - \$29.82 hourly

Ebbetts Pass Fire District is an Equal Opportunity Employer

FINAL FILING DATE: June 1, 2026

(All applications must be received at the District by 5:00 P.M. June 1, 2026.)

Ebbetts Pass Fire District is an all-risk fire District that also provides Advanced Life Support Services including Ambulance Transport. Our District serves approximately 7,000 residents within our 225 square miles of jurisdiction located in the beautiful heart of the Sierra Nevada Mountains. Our headquarters office is located in Arnold, California, just 20 miles east of Angels Camp.

EPFD is seeking a dynamic, energetic and self-motivated candidate to fill the Fire Prevention Officer position. This is a part-time position that reports to the Fire Chief and carries out fire prevention duties relative to the Fire Chief and District Board of Directors administrative details; performs a variety of fire prevention duties related to the District; and is responsible to perform comprehensive inspections of hazardous fuels reduction on unimproved lots.

SIGNIFICANT DUTIES

NOTE: The following are the duties performed by employees in this classification. However, employees may perform other related duties at an equivalent level. Each individual in the classification does not necessarily perform all duties listed.

- Plans, organizes, directs and reviews the work of fire prevention.
- Prepares and composes correspondence from brief instructions requiring discrimination and judgment in the selection of data or interpretation of laws, rules, policies or the resolution of debatable points where mistakes or poor judgment may entail serious consequences.
- Coordinates hazardous fuels mitigation details by routinely and independently performing notification to property owners including citations when necessary.
- Handles confidential information that is in draft form that is only available to the Fire Chief and top agency staff.
- Screens phone calls related to fire prevention; provide information requiring knowledge of a fire prevention officer's particular area of responsibility; answers questions that involve searching for and abstracting data and detailed explanations of laws, policies or procedures.
- Attends and engages with public at wildland fire meetings.
- Conducts annual Lot Cleaners Meeting.
- Maintains strong working relationships with partnering agencies such as CalFIRE regarding fire prevention.

Ebbetts Pass Fire District



- Networks with Home and Property Owners groups when necessary to ensure fire prevention items are addressed.
- May be assigned to conduct business inspections.
- Review fire systems for new construction and remodels.
- Assists District staff with projects as assigned.
- Performs related duties similar to the above in scope and function as required.

KNOWLEDGE AND ABILITY

Knowledge of:

- Fire prevention; Unimproved lot hazardous fuels reduction (Ebbetts Pass Fire District Fire Ordinance 2020)
- Word processing and/or spreadsheet applications.
- Microsoft Office 365 applications to include Word, Excel, PowerPoint and Outlook
- Office procedures and processes for customer service, document development, records maintenance, meeting coordination and scheduling, and staff support

Ability to:

- Perform written correspondence involving independent judgment and typing with speed and accuracy
- Prepare clear and comprehensive reports; draft, compose and edit correspondence from brief oral or written instructions using word processing applications
- Speak clearly and concisely to obtain and relate information
- Physically inspect unimproved lot clearing for compliance independently
- Work closely with agency partners such as CalFIRE, Sheriffs Office, and Calaveras County Court System
- Organize and prioritize workloads; complete work under time deadlines
- Learn to interpret and apply laws, rules and written directions to specific situations
- Establish and maintain effective working relationships with co-workers and the public
- Assist in devising and keeping office records of a confidential nature; maintain confidentiality
- Evaluate demands on an administrator's time; arrange schedules accordingly
- Work with officials and the public in routine, emergency and emotional situations
- Take responsibility and use good judgment in recognizing scope of authority and chain of command
- Understand and apply proper secretarial and administrative support procedures
- Establish and maintain effective work relationships with those contacted in the performance of required duties
- Establish and maintain manual and electronic records
- Effectively and tactfully communicate in both oral and written forms
- Understand and follow both oral and written instructions in an independent manner

Ebbetts Pass Fire District



- Operate standard office equipment/machines such as a computer, calculator, printer, facsimile machine, and copier
- Safely perform job duties without risk of injury to self or others

FIRE PREVENTION QUALIFICATIONS

This position is classified as a Part-Time Fire Prevention Officer:

- Any combination of experience, education, and/or training sufficient to demonstrate the knowledge and abilities listed above.
- Possession of a valid, Class C California Driver's License.
- Ability to write citations of non-compliance. Obtain appropriate certification within 6-months.
- ***Preferred:*** Government agency experience

WORKING CONDITIONS

Office environment: Interacting with staff and public on a regular basis.

Field Work: Ability to drive to work site, walk uneven terrain, inspect lots, and maintain satisfactory safe practices.

Part-time work schedule: Ability to set work schedule to meet the annual goal of inspections. Certain administrative work may be completed remotely with Fire Chief approval. Schedule to be agreed with Fire Chief.

APPLICATION & SELECTION PROCEDURES

TO APPLY: Submit a completed **Ebbetts Pass Fire District Employment Application, resume,** and response to **Supplemental Questions to:**

Ebbetts Pass Fire District: Mail to PO Box 66, Arnold CA 95223

Physical Address: 1037 Blagen Road, Arnold CA 95223

Attn: Mike Johnson, Fire Chief

Completed application materials must be postmarked by 5:00 p.m. on June 1, 2026, in order to be considered. Completed application packets will be evaluated to determine those applicants best meeting the District's needs. Successful candidates will be placed on an eligible list for possible final oral interviews.

For more information or to receive application materials, see our web site at **www.epfd.org** or contact **Mike Johnson at (209) 795-1646.**

Ebbetts Pass Fire District



SUPPLEMENTAL QUESTIONS

Responses to these Supplemental Questions must be submitted with your application materials. Applications received without a Supplemental Question Response will not be considered.

1. Please describe the type of Fire Prevention duties you have performed in the past three years.
2. Please describe your experience with Fire Prevention including but not limited to lot inspection for hazardous fuel reduction.
3. Please share a circumstance when you were able to use your interpersonal skills to dispel a misunderstanding in the work environment.

BENEFITS:

- Annual Sick-Leave accrual of 48 hours
- Employee option to participate in agency Deferred Compensation Plan.
- Public Agency Retirement (PARS) participation is provided by Employer. This is in lieu of Social Security participation.
- This is a part-time position and therefore not a healthcare benefited position.

NOTE:

- If you believe you possess a disability that would require test accommodation, please call the District.
- Employment is contingent upon acceptable documentation verifying identity and authorization for employment in the U.S.

Ebbetts Pass Fire District is an Equal Opportunity Employer.



Ebbetts Pass Fire District County of Calaveras

Delivery Methods

May 19, 2026 Board Meeting

Presented by Matthew Estes and Jeff Evans

Agenda – Program / Project / Construction Management Services

- Introductions

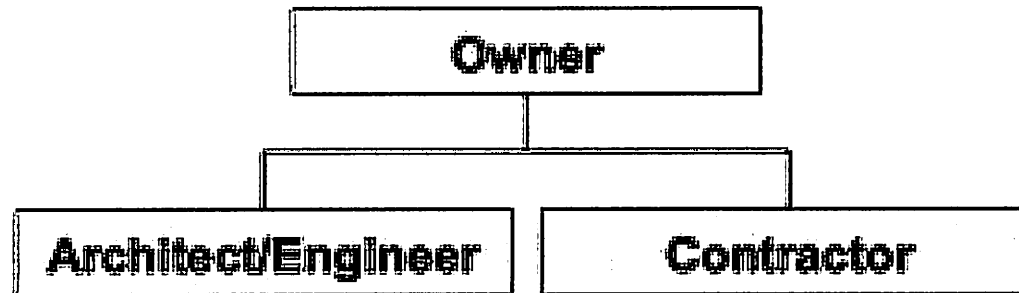
- Delivery Methods
 - Design-Bid-Build
 - Design-Build
 - Negotiated Guaranteed Maximum Price (GMP)

- Recommendation

- Next Steps

Delivery Methods

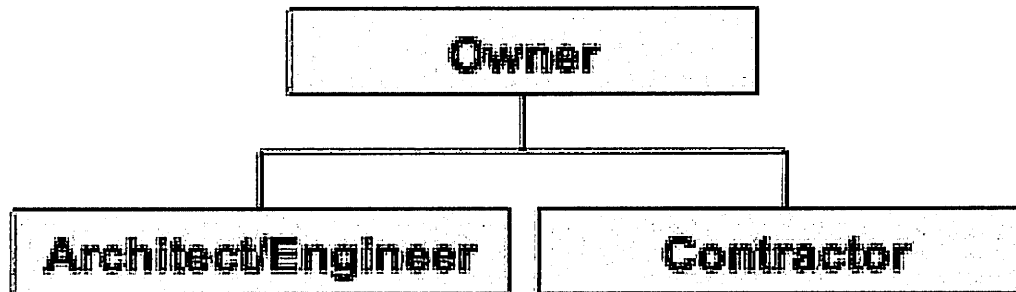
- Design-Bid-Build



- Owner retains a designer and contractor(s) separately.
- Owner has full control of design process and construction contract is awarded to the lowest price "responsive bidder".
- Most typical for most public construction for the last 60 years.

Delivery Methods

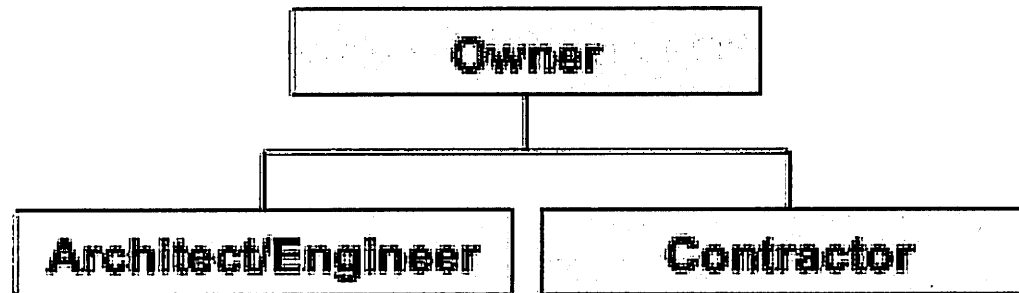
- Design-Bid-Build - Benefits



- Simplified contractor selection process based on low bid.
- The Owner gains the benefit of open market competition.
- Firm baseline cost at the start of construction.

Delivery Methods

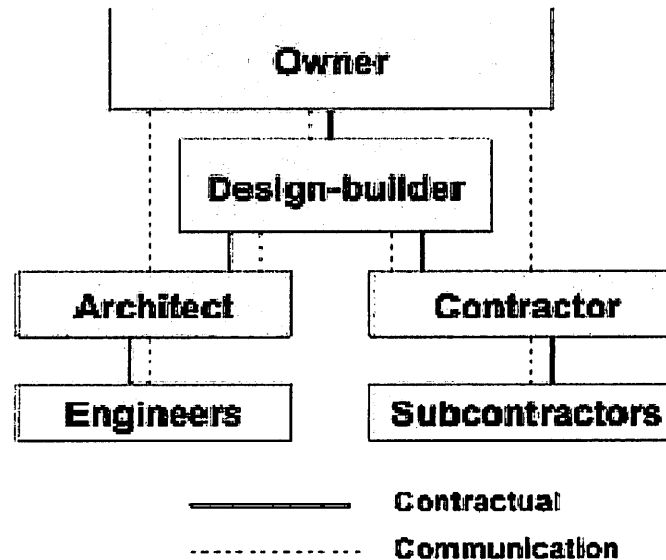
- Design-Bid-Build - Risks



- Owner does not get to select the Contractor.
- Owner assumes liability for design errors and omissions.
- Contractor is not involved during the Design process.
- Increased cost of management.
- Potential increased risks of claims and litigation.
- Potential adversarial relationships and siloed behavior.

Delivery Methods (Continued)

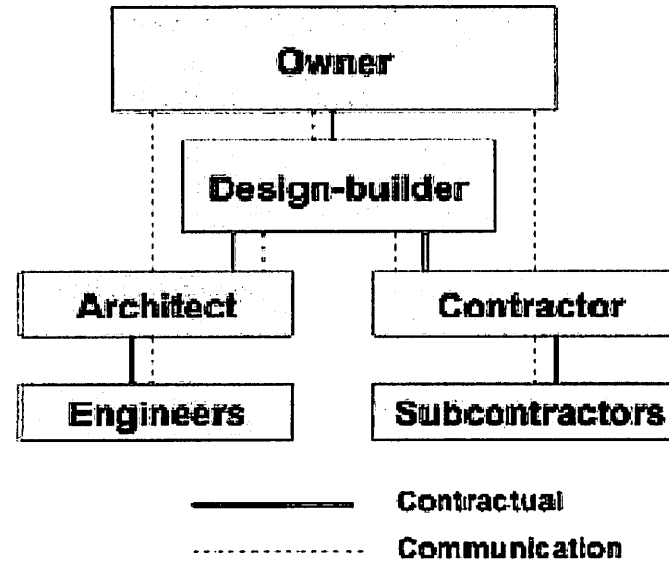
- Design-Build



- One entity performs both design and construction under single contract.
- Owner responsible for providing project goals and requirements.
- “Bridging Architect” is typically hired to prepare materials for design-build entity selection – design standards, specifications, materials list, etc. and may remain as Owner’s advisor throughout the project.

Delivery Methods (Continued)

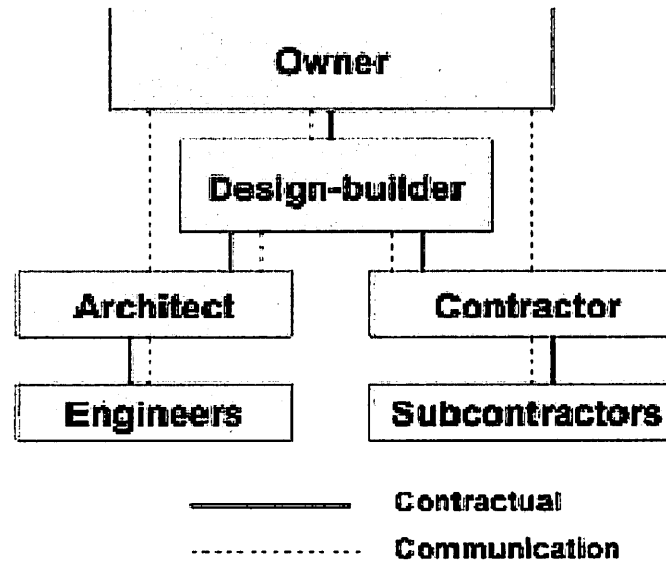
- Design-Build - Benefits



- Owner gets to select the Design-Build Contractor based on qualifications.
- Collaborative team approach.
- Design-Build Contractor assumes liability for design errors and omissions.
- Contractor is involved during the Design process.
- Reduced cost of management.
- Reduced risks of claims and litigation.
- Accelerated project delivery schedule.

Delivery Methods (Continued)

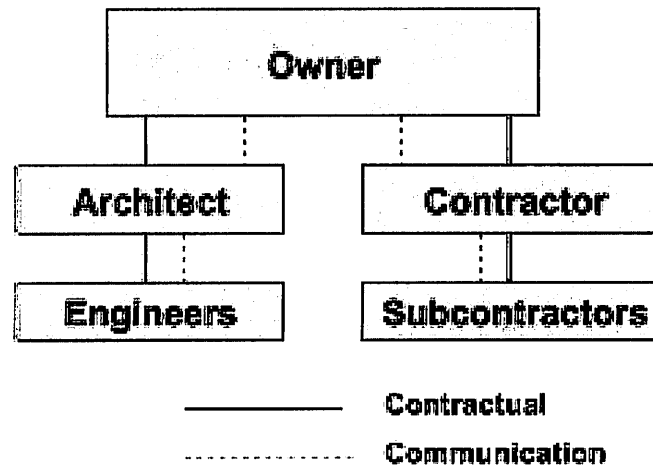
- Design-Build - Risks



- Skilled and Trained workforce requirements.
- Early scope and quality definition
- Fewer checks and balances, reduced friction.
- Potential for owner isolation and reduced “innovation”

Delivery Methods (Continued)

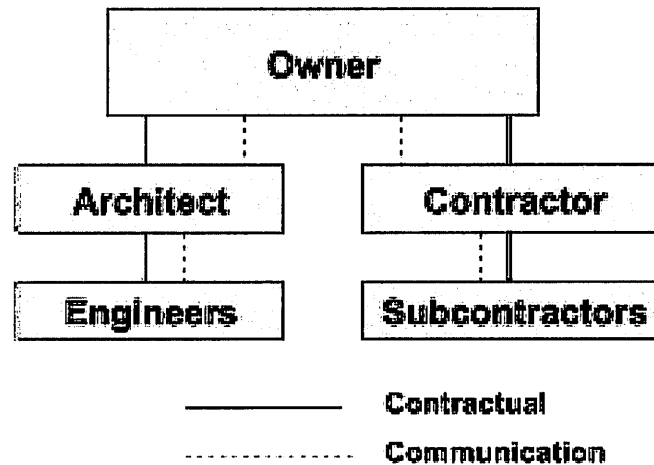
- Negotiated Guaranteed Maximum Price



- Owner selects project team (designer and constructor) at beginning of project.
- Team works collaboratively to develop the design and build the project. Subconsultants engaged early in process to assist with design.
- Commonly used in private sector, project is not typically publicly bid and some trades may be negotiated.

Delivery Methods (Continued)

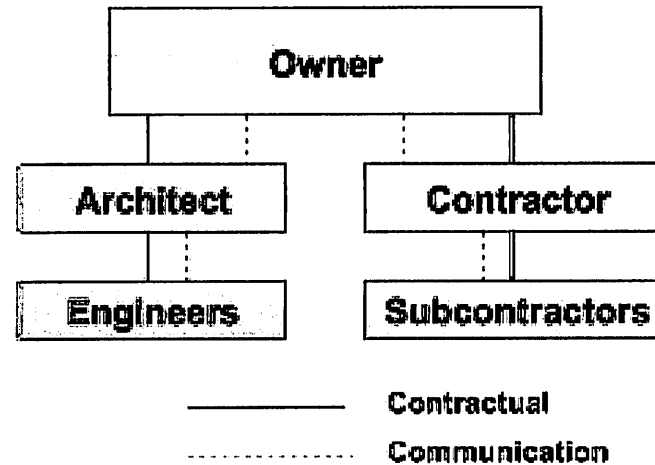
- Negotiated Guaranteed Maximum Price - Benefits



- Early involvement of the builder brings expertise.
- Known costs and budget security.
- Transparency through “open-book” accounting.

Delivery Methods (Continued)

- Negotiated Guaranteed Maximum Price - Risks



- Not expressly allowed by the Public Contract Code.
- Contingency “padding” and price inflation.
- Adversarial relationships at “cost cap.”
- Inefficient value engineering.
- Increased exposure to Errors and Omissions

Recommendation

- CPM Recommends the Design Build Delivery Method
 - Owner gets to select the Design-Build Contractor based on qualifications.
 - Collaborative team approach.
 - Design-Build Contractor assumes liability for design errors and omissions.
 - Contractor is involved during the Design process.
 - Reduced cost of management.
 - Reduced risks of claims and litigation.
 - Accelerated project delivery schedule.
- Pre-Engineered Metal Building
 - If the District selects a manufactured building solution Traditional Design-Bid-Build is complicated due to the requirements of competitive bidding.

Delivery Method Selection Discussion

CPM Recommendation

	Design-Bid-Build	Design-Build	Guaranteed Maximum Price
Overview	<ul style="list-style-type: none"> • Owner retains designer and contractor(s) separately. • Owner awards to the lowest price “responsive bidder”. 	<ul style="list-style-type: none"> • One entity performs both design and construction under single contract. • Owner responsible for providing project goals and requirements, typically through a “Bridging Architect”. 	<ul style="list-style-type: none"> • Owner selects project team (designer and constructor) at beginning of project. • Team works collaboratively to develop the design and build the project. • Subconsultants engaged early in process to assist with design. • Commonly used in private sector, project is not typically publicly bid and • some trades may be negotiated.
Benefits	<ul style="list-style-type: none"> • The Owner gains the benefit of open market competition. • Firm baseline cost at the start of construction. 	<ul style="list-style-type: none"> • Owner gets to select the Design-Build Contractor based on qualifications. • Collaborative team approach. • Design-Build Contractor assumes liability for design errors and omissions. • Contractor is involved during the Design process. • Reduced cost of management. • Reduced risks of claims and litigation. • Accelerated project delivery schedule. 	<ul style="list-style-type: none"> • Early involvement of the builder brings expertise. • Known costs and budget security. • Transparency through “open-book” accounting.
Risks	<ul style="list-style-type: none"> • Owner assumes liability for design errors and omissions. • Increased cost of management. • Potential increased risks of claims and litigation. • Potential adversarial relationships and siloed behavior. 	<ul style="list-style-type: none"> • Skilled and Trained workforce requirements. • Early scope and quality definition • Fewer checks and balances, reduced friction. • Potential for owner isolation and reduced “innovation” 	<ul style="list-style-type: none"> • Not expressly allowed by the Public Contract Code. • Contingency “padding” and price inflation. • Adversarial relationships at “cost cap.” • Inefficient value engineering. • Increased exposure to Errors and Omissions

Next Steps

- Next Steps
 - Board to select a delivery method.
 - CPM will navigate whichever process EPFD selects on their behalf to ensure a successful project.
 - CPM will continue meeting with the Facilities Committee.
 - CPM will continue with developing and refining the project scope with the Facilities Committee.
 - CPM will coordinate on-boarding Geotechnical Engineer, conducting site investigates, and obtaining necessary reports and recommendations.
 - CPM will coordinate on-boarding Land Surveyor, conducting site investigates and underground utility locating, and obtaining necessary surveys.
 - Once scope is mostly confirmed, then CPM will prepare conceptual cost estimate and initial budget.

Ebbetts Pass Fire Protection District	Policy: 6319
Subject: Personnel – Position Description: Paid Battalion Chief	Effective Date: Adopted 07/20/2004 <u>Draft 2026</u> Revision Date: 01/28/2008

Scope of Employment

The Battalion Chief is assigned to a working shift consisting of 48 hours. Under direction of the Fire Chief or his/her designee, the Battalion Chief supervises, plans, assigns, directs and coordinates both emergency and non-emergency activities assigned to his/her shift. He/she provides highly responsible and complex staff assistance to the Fire Chief and his/her designees by assisting with short range and long range planning and the development and implementation of goals, objectives, standard operating procedures and priorities. He/she also coordinates assigned activities with other shifts, outside agencies and the general public.

The Battalion Chief is considered a member of the on-duty emergency response crew who responds to emergency incidents, directs and participates in fire suppression and EMS responses as needed, and has supervisory authority over all personnel and for all activities of all companies on a shift.

Essential Duties and Responsibilities:

- Participates in the suppression of fires and mitigation of medical emergencies and assumes command at major incidents until relieved by the Duty Officer.
- Directs, coordinates and reviews the work plan for an assigned shift, assigns work, training and project activities, monitors work flow; reviews and evaluates work products, methods and procedures, and implements improvements; meets with staff and crews to identify and resolve problems.
- Schedules sick relief, vacation relief and oversees call back.
- Verifies attendance/special project work/overtime relief and signs personnel timecards and submits timecards to the District Secretary.

- Enforces District regulations, policies, and procedures and maintains discipline.
- When going off-duty or coming on-duty, interfaces with his/her relief to ensure all important information is passed on and the status of all personnel and equipment is known.
- Assists with paid staff and volunteer training, and the scheduling and oversight of multi-company drills
- Schedules regular visitations with personnel assigned to other staffed fire stations and directly oversees the activities at those stations having no assigned Station Captain.
- Appraises the performance of Station Captains and assists the Station Captain with the appraisal of other employees assigned to his/her shift.
- Oversees and periodically reviews the preparation of various computerized incident reports ensuring accuracy and completeness and may be called upon to periodically prepare special and/or technical reports requested by the Fire/Assistant Chief.
- Acts as Duty Officer during the absence of the Fire Chief or Assistant Chief.
- Assists with short range and long range planning and the development and implementation of goals, objectives, standard operating procedures and priorities.
- Coordinates assigned activities with other shifts, outside agencies and the general public.
- Performs other projects /tasks as may be assigned

Skills Knowledge and/or Experience:

To perform this job successfully, an individual must be able to perform each essential duty satisfactorily. The requirements listed below are representative of the knowledge, skill, and/or ability required:

- Knowledge and experience in modern structural and wildland firefighting principles, tactics and strategies with an emphasis on structure protection

- Knowledge of the ICS system and incident command operations, rescue principles, practices, techniques and procedures
- Knowledge of fire prevention and hazardous materials regulation, principles, practices and procedures
- Knowledge of labor relations practices and procedures
- Knowledge of principles and practices of organization, administration, budget, and personnel management and training
- Knowledge of principles and practices of supervision including employee performance evaluation and safety practices
- Principles and practices of public education regarding fire safety and prevention
- Knowledge of modern office procedures, methods and equipment including computer technology required for job responsibilities
- Ability to explain decisions, communicate clearly, and prepare clear, concise and accurate memoranda, letters, written instructions and reports
- Ability to make decisions under pressure and in a timely manner; interpret pertinent policies guidelines and regulations accurately and ability to accept responsibility for decisions
- Ability to assess the training needs of individuals and groups; -ability to develop, test and deliver and evaluate training activities on his/her shift

Qualifications for Appointment:

- Fire Officer 2 Certification or equivalent
- Fire Officer 3 Certification or equivalent (Required within one year of appointment)
- Six years full-time fire service experience gained working with a municipal, special district, state or federal fire service agency
- Two years full-time fire service experience as a Fire Captain
- Class C Driver's License with Firefighter endorsement or higher
- EMT or Licensed Paramedic
- ICS 100 or equivalent experience

- ICS 200 or equivalent experience
- ICS 300 or equivalent experience/training (Required within one year of appointment)

Qualifications for Acting Battalion Chief:

- Four years full-time fire service experience gained working with a municipal, special district, state or federal fire service agency
- One year full-time service as Fire Captain and/or approval of the Fire Chief or his/her designee
- Fire Officer 2 Certification
- ICS 100 or equivalent experience/training
- ICS 200 or equivalent experience/training
- Completion of the Acting Battalion Chief's Task Book



INFORMATIONAL BULLETIN

Fire Officer (FO) Series

Updates and Delivery Guidelines

May 2025

OVERVIEW

This document is intended to provide information for all State Fire Training (SFT) Officer Series Registered Instructors about curriculum changes and recommended delivery practices for the updated Fire Officer Series. It also clarifies expectations for activities/assessments, scenario progression, and hybrid/cohort use, where permitted. Stakeholders are encouraged to review this information carefully and to seek clarification from SFT if any questions arise.

1) SIGNIFICANT CHANGES

Course Naming Aligned to NFPA Terminology:

- Fire Officer 4 (formerly Executive Chief Fire Officer)
- Fire Officer 3 (formerly Chief Fire Officer)
- Fire Officer 2 (formerly Company Officer)

Course Categorization:

- "A" courses: Human Resources
- "B" courses: General Administrative Functions
- "C" courses: Emergency Incident Management

Credit Hour Structure & Higher Education Alignment

Each track consists of three separate 54-hour, 3-unit courses (A, B, C) aligned with higher education semester unit requirements used by community colleges and partner universities (e.g., Cal-Poly Humboldt):

- FO4 A/B/C = 9 total graduate-level units
- FO3 A/B/C = 9 total upper division units (bachelor level)
- FO2 A/B/C = 9 total lower division units (associate level)

Minimum Course Duration

The minimum timeframe to conduct a 54-hour course is seven days; however, SFT recommends spacing instruction and application over two weeks or a semester to improve learning outcomes (see Delivery Changes below).

Additional Standards Integrated in "C" courses

- FO2C: NFPA 1143 Wildfire Officer I + NWCG S-200 Initial Attack
- FO3C: NFPA 1143 Wildfire Officer II + NWCG S-300 Extended Attack
- FO4C: coursework geared towards the ICS Agency Administrator position



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Fire Officer (FO) Series

Updates and Delivery Guidelines

Activity Focus

Course activities focus on Certification Task Book (CTB) Job Performance Requirements (JPRs) with approximately one-third lecture/discussion and two-thirds application (in-class and outside class), including designated Classroom and Hybrid/Cohort time where permitted.

Initiating CTBs and Sequencing

- CTBs may be initiated with the first class in series (e.g., FO 2A, FO3A, FO4A) and instructors should cover all topics in the Course Plan before assigning the CTB activity.
- Student activities/applications are designed to be conducted both in and outside of class as designated in the course Time Table. This blended approach supports mastery of JPRs and portfolio development.
- Instructors should provide timely feedback on course activities (see Best Practices section for minimum feedback standards and office hour recommendations).
- “C” courses may contain their own scenario task sheets, which are required for CTB completion and should be integrated into scenario-based learning.

Course Specific Details and Instructor Requirements

Specific changes to each course and instructor requirements can be found in their respective Implementation Plans and within the Course Plans available on the SFT website.

2) DEFINITIONS & KEY TERMS

- **Portfolio:** A compiled set of student activity products, scenario task sheets, feedback artifacts, and documentation that demonstrate completion of course activities and verification of JPRs for the Fire Chief (or designee) to finalize the certification task book.
- **CTB (Certification Task Book):** SFT task book that documents JPR completion for certification. Activities in the Course Plan are designed to support CTB progress.
- **JPR (Job Performance Requirement):** The measurable performance outcomes tied to position competencies embedded throughout course activities and scenario task sheets.
- **Hybrid/Cohort Distance Education:** A delivery method that combines in-person classroom, independent work, and real-time electronic engagement. It requires prior SFT approval per the Hybrid/Cohort application instructions.
- **Scenario Task Sheet (“C” courses):** The course-specific documents required for CTB completion during incident management simulations.



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Fire Officer (FO) Series

Updates and Delivery Guidelines

3) DELIVERY GUIDELINES

“A” and “B” Courses - Design these courses over two weeks or a semester rather than a single 5-day block. Allow gap days for students to produce quality activity products tied to JPRs.

Example 1 — 54-Hour “A”/“B” Course (Two Weeks):

- Week 1:
 - Mon–Wed (AM): Lecture | Mon–Wed (PM): Application (Classroom)
 - Thu (AM/PM): Application (Hybrid—JPRs)
- Week 2:
 - Mon (AM): Lecture | Mon (PM): Application (Classroom)
 - Tue (AM/PM): Application (Classroom + Hybrid—JPRs)
 - Wed (AM): Lecture/Closeout | Wed (PM): Assessment

Week 1	Monday	Tuesday	Wednesday	Thursday	Friday
Morning	Lecture	Lecture	Lecture	Application (Hybrid- JPRs)	
Afternoon	Application (Classroom)	Application (Classroom)	Application (Classroom)	Application (Hybrid- JPRs)	
Week 2	Monday	Tuesday	Wednesday	Thursday	Friday
Morning	Lecture	Application (Hybrid- JPRs)	Lecture/ Closeout		
Afternoon	Application (Classroom)	Application (Hybrid- JPRs)	Assessment		

Table 1: Example 1 “A”/“B” — Two Weeks

Example 2 — 54-Hour “A”/“B” Course (Spaced Instruction):

- Week 1:
 - Mon–Thu (AM): Lecture | Mon–Thu (PM): Application (Classroom)
 - Fri (AM/PM): Application (Hybrid—JPRs)
- Week 2:
 - Mon (AM/PM): Application (Hybrid—JPRs)
 - Tue (AM): Lecture/Closeout | Tue (PM): Assessment

Week 1	Monday	Tuesday	Wednesday	Thursday	Friday
Morning	Lecture	Lecture	Lecture	Lecture	Application (Hybrid- JPRs)
Afternoon	Application (Classroom)	Application (Classroom)	Application (Classroom)	Application (Classroom)	Application (Hybrid- JPRs)
Week 2	Monday	Tuesday	Wednesday	Thursday	Friday
Morning	Application (Hybrid- JPRs)	Lecture/ Closeout			
Afternoon	Application (Hybrid- JPRs)	Assessment			

Table 2: Example 2 “A”/“B” — Spaced Instruction



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Fire Officer (FO) Series

Updates and Delivery Guidelines

Task Book Activity Alignment

- Task book activities should align student interests with agency needs to meet Fire Chief priorities.
- Ideally, career students should be able to complete task book activities on duty because they meet employee development and agency goals by completing real work that furthers the organization's strategic direction.
- Students should meet—separately or as a group—to discuss their agency's needs with their supervisor(s) to best align task book activities with specific organizational goals, gaps, and needs.
- Instructors should teach each topic's terminal and enabling learning objectives before students begin the corresponding task book activity.
- Instructional reputation derives from how well instructors prepare students to complete and document course activities in their portfolio.

Instructor Feedback Minimums

- Establish office hours or virtual availability to support students with their activities outside of course sessions.
- At a minimum, provide feedback on each activity with grades, symbols, and comments. Provide numeric grades if required by an academic institution.
- If student activities are not graded, the minimum instructor feedback on activity documents may include:
 - A minus (-) sign where student products are below standard or improvement is needed
 - A check (✓) sign where the student meets the basic standard
 - A plus (+) sign where the student exceeds the standard
- Provide feedback on portfolios through written comments on overall portfolio quality by the final class session of the course.



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“C” Courses (Incident Management)

Use the “crawl, walk, run” progression methodology, with initial incident scenarios that start simple and gradually increase in complexity as students learn and practice new lecture material. Deliver in-person when feasible: AM lecture + PM scenarios (incident-based task book simulation activities), then advance to complex, multi-operational periods.

Example 1 — “C” Course (Two Weeks):

- Week 1:
 - Mon-Fri (AM): Lecture | PM: Classroom scenarios
- Week 2:
 - Mon-Wed (AM/PM): Lecture & Classroom scenarios
 - Thu (AM): Assessment

Week 1	Monday	Tuesday	Wednesday	Thursday	Friday
Morning	Lecture	Lecture	Lecture	Lecture	Lecture
Afternoon	Scenarios (Classroom)	Scenarios (Classroom)	Scenarios (Classroom)	Scenarios (Classroom)	Scenarios (Classroom)
Week 2	Monday	Tuesday	Wednesday	Thursday	Friday
Morning	Lecture	Scenarios (Classroom)	Lecture	Assessment	
Afternoon	Scenarios (Classroom)	Scenarios (Classroom)	Scenarios (Classroom)		

Table 3: Example 1 “C” — Two Weeks

Scenario Rotation Roles

- IC & overhead
- Dispatch/radio voices for other units
- Role players/disruptors
- Peer evaluators using scenario task sheets

Scenario Progression Examples

- Suggested scenario (sets and reps) progression
- FO3C: Start with 1-2 alarm all-risk scenarios; transition to multi-operational period greater alarm; progress to extended attack wildland/WUI scenarios.
- FO4C: Focus on the agency’s emergency plan and delegation to a formal Incident Management Team (IMT) within their jurisdiction; consider a final local multi-agency tabletop drill with outside IMT activation under AHJ delegation.

4) BEST PRACTICES

- Instructors serve as facilitators, mentors, and coaches. The end state is that students have completed the course activities and gathered the collective documents into a



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portfolio package that verifies JPRs so their Fire Chief (or designee) can finalize CTB sign-off.

- Courses are designed to be taken in order (A → B → C) to ensure progressive learning. Cohorts and promotional academies strengthen relationships that align activities with organizational needs.
- Students should ideally attain certification prior to promotion or operating in acting positions, so they enter roles qualified. Their first day on the job could include a significant event. This ensures they understand the position competencies and aligns with the CICC practice of requiring qualification before assuming the position.
- SFT encourages team teaching and the selective use of SMEs as guest lecturers to deepen understanding of fundamental skills.
- Plan for blended classroom and hybrid/cohort application time to ensure absorption and high-quality student products.

5) HYBRID/COHORT APPLICATION REQUIREMENTS

To support consistent delivery under Hybrid/Cohort Distance Education, SFT expects hosts and Registered Instructors to follow these practices (see Hybrid/Cohort Application instructions):

- SFT Approval Required: Submit the Hybrid/Cohort Application with supporting documentation ≥ 4 weeks prior to course start. Applications under 4 weeks will not be considered.
- Monitoring Access: Hosts must provide SFT with access to monitor any/all delivered portions of the course for quality improvement.
- In-Person Skills: Psychomotor skills training/testing must be conducted in person.
- Instructor Qualifications: Registered Instructors must be qualified in the subject matter and provide proof of training on the delivery platform (e.g., Canvas, Blackboard, JBL Navigate).
- Verification & Records: Hosts must maintain staff development records and use LMS/attendance methods to verify student participation in hybrid/cohort segments.

6) REFERENCES

- Course Plans & Implementation Plans: See the SFT website for course-specific changes, instructor requirements, and scenario task sheets.
- Detailed requirements for each course, including instructor qualifications and delivery expectations, are outlined in the Implementation Plans, Interim Procedures, and Course Plans posted on the SFT website.
- Standards: NFPA 1021 (Fire Officer Professional Qualifications), NFPA 1143 (Wildland Fire Management Officer), NWCG S-200/S-300, and ICS Agency Administrator competencies referenced within "C" courses.



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7) CONTACT

For questions or clarification, contact State Fire Training. Stakeholders are encouraged to study this bulletin and seek clarification from SFT if questions arise.

Ebbetts Pass Fire District	POLICY: 1060
Subject: Fire District Records: Retention and Disposition	Adoption Date: 7/26/10 Revised Date: N/A Review Date: 10/16/2018

1. Purpose: To define policies for retention and disposal of District records, consistent with local, state and federal laws, rules, and accepted business practices.
2. Document retention by class:
 - 2.1. *Administrative documents* – Such as books, including fire codes, policies and operations manuals, simple fire inspections, permits, and station journals shall be kept for no less than seven years following the documents necessity of use or replacement by adoption of other documents.
 - 2.2. *Personnel documents* – Shall be kept for a period of no less than seven years following the termination or retirement of the relevant employee. These documents include personnel files, payroll actions, evaluations, training, certifications and other reports not relating to discipline. All personnel file items relating to discipline shall follow the direction of Ebbetts Pass Fire District “Policy 6600 Personnel Discipline”
 - 2.2.1. Employee medical records shall be retained for no less than thirty years following the termination or retirement of the relevant employee.
 - 2.3. *Property documents* – Pertaining to vehicles, inventory, equipment, supplies and related logs shall be retained for no less than three years.
 - 2.3.1. Fixed asset records and inventories shall be kept in perpetuity.
 - 2.4. *General Reports* – General incident reports and simple, closed, fire cause and origin investigations, evidence logs and weed abatement reports shall be retained for a period of not less than seven years.
 - 2.5. *Finance Records* – Documents including audits, budgets and appropriation limits shall be retained for no less than ten years.
 - 2.6. *Legal Documents* – All legal documents, including resolutions, ordinances and property titles shall be retained in perpetuity.
 - 2.7. *Investigative, evidence and documents related to litigation* – Any investigation that supports the prosecution of a homicide shall be retained in perpetuity. Documents or evidence of crimes resulting in great bodily harm, destruction or damage to an inhabited structure/property shall be retained for seven years following the resolution of the investigation.
 - 2.7.2.8. *Security Camera Footage* – The Districts security camera system shall maintain a log for a 30-day period.

Ebbetts Pass Fire District	POLICY: 1060
Subject: Fire District Records: Retention and Disposition	Adoption Date: 7/26/10 Revised Date: N/A Review Date: 10/16/2018

3. Document Disposal:

3.1. Documents that remain in valuable use shall not be considered for disposal. The specific time frame for disposal will go into effect upon the practical use of the document ending.

3.2. Documents shall be destroyed in a manner commensurate with the sensitivity level of the document. Documents that would expose “protected health or medical information,” home or mailing addresses, date of birth, social security number, health care information or pay rate specifics (other than total net or gross amounts) shall be considered sensitive.

3.3. The preferred method for destruction of sensitive documents shall be commercial incineration or document shredding. Records and documents that are no longer needed will be disposed of at the proper time and in a manner that protects personal and financial information.

3.4. The Board of Directors may dispose of records that are not expressly required by law to be preserved by either:

3.4.1. Authorizing the destruction of any category of records if the Board does both of the following:

- Adopts a resolution finding that destruction or disposition of the category of records will not adversely affect any interest of the District or public.
- Maintains a list, by category of the types of records destroyed or disposed of that reasonably identifies the information contained in those records.

3.4.2. The District adopts and complies with a record retention schedule that meets the Secretary of State's guidelines that classifies all of the District records by category and that establishes a standard protocol for their destruction or disposition.

3.4.3. The District can authorize the destruction of records that are not expressly to be preserved:

- The document is reproduced so that it does not allow any changes to the original document.
- The reproduction device accurately reproduces the original and does not permit changes.
- The reproduction is conveniently accessible with provisions for preserving, examining, and using files.

Ebbetts Pass Fire District	POLICY: 1060
Subject: Fire District Records: Retention and Disposition	Adoption Date: 7/26/10 Revised Date: N/A Review Date: 10/16/2018

4. Confidentiality: Certain records, such as patient medical records and personal identity information, must be maintained in a safe and secure place. District employees and sub-contractors will comply with all local, state and federal laws, rules, and regulations relating to the release of confidential information.
5. The District is prohibited from destroying or disposing of a record that:
- Relates to the District's formation change of organization, or reorganization.
 - Is an ordinance adopted by the District, unless it has been repealed or is otherwise invalid in which case it can be destroyed after five years.
 - Contains minutes of any meeting of the District's legislative body.
 - Relates to a pending claim or litigation or settlement in the past two years.
 - Is the subject of a pending request under the California Public Records Act.
 - Relates to construction that the District has accepted.
 - Relates to non-discharge debts of the District.
 - Relates to title or real property to which the District has interest.
 - Related to any non-discharged contract to which the District is a party.
 - Has not fulfilled its administrative, fiscal, or legal purpose.
 - Is an unaccepted bid or proposal which is less than two years old, for any public work.
 - Specifies the amount of compensation paid to District employees or officers or independent contractors or relates to expense reimbursement to District officers, or employees or the use of District paid credit cards or travel compensation. *These records may be destroyed seven years after the date of payment.*

Policy 1060

For Board Approval

56-Hours/Week PERSONNEL PAY SCHEDULE

2026-27

Includes 2.7 COLA increase to FY 2025-26				CLASS LEVEL	STEP					
Interval*					1	2	3	4	5	6
					1 Year	1 Year	1 Year	1 Year	1 Year	1 Year
FIREFIGHTER	Firefighter EMT	Annual for 56 hours/week	Regular OT		1,833.87	1,892.55	1,953.11	2,015.61	2,080.11	2,146.67
			Holiday Pay		3,520.64	3,633.30	3,749.56	3,869.55	3,993.38	4,121.16
			Shift Personnel		70,412.76	72,665.97	74,991.28	77,391.00	79,867.52	82,423.28
		Hourly Rate	FE		24.11	24.89	25.68	26.50	27.35	28.23
	Firefighter Paramedic 1	Annual for 56 hours/week	Regular OT		2,108.95	2,176.43	2,246.08	2,317.95	2,392.13	2,468.68
			Holiday Pay		4,048.73	4,178.29	4,312.00	4,449.98	4,592.38	4,739.34
Shift Personnel				80,974.68	83,565.87	86,239.98	88,999.65	91,847.64	94,786.77	
	Hourly Rate	FP1		27.73	28.62	29.53	30.48	31.45	32.46	
ENGINEER	Engineer EMT	Annual for 56 hours/week	Regular OT		2,127.29	2,195.36	2,265.61	2,338.11	2,412.93	2,490.14
			Holiday Pay		4,083.94	4,214.63	4,349.49	4,488.68	4,632.32	4,780.55
			Shift Personnel		81,678.81	84,292.53	86,989.89	89,773.56	92,646.32	95,611.00
		Hourly Rate	EE		27.97	28.87	29.79	30.74	31.73	32.74
	Engineer Paramedic 2	Annual for 56 hours/week	Regular OT		2,446.38	2,524.66	2,605.45	2,688.83	2,774.87	2,863.66
			Holiday Pay		4,696.53	4,846.82	5,001.92	5,161.98	5,327.16	5,497.63
Shift Personnel				93,930.63	96,936.41	100,038.37	103,239.60	106,543.27	109,952.65	
	Hourly Rate	EP2		32.17	33.20	34.26	35.36	36.49	37.66	
Engineer Paramedic 1	Annual for 56 hours/week	Regular OT		2,448.98	2,517.05	2,587.30	2,659.80	2,734.62	2,811.83	
		Holiday Pay		4,701.52	4,832.21	4,967.07	5,106.26	5,249.90	5,398.13	
		Shift Personnel		94,030.41	96,644.13	99,341.49	102,125.16	104,997.92	107,962.60	
	Hourly Rate	EP1		32.20	33.10	34.02	34.97	35.96	36.97	
CAPTAIN	Captain EMT	Annual for 56 hours/week	Regular OT		2,467.65	2,546.62	2,628.11	2,712.21	2,799.00	2,888.57
			Holiday Pay		4,737.37	4,888.97	5,045.41	5,206.87	5,373.49	5,545.44
			Shift Personnel		94,747.41	97,779.33	100,908.27	104,137.33	107,469.73	110,908.76
		Hourly Rate	CE		32.45	33.49	34.56	35.66	36.80	37.98
	Captain Paramedic 2	Annual for 56 hours/week	Regular OT		2,837.80	2,928.61	3,022.32	3,119.04	3,218.85	3,321.85
			Holiday Pay		5,447.98	5,622.31	5,802.23	5,987.90	6,179.51	6,377.25
Shift Personnel				108,959.53	112,446.23	116,044.51	119,757.93	123,590.19	127,545.07	
	Hourly Rate	CP2		37.31	38.51	39.74	41.01	42.33	43.68	
Captain Paramedic 1	Annual for 56 hours/week	Regular OT		2,789.34	2,868.31	2,949.80	3,033.90	3,120.69	3,210.26	
		Holiday Pay		5,354.95	5,506.55	5,662.99	5,824.45	5,991.07	6,163.02	
		Shift Personnel		107,099.01	110,130.93	113,259.87	116,488.93	119,821.33	123,260.36	
	Hourly Rate	CP1		36.68	37.72	38.79	39.89	41.03	42.21	
BATTALION CHIEF	Batt Chief EMT	Annual for 56 hours/week	Regular OT		2,862.48	2,954.07	3,048.60	3,146.16	3,246.84	3,350.74
			Holiday Pay		5,495.35	5,671.20	5,852.68	6,039.97	6,233.24	6,432.71
			Shift Personnel		109,907.00	113,424.02	117,053.59	120,799.31	124,664.89	128,654.16
		Hourly Rate	BCE		37.64	38.84	40.09	41.37	42.69	44.06
	Batt Chief Paramedic 2	Annual for 56 hours/week	Regular OT		3,291.85	3,397.19	3,505.90	3,618.08	3,733.86	3,853.35
			Holiday Pay		6,319.65	6,521.88	6,730.58	6,945.96	7,168.23	7,397.61
Shift Personnel				126,393.05	130,437.63	134,611.63	138,919.20	143,364.62	147,952.29	
	Hourly Rate	BCP2		43.29	44.67	46.10	47.58	49.10	50.67	
Batt Chief Paramedic 1	Annual for 56 hours/week	Regular OT		3,184.17	3,275.77	3,370.30	3,467.85	3,568.53	3,672.43	
		Holiday Pay		6,112.93	6,288.78	6,470.26	6,657.55	6,850.82	7,050.29	
		Shift Personnel		122,258.60	125,775.62	129,405.19	133,150.91	137,016.49	141,005.76	
	Hourly Rate	BCP1		41.87	43.07	44.32	45.60	46.92	48.29	

*Minimum amount of time at this step.

Shaded area indicates annual amount.

Paramedic 1 indicates rank placement for promoting Firefighter-Paramedics hired after 11/15/2016; Paramedic 2 for those hired prior to 11/15/2016.

FIRE CHIEF PAY SCHEDULE

2026-27

Includes 2.7 COLA increase to FY 2025-26		1	2	3	4	5	6
		6 Months	1 Year	1 Year	1 Year	1 Year	1 Year
FIRE CHIEF	Annual Salary for 40 hr/wk	139,057	143,669	148,427	153,311	158,341	163,600
	Per Month	11,588	11,972	12,369	12,776	13,195	13,633
	Hourly Rate	66.63	68.84	71.12	73.46	75.87	78.39

ADMINISTRATIVE PAY SCHEDULE

2026-27

Includes 2.7 COLA increase to FY 2025-26				CLASS LEVEL	STEP					
Interval*					1	2	3	4	5	6
					1 Year	1 Year	1 Year	1 Year	1 Year	1 Year
Fire Prevention Officer	Limited Position Not to Exceed 999 hours	Annual Salary for 40 hr/wk	Hourly Rate	FPO	54,325	56,119	57,977	59,876	61,880	63,925
District Secretary		Annual Salary for 40 hr/wk	Hourly Rate	DS	84,440	85,004	87,821	90,701	93,706	96,816
Assistant District Secretary	Limited Position Not to Exceed 999 hours	Annual Salary for 40 hr/wk	Hourly Rate	ADS	50,485	52,154	53,865	55,639	57,434	59,375
					24.19	24.99	25.81	26.66	27.52	28.45