



## **GOLD RIDGE FIRE PROTECTION DISTRICT**

4500 Hessel Road · Sebastopol, CA 95472

Phone (707) 823-1084 · Fax (707) 829-1175 · [www.goldridgefire.org](http://www.goldridgefire.org)

*Serving the communities of Hessel, Twin Hills, Freestone, & Rural Sebastopol  
Fire Chief Shepley Schroth-Cary*

### **NOTICE & AGENDA OF THE BOARD OF DIRECTORS REGULAR MEETING To be held on June 7, 2023 – 7pm Location: Station 2 – 1680 Watertrough Rd. Sebastopol**

***If you prefer to attend this meeting virtually:***

From your computer, tablet or smartphone: <https://us06web.zoom.us>

You can also dial in using your phone: +1 669 444 9171

Meeting ID: 898 1135 6065

Passcode: 856559

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

- 1) **CALL TO ORDER AND PLEDGE OF ALLEGIANCE**
- 2) **ROLL CALL OF DIRECTORS**
- 3) **PUBLIC INPUT:** *At this time, members of the public may address the Board with any item not appearing on the agenda. It is recommended that you limit your comment to 3 minutes or less. Under State Law, matters presented under this item cannot be discussed or acted upon by the Board at this time.*
- 4) **APPROVAL OF MINUTES FROM PREVIOUS MEETING:**
  - a) May 3, 2023 Regular Meeting Minutes (**Action Item**)
- 5) **CORRESPONDENCE:** *Review of any correspondence that might have been received after distribution of board packet.*
- 6) **REVIEW AND APPROVAL OF FINANCIAL REPORTS:**
  - a) May 2023 Bank Accounts Register (**Action Item**)
- 7) **REPORTS:**
  - a) OPERATIONS REPORTS
    - i) Equipment maintenance
    - ii) Building maintenance
    - iii) Personnel

- b) TRAINING REPORT
- c) FIRE MARSHAL REPORT
- d) FIREFIGHTERS ASSOCIATIONS
- e) EXPLORER POST
- f) CONSOLIDATION AD-HOC
- g) FIRE CHIEF'S REPORT

8) **OLD BUSINESS:**

- a) Previously tabled Resolution 22/23-06 Approving the Easement Deed with PG&E at Station 3 located at 456 Bohemian Highway (**Action Item**)

9) **NEW BUSINESS:**

- a) Resolution 22/23-10 Board adoption of the 2023/24 FY Preliminary Budget. (**Action Item**)
- b) Board review and approval of updated Gold Ridge Paid Firefighters Association MOU term ending June 30, 2024 (**Action Item**)

10) **GOOD OF THE ORDER**

11) **ADJOURNMENT**

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



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## **May 3, 2023 Regular Meeting Minutes**

1) **Call to Order:** The Regular Meeting of the Gold Ridge Fire Protection District was held at Station 1, 4500 Hessel Rd. Sebastopol, California. The meeting was called to order at 7:00pm with Director Carinalli leading the Pledge of Allegiance.

2) **Roll Call of Directors:**

Robert Gloeckner	Dominic Carinalli
Joe Petersen	Christopher Tachouet
Charlie Lachman	David Warburg
Steve Petrucci	

**Directors Absent:** None

3) **Public Input:** None

4) **Approval of the Minutes from Previous Meeting(s):** The minutes from the April 5, 2023 regular meeting were reviewed. A motion was made by Director Tachouet to approve the minutes. The motion was seconded by Director Petrucci and passed unanimously.

5) **Correspondence:** None

6) **Approval of the Financial Reports:** The revenues and expenses for the month of April 2023 were reviewed and discussed. Director Petersen made a motion to approve the April 2023 Bank Accounts Register Report. The motion was seconded by Director Lachman and passed unanimously.

7) **Reports:** See attached report summary

8) **OLD BUSINESS:**

a) PGE easement request tabled until next meeting.

9) **NEW BUSINESS:**

a) Apparatus Replacement: The District is seeking Board approval to purchase an engine to replace 8181. Director Lachman made a motion to approve the purchase which was seconded by Director Warburg and passed unanimously.

b) Resolution 22/23-09 Authorizing participation in and approving the amended and restated Joint Exercise of Powers Agreement of the Fire Risk Management Services Joint Powers Authority. Director Petersen made a motion to approve Resolution 22/23-09 which was seconded by Director Tachouet and passed unanimously.

10) **Good of the Order:** None

11) **Adjournment:** There being no further business, Director Petersen made a motion to adjourn the meeting at 7:44pm. The motion was seconded by Director Tachouet and passed unanimously.

*Minutes approved as written – Motion/Second:* \_\_\_\_\_

*Clerk of the Board:* \_\_\_\_\_ *Date:* \_\_\_\_\_

## APRIL CONSOLIDATED MAR

### OPERATIONS

	CURRENT CALL #s -VS- LAST YEAR	TURNOUT TIME, AVG	VOL. RESP. #'s FOR THE MO.
<b>MONTHLY CALLS</b> 111 calls Fires: <b>1</b> EMS/TC: <b>75</b> Haz Cond: <b>2</b> Pub Assist: <b>28</b> False Alarm: <b>2</b>	April 2023: <b>108 (+9%)</b> April 2022: <b>99</b>	Avg Dispatch to Enroute time: <b>:1:08</b> Avg Dispatch to Arrival: <b>6:44</b>	99 volunteer responses for month of April

### APPARATUS

GENERAL INFORMATION	APPARATUS MAINTENANCE - COMPLETED
8169 was sold to Sterling Minter in Fort Ross. It is currently in use with his prescribed burn business all over Sonoma County. <b>Sale price was \$15,000.</b> 8163 will be sold to Steve Baxman and will likely be stationed in Jenner. <b>Sale price was \$5,000</b> due to the water tank failure and needed repairs.	8192 was returned on 4/28 from West Coast Frame & Collision Repair in West Sacramento. The damaged rear tailboard was replaced and other incidental body damage was repaired. The total was \$12,300 and was covered by the insurance claim. 8161 was taken to Burton's in Modesto on 4/26 for a Pump Boss pressure governor issue which is causing the RPM's to increase spontaneously, resulting in a sudden increase in pressure to 500 lbs when in pressure mode.
	<b>OOS APPARATUS, DAYS OOS, &amp; REPAIR TIMELINE</b> 8161 has been out of service for three weeks and was delayed waiting for North Bay's Type 1 engine's pump overhaul to be completed to avoid multiple trips. 8192 was out of service for the month of April for the tailboard replacement.

### EQUIPMENT

SCBA STATUS UPDATE	PPE INVENTORY CONCERNS
1 mask to go in for repair. All SCBA's in service	PPE program update is ongoing, an update for command staff will be ready in early May
<b>PENDING ANNUAL EQUIPMENT TESTING</b> Hose testing is currently underway Department wide	

FACILITIES			
GENERAL INFORMATION	NOTABLE REPORT FROM MONTHLY MEETINGS	FACILITY MAINT. - COMPL'D	FACILITY MAINT. - NEEDED
Darrin and Gino's trucks to Lehr the week of May 15, waiting for a price from local vendor for Shep's Tahoe. Met with architect and contractor for station 1 remodel, should have a price estimate in another week or so. PG&E working on getting me drawings for easment at station 3 for the June meeting. We are going to meet with all folks when I get back in a couple of weeks and have a good drawing for us to look at	N/A	N/A	N/A

PERSONNEL			
GENERAL INFORMATION	INTERN UPDATE	STAFFING/SCHEDULING CONCERNS	PERCENTAGE OF 3-PERSON STAFFING
Received 3 new volunteer applications: 2 for suppression and 1 for support	FC Eastland attended the SRJC Intern recruitment event on 4/4 and we have 3 intern interviews scheduled for the week of the 24th.  Firefighter-intern Joe Frazier has successfully completed the Internship and is now a Out-of-District Volunteer, congratulations Joey  Firefighter-Intern Luis is on a leave of absence for a Cal Fire assignment  With listed changes we have 5 Current and active Firefighter-Interns	N/A	N/A

TRAINING			
GENERAL INFORMATION	NOTABLE REPORT FROM MONTHLY MEETINGS	LAST MONTH TRAINING HOURS-TOTAL	DRILL NIGHT ATTENDANCE NUMBERS BY STATION
Auto Extrication Month, Ongoing: RTF 1 (11 Members) monthly training, Boat program monthly training, Engineer Development	No operations/training chiefs meeting this month. Overhead (Strike Team Leader) refresher class scheduled for May in Santa Rosa.	NBF - 781 hours GFD- 409	Stn 43- 13 Stn 55- 6 Stn 86- 4 Stn 87- 6 Stn 94- 19 Stn 96- 12 Stn 97- 10 Stn 80/81/82- 9

## FIRE MARSHAL'S REPORT

GENERAL INFORMATION	NOTABLE REPORT FROM MONTHLY MEETINGS	BUILDING INSPECTIONS/PR E-FIRE PLANS COMPLETED	DSI COMPL'D	PUB ED COMPLETED & UPCOMING	SPECIAL EVENTS COMPLETED & UPCOMING	ADDRESS SIGNAGE UPDATE
<p>DSI inspection partnership with the County will begin in May. Letters already sent to residents in the inspection area of Elphick Rd from Pleasant Hill Rd to Hwy 116. Engineer Garrett will be overseeing the program again this year.</p> <p>Open burn season officially ended on April 30 for Hazard Reduction. Orchard and Vineyard are still permissible at this time and if in the SRA, they require a Cal Fire Burn Permit. Staff advised that Hazard Reduction inspections/sign-offs are closed until next season.</p> <p>Training taking place for some GFD staff and NBF staff for the Chipper program that is beginning in the Camp Meeker area. When the chipper is not in use for that specific grant funded area, we are able to use in our communities. Developed Chipper Safety/Operations training document to review with staff that will be operating the chipper. Chipper training/demonstration on Nora Ave occurred end of April.</p>	<p>County Fire Prevention Officer's Meeting postponed, nothing to report</p>	7	3	<p>Two station visits from day care facilities. Engine participation in Apple Blossom Parade.</p>	<p>Planning meeting for Grav Apple Fair to discuss staffing and developing an Event Action Plan. Making a request for additional staffing based upon previous year's event where crew was stretched thin due to numerous responses.</p>	2 signs ordered and completed.

## FIREFIGHTER ASSOCIATIONS

NOTABLE REPORT FROM MONTHLY MEETINGS	ASSOCIATION UPDATE(S), INCLUDING EVENTS OR ACTIVITIES
N/A	N/A

<b>EXPLORERS' POST</b>			
GENERAL INFORMATION	NOTABLE REPORT FROM MONTHLY MEETINGS	EXPLORER POST UPDATE, INCLUDING EVENTS OR ACTIVITIES	EXPLORER DRILL NIGHT ATTENDANCE NUMBERS
N/A	N/A	N/A	N/A

<b>CONSOLIDATION AD HOC</b>		
GENERAL INFORMATION	NOTABLE REPORT FROM MONTHLY MEETINGS	NOTABLE UPCOMING DATES
N/A	N/A	N/A
	LAFCO / NBF UPDATE	

<b>FIRE CHIEF'S REPORT</b>			
GENERAL INFORMATION	POLICY ADMINISTRATION UPDATE	NOTABLE REPORT FROM MONTHLY MEETINGS	NOTABLE UPCOMING DATES



**Gold Ridge Fire Protection District  
Bank Accounts Register as of May 31, 2023**

Type	Date	Num	Name	Memo	Split	Debit	Credit	Balance
<b>Petty Cash</b>								
Total Petty Cash								319.11
								319.11
<b>1120 - Summit</b>								
Deposit	05/01/2023			Deposit	4040 · Cell Tower	1,570.00		158,077.02
Deposit	05/04/2023			Deposit	-SPLIT-	17,005.00		159,647.02
Check	05/08/2023	7907	Lake Parts, Inc.	Acct: 11963 April 2023	6140 · Fleet Maintenance		291.68	176,652.02
Check	05/08/2023	7908	William L. Adams PC	Inv# 74, 86, 103 LAFCO	6610 · Legal Services		8,470.00	176,360.34
Check	05/08/2023	7909	Sebastopol Hardware	Acct 1084 April 2022	6461 · Operating Supplies		83.89	167,890.34
Check	05/08/2023	7910	Streamline	April 2023	6280 · Memberships		300.00	167,806.45
Check	05/08/2023	7911	Peter, Virgil	High Weed Mowing 2023	6180 · Building Maintenance		400.00	167,506.45
Check	05/08/2023	7912	FDAC EBA	May 2023	5930 · Health Insurance		35,525.98	167,106.45
Check	05/08/2023	7913	Tachouet, Christopher N	DMV Tachouet	6654 · Medical Exams		130.00	131,580.47
Check	05/08/2023	7914	Life Assist Inc	Acct: 95472FPD	6261 · Medical Supplies		572.66	131,450.47
Check	05/08/2023	7915	North Bay Petroleum	35-0002369	-SPLIT-		4,725.04	126,152.77
Check	05/08/2023	7916	Recology Sonoma Marin	Acct: 1810286203 - April 2023	6080 · Household Expense		65.92	126,086.85
Deposit	05/08/2023			Deposit	6881 · Safety Equipment	336.16		126,423.01
Transfer	05/16/2023			Funds Transfer	1126 · Summit ICS	100,000.00		226,423.01
Check	05/20/2023	7917	Rosatti Consulting	Consolidation - Community Out	9000 · Contingencies		12,500.00	213,923.01
Check	05/20/2023	7918	Sonia E. Taylor	Consolidation - Community Out	-SPLIT-		6,881.45	207,041.56
Check	05/22/2023	7934	U.S. Bank	Acct 4246 0445 5565 3785 thru Cal Card			6,973.27	200,068.29
Check	05/25/2023	7919	L.N. Curtis & Sons	VOID: turnouts	-SPLIT-			200,068.29
Check	05/25/2023	7920	American Medical Response W	May 2023	6640 · ALS Professional Services		22,880.00	177,188.29
Check	05/25/2023	7921	Greg LeDoux & Associates	Job No. 22.1102	8510 · Building		3,815.96	173,372.33
Check	05/25/2023	7922	FASIS	Inv FASIS-2023-0542 FY21/22	5940 · Workers' Comp		131,892.00	41,480.33
Check	05/25/2023	7923	Bay Area Air Quality	T153474	6461 · Operating Supplies		271.00	41,209.33
Check	05/25/2023	7924	AT&T		-SPLIT-		194.27	41,015.06
Check	05/25/2023	7925	TRU-SCAN Fingerprints		6654 · Medical Exams		216.00	40,799.06
Check	05/25/2023	7926	Toshiba Financial Services	Cust Acct# 1025894	6820 · Equipment Lease		390.23	40,408.83
Check	05/25/2023	7927	Sonoma Co Public Works	456 Bohemian Hwy Acct# 26	7202 · Water/Sewer Expense		86.44	40,322.39
Check	05/25/2023	7928	Power Business Technology	126810	6400 · Office Expense		15.95	40,306.44
Check	05/25/2023	7929	Ron Blair Signs	14404 sign numbers	6461 · Operating Supplies		108.61	40,197.83

**Gold Ridge Fire Protection District  
Bank Accounts Register as of May 31, 2023**

Type	Date	Num	Name	Memo	Split	Debit	Credit	Balance
Check	05/25/2023	7930	PG&E	0631728992-1	7320 · Utilities		66.18	40,131.65
Check	05/25/2023	7931	PG&E	4997833296-0	7320 · Utilities		236.12	39,895.53
Check	05/25/2023	7932	PG&E	5726858972-8	7320 · Utilities		279.01	39,616.52
Check	05/25/2023	7933	L.N. Curtis & Sons	turnouts	-SPLIT-		17,332.56	22,283.96
Deposit	05/25/2023			Deposit	-SPLIT-	864.24		23,148.20
Deposit	05/25/2023			Deposit	1701 · Interest Earned	1,094.82		24,243.02
Transfer	05/31/2023			Funds Transfer	1126 · Summit ICS	100,000.00		124,243.02
<b>Total 1120 · Summit</b>						<b>220,870.22</b>	<b>254,704.22</b>	<b>124,243.02</b>
<b>1122 · Summit Payroll</b>								
Check	05/02/2023	EFT	PERS	04/14/23 Payroll	-SPLIT-		23,536.26	250,715.72
Check	05/02/2023	EFT	Cal PERS 457 Plan	04/14/23 Payroll	5923 · PERS		3,215.00	227,179.46
Check	05/02/2023	EFT	PERS	04/28/23 Payroll	-SPLIT-		24,090.58	223,964.46
Check	05/02/2023	EFT	Cal PERS 457 Plan	04/28/23 Payroll	5923 · PERS		3,215.00	199,873.88
Check	05/10/2023	EFT	PERS	05/12/23 Payroll	-SPLIT-		23,532.32	196,658.88
Check	05/10/2023	EFT	Cal PERS 457 Plan	05/12/23 Payroll	5923 · PERS		3,215.00	173,126.56
Check	05/12/2023	EFT	Innovative Business Solutions,	05/12/23 Payroll	-SPLIT-		92,906.58	169,911.56
Check	05/12/2023	50185	Frazier, Casey	05/12/23 Payroll	5910 · Payroll Expenses		184.70	77,004.98
Transfer	05/16/2023			Funds Transfer	1126 · Summit ICS	170,000.00		76,820.28
Deposit	05/17/2023			Deposit	5910 · Payroll Expenses	92.35		246,820.28
Check	05/26/2023	EFT	Innovative Business Solutions,	05/26/23 Payroll	-SPLIT-		95,964.15	246,912.63
Check	05/26/2023	50186	Bauman, Billy	05/26/23 Payroll	5910 · Payroll Expenses		1,155.30	150,948.48
Check	05/26/2023	50187	Frazier, Casey	05/26/23 Payroll	5910 · Payroll Expenses		92.35	149,793.18
Check	05/26/2023	50188	Smith, Barrett A	05/26/23 Payroll	5910 · Payroll Expenses		654.34	149,700.83
Transfer	05/31/2023			Funds Transfer	1126 · Summit ICS	100,000.00		149,046.49
Check	05/31/2023	EFT	PERS	05/26/23 Payroll	-SPLIT-		23,536.23	249,046.49
Check	05/31/2023	EFT	Cal PERS 457 Plan	05/26/23 Payroll	5923 · PERS		3,265.00	225,510.26
Deposit	05/31/2023			Deposit	5910 · Payroll Expenses	179.52		222,245.26
Deposit	05/31/2023			Deposit	5910 · Payroll Expenses	114.65		222,424.78
<b>Total 1122 · Summit Payroll</b>						<b>270,386.52</b>	<b>298,562.81</b>	<b>222,539.43</b>
<b>1126 · Summit ICS</b>								
								<b>5,015,836.92</b>

**Gold Ridge Fire Protection District  
Bank Accounts Register as of May 31, 2023**

Type	Date	Num	Name	Memo	Split	Debit	Credit	Balance
Transfer	05/16/2023			Funds Transfer	1120 · Summit		100,000.00	4,915,836.92
Transfer	05/16/2023			Funds Transfer	1122 · Summit Payroll		170,000.00	4,745,836.92
Transfer	05/31/2023			Funds Transfer	1120 · Summit		100,000.00	4,645,836.92
Transfer	05/31/2023			Funds Transfer	1122 · Summit Payroll		100,000.00	4,545,836.92
<b>Total 1126 · Summit ICS</b>							<b>470,000.00</b>	<b>4,545,836.92</b>

**TOTAL**      491,256.74      1,023,267.03      4,892,938.48

Charles Lachman
Joe Petersen
Steve Petrucci
Robert Gloeckner
Domenic Carinalli
David Warburg
Christopher Tachouet
Shepley Schroth-Cary, Fire Chief
Date Approved

**Gold Ridge Fire Protection District**  
**Cal Card Report**  
 May 2023

Num	Name	Memo	Paid Amount
<b>60 · Services/Supplies</b>			
<b>6020 · Clothing/Personal</b>			
	Distinctive Recognition		726.25
Total 6020 · Clothing/Personal			726.25
<b>6040 · Communications</b>			
	Verizon Wireless		1,091.65
	Comcast	Station 1	201.88
	Comcast	Station 2	457.92
	Comcast	Station 3	81.36
	Sonic Net	Internet/email services	12.00
	apple.com	storage	7.98
	apple.com	storage	0.99
Total 6040 · Communications			1,853.78
<b>6060 · Food</b>			
	Costco	food for office/meeting	68.32
	Costco	food for office/meeting	319.58
	Food - meeting		72.01
	Costco	training food	46.06
	Costco	staples	153.27
	Food - meeting		75.45
Total 6060 · Food			734.69
<b>6080 · Household Expense</b>			
	Costco	food for office/meeting	132.07
Total 6080 · Household Expense			132.07
<b>6145 · Maintenance Equipment</b>			
	Uline	marking tape	17.48
Total 6145 · Maintenance Equipment			17.48
<b>6149 · Radio Maintenance</b>			
	Pro Power Products		499.12
Total 6149 · Radio Maintenance			499.12
<b>6261 · Medical Supplies</b>			
	One Beat CPR	AED for 8112	1,245.00
Total 6261 · Medical Supplies			1,245.00
<b>6280 · Memberships</b>			
	Microsoft	Annual Subscription	5.00
Total 6280 · Memberships			5.00

**Gold Ridge Fire Protection District  
Cal Card Report  
May 2023**

<b>Num</b>	<b>Name</b>	<b>Memo</b>	<b>Paid Amount</b>
<b>6290 · Other Dept. Expense</b>			
	Bataeff	hose rack	56.96
Total 6290 · Other Dept. Expense			56.96
<b>6400 · Office Expense</b>			
	Amazon.com		35.34
Total 6400 · Office Expense			35.34
<b>6405 · Computer Expenses</b>			
	Adobe Software	Subscription PDF pro/mo	23.88
	Adobe Software	Subscription PDF pro/mo	19.99
Total 6405 · Computer Expenses			43.87
<b>6410 · Postage</b>			
	USPS	certified mail PERS	5.89
Total 6410 · Postage			5.89
<b>6461 · Operating Supplies</b>			
	Bay Area Air Quality	Burn Permit sta 1	180.00
Total 6461 · Operating Supplies			180.00
<b>6880 · Small Tools</b>			
	Amazon.com	extinguisher 8142	183.45
	Lowe's	fuel	200.84
	Amazon.com	gait belts	107.37
	Amazon.com	med bag	129.10
	Cascade Fire Equipment	hose roller 8171	817.06
Total 6880 · Small Tools			1,437.82
Total 60 · Services/Supplies			6,973.27
<b>TOTAL</b>			<b>6,973.27</b>

**Gold Ridge Fire Protection District**  
**Split Detail - Payroll Account**  
 May 2023

Num	Date	Name	Memo	Account	Paid Amount
EFT	05/02/2023	PERS	04/14/23 Payroll	1122 · Summit Payroll	
			04/14/23 Payroll	5910 · Payroll Expenses	-8,866.31
			04/14/23 Payroll	5923 · PERS	-14,669.95
TOTAL					-23,536.26
EFT	05/02/2023	Cal PERS 457 Plan	04/14/23 Payroll	1122 · Summit Payroll	
			04/14/23 Payroll	5923 · PERS	-3,215.00
TOTAL					-3,215.00
EFT	05/02/2023	PERS	04/28/23 Payroll	1122 · Summit Payroll	
			04/28/23 Payroll	5910 · Payroll Expenses	-9,060.06
			04/28/23 Payroll	5923 · PERS	-15,030.52
TOTAL					-24,090.58
EFT	05/02/2023	Cal PERS 457 Plan	04/28/23 Payroll	1122 · Summit Payroll	
			04/28/23 Payroll	5923 · PERS	-3,215.00
TOTAL					-3,215.00
EFT	05/10/2023	PERS	05/12/23 Payroll	1122 · Summit Payroll	
			05/12/23 Payroll	5910 · Payroll Expenses	-8,864.42
			05/12/23 Payroll	5923 · PERS	-14,667.90
TOTAL					-23,532.32
EFT	05/10/2023	Cal PERS 457 Plan	05/12/23 Payroll	1122 · Summit Payroll	
			05/12/23 Payroll	5923 · PERS	-3,215.00
TOTAL					-3,215.00
EFT	05/12/2023	Innovative Business S...	05/12/23 Payroll	1122 · Summit Payroll	
			Direct Deposits	5910 · Payroll Expenses	-73,478.21
			05/12/23 Payroll	5922 · FICA Retirement	-589.00
			05/12/23 Payroll	5924 · Medicare	-2,984.86
			05/12/23 Payroll	5910 · Payroll Expenses	-15,397.36
			05/12/23 Payroll	6540 · Payroll Services	-457.15
TOTAL					-92,906.58

Num	Date	Name	Memo	Account	Paid Amount
EFT	05/26/2023	Innovative Business S...	05/26/23 Payroll	1122 · Summit Payroll	
			Direct Deposits	5910 · Payroll Expenses	-74,798.28
			05/26/23 Payroll	5922 · FICA Retirement	-495.32
			05/26/23 Payroll	5924 · Medicare	-3,132.66
			05/26/23 Payroll	5910 · Payroll Expenses	-17,378.24
			05/26/23 Payroll	6540 · Payroll Services	-159.65
TOTAL					-95,964.15
EFT	05/31/2023	PERS	05/26/23 Payroll	1122 · Summit Payroll	
			05/26/23 Payroll	5910 · Payroll Expenses	-8,866.28
			05/26/23 Payroll	5923 · PERS	-14,669.95
TOTAL					-23,536.23
EFT	05/31/2023	Cal PERS 457 Plan	05/26/23 Payroll	1122 · Summit Payroll	
			05/26/23 Payroll	5923 · PERS	-3,265.00
TOTAL					-3,265.00
50185	05/12/2023	Frazier, Casey	05/12/23 Payroll	1122 · Summit Payroll	
			05/12/23 Payroll	5910 · Payroll Expenses	-184.70
TOTAL					-184.70
50186	05/26/2023	Bauman, Billy	05/26/23 Payroll	1122 · Summit Payroll	
			05/26/23 Payroll	5910 · Payroll Expenses	-1,155.30
TOTAL					-1,155.30
50187	05/26/2023	Frazier, Casey	05/26/23 Payroll	1122 · Summit Payroll	
			05/26/23 Payroll	5910 · Payroll Expenses	-92.35
TOTAL					-92.35
50188	05/26/2023	Smith, Barrett A	05/26/23 Payroll	1122 · Summit Payroll	
			05/26/23 Payroll	5910 · Payroll Expenses	-654.34
TOTAL					-654.34

Gold Ridge Fire Protection District  
**Split Detail - Operating Account**  
 May 2023

Num	Date	Name	Memo	Account	Paid Amount
7907	05/08/2023	Lake Parts, Inc.	Acct: 11963 April 2023	1120 · Summit	
			Acct: 11963 April 2023	6140 · Fleet Maintenance	-291.68
TOTAL					-291.68
7908	05/08/2023	William L. Adams PC	Inv# 74, 86, 103 LAFCO	1120 · Summit	
			Inv# 74, 86, 103 LAFCO	6610 · Legal Services	-8,470.00
TOTAL					-8,470.00
7909	05/08/2023	Sebastopol Hardware	Acct 1084 April 2022	1120 · Summit	
			Acct 1084 April 2022	6461 · Operating Suppli...	-83.89
TOTAL					-83.89
7910	05/08/2023	Streamline	April 2023	1120 · Summit	
			website	6280 · Memberships	-300.00
TOTAL					-300.00
7911	05/08/2023	Peter, Virgil	High Weed Mowing 2023	1120 · Summit	
			High Weed Mowing 2023	6180 · Building Mainten...	-400.00
TOTAL					-400.00
7912	05/08/2023	FDAC EBA	May 2023	1120 · Summit	
			May 2023	5930 · Health Insurance	-35,525.98
TOTAL					-35,525.98
7913	05/08/2023	Tachouet, Christopher N	DMV Tachouet	1120 · Summit	
			DMV Tachouet	6654 · Medical Exams	-130.00
TOTAL					-130.00
7914	05/08/2023	Life Assist Inc	Acct: 95472FPD	1120 · Summit	
			1314307	6261 · Medical Supplies	-572.66
TOTAL					-572.66
7915	05/08/2023	North Bay Petroleum	35-0002369	1120 · Summit	
			Station 1 fuel	7201 · Gas/Oil	-1,792.44
			Station 2 fuel	7201 · Gas/Oil	-2,932.60
TOTAL					-4,725.04



<b>Num</b>	<b>Date</b>	<b>Name</b>	<b>Memo</b>	<b>Account</b>	<b>Paid Amount</b>
7916	05/08/2023	Recology Sonoma Marin	Acct: 1810286203 - April 2023	1120 · Summit	
			Acct: 1810286203 - April 2023	6080 · Household Expe...	-65.92
TOTAL					-65.92
7917	05/20/2023	Rosatti Consulting	Consolidation - Community O...	1120 · Summit	
			Consolidation - Community Outr...	9000 · Contingencies	-12,500.00
TOTAL					-12,500.00
7918	05/20/2023	Sonia E. Taylor	Consolidation - Community O...	1120 · Summit	
			flyer design	9000 · Contingencies	-3,000.00
			printing fees	9000 · Contingencies	-1,699.93
			postage fees	9000 · Contingencies	-2,181.52
TOTAL					-6,881.45
7919	05/25/2023	L.N. Curtis & Sons	VOID: turnouts	1120 · Summit	
TOTAL					0.00
7920	05/25/2023	American Medical Res...	May 2023	1120 · Summit	
			May 2023	6640 · ALS Professiona...	-22,880.00
TOTAL					-22,880.00
7921	05/25/2023	Greg LeDoux & Associ...	Job No. 22.1102	1120 · Summit	
			Job No. 22.1102	8510 · Building	-3,815.96
TOTAL					-3,815.96
7922	05/25/2023	FASIS	Inv FASIS-2023-0542 FY21/22 ...	1120 · Summit	
			Inv FASIS-2023-0542 FY21/22 P...	5940 · Workers' Comp	-131,892.00
TOTAL					-131,892.00
7923	05/25/2023	Bay Area Air Quality	T153474	1120 · Summit	
			T153474	6461 · Operating Suppli...	-271.00
TOTAL					-271.00
7924	05/25/2023	AT&T		1120 · Summit	
			81727	6040 · Communications	-24.49
			54006	6040 · Communications	-169.78
TOTAL					-194.27

<u>Num</u>	<u>Date</u>	<u>Name</u>	<u>Memo</u>	<u>Account</u>	<u>Paid Amount</u>
7925	05/25/2023	TRU-SCAN Fingerprints		1120 · Summit	
				6654 · Medical Exams	-216.00
TOTAL					-216.00
7926	05/25/2023	Toshiba Financial Ser...	Cust Acct# 1025894	1120 · Summit	
			Cust Acct# 1025894	6820 · Equipment Lease	-390.23
TOTAL					-390.23
7927	05/25/2023	Sonoma Co Public Wo...	456 Bohemian Hwy Acct# 26	1120 · Summit	
			456 Bohemian Hwy Acct# 26	7202 · Water/Sewer Ex...	-86.44
TOTAL					-86.44
7928	05/25/2023	Power Business Tech...	126810	1120 · Summit	
			freight charge for toner	6400 · Office Expense	-15.95
TOTAL					-15.95
7929	05/25/2023	Ron Blair Signs	14404 sign numbers	1120 · Summit	
			14404 sign numbers	6461 · Operating Suppli...	-108.61
TOTAL					-108.61
7930	05/25/2023	PG&E	0631728992-1	1120 · Summit	
			0631728992-1	7320 · Utilities	-66.18
TOTAL					-66.18
7931	05/25/2023	PG&E	4997833296-0	1120 · Summit	
			4997833296-0	7320 · Utilities	-236.12
TOTAL					-236.12
7932	05/25/2023	PG&E	5726858972-8	1120 · Summit	
			5726858972-8	7320 · Utilities	-279.01
TOTAL					-279.01

Num	Date	Name	Memo	Account	Paid Amount
7933	05/25/2023	L.N. Curtis & Sons	turnouts	1120 · Summit	
			INV701583 globe pant	6881 · Safety Equipment	-1,429.71
			PINV766913 globe pant	6881 · Safety Equipment	-1,415.93
			PINV767028 globe jacket 3 and ...	6881 · Safety Equipment	-10,865.19
			PINV787620 globe jacket and p...	6881 · Safety Equipment	-3,621.73
TOTAL					-17,332.56
7934	05/22/2023	U.S. Bank	Acct 4246 0445 5565 3785 thru...	1120 · Summit	
			Acct 4246 0445 5565 3785 thru ...	Cal Card	-6,973.27
TOTAL					-6,973.27

**Gold Ridge Fire Protection District**  
**Profit & Loss Budget vs. Actual**  
 July 2022 through May 2023

	TOTAL				
	May 23	Jul '22 - May 23	Budget	\$ Over Budget	% of Budget
<b>Income</b>					
<b>10 · Tax Rev</b>					
1000 · Prop Tax - CY secured	0.00	1,834,793.53	1,823,097.00	11,696.53	100.64%
1001 · Flat Charges - CY	0.00	1,486,542.62	1,589,706.00	-103,163.38	93.51%
1011 · SB 2557 Prop Tax Admin	0.00	-20,799.97	-23,260.00	2,460.03	89.42%
1020 · Prop Tax CY sup	0.00	26,813.95	46,988.00	-20,174.05	57.07%
1040 · Prop Tax -CY unscce	0.00	55,808.75	55,756.00	52.75	100.1%
1060 · Prop Tax PY sec	0.00	0.00	-134.00	134.00	0.0%
1061 · Flat Charges PY	0.00	14,081.73	15,198.00	-1,116.27	92.66%
1070 · 1100 Prop Tx PY unsec	0.00	0.00	1,169.00	-1,169.00	0.0%
1080 · Property Taxes-PY Supp	0.00	0.00	-56.00	56.00	0.0%
<b>Total 10 · Tax Rev</b>	0.00	3,397,240.61	3,508,464.00	-111,223.39	96.83%
<b>17 · Use of Money/Property</b>					
1700 · Interest on Pooled Cash	0.00	469.75			
1701 · Interest Earned	1,094.82	10,780.34	9,500.00	1,280.34	113.48%
1801 · Rent of Real Estate	1,750.00	19,250.00	21,000.00	-1,750.00	91.67%
<b>Total 17 · Use of Money/Property</b>	2,844.82	30,500.09	30,500.00	0.09	100.0%
<b>20 · Intergovernmental Revenues</b>					
2440 · ST-Homeowners Prop Tax Relief	0.00	4,666.06	10,000.00	-5,333.94	46.66%
2500 · ST -Other	0.00	371,120.80	100.00	371,020.80	371,120.8%
2900 · So. Co. Enhanced Services	0.00	600,000.00	600,000.00	0.00	100.0%
2910 · Government Agency - MRFD	0.00	41,640.00	20,000.00	21,640.00	208.2%
2920 · Government Agency - NBF	0.00	506,049.09	675,000.00	-168,950.91	74.97%
2925 · Government Agency - OCC	0.00	9,000.00	18,000.00	-9,000.00	50.0%
2930 · So. Co. DSI	0.00	13,568.00	5,000.00	8,568.00	271.36%
<b>Total 20 · Intergovernmental Revenues</b>	0.00	1,546,043.95	1,328,100.00	217,943.95	116.41%
<b>30 · Charges for Services</b>					
3600 · Address Signs	120.00	1,480.00	550.00	930.00	269.09%
3700 · Copy Fees	0.00	20.00	10.00	10.00	200.0%
<b>Total 30 · Charges for Services</b>	120.00	1,500.00	560.00	940.00	267.86%
<b>40 · Miscellaneous Revenues</b>					
4040 · Cell Tower	1,570.00	17,270.00	18,840.00	-1,570.00	91.67%
4100 · Workers' comp Ins. Refund	0.00	80,065.18	0.00	80,065.18	100.0%
4101 · Miscellaneous Revenues	15,000.00	178,483.45	1,000.00	177,483.45	17,848.35%
4102 · Donations/Reimbursements	215.00	6,570.39	1,000.00	5,570.39	657.04%
<b>Total 40 · Miscellaneous Revenues</b>	16,785.00	282,389.02	20,840.00	261,549.02	1,355.03%
45 · Carry over PY	0.00	0.00	350,000.00	-350,000.00	0.0%
<b>Total Income</b>	19,749.82	5,257,673.67	5,238,464.00	19,209.67	100.37%
<b>Gross Profit</b>	19,749.82	5,257,673.67	5,238,464.00	19,209.67	100.37%

**Gold Ridge Fire Protection District  
Profit & Loss Budget vs. Actual**

July 2022 through May 2023

Expense	TOTAL				
	May 23	Jul '22 - May 23	Budget	\$ Over Budget	% of Budget
<b>50 · Salaries/Emp Benefits</b>					
5910 · Payroll Expenses	218,409.33	2,503,082.62	2,193,715.00	309,367.62	114.1%
5911 · Drill Pay	0.00	5,160.00	20,000.00	-14,840.00	25.8%
5912 · Strike Team Payroll Expenses	0.00	0.00	100.00	-100.00	0.0%
5913 · Boards	0.00	1,800.00	2,100.00	-300.00	85.71%
5915 · Overtime	0.00	0.00	100,000.00	-100,000.00	0.0%
5922 · FICA Retirement	1,084.32	22,369.32	42,063.00	-19,693.68	53.18%
5923 · PERS	71,948.32	548,314.86	500,000.00	48,314.86	109.66%
5924 · Medicare	6,117.52	75,938.91	31,508.00	44,430.91	241.02%
5930 · Health Insurance	35,525.98	345,569.33	431,514.00	-85,944.67	80.08%
5931 · Disability Insurance	0.00	5,233.00	6,000.00	-767.00	87.22%
5935 · Unemployment	0.00	4,769.27	10,000.00	-5,230.73	47.69%
5940 · Workers' Comp	131,892.00	333,904.00	230,000.00	103,904.00	145.18%
<b>Total 50 · Salaries/Emp Benefits</b>	<b>464,977.47</b>	<b>3,846,141.31</b>	<b>3,567,000.00</b>	<b>279,141.31</b>	<b>107.83%</b>
<b>60 · Services/Supplies</b>					
6020 · Clothing/Personal	726.25	7,331.56	7,000.00	331.56	104.74%
6040 · Communications	2,048.05	25,476.25	20,000.00	5,476.25	127.38%
6060 · Food	734.69	5,261.61	8,000.00	-2,738.39	65.77%
6080 · Household Expense	197.99	7,590.64	6,500.00	1,090.64	116.78%
6100 · Insurance	0.00	48,717.00	48,717.00	0.00	100.0%
6140 · Fleet Maintenance	291.68	64,763.71	55,000.00	9,763.71	117.75%
6145 · Maintenance Equipment	17.48	14,150.15	25,000.00	-10,849.85	56.6%
6149 · Radio Maintenance	499.12	4,511.13	5,000.00	-488.87	90.22%
6180 · Building Maintenance	400.00	15,877.76	25,000.00	-9,122.24	63.51%
6261 · Medical Supplies	1,033.42	11,019.97	8,000.00	3,019.97	137.75%
6280 · Memberships	305.00	44,632.85	35,000.00	9,632.85	127.52%
6290 · Other Dept. Expense	56.96	6,013.84	8,000.00	-1,986.16	75.17%
6400 · Office Expense	51.29	3,207.42	5,000.00	-1,792.58	64.15%
6405 · Computer Expenses	43.87	4,442.55	2,500.00	1,942.55	177.7%
6410 · Postage	5.89	790.20	900.00	-109.80	87.8%
6461 · Operating Supplies	643.50	3,784.96	7,000.00	-3,215.04	54.07%
6526 · Dispatch Services	0.00	12,453.64	15,000.00	-2,546.36	83.02%
6540 · Payroll Services	616.80	7,960.00	6,500.00	1,460.00	122.46%
6587 · LAFCO Charges	0.00	13,992.00	13,900.00	92.00	100.66%
6610 · Legal Services	8,470.00	28,896.65	12,000.00	16,896.65	240.81%
6620 · Grant Services	0.00	1,500.00	3,000.00	-1,500.00	50.0%
6630 · Audit Services	0.00	8,925.00	8,000.00	925.00	111.56%
6640 · ALS Professional Services	22,880.00	240,760.03	265,000.00	-24,239.97	90.85%
6654 · Medical Exams	346.00	1,686.70	5,500.00	-3,813.30	30.67%
6800 · Public/Legal Notices	0.00	151.00	600.00	-449.00	25.17%
6801 · Newsletter	0.00	0.00	6,000.00	-6,000.00	0.0%
6820 · Equipment Lease	390.23	4,228.05	3,700.00	528.05	114.27%
6880 · Small Tools	1,437.82	26,503.10	30,000.00	-3,496.90	88.34%
6881 · Safety Equipment	16,996.40	30,202.30	38,000.00	-7,797.70	79.48%
7005 · Election Expense	0.00	0.00	10,500.00	-10,500.00	0.0%
7120 · Training	0.00	17,252.15	17,000.00	252.15	101.48%
7121 · Fire Prevention	0.00	1,681.46	2,500.00	-818.54	67.26%
7201 · Gas/Oil	4,725.04	55,351.50	70,000.00	-14,648.50	79.07%

**Gold Ridge Fire Protection District**  
**Profit & Loss Budget vs. Actual**  
 July 2022 through May 2023

	TOTAL				
	May 23	Jul '22 - May 23	Budget	\$ Over Budget	% of Budget
<b>7202 · Water/Sewer Expense</b>	86.44	86.44	850.00	-763.56	10.17%
<b>7300 · Transportation/Travel</b>	0.00	7,605.85	5,000.00	2,605.85	152.12%
<b>7320 · Utilities</b>	581.31	12,787.89	9,000.00	3,787.89	142.09%
<b>Total 60 · Services/Supplies</b>	63,585.23	739,595.36	788,667.00	-49,071.64	93.78%
<b>75 · Other Charges</b>					
<b>7910 · L.T. Debt Principal</b>	0.00	63,499.09	86,278.00	-22,778.91	73.6%
<b>7930 · L.T. Debt Interest</b>	0.00	22,622.17	22,779.00	-156.83	99.31%
<b>7970 · Taxes/Assessments</b>	0.00	6,250.14	2,757.00	3,493.14	226.7%
<b>Total 75 · Other Charges</b>	0.00	92,371.40	111,814.00	-19,442.60	82.61%
<b>85 · Assets</b>					
<b>8510 · Building</b>	3,815.96	31,418.11	100,000.00	-68,581.89	31.42%
<b>8560 · Equipment</b>	0.00	328,672.92	342,000.00	-13,327.08	96.1%
<b>Total 85 · Assets</b>	3,815.96	360,091.03	442,000.00	-81,908.97	81.47%
<b>90 · Appropriations</b>					
<b>9000 · Contingencies</b>	19,381.45	19,626.45	318,983.00	-299,356.55	6.15%
<b>9030 · Wellness Program</b>	0.00	19,586.08	10,000.00	9,586.08	195.86%
<b>Total 90 · Appropriations</b>	19,381.45	39,212.53	328,983.00	-289,770.47	11.92%
<b>Total Expense</b>	551,760.11	5,077,411.63	5,238,464.00	-161,052.37	96.93%
<b>Net Income</b>	<b>-532,010.29</b>	<b>180,262.04</b>	<b>0.00</b>	<b>180,262.04</b>	<b>100.0%</b>

MAY 2023 CONSOLIDATED MAR

OPERATIONS

MONTHLY CALLS	TOTAL CALLS TO DATE	CURRENT CALL #s -VS- LAST YEAR	TURNOUT TIME, AVG	RESPONSE TIME, AVG	VOL. RESP. #s FOR THE MO.
<p>105 calls                      Fire: 2                      EMS: 53                      MVA: 7</p> <p>400 - Hazardous condition, other 1                      440 - Electrical problem, other 1                      500 - Service call, other 1                      550 - Public assistance, other 1                      553 - Public service 5                      554 - Assist invalid 3                      561 - Unauthorized burning 2                      600F - False Medical Call 1                      611 - Cancelled en route 21                      622 - No incident found 1                      735 - Alarm system malfunction 1                      736 - CO detector malfunction 2                      745 - Alarm system no fire - unintentional 2                      Total: 105</p>	<p>2023: 691                      2022: 576                      +19.96%</p>	<p>April 2023: 110(-16%)                      April 2022: 131</p>	<p>Avg Dispatch to Enroute time:                      0:00:58</p>	<p>Avg Dispatch to Arrival: 0:06:30</p>	<p>Alden Dolcini 5, Barrett Smith 1, Casey Frazier 6, Devin McBride 5, Joseph Frazier 11, Leonardo Gomez 6, Nitasha Carr 3, Patrick Hauke 2, Peter Lemone 1, Robert Santos 7, Thomas Gibson 3, Total: 51</p>

APPARATUS

GENERAL INFORMATION	APPARATUS MAINTENANCE - COMPLETED	SCHEDULED MAINTENANCE/INSPECTIONS	OOS APPARATUS, DAYS OOS, & REPAIR TIMELINE
<p>The two new battalion chief pick-ups (8111 and 8112) are currently at Lehr Auto Electric in Sacramento being upfitted with radios, consoles and lighting. Should be back next week</p>	<p>8161 returned from Burton's in Modesto after having its pressure governor re-wired and calibrated and the primer valve was rebuilt. It is currently in service at Station 1. (Last Month: was taken to Burton's in Modesto on 4/26 for a Pump Boss pressure governor issue which is causing the RPM's to increase spontaneously, resulting in a sudden increase in pressure to 500 lbs when in pressure mode.)</p>	<p>I will be scheduling annual apparatus safety/mechanical inspections and opacity testing in July for all Gold Ridge and North Bay apparatus.</p>	<p>8161 was out of service for three weeks, 8171 at Burton's in Modesto with auxiliary pump failure out of service for 2-3 weeks.</p>

EQUIPMENT

SCBA STATUS UPDATE	PENDING ANNUAL EQUIPMENT TESTING	PPE INVENTORY CONCERNS
<p>Currently two SCBA's out for repair.</p>	<p>Hose testing COMPLETED Department-wide</p>	<p>Expecting new turnout gloves and duel compliant pants in June.</p>

FACILITIES

GENERAL INFORMATION	NOTABLE REPORT FROM MONTHLY MEETINGS	FACILITY MAINT. - COMPL'D	FACILITY MAINT. - NEEDED
<p>N/A</p>	<p>N/A</p>	<p>N/A</p>	<p>N/A</p>

**PERSONNEL**

<b>GENERAL INFORMATION</b>	<b>INTERN UPDATE</b>	<b>STAFFING/SCHEDULING CONCERNS</b>	<b>PERCENTAGE OF 3-PERSON STAFFING</b>
N/A	2 new Firefighter-interns in the hiring, waiting on medical reports	N/A	90+

**TRAINING**

<b>GENERAL INFORMATION</b>	<b>NOTABLE REPORT FROM MONTHLY MEETINGS</b>	<b>LAST MONTH TRAINING HOURS-TOTAL</b>	<b>DRILL NIGHT ATTENDANCE NUMBERS BY STATION</b>
Topic for the month was RT-130 Refresher. This same topic continues through June.	None	1292.5	Stn 43: 79 Hours (11 persons attended a drill night) Stn 55: 53.5 Hours (9 persons attended a drill night) Stn 86: 25 Hours (4 people attended a drill night) Stn 87: 43 Hours (7 people attended a drill night) Stn 94: 413 Hours (24 people attended a drill night) Stn 96: 37 Hours (11 attended a drill night) Stn 97: 102 Hours (13 attended a drill night) GFD: 540 hours (24 members attended a drill night). An average of 8 volunteers joined the paid staff for the three drill nights held in May

**FIRE MARSHAL'S REPORT**

<b>GENERAL INFORMATION</b>	<b>NOTABLE REPORT FROM MONTHLY MEETINGS</b>	<b>BUILDING INSPECTIONS/ PRE-FIRE PLANS COMPLETED</b>	<b>DSI COMPL'D</b>	<b>PUB ED COMPLETED &amp; UPCOMING</b>	<b>SPECIAL EVENTS COMPLETED &amp; UPCOMING</b>	<b>ADDRESS SIGNAGE UPDATE</b>
Starting to receive requests for chipper in areas of Gold Ridge. Advising that official program is not up and running but we would attempt to fit requests into schedule. We extended Hazard Reduction Burn season after consultation with Bay Area Air Quality to May 31st.	FPO meeting May 31st.	10	4	Camp Meeker Pancake breakfast, pub ed booth set up.		5 new address signs completed for May new address signs completed for May

**FIREFIGHTER ASSOCIATIONS**

<b>NOTABLE REPORT FROM MONTHLY MEETINGS</b>	<b>ASSOCIATION UPDATE(S), INCLUDING EVENTS OR ACTIVITIES</b>
The Gold Ridge Professional Firefighters Association conducted MOU Negotiation with the District Board's representatives, District Admin, and the Fire Chief. A draft MOU was produced which is pending final approval from the membership with a vote scheduled for Tuesday May 23. The MOU will then require district approval for adoption.	Pancake breakfast, July 2nd. Trying to organize a North Bay BBQ, August 5th.
The GRPFA has also begun working with the Fire Chief, and Volunteer associations to begin fundraising for the Measure G campaign. The Initial 75K of the campaign is due the 20th of June in order to begin signature collection with the campaign's contracted signature gatherer. The Associations are currently working together to meet the initial ask.	

**EXPLORERS' POST**

<b>GENERAL INFORMATION</b>	<b>NOTABLE REPORT FROM MONTHLY MEETINGS</b>	<b>EXPLORER POST UPDATE, INCLUDING EVENTS OR ACTIVITIES</b>	<b>EXPLORER DRILL NIGHT ATTENDANCE NUMBERS</b>
N/A	N/A	N/A	N/A



**CONSOLIDATION AD HOC**

GENERAL INFORMATION	NOTABLE REPORT FROM MONTHLY MEETINGS	LAFCO / NBF UPDATE	NOTABLE UPCOMING DATES
N/A	N/A		N/A

**FIRE CHIEF'S REPORT**

GENERAL INFORMATION	POLICY ADMINISTRATION UPDATE	NOTABLE REPORT FROM MONTHLY MEETINGS	NOTABLE UPCOMING DATES

**RECORDING REQUESTED BY AND RETURN TO:**

**PACIFIC GAS AND ELECTRIC COMPANY**  
**245 Market Street, N10A, Room 1015**  
**P.O. Box 770000**  
**San Francisco, California 94177**

Location: City/Uninc \_\_\_\_\_  
Recording Fee \$ \_\_\_\_\_  
Document Transfer Tax \$ \_\_\_\_\_

- This is a conveyance where the consideration and Value is less than \$100.00 (R&T 11911).
- Computed on Full Value of Property Conveyed, or
- Computed on Full Value Less Liens & Encumbrances Remaining at Time of Sale
- Exempt from the fee per GC 27388.1 (a) (2); This document is subject to Documentary Transfer Tax

(SPACE ABOVE FOR RECORDER'S USE ONLY)

\_\_\_\_\_  
Signature of declarant or agent determining tax

**LD# 2406-10-10015**

**EASEMENT DEED**

PM# 35056808

**GOLD RIDGE FIRE DISTRICT OF SONOMA COUNTY,**

hereinafter called Grantor, hereby grants to PACIFIC GAS AND ELECTRIC COMPANY, a California corporation, hereinafter called Grantee, the right from time to time to excavate for, construct, reconstruct, replace (of initial or any other size), remove, maintain, inspect, and use facilities and associated equipment for public utility purposes, including, but not limited to electric, gas, and communication facilities, together with a right of way therefor, on, over, and under the easement area as hereinafter set forth, and also ingress thereto and egress therefrom, over and across the lands of Grantor situated in the unincorporated area of the County of Sonoma, State of California, described as follows:

(APN 073-130-036)

The Lands of Freestone Volunteer Fire Department as shown upon the Record of Survey Map filed for record May 19, 2022 in Book 833 of Maps at page 42, Sonoma County Records.

The easement area is described as follows:

The parcel of land lying northwesterly of the follow described line described as follows:

Commencing at the found 3 inch brass disc stamped "Sonoma County" in monument well marking the easterly terminus of course in the monumented line of Bohemian Highway, a County Road, (for identification only, said course as shown on said Record of Survey, has a bearing of S 81° 41' 55" E and a length of 211.77 feet) thence

- a) south 77° 16' 48" west 78.57 feet

to the northerly boundary line of said lands, also being the TRUE POINT OF BEGINNING of said line; thence

1. south 50° 39' 51" west 56 feet, more or less

to the general westerly boundary line of said lands.

The foregoing description is based on a survey made by Grantee in July 2022. The basis of bearings used is based on a course in the monumented line of Bohemian Highway, a County Road, which course according to the Record of Survey Map filed for record May 19, 2022 in Book 833 of Maps at page 42, Sonoma County Records, has a bearing of South 81°41'55" East and a distance of 211.77 feet.

Grantor further grants to Grantee the right, from time to time, to trim or to cut down, without Grantee paying compensation, any and all trees and brush now or hereafter within said easement area, and shall have the further right, from time to time, to trim and cut down trees and brush along each side of said easement area which now or hereafter in the opinion of Grantee may interfere with or be a hazard to the facilities installed hereunder, or as Grantee deems necessary to comply with applicable state or federal regulations.

Grantor also grants to Grantee the right to use such portion of said lands contiguous to said easement area as may be reasonably necessary in connection with the excavation, construction, reconstruction, replacement, removal, maintenance and inspection of said facilities.

Grantor hereby covenants and agrees not to place or construct, nor allow a third party to place or construct, any building or other structure, or store flammable substances, or drill or operate any well, or construct any reservoir or other obstruction within said easement area, or diminish or substantially add to the ground level within said easement area, or construct any fences that will interfere with the maintenance and operation of said facilities.

Grantor further grants to Grantee the right to apportion to another public utility (as defined in Section 216 of the California Public Utilities Code) the right to excavate for, construct, reconstruct, replace, remove, maintain, inspect, and use the communications facilities within said easement area including ingress thereto and egress therefrom.

The legal description herein, or the map attached hereto, defining the location of this utility distribution easement, was prepared by Grantee pursuant to Section 8730(c) of the Business and Professions Code.

This document may be executed in multiple counterparts, each of which shall be deemed an original, but all of which, together, shall constitute one and the same instrument.

The provisions hereof shall inure to the benefit of and bind the successors and assigns of the respective parties hereto, and all covenants shall apply to and run with the land.

Dated: \_\_\_\_\_, \_\_\_\_\_.

GOLD RIDGE FIRE DISTRICT OF SONOMA COUNTY

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

I hereby certify that a resolution was adopted on the \_\_\_\_ day of \_\_\_\_\_, 20\_\_\_\_, by the \_\_\_\_\_ authorizing the foregoing grant of easement. By \_\_\_\_\_  
\_\_\_\_\_  
Name & Title

A notary public or other officer completing this certificate verifies only the identity of the individual who signed the document to which this certificate is attached, and not the truthfulness, accuracy, or validity of that document.

State of California  
County of \_\_\_\_\_ )

On \_\_\_\_\_, before me, \_\_\_\_\_  
Insert name Notary Public,  
personally appeared \_\_\_\_\_  
\_\_\_\_\_

who proved to me on the basis of satisfactory evidence to be the person(s) whose name(s) is/are subscribed to the within instrument and acknowledged to me that he/she/they executed the same in his/her/their authorized capacity(ies), and that by his/her/their signature(s) on the instrument the person(s), or the entity upon behalf of which the person(s) acted, executed the instrument.

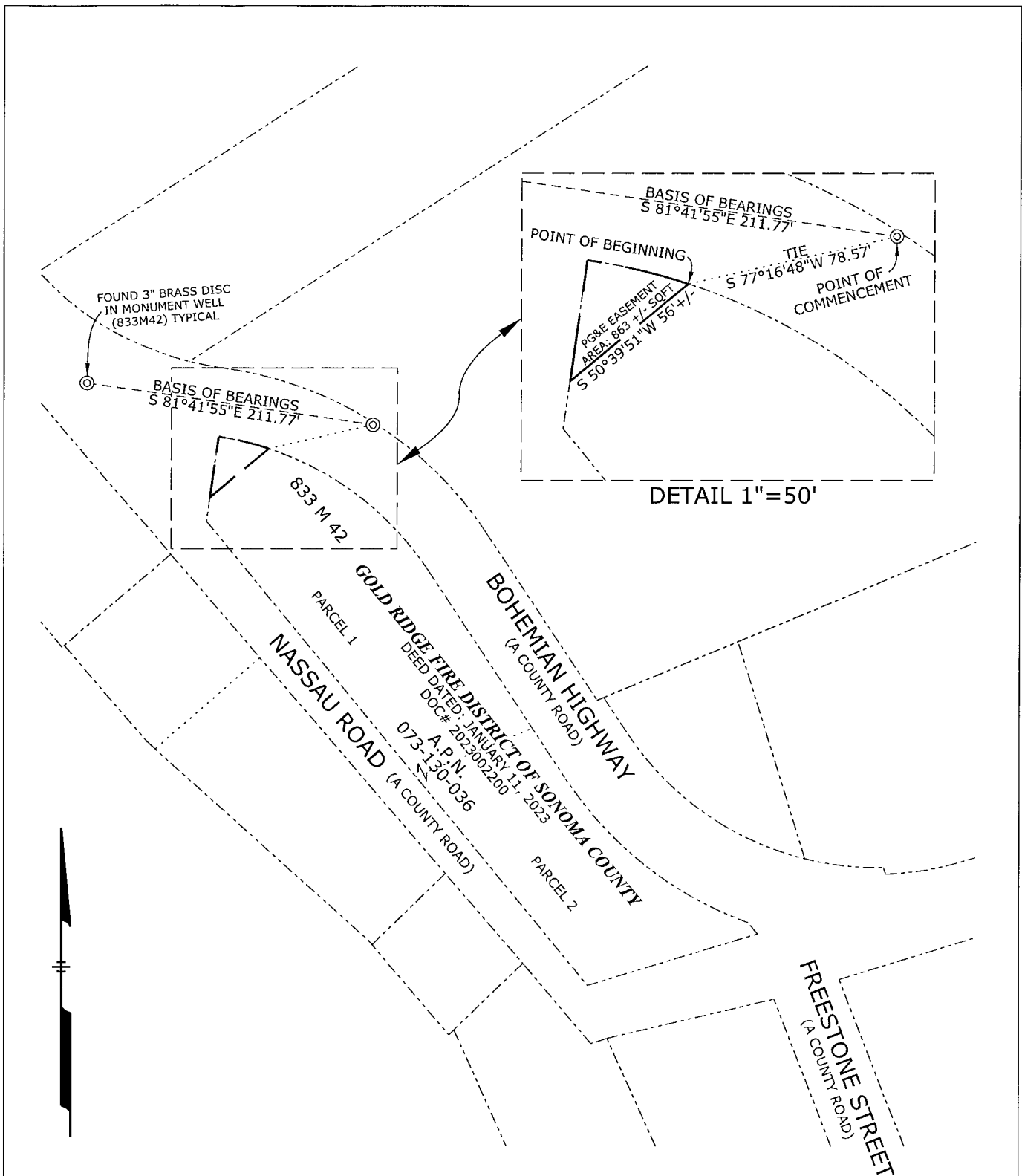
I certify under PENALTY OF PERJURY under the laws of the State of California that the foregoing paragraph is true and correct.

WITNESS my hand and official seal.

\_\_\_\_\_  
Signature of Notary Public (Seal)

**CAPACITY CLAIMED BY SIGNER**

- Individual(s) signing for oneself/themselves
- Corporate Officer(s) of the above named corporation(s)
- Trustee(s) of the above named Trust(s)
- Partner(s) of the above named Partnership(s)
- Attorney(s)-in-Fact of the above named Principal(s)
- Other \_\_\_\_\_



UNLESS OTHERWISE SHOWN ALL COURSES EXTEND TO OR ALONG BOUNDARIES OR LINES

Applicant:				SCALE		DATE	
<b>456 BOHEMIAN HIGHWAY, FREESTONE</b>				1"=100'		5/15/23	
SECTION SE of SW 12	TOWNSHIP 6N	RANGE 10W	MERIDIAN MDBM	COUNTY OF: SONOMA		CITY OF: UNINCORPORATED	
PLAT MAP REFERENCES				F.B.:	DR. BY: KXJM	CH. BY: CWJ6	
KK-2302 833 M 42				<b>PG&amp;E</b>	SONOMA DIVISION	35056808 AUTHORIZ	073-130-036 REV2 DRAWING NO.

Utility Distribution Easement (02/2020)

Attach to LD: 2406-10-10015  
Area, Region or Location: 7  
Land Service Office: Santa Rosa  
Line of Business: Electric Distribution (43)  
Business Doc Type: Easements  
MTRSQ: 24.06.10.12.32,  
FERC License Number: N/A  
PG&E Drawing Number: 073-130-036 REV2  
Plat No.: KK-2302  
LD of Affected Documents: N/A  
LD of Cross Referenced Documents: N/A  
Type of interest: Electric Underground Easements (4), Utility Easement (86)  
SBE Parcel: N/A  
% Being Quitclaimed: N/A  
Order or PM: 35056808  
JCN: N/A  
County: Sonoma  
Utility Notice Number: N/A  
851 Approval Application No: N/A ;Decision: N/A  
Prepared By: KXJM  
Checked By: CWJ6 CJ  
Approved By: PDD1 PDD  
Revised by:

**RESOLUTION OF THE BOARD OF DIRECTORS OF THE  
GOLD RIDGE FIRE PROTECTION DISTRICT, SONOMA COUNTY, CALIFORNIA  
ADOPTING A PRELIMINARY BUDGET FOR THE 2023/2024 FISCAL YEAR**

**WHEREAS**, the Board of Directors of the Gold Ridge Fire Protection District has reviewed the preliminary budget for the fiscal year 2023/2024.

**NOW, THEREFORE, BE IT RESOLVED** that the Board of Directors of the Gold Ridge Fire Protection District does adopt a preliminary budget for the 2023/2024 fiscal year in the amount \$8,911,464.

The foregoing resolution was introduced by Director \_\_\_\_\_  
who moved its adoption, seconded by Director \_\_\_\_\_, and adopted by  
THE BOARD OF DIRECTORS, at a regular meeting thereof, held on the 7th day of June, 2023,  
by the following roll call vote:

DIRECTORS:        Gloeckner \_\_\_\_\_, Carinalli \_\_\_\_\_, Petersen \_\_\_\_\_,  
                          Petrucci \_\_\_\_\_, Lachman \_\_\_\_\_, Warburg \_\_\_\_\_, Tachouet \_\_\_\_\_

AYES: \_\_\_\_\_        NOES: \_\_\_\_\_        ABSENT: \_\_\_\_\_        ABSTAIN: \_\_\_\_\_

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

\_\_\_\_\_  
Chairman of the Board

\_\_\_\_\_  
Clerk of the Board



FY 2022-23 Preliminary Budget Summary  
Gold Ridge Fire Protection District  
4500 Hessel Road  
Sebastopol, CA 95472

(1) Estimated Beginning Fund Balance as of 6/1/22 (Balance Sheet as of 6/1/22)	\$4,929,541
(2) Plus: Budgeted FY 2022/23 Revenues: (total from attached worksheet)	8,911,464
(3) Less: Budgeted FY 2022/23 Expenditures: (total from attached worksheet)	8,911,464
(4) Estimated Ending Fund Balance ending 7/31/22	\$4,929,541
(5) Preliminary Budget Approval Date:	_____

\_\_\_\_\_  
Board Member  
Joe Petersen

\_\_\_\_\_  
Board Member  
David Warburg

\_\_\_\_\_  
Board Member  
Charles Lachman

\_\_\_\_\_  
Board Member  
Steve Petrucci

\_\_\_\_\_  
Board Member  
Chris Tachouet

\_\_\_\_\_  
Board Member  
Domenic Carinalli

\_\_\_\_\_  
Board Chair  
Robert Gloeckner

**Gold Ridge Fire Protection District  
FY 2023/24 Preliminary Budget**

<b>Account and Description</b>	<b>FY 2023/24</b>
<b>Income</b>	
10 · Tax Rev	
1000 · Prop Tax - CY secured	2,360,097.00
1001 · Flat Charges - CY	2,189,706.00
1011 · SB 2557 Prop Tax Admin	-23,260.00
1020 · Prop Tax CY sup	46,988.00
1040 · Prop Tax -CY unscce	55,756.00
1060 · Prop Tax PY sec	-134.00
1061 · Flat Charges PY	15,198.00
1070 · 1100 Prop Tx PY unsec	1,169.00
1080 · Property Taxes-PY Supp	-56.00
<b>Total 10 · Tax Rev</b>	<b>4,645,464.00</b>
17 · Use of Money/Property	
1700 · Interest on Pooled Cash	0.00
1701 · Interest Earned	9,500.00
1801 · Rent of Real Estate	0.00
<b>Total 17 · Use of Money/Property</b>	<b>9,500.00</b>
20 · Intergovernmental Revenues	
2440 · ST-Homeowners Prop Tax Relief	10,000.00
2500 · ST -Other	100.00
2900 · So. Co. Funding Agreement	4,200,000.00
2910 · Government Agency - MRFD	20,000.00
2920 · Government Agency - NBF	0.00
2925 · Government Agency - OCC	0.00
2930 · So. Co. DSI	5,000.00
<b>Total 20 · Intergovernmental Revenues</b>	<b>4,235,100.00</b>
30 · Charges for Services	
3600 · Address Signs	550.00
3700 · Copy Fees	10.00
<b>Total 30 · Charges for Services</b>	<b>560.00</b>
40 · Miscellaneous Revenues	
4040 · Cell Tower	18,840.00
4100 · Workers' comp Ins. Refund	0.00
4101 · Miscellaneous Revenues	1,000.00
4102 · Donations/Reimbursements	1,000.00
<b>Total 40 · Miscellaneous Revenues</b>	<b>20,840.00</b>
45 · Carry over PY	
<b>Total Income</b>	<b>8,911,464.00</b>

<b>Account and Description</b>	<b>FY 2023/24</b>
<b>Expense</b>	
50 · Salaries/Emp Benefits	
5910 · Payroll Expenses	3,631,250.00
5911 · Drill Pay	150,000.00
5912 · Strike Team Payroll Expenses	100.00
5913 · Boards	2,100.00
5915 · Overtime	250,000.00
5922 · FICA Retirement	66,000.00
5923 · PERS	790,000.00
5924 · Medicare	53,000.00
5930 · Health Insurance	690,000.00
5931 · Disability Insurance	10,000.00
5935 · Unemployment	5,000.00
5940 · Workers' Comp	455,000.00
<b>Total 50 · Salaries/Emp Benefits</b>	<b>6,102,450.00</b>
60 · Services/Supplies	
6020 · Clothing/Personal/Uniform	27,000.00
6040 · Communications	50,000.00
6060 · Food	10,500.00
6080 · Household Expense	25,000.00
6100 · Insurance	146,151.00
6140 · Fleet Maintenance	270,000.00
6145 · Maintenance Equipment	60,000.00
6149 · Radio Maintenance	10,000.00
6180 · Building Maintenance	100,000.00
6261 · Medical Supplies	36,000.00
6280 · Memberships	63,000.00
6290 · Other Dept. Expense/Chief's Desc.	5,000.00
6400 · Office Expense	7,000.00
6405 · Computer Expenses	8,400.00
6410 · Postage	2,400.00
6461 · Operating Supplies	6,000.00
6526 · Dispatch Services	19,715.00
6540 · Payroll Services	19,000.00
6587 · LAFCO Charges	4,000.00
6610 · Legal Services	65,000.00
6620 · Grant Services	5,000.00
6630 · Audit Services	12,000.00
6640 · ALS Professional Services	278,250.00
6654 · Medical Exams	11,000.00
6800 · Public/Legal Notices	1,000.00
6801 · Newsletter	6,000.00
6820 · Equipment Lease	4,000.00
6880 · Small Tools	60,000.00
6881 · Safety Equipment/PPE	60,000.00
7005 · Election Expense	10,500.00
7120 · Training	100,000.00
7121 · Fire Prevention	10,000.00

<b>Account and Description</b>	<b>FY 2023/24</b>
7201 · Gas/Oil	130,000.00
7202 · RENT NBF	35,000.00
7300 · Transportation/Travel	7,500.00
7320 · Utilities	91,000.00
<b>Total 60 · Services/Supplies</b>	<b>1,755,416.00</b>
75 · Other Charges	
7910 · L.T. Debt Principal	63,500.00
7930 · L.T. Debt Interest	22,622.00
7970 · Taxes/Assessments	2,500.00
<b>Total 75 · Other Charges</b>	<b>88,622.00</b>
85 · Assets	
8510 · Building	100,000.00
8560 · Equipment	100,000.00
<b>Total 85 · Assets</b>	<b>200,000.00</b>
90 · Appropriations	
9000 · Contingencies	409,976.00
9030 · Wellness Program	20,000.00
SCBA on order for NBF	235,000.00
Consolidation Costs	100,000.00
<b>Total 90 · Appropriations</b>	<b>764,976.00</b>
<b>Total Expense</b>	<b>8,911,464.00</b>
<b>Net Income</b>	<b>0.00</b>

**MEMORANDUM OF UNDERSTANDING**

Between the  
Gold Ridge Fire Protection District  
And the  
Gold Ridge Paid Firefighters Association

Term Expiring June 30, 2024

## **SECTION 1 EMPLOYEE REPRESENTATION**

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

1. CAPTAIN
2. LIEUTENANT
3. ENGINEER
4. FIREFIGHTER

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

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

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

## **SECTION 2 OBJECTIVES**

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

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

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

2.4 Term of this Memorandum of Understanding expires on June 30, 2024

## **SECTION 3 WAGES & HOURS**

### **3.1 Salaries**

Effective July 1, 2022 the salaries of all employees covered in this Memorandum of Understanding shall be as stated in Appendix A. The basis of these computations shall be as follows:

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

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

### 3.2 **FLSA Work Period**

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

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

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

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

### 3.3 **Overtime**

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

### 3.4 **Recall Pay**

The District may recall off-duty personnel due to significant emergency incidents (fire, rescue, disasters) and to provide additional on-duty staffing during periods of elevated community risk (storms, Red Flag Warnings). Members recalled to duty on regularly scheduled day(s) off shall be paid at their overtime rate. The minimum compensated period for recalled staff will be 2 hours for incidents where the on-duty Battalion Chief has requested staffing.

### 3.5 **Jury Duty**

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

### 3.6 **Salary Steps**

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

In the case of promotions, the employee will receive salary step increases on the anniversary date of promotion.

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

### 3.7 **Out of Class Pay**

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

### 3.8 **Light Duty and Alternate Duty Assignments**

Employees unable to perform their normal work duties may be assigned Light Duty if requested by the employee and authorized by the Fire Chief.

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

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

## **SECTION 4 STAFFING LEVELS**

### 4.1 **First Right of Refusal**

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

### 4.2 **Shift Trades**

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

The District is not responsible for ensuring trades are paid back; this responsibility solely rests upon the individuals who are engaged in this practice. Full Shift trade policy is outlined in SOP 2-05.

### 4.3 **Minimum Staffing**

4.3.1 The minimum staffing level shall be the following for each staffed station:

- One (1) Company officer: (Captain/Lieutenant/Engineer)
- One (1) Driver/Operator: (Engineer)
  - The Driver/Operator position shall be staffed with an Engineer except when there are insufficient candidates to support an Engineer hiring process. In this circumstance a firefighter may be hired on the condition that they complete all Engineer training during their probationary period after which they shall be promoted to Engineer.
  - Staffing may be covered by volunteers for short durations until employees are recalled to fill vacancies that occur.

4.3.2 The District will to the best of its ability arrange following additional staffing when possible for each staffed station:

- One (1) Firefighter (stipend volunteer, or intern)



#### 4.4 **40 Hour Assignments**

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

#### 4.5 **Out of County Assignment**

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

### **SECTION 5 GENERAL BENEFITS**

The District agrees to provide the following general benefits to employees covered by this Memorandum of Understanding, subject to the rights and limitations imposed by the California Public Employees' Pension reform Act:

#### 5.1 **Health Insurance**

5.1.1 Represented employees of the District and their legal dependents, as defined by the State of California and the Internal Revenue Service, are eligible to participate in a group medical plan provided by the District.

5.1.2 Regardless of the plan chosen by the individual employee, the District shall pay the actual premium charged by the approved health care provider for providing the coverage to the employees and their dependents under the terms of the plan up to the following monthly maximum amounts:

Employee with no dependents	\$801/month
Employee plus 1 dependent	\$1,594/month
Employee plus 2 or more dependents	\$2,070/month

5.1.3 The employee may choose any plan made available to the District. The employee shall be responsible for paying the difference between the amounts listed in 5.1.2 and the actual cost of the plan selected unless the District agrees to cover any or all of that cost for all employees. Any difference shall be deducted from the employee's pay.

5.1.4 For employees that receive health insurance from another source and decline health insurance for themselves and any dependents, the district will provide a \$250/month payment to assist with outside insurance costs. Eligibility for this health insurance payment is defined in SOP XXXX

#### 5.2 **Dental & Vision Insurance**

### 5.2.1 Dental

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

### 5.2.2 Vision

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

## 5.3 **Deferred Compensation**

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

## 5.4 **Retirement**

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

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

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

## 5.5 **Holidays**

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

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

## 5.6 **Uniforms**

5.6.1 The District will provide the employee uniforms and safety equipment. Uniforms will be replaced as needed and as approved by a program manager per District Uniform Policy.

5.6.2 The District will provide the employee with boot replacement on an as needed basis. Maximum allowance of \$350 per year and in accordance with District Uniform Policy.

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

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

## 5.7 **Leave of Absence**

### 5.7.1 Personal Leave

#### 5.7.1.1 Alternative Leave

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

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

#### 5.7.1.2 Bereavement Leave

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

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

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

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

### 5.7.2 Sick Leave

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

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

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

#### 5.7.2.2 Accrual

All personnel assigned to 56-hour schedule shall accrue twelve (12) hours per month of sick leave. All personnel assigned to 40-hour schedule shall accrue twelve (8) hours per month of sick leave.

### 5.7.2.3 Use

Personnel shall use sick leave at the rate of one hour for each hour off

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

### 5.7.2.4 Sick Leave Payout Due to Death

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

## 5.7.3 NEW PARENT LEAVE ACT

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

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

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

### 5.7.4 Leave-of-Absence Without Pay

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

## 5.8 Vacation

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

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

11-15	22	17
16 or more	26	20

## 5.8.2 Vacation Rate

### 5.8.2.1 56-Hour Personnel

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

### 5.8.2.2 40-Hour Personnel

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

## 5.8.3 Vacation Use

All personnel shall use vacation leave at a rate of one hour for each hour off.

## 5.8.4 Payout Upon Separation

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

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

## 5.8.5 Anniversary Date

An Employee's anniversary date will be considered as the first (1<sup>st</sup>) of the month in which the employee became a full-time permanent employee. Date of promotion (Captain, Lieutenants, and Engineers) will establish a new anniversary date at the time of promotion.

## 5.8.6 Maximum Allowable Accumulated Vacation

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

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

# SECTION 6 QUALIFICATIONS & CERTIFICATIONS

## 6.1 EMT Requirement

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

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

## **6.2 Drivers License**

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

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

## **6.3 Position Continuity in the Event of Merger**

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

# **SECTION 7 SENIORITY**

## **7.1 Seniority**

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

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

## **7.2 Continuity of Service**

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

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

## **7.3 Layoff**

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

## **SECTION 8 GRIEVANCE PROCEDURES**

### **8.1 PURPOSE AND SCOPE**

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

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

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

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

#### **8.1.1 GRIEVANCE DEFINED**

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

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

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

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

### **8.2 POLICY**

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

### **8.3 RETALIATION PROHIBITED**

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

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

#### 8.4 **PROCEDURE**

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

##### 8.4.1 **COMMUNICATING GRIEVANCES**

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

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

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

##### 8.4.2 **GRIEVANCE RECEIPT**

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

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

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

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

##### 8.4.3 **RESOLVING GRIEVANCES**

(a) Supervisors receiving grievances should attempt to resolve the issue through informal discussion with member.

(b) If after a reasonable amount of time, generally seven days, the grievance cannot be settled by the immediate supervisor, the member may request a meeting with the Battalion Chief.



(c) If a successful resolution is not found with the Battalion Chief, the member may request a meeting with the Fire Chief.

(d) If the member and the Fire Chief are unable to arrive at a mutual solution, then the member shall proceed as follows:

1. Submit in writing a written statement of the grievance and deliver one copy to the Fire Chief and another copy to the immediate supervisor and include the following information:

(a) The basis for the grievance

(b) What remedy or goal is being sought by this grievance

(e) The Fire Chief will receive the grievance in writing. The Fire Chief and the District executive will review and analyze the facts or allegations and respond to the member within 14 calendar days. The response shall identify any corrective measures or other remedies as appropriate. The decision of the District executive is considered final.

## 8.5 RESPONSIBILITIES

### 8.5.1 MEMBER RESPONSIBILITIES

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

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

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

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

### 8.5.2 SUPERVISORS

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

Supervisory personnel will:

(a) Document all grievances received and all steps taken to resolve the issue.

(b) Forward the documentation to the Administration Division Chief through the chain of command.

(c) Monitor the work environment to ensure that any member making a grievance is treated with respect and no differently than non-complaining employees.

(d) Communicate to all members the obligation not to engage in retaliation and follow-up periodically with the grieving member to ensure that retaliation is not occurring.

### 8.5.3 COMMAND STAFF

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

(a) Timely grievance recognition and acceptance

(b) Appropriate documentation of the process and investigation

(c) Remediation of any inappropriate conduct or condition and the implementation of measures to minimize the likelihood of reoccurrence

(d) Timely communication of the outcome to the grieving member

### 8.6 MEMBER REPRESENTATION

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

### 8.7 GRIEVANCE RECORDS

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

### 8.8 GRIEVANCE AUDITS

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

## SECTION 9 PEACEFUL RESOLUTION OF DIFFERENCES

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

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

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

## **SECTION 10 MANAGEMENT RIGHTS**

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

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

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

10.1.3 The exercise of the forgoing powers, rights, authority, duties and responsibilities by the District, the adoption of policies, rules, regulations and practices in furtherance thereof, and the use of judgment and discretion in connection therewith shall be limited only by the specific and express terms hereof, and the Constitution and laws of the United States.

## **SECTION 11 SAVINGS CLAUSE**

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

## **SECTION 12 TERM OF AGREEMENT**

This Memorandum of Understanding shall be effective as of the date signed and shall remain in full force and effect until June 30 2024, unless the District and Association agree, in writing, sixty (60) days prior to the expiration date, to continue the Memorandum.

## **SECTION 13 FULL UNDERSTANDING CLAUSE**

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

It is agreed and understood that each party hereto voluntarily waives its right to negotiate and agrees that the other party shall not be required to negotiate, with respect to any matter covered herein during the term of this Memorandum of Understanding. However, in the event of a fiscal or operational crisis that could result in layoff

of personnel and/or changes in statutory or decisional law, the District may implement change only after exhausting all obligations of meet and confer.

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

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

RATIFICATION OF AGREEMENT

This agreement was ratified by the Gold Ridge Fire Protection District Board of Directors at a regular meeting held on June 7, 2023.

GOLD RIDGE FIRE PROTECTION DISTRICT

By: \_\_\_\_\_

Name: Robert Gloeckner  
Title: Board Chair

GOLD RIDGE FIRE PAID FIREFIGHTERS ASSOCIATION

By: \_\_\_\_\_

Name: Scott Garrett  
Title: Association President

Firefighter

STEP	With FLSA	FLSA	Annual BASE	HOURLY	OT	Per Shift	Bi-weekly Regular	Bi-weekly FLSA	Bi-weekly TOTAL	Bi-weekly Classic PERS	Bi-weekly PEPPRA PERS
1	\$ 66,853.90	\$ 1,739.36	\$ 65,114.54	\$ 22.30	\$33.45	\$549.11	\$2,504.41	66.90	2,571.30	231.42	372.84

Engineer

STEP	With FLSA	FLSA	Annual BASE	HOURLY	OT	Per Shift	Bi-weekly Regular	Bi-weekly FLSA	Bi-weekly TOTAL	Bi-weekly Classic PERS	Bi-weekly PEPPRA PERS
1	\$ 77,502.74	\$ 2,016.41	\$ 75,486.32	\$ 25.85	38.78	\$636.57	\$2,903.32	77.55	\$2,980.87	268.28	432.23
2	\$ 81,581.83	\$ 2,122.54	\$ 79,459.29	\$ 27.21	40.82	\$670.08	\$3,056.13	81.64	\$3,137.76	282.40	454.98
3	\$ 85,875.61	\$ 2,234.25	\$ 83,641.36	\$ 28.64	42.97	\$705.34	\$3,216.98	85.93	\$3,302.91	297.26	478.92
4	\$ 90,167.85	\$ 2,345.93	\$ 87,821.92	\$ 30.08	45.11	\$740.60	\$3,377.77	90.23	\$3,467.99	312.12	502.86
5	\$ 94,676.24	\$ 2,463.22	\$ 92,213.02	\$ 31.58	47.37	\$777.63	\$3,546.65	94.74	\$3,641.39	327.73	528.00

Engineer 40 Hour

STEP	With FLSA	FLSA	Annual BASE	HOURLY	OT	Per Shift	Bi-weekly Regular	Bi-weekly FLSA	Bi-weekly TOTAL	Bi-weekly Classic PERS	Bi-weekly PEPPRA PERS
1	\$ 77,502.74	\$ 2,016.41	\$ 75,486.32	\$ 36.29	54.44	\$636.57	\$2,903.32	77.55	\$2,980.87	268.28	432.23
2	\$ 81,581.83	\$ 2,122.54	\$ 79,459.29	\$ 38.20	57.30	\$670.08	\$3,056.13	81.64	\$3,137.76	282.40	454.98
3	\$ 85,875.61	\$ 2,234.25	\$ 83,641.36	\$ 40.21	60.32	\$705.34	\$3,216.98	85.93	\$3,302.91	297.26	478.92
4	\$ 90,167.85	\$ 2,345.93	\$ 87,821.92	\$ 42.22	63.33	\$740.60	\$3,377.77	90.23	\$3,467.99	312.12	502.86
5	\$ 94,676.24	\$ 2,463.22	\$ 92,213.02	\$ 44.33	66.50	\$777.63	\$3,546.65	94.74	\$3,641.39	327.73	528.00

Captain

STEP	With FLSA	FLSA	Annual BASE	HOURLY	OT	Per Shift	Bi-weekly Regular	Bi-weekly FLSA	Bi-weekly TOTAL	Bi-weekly Classic PERS	Bi-weekly PEPPRA PERS
1	\$ 104,380.55	\$ 2,715.70	\$ 101,664.85	\$ 34.82	52.23	\$857.34	\$3,910.19	104.45	\$4,014.64	361.32	582.12
2	\$ 109,599.58	\$ 2,851.49	\$ 106,748.09	\$ 36.56	54.84	\$900.20	\$4,105.70	109.67	\$4,215.37	379.38	611.23
3	\$ 115,079.56	\$ 2,994.06	\$ 112,085.50	\$ 38.39	57.58	\$945.21	\$4,310.98	115.16	\$4,426.14	398.35	641.79

Captain 40 Hour

STEP	With FLSA	FLSA	Annual BASE	HOURLY	OT	Per Shift	Bi-weekly Regular	Bi-weekly FLSA	Bi-weekly TOTAL	Bi-weekly Classic PERS	Bi-weekly PEPPRA PERS
1	\$ 104,380.55	\$ 2,715.70	\$ 101,664.85	\$ 48.88	73.32	\$857.34	\$3,910.19	104.45	\$4,014.64	361.32	582.12
2	\$ 109,599.58	\$ 2,851.49	\$ 106,748.09	\$ 51.32	76.98	\$900.20	\$4,105.70	109.67	\$4,215.37	379.38	611.23
3	\$ 115,079.56	\$ 2,994.06	\$ 112,085.50	\$ 53.89	80.83	\$945.21	\$4,310.98	115.16	\$4,426.14	398.35	641.79

FLSA Rate 0.02671230 Hrs./Year 2920 Hrs./Shift 121.75 Classic PERS 9% PEPPRA PERS 14.5%